1. Council Meeting Agenda

    Documents:

        CA 12.10.24.PDF

2. Public Meeting Agenda

    Documents:

        PM 12.10.24.PDF

3. Resolution(S)

3.I. 327-24

    Documents:

        327-24 RESOLUTION AWARD 2024 TREE PLANTING-VARIOUS LOCATIONS - FINAL.PDF
        327-24 TREE PLANTING AT VARIOUS LOCATIONS - 2024.PDF
        327-24 PLANTING LIST 2024 AND 2025.PDF

3.II. 337-24

    Documents:

        337-24 RESOLUTION AUTHORIZING AWARD OF CONTRACT TO GTBM 2024.PDF
        337-24 EXHIBIT A.PDF

3.III. 338-24

    Documents:

        338-24 PASCACK RESOLUTION-2024.PDF
        338-24 EXHIBIT A.PDF

3.IV. 339-24

    Documents:

        339-24 EMERGENCY APPROPRIATION SEVERANCE LIABILITIES.PDF

3.V. 340-24

    Documents:

        340-24 RESOLUTION ESSEX COUNTY COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM 2025.PDF
        340-24 EXHIBIT A-2025 CDBG PRIORITY LIST.PDF

3.VI. 341-24

    Documents:

341-24 RESOLUTION FS 345 PROFESSIONAL SERVICES.PDF
341-24 PROPOSAL 11.20.2024_FIRE HOUSES 3-4-5.PDF

3.VII. 342-24

Documents:

342-24 RESOLUTION APPROVING CONTRACT WITH MATRIX NEW WORLD FOR WORK NOVEMBER 2024 PROPOSAL (002).PDF
342-24 EXHIBIT A.PDF

3.VIII. 343-24

Documents:

343-24 WO NJDEP GREEN ACRES SUPPLEMENTAL FUNDING RESOLUTION.PDF

3.IX. 344-24

Documents:

344-24 AWARD OF CONTRACT TO GPI - 2020 WASHINGTON ST CORRIDOR IMPROVEMENTS.PDF
344-24 EXHIBIT A-WEST ORANGE 2022 SRTS PE PROPOSAL REV 07-16-2024.PDF
344-24 EXHIBIT B-2022 SRTS RES 289-24 AND AGREEMENT.PDF

3.X. 345-24

Documents:

345-24 WO STEWARDSHIP RESOLUTION-2025.PDF

3.XI. 346-24

Documents:

346-24 WO JAKES LAW RESOLUTION-2025.PDF

3.XII. 347-24

Documents:

347-24 RESOLUTION_CDBG FRANKLIN AVE OXFORD PL.PDF
347-24 RFP - 2024 CDBG RESPONSES.PDF

3.XIII. 348-24

Documents:

348-24 RESOLUTION_MA2025 NJDOT.PDF
348-24 RFP - MA 2025 NJDOT RESPONSES.PDF

3.XIV. 349-24

Documents:

349-24 RESOLUTION CME - SITE REMEDIATION BUS GARAGE 6 LINDSLEY AVE.PDF
349-24 PROPOSAL- LINDSLEY AVE PROPOSAL - ADDITIONAL SAMPLING -DEC 2024.PDF

3.XV. 350-24

Documents:

350-24 RESOLUTION-SOUTH VALLEY ROAD CORRIDOR.PDF
350-24 PROPOSAL.PDF

3.XVI. 351-24

Documents:

351-24 RESOLUTION_GREGORY AVENUE CORRIDOR.PDF
351-24 PROPOSAL.PDF

3.XVII. 352-24

Documents:

352-24 RESOLUTION AUTHORIZING AGREEMENT-EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION TENANT SERVICES FOR EDUCATIONAL AND SOCIAL SERVICES 24.PDF
352-24 AGREEMENT.PDF

3.XVIII. 353-24

Documents:

353-24 RESOLUTION AUTHORIZING AGREEMENT WITH JCC COUNCIL OF SENIOR SERVICES FOR EDUCATIONAL AND SOCIAL SERVICES - 2024.PDF
353-24 AGREEMENT -JCC COUNCIL OF SENIOR CITIZENS FOR RECREATIONAL AND SOCIAL SERVICES FOR SENIORS - 2024.PDF

3.XIX. 354-24

Documents:

354-24 RESOLUTION AUTHORIZING AGREEMENT WITH PLEASANTDALE SENIOR CITIZENS FOR EDUCATIONAL AND SOCIAL SERVICES - 2024.PDF
354-24 AGREEMENT - PLEASANTDALE SENIOR CITIZENS FOR RECREATIONAL AND SOCIAL SERVICES FOR SENIORS - 2024.PDF

3.XX. 355-24

Documents:

355-24 RESOLUTION AUTHORIZING AGREEMENT WITH PRIME TIMERS FOR EDUCATIONAL AND SOCIAL SERVICES - 2024.PDF
355-24 AGREEMENT WITH PRIME TIMERS FOR RECREATIONAL AND SOCIAL SERVICES FOR SENIORS - 2024.PDF

3.XXI. 356-24

Documents:

356-24 YERRR CANNA LLC - RESOLUTION OF LOCAL SUPPORT OF PROPOSED CANNABIS MANUFACTURING BUSINESS.PDF

3.XXII. 357-24

Documents:

357-24 BLUE VIOLET GROW LLC - RESOLUTION OF LOCAL SUPPORT OF PROPOSED CANNABIS CULTIVATION OR MANUFACTURING BUSINESS.PDF

3.XXIII. 358-24

Documents:

358-24 SWEETES SWEETS LLC - RESOLUTION OF LOCAL SUPPORT OF PROPOSED CANNABIS CULTIVATION OR MANUFACTURING BUSINESS.PDF

3.XXIV. 359-24

Documents:

359-24 BUDGET TRANSFER RESOLUTION 2024.PDF
359-24 BUDGET TRANSFER RESOLUTION 2024.PDF

3.XXV. 360-24

Documents:

360-24 RESOLUTION APPROVING CONTRACT WITH ZAYIBETH CARBALLO TOWNSHIP ENGINEER.PDF
360-24 EMPLOYMENT CONTRACT - ENGINEER-ZAYIBETH CARBALLO.PDF

3.XXVI. 361-24

Documents:

361-24 RESOLUTION ESTABLISHING FILMING PERMIT FEES - 2024.PDF

3.XXVII. 362-24

Documents:

362-24 WEST ORANGE_AFSCME MOA_RESOLUTION.PDF
362-24 MOA AFSCME 2024-2029.PDF

3.XXVIII. 363-24

Documents:

363-24 RESOLUTION - MOA WEST ORANGE AND PBA LOCAL 25 - JAN 1. 24-12.31.28.PDF

363-24 MOA PBA LOCAL 25 2024-2028.PDF

3.XXIX. 364-24

Documents:

364-24 RESOLUTION - MOA WEST ORANGE AND PBA LOCAL 25 - JAN 1. 24-12.31.28.PDF
364-24 MOA PBA SUPERIOR OFFICERS- LOCAL 25 (2024-2028).PDF

3.XXX. 365-24

Documents:

365-24 RESOLUTION MOA WEST ORANGE AND FMBA LOCAL 28 (2024-2028).PDF
365-24 MOA FMBA LOCAL 28 2024.PDF

3.XXXI. 366-24

Documents:

366-24 RESOLUTION MOA WEST ORANGE AND WOFDSOA.PDF
366-24 MOA WOFDSOA (2024-2028).PDF

3.XXXII. 367-24

Documents:

367-24 RESOLUTION MOA WEST ORANGE AND TEAMSTERS LOCAL 560 PUBLIC SAFETY TELECOMMUNICATION OPERATORS.PDF
367-24 MOA TEAMSTERS LOCAL 560 PS TELECOMMUNICATION OPERATORS (2024-2028).PDF

3.XXXIII. 368-24

Documents:

368-24 RESOLUTION MOA-INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 560 PUBLIC WORKS SUPERVISORS.PDF
368-24 MOA TEAMSTERS LOCAL 560 PUBLIC WORKS SUPERVISORS 2024 (003).PDF

4. Ordinance(S) On Second And Final Reading

4.I. 2881-24

Documents:

2881-24 EMERGENCY ORDINANCE - SEVERANCE LIABILITIES - FIRST READING 11-12-2024.PDF

4.II. 2882-24

Documents:

2882-24 SALARY STEP GUIDE (VERSION 2024-11-25).PDF

4.III. 2883-24

Documents:

2883-24 ORDINANCE AMENDING REQUIREMENTS FOR FILM PERMITS-REDLINED.DOC.PDF

4.IV. 2885-24

Documents:

2885-24 ORDINANCE GRANTING RENEWAL OF MUNICIPAL CONSENT TO COMCAST OF NEW JERSEY LLC FOR ITS TELECOMMUNICATIONS FRANCHISE.PDF

5. Ordinance(S) On First Reading

5.I. 2887-24

Documents:

2887-24 SALARY STEP GUIDE (VERSION 2024-12-4).PDF

Township of West Orange
CONFERENCE MEETING AGENDA
Council Chambers – 66 Main Street
Tuesday, December 10, 2024
Meeting No. 23

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

==========

6:30 P.M.

Swearing In and Promotional Ceremony

West Orange Fire Department

- Recruit Firefighter Vincent DeSantis sworn-in to the rank of Probationary Firefighter
- Recruit Firefighter Francisco Gonzalez sworn-in to the rank of Probationary Firefighter
- Firefighter Glen Coppola promoted to the rank of Fire Captain

West Orange Police Department

- Police Lieutenant Patrick Matullo promoted to the rank of Police Captain
- Police Sergeant Brad Squires promoted to the rank of Police Lieutenant
- Police Sergeant Jeffrey Krimmel promoted to the rank of Police Lieutenant
- Police Officer Anthony Piserchio promoted to the rank of Police Sergeant
- Police Officer Matthew Reiss promoted to the rank of Police Sergeant

Swearing In

- Recruit William Eugene Evans, Jr. to rank of Police Officer

- **Proclamation** Honoring Sheriff Armando Fontoura on the Occasion of his Retirement

- **Proclamation - World Pancreatic Cancer Day**-Todd Cohen

- **Mayfair Farms Property –** Proposed Museum (Possible Rezoning Issues) - Marty Horn, James Howard and Rafi Mitnick

- **Council Liaison Announcements**

- **Public Meeting – 7:00 p.m.**

REVISED

PUBLIC MEETING AGENDA
Township of West Orange
66 Main Street – 7:00 p.m.
December 10, 2024-Meeting No. 23

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 and Executive Session - November 25, 2024

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

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

7. ***Bill List**

8. ***Resolutions**

a. **MOTION FAILED 327-24** Resolution Authorizing an Award of Contract for 2024 Tree Planting at Various Locations to Frank Galbraith & Son Excavation and Demolition, LLC, 831 Raritan Road, Scotch Plains, NJ in the Amount of $142,130.00 (P. Reynolds)

b. **337-24** Resolution Authorizing the Purchase of L5R Plate Readers through the New Jersey State Contract 17-FLEET-00716 (P. Reynolds)

c. **338-24** Resolution to Authorize the Purchase of IT Equipment, as Part of the Continued Upgrades to the Communications Center Through NJ State Contract 24-TELE-71883 (P. Reynolds)

d. **MOTION FAILED 339-24** Resolution of the Township of West Orange, in the County of Essex, State of New Jersey Providing for the Issuance of Special Emergency Notes in an Amount Not To Exceed $1,800,000 to Fund Contractually Required Severance Liabilities Resulting from the Retirement of Employees in the Township (Ditinyak)
To be heard after the adoption of Ord. 2881-24

e. **340-24** Resolution Essex County Community Development Block Grant (CDBG) Program Year 2025 (Carballo)

f. **341-24** Resolution Authorizing a Professional Services Contract for Professional Architectural Services for Miscellaneous Improvements for Fire Station(s) 3, 4 and 5 (Carballo)

g. **342-24** A Resolution Approving Proposal From Matrix New World For Environmental Services At The Brownfield Development Area On Central Valley, Lakeside Avenue, And For Licensed Sight Remediation Professional Services NTE $78,800.00 (Legal-Gengaro)

h. **TABLED** **343-24** State of New Jersey Department of Environmental Protection Green Acres Program Enabling Resolution for Supplemental Funding Request (Carballo)

i. **344-24** Resolution Authorizing an Award of Contract for the Performance of Preliminary Engineering (PE) Services to Greenman – Pedersen, Inc for 2022 NJDOT Safe Routes to School (SRTS) Improvement Project (Carballo)

j. **345-24** State of New Jersey Department of Environmental Protection Green Acres Program (Vincent's Pond Walkway & Dredging Improvements) (Carballo)
Requires Public Hearing and Comment Prior to Adoption

k. **346-24** State of New Jersey Department of Environmental Protection Green Acres Program (Colgate Park Playground Improvements Project) (Carballo)
Requires Public Hearing and Comment Prior to Adoption

l. **347-24** Resolution Authorizing a Professional Services Contract to Greenman-Pedersen, Inc., 301 Gibraltar Drive, Suite 2A, Morris Plains, NJ 07950, for Professional Engineering Services associated with the 2024 Community Development Block Grants Road Rehabilitation of Franklin Avenue (from Main Street to Chestnut Street) and Oxford Place (from Cherry Street to Chestnut Street) in an Amount NTE $26,608.00 (Carballo)

m. **348-24** Resolution Authorizing a Professional Services Contract to Greenman-Pedersen, Inc., 301 Gibraltar Drive, Suite 2A, Morris Plains, NJ 07950, for Professional Land Surveying and Engineering Services associated with the MA 2025 NJDOT Municipal Aid Program, Helen Avenue, Lawrence Avenue, Florence Place and Lowell Avenue Improvement Project in an Amount NTE $26,615.00 (Carballo)

n. **349-24** Resolution Authorizing a Professional Services Contract to CME Associates, 3759 Highway 1 South, Suite 100, Monmouth Junction, New Jersey 08852, Manal Baba, LSRP, to Provide Professional Services Associated with the Groundwater Monitoring and LSRP Services at the former DPW garage at 6 Lindsley Avenue for Compliance with NJDEP for a Fee not to exceed $112,700.00. (Carballo)

o. **350-24** Resolution Authorizing a Professional Services Contract awarded to Bright View Engineering, 70 South Orange Avenue Suite 109, Livingston, NJ 07039, for Traffic Engineering Services along South Valley Road for an Amount NTE $11,450.00 (Carballo)

p. **351-24** Resolution Authorizing a Professional Services Contract awarded to Bright View Engineering, 70 South Orange Avenue Suite 109, Livingston, NJ 07039, for Traffic Engineering Services along Gregory Avenue for an Amount NTE $11,875.00 (Carballo)

q. **352-24** Resolution Authorizing Agreement-Eagle Rock Senior Citizens Housing Association Tenant Services for Educational and Social Services in the Amount of $250.00 – 2024 (Legal-Moon)

r. **353-24** Resolution Authorizing Agreement with JCC Council of Senior Services for Educational and Social Services in the Amount of $250.00 – 2024 (Legal-Moon)

s. **354-24** Resolution Authorizing Agreement with Pleasantdale Senior Citizens for Educational and Social Services in the Amount of $250.00 – 2024 (legal-Moon)

t. **355-24** Resolution Authorizing Agreement with Prime Timers for Educational and Social Services in the Amount of 2024 in the Amount of $250.00 (Legal-Moon)

u. **356-24** Yerrr Canna LLC - Resolution of Local Support of Proposed Cannabis Manufacturing Business (Legal-Moon)

v. **357-24** Blue Violet Grow LLC - Resolution of Local Support of Proposed Cannabis Cultivation or Manufacturing Business (Legal-Moon)

w. **MOTION FAILED** **358-24** Sweetes Sweets LLC - Resolution of Local Support of Proposed Cannabis Cultivation or Manufacturing Business (Legal-Moon)

x. **359-24** Resolution Authorizing a Budget Appropriation Transfer (Ditinyak)

y. **360-24** Resolution Appointing Zayibeth Carballo as the Township Engineer for a Term Beginning January 1, 2025 through December 31, 2027 in Accordance with N.J.S.A. 40A:9-140 (Legal)

z. **TABLED** **361-24** Resolution Establishing Filming Permit Fees - 2024 (Legal-Moon)
To be heard after the adoption of Ord. 2883-24

aa. **362-24** Resolution Adopting Memorandum of Agreement Between the Township of West Orange and AFSCME New Jersey Council 63, Local 3476 (Abbott)

bb. **363-24** Resolution Approving Memorandum of Agreement Between West Orange PBA Local 25 and the Township Of West Orange (Abbott)

cc. **364-24** Resolution Approving Memorandum of Agreement Between West Orange PBA Local 25 Superior Officers Association and the Township Of West Orange (Abbott)

dd. **365-24** Resolution Approving Memorandum of Agreement Between West Orange Fire Superior Association and the Township Of West Orange (Abbott)

ee. **366-24** Resolution Approving Memorandum of Agreement Between West Orange Firefighters' Mutual Benevolent Association Local 28 (FMBA) and the Township Of West Orange (Abbott)

ff. **367-24** Resolution Approving Memorandum of Agreement Between Teamsters Local 560, Public Safety Telecommunication Operators and the Township of West Orange (Abbott)

gg. **368-24** Resolution Approving Memorandum of Agreement Between the International Brotherhood Teamsters Local 560, Public Works Supervisors ("IBT") and the Township Of West Orange (Abbott)

9. Ordinances on Second and Final Reading

a. **2881-24** An Ordinance of the Township of West Orange, in the County of Essex, State of New Jersey Providing for the Issuance of Special Emergency Notes in an Amount NTE $1,800,000 to Fund Contractually Required Severance Liabilities Resulting from the Retirement of Employees in the Township (Ditinyak)

b. **2882-24** 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 (Amendment to AFSCME Tier) (Ditinyak)

c. **2883-24** An Ordinance Amending Chapter 25, Section 24.7 General Ordinances Of The Township Of West Orange (Filming) (Legal-Moon)

d. **2885-24** An Ordinance Granting Renewal of Municipal Consent to Comcast of New Jersey, LLC to Construct, Connect, Operate and Maintain a Cable Television and Communications System in the Municipality of West Orange, Essex County, New Jersey (Legal-Moon)

10. Ordinances on First Reading

a. **2887-24** 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 (Ditinyak)

11. Pending Matters/New Matters/Council Discussion

12. ABC Hearing-None

13. Adjournment

The Council President may at his/her discretion modify with consent the order of business at any meeting of the Council if he/she deems it necessary and appropriate.
(1972 Code § 3-8; Ord. No. 726-84; Ord. No. 1157-93; Ord. No. 2128-07 § II)

Please click the link below to join the webinar:

https://us06web.zoom.us/j/82256874409?pwd=KSjKYOOQ2JxkEQMAtoGww0scgac6aG.1

Webinar ID: 822 5687 4409

Passcode: 441074

Dial In: (929) 205 6099 US

Public Comment – In Person Only

Agenda is subject to change.

327-24
December 10, 2024

R E S O L U T I O N

BE IT RESOLVED by the Township Council of the Township of West Orange, County of Essex, State of New Jersey, that the contract for **2024 TREE PLANTING AT VARIOUS LOCATIONS** in the Township of West Orange be awarded to:

Frank Galbraith & Son Excavation and Demolition, LLC
831 Raritan Rd
Scotch Plains, NJ 07076

who submitted the lowest responsive bid for supplying 248 trees of 18 different species along with 57 root barriers. Along with all the requirements of the Bid Specifications in the amount of $142,130.00; and

BE IT FURTHER RESOLVED THAT Certified Checks and/or Bid Bonds of all except the lowest responsive bidder be forthwith returned.

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

Adopted: December 10, 2024

I hereby certify funds are available from Account No: 01-2010-00-7202-200
$52,500.00

John Ditinyak, Chief Financial Officer

327-24

2024 TREE PLANTING AT VARIOUS LOCATIONS

Due Date 11.07.2024 at 10:00am

Unofficial Results

Amounts were calculated x 200 in each category, 1 through 3, to come up with cost for bidding purposes.

1. **SJC Lawncare Inc**

   305 Elizabeth Ave

   Cranford, NJ 07016

   Item 1 $204,000.00
   Item 2 $188,200.00
   Item 3 $281,200.00
   Root Barrier per tree $290.00

2. **Frank Galbraith & Son Excavation and Demolition LLC**

   831 Raritan Rd

   Scotch Plains, NJ 07076

   Item 1 $87,500.00
   Item 2 $107,000.00
   Item 3 $258,000.00
   Root barrier per tree $590.00

3. **Yellow Stone Landscaping**
   N/A

   50 US-46

   Hackettstown, NJ 07840

4. **Cerbo's Nurseries** **N/A**

   440 Littleton Rd

   Parsippany, NJ 07054

5. **Clarke Moynihan Landscaping & Construction, LLC.** **N/A**

   229 Main Street

   Andover, NJ 07821

6. **A.N.T Nursery Inc** **N/A**

   1439 Perrineville Rd

   Monroe Twp, NJ 08831

2024/2025 TREE PLANTING AT VARIOUS LOCATIONS

TREE LIST

	Quantity	Species or Description
1.	20	Okame Cherry
2.	19	Kwanzan Cherry
3.	35	Autumn Flowering Cherry
4.	37	Kousa Dogwood
5.	6	October Glory Red Maple
6.	23	Columnar Sargeant Cherry
7.	2	Green Mountain Sugar Maple
8.	10	American Hornbeam
9.	12	Princess Diana Amelanchier
10.	13	Robin Hill Amelanchier
11.	7	Ivory Silk Japanese Tree Lilac
12.	12	Queen Elizabeth Hedge Maple
13.	2	Ruby Red Horse Chestnut
14.	12	Red Spire Pear
15.	6	Jefferson Elm
16.	3	Armstrong Red Maple
17.	18	Swamp White Oak
18.	1	Single Stem River Birch
TOTAL	248	

Total Trees	1 ½”-2”	2 ½”	4”	Root Barrier	Watering
248	248		-0-	57	248

337-24
December 10, 2024

RESOLUTION

To authorize the purchase of L5R Plate Readers through the New Jersey State Contract 17-FLEET-00716

WHEREAS, the Township of West Orange (Township) Police Department has received a grant from the Attorney General's office and the Essex County Prosecutor's office in the amount of $63,513.00

WHEREAS, license plate readers integral part of law enforcement's ability to collect data quickly will be used at the intersection of Eagle Rock Avenue and Prospect Avenue; and

WHEREAS, pursuant to the provision made in the Local Public Contracts Law N.J.S.A. 40A:11-5(2) the Township as a Local Government Unit, may without public advertising for goods or services, enter into contracts already secured by the United States of America, the State of New Jersey, County or Municipality thereof; and

WHEREAS, the Township may use NJ State Contact 17-Fleet-00716 to purchase under camera equipment through Gold Type Business Machines, Inc. (GTBM) 351 Paterson Ave., East Rutherford, NJ 07073 (see attached Exhibit "A")

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 the total amount of not to exceed $54,113.60 to GTBM with funds certified available by the Chief Financial Officer.

Karen J. Carnevale, Municipal Clerk

Bill Rutherford, Council President

Adopted: December 10, 2024

I hereby certify funds available:
Account No. 01-2040-41-9034-223 2023
AUTOMATED LICENSE PATE REC TECH

John C. Ditinyak, Chief Financial Officer

Exhibit “a”

GTBM
Better Solutions Every Day

Gold Type Business Machines

351 Paterson Avenue
East Rutherford, NJ 07073
Phone: 201-935-5090
Fax: 201-935-7022

Quoted By Richie Picolli
Salesperson Richie Picolli

Quote

Created Date 11/25/2024
Quote Number 00001188
Account West Orange Police Department
66 Main Street
West Orange, NJ 07052
Contact Nick Allegrino

Contract Name	Description
17-FLEET-00716	Master Purchase Order 17-FLEET-00716 Vendor ID V00000081

Part Number	Description	Quantity	MSRP	Discount	Total
VSB-50892	VSF-035-L5F L5F 35MM FIX CAM KIT W SUNSHIELD AND CBL	4	$6,444.00	10%	$23,198.40
VSM-48881	UNIVERSAL POLE OR WALL	4	$420.00	10%	$1,512.00
BCAV1F2-C600	Vigilant Fixed Camera Communications Box	2	$2,889.00	10%	$5,200.20
VS-SHP-02	Vigilant Shipping Charges	4	$111.00	10%	$399.60
SSUPSYS-COM	Vigilant System Start Up & Commissioning of 'In Field' LPR system	4	$1,106.00	10%	$3,981.60
VSBSCSVC-04	Vigilant LPR Basic Service Package for Hosted/Managed LPR Deployments- 5 YEARS UPFRONT	20	$306.00	10%	$5,508.00
VS-TRVL-01	Vigilant Travel via Client Site Visit	1	$1,722.00	10%	$1,549.80
CDFS-HWW	FIXED CAMERA LPR SYSTEM EXTENDED HARDWARE WARRANTY - VALID FROM STANDARD WARRANTY-4 Additional years (5 Total)	4	$2,111.00		$8,444.00
Labor	Eagle Rock Road and Prospect Avenue, all directions. Install and configure 2 boxes and 4 cameras which will cover 8 lanes. Will be mounted on traffic light.	1	$4,800.00	10%	$4,320.00

Grand Total: $54,113.60

Additional Details: **GTBM's scope of work:**

- Installation of cameras and communication boxes.
- Configuring & alignment of all cameras.

Electrician's scope of work:

- Provide all electrical work (power direct to cameras communication box).

Customer's scope of work:

- Provide sim cards for the Cradlepoint modems for each "Comms box."

- Provide Traffic control and safety during camera installation.
- Obtain permits or any necessary paperwork to mount on desired poles. (If applicable)
- Provide all electrical work (if City/County Electrician can't perform the work.

Customer agrees and acknowledges to remit payment upon delivery and installment of the above or, if Customer delays the installation after delivery of the above by more than ten (10) days, Customer will remit payment.

338-24
December 10, 2024

RESOLUTION TO AUTHORIZE THE PURCHASE OF IT EQUIPMENT, AS PART OF THE CONTINUED UPGRADES TO THE COMMUNICATIONS CENTER THROUGH NJ STATE CONTRACT 24-TELE-71883

WHEREAS, the Township of West Orange (Township) employs a Nationally Accredited Police Force (Police Department); and

WHEREAS, the Police Department recently renovated and upgraded the communications center furniture, and added additional IT infrastructure; and

WHEREAS, part of the IT Upgrades requires additional Storage Area Networks (SAN) be purchased; and

WHEREAS, pursuant to the provision made in the Local Public Contracts Law N.J.S.A. 40A:11- 5(2) the Township as a Local Government Unit, may without public advertising for goods or services, enter into contracts already secured by the United States of America, the State of New Jersey, County or Municipality thereof; and

WHEREAS, the Township wishes to utilize State Contract Purchasing Methods to purchase 1 additional SAN; and

WHEREAS, the vendor, Pascack Data located at 200 Central Ave, Suite 100, Hawthorne NJ, 07506 is a NJ State Contract authorized vendor utilizing NJ STATE CONTRACT 24-TELE-71883 contract (#23026 Dell NASPO Master Agreement), and has provided pricing for equipment to work on the Police Departments LAN (see Exhibit A).

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 $138,416.21 to Pascack Data with funds certified available by the Chief Financial Officer.

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

Adopted: December 10, 2024

I hereby certify funds available from: **Account # 03-2704-22-0200-020**
Police Communications Center Update

John C. Ditinyak, Chief Financial Officer

338-24

Exhibit “a”

Pascack Data Services, Inc.
200 Central Ave., Suite 100, Hawthorne, N.J. 07506 973-304-4858
Intelligent IT Solutions
Since 1972

Date: october 18, 2024

Proposal for:

West Orange Police Dept.

Comm Center Upgrade

66 Main Street
West Orange, NJ 07052
Nick Allegrino

Product pricing is being sold off the Dell NASPO New Jersey Master Agreement #23026. Contract code C00000117509.

Dell PowerStore

QTY	Style	Description	MSRP	Pascack Price	Extended Price
1	210-AXXJ	PowerStore 500T Dell	$14,633.00	3,975.26	3,975.26
1	370-AFXQ	192GB Appliance DIMM 96GB Per Node	$9,764.00	2,385.62	2,385.62
15	400-BGGM	Informational Purposes Only	$22,110.00	5,402.09	81,031.33
1	528-BTZK	P1 25X2.5 NVME SED SSD 3.84TB	$0.00	-	-
2	565-BBJN	PowerStore Base SW	$3,564.00	870.79	1,741.58
1	450-BBGJ	10GBASE-T 4 PORT IO MODULE PAIR	$2,314.00	565.38	565.38
1	343-BBMR	LOW LINE POWER SUPPLY RT PAIR L9	$563.00	137.56	137.56
1	379-BDPD	BASE UNIT CONFIG KIT	$0.00	-	-
1	876-3336	ISG Product (info)	$1,096.98	268.03	268.03
1	876-3702	Dell Hardware Limited Warranty	$2,510.00	613.27	613.27
1	876-3704	Prosupport Plus Mission Critical 4-Hour 7x24 Onsite Service with Emergency Dispatch 3 Years	$3,456.00	844.40	844.40
1	876-3707	Prosupport Plus Mission Critical 4-Hour 7x24 Onsite Service with Emergency Dispatch 2 Years Extended	$6,343.00	1,941.78	1,941.78
1	955-9041	Prosupport Plus Mission Critical 7x24 Technical Support and Assistance 5 Years	$0.00	-	-
15	828-4829	Dell Hardware Limited Warranty Plus On Site Service Extended Year	$10,290.00	2,514.13	37,712.00
1	800-BBQV	ProSupport Plus: Mission Critical 4-Hour 7x24 On-Site Low Capacity SSD Add-On, 5 Years	$0.00	-	-
1	210-ATXO	AppSync for PowerStore	$0.01	0.01	0.01
1	528-BYHF	AppSync Str Pk for PowerStore=CB	$0.00	-	-
1	828-5724	ProSupport for AppSync Starter Pack Software Support Maintenance 5 Years	$0.00	-	-
1	828-5768	ProSupport for AppSync Starter Pack Software Support Contract 5 Years	$0.00	-	-

Professional Services

QTY	Style	Description	Pascack Price	Extended Price
6	CE-Install	Installation / configuration / Migration Services	1,200.00	7,200.00

TOTAL **138,416.21**

***** Dell no longer accepts returns unless there is a manufacturer's defect. It is extremely important to check all configurations.**

*It is the customer's responsibility to make sure all configurations meet their requirements. There are many different options in configuring hardware. Please double check all configurations before purchasing.

*Pricing is valid for 7 days after which, pricing must be verified prior to ordering. Applicable freight and sales tax may apply and are not included in this quote.

*Installation is NOT included unless noted in this proposal.

*Cabling and electrical requirements are the responsibility of the customer, unless otherwise noted.

*If you would like us to implement this project, please forward your purchase order.

339-24
December 10, 2024

RESOLUTION OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY PROVIDING FOR THE ISSUANCE OF SPECIAL EMERGENCY NOTES IN AN AMOUNT NOT TO EXCEED $1,800,000 TO FUND CONTRACTUALLY REQUIRED SEVERANCE LIABILITIES RESULTING FROM THE RETIREMENT OF EMPLOYEES IN THE TOWNSHIP

WHEREAS, pursuant to N.J.S.A. 40A:4-53h and an ordinance finally adopted on December 10, 2024 (the "Ordinance"), the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township") authorized a special emergency appropriation in the amount of $1,800,000 to fund contractually required severance liabilities resulting from the retirement of employees in the Township; and

WHEREAS, in accordance with N.J.S.A. 40A:4-55 and the Ordinance, the Township now seeks to issue special emergency notes, which may be renewed from time to time, to finance contractually required severance liabilities resulting from the retirement of employees in the Township and at least 1/5 of all such special emergency notes, including renewals thereof, shall mature and be paid in each year, so that all notes and renewals shall have matured and have been paid not later than the last day of the fifth year following the date of issuance of the special emergency notes.

NOW, THEREFORE, BE IT RESOLVED, (not less than two-thirds of all the members of the governing body thereof affirmatively concurring) that in accordance with N.J.S.A. 40A:4-55:

0. A special emergency appropriation has previously been made in the amount of $1,800,000 to provide for the cost of funding contractually required severance liabilities resulting from the retirement of employees in the Township.

1. In accordance with N.J.S.A. 40A:4-55, special emergency notes are hereby authorized by the Township Council of the Township to be issued in an amount not to exceed $1,800,000.

2. At least 1/5 of all such special emergency notes, including renewals thereof, authorized hereunder shall mature and be paid in each year, so that all notes and renewals shall have matured and have been paid not later than the last day of the fifth year following the date of issuance of the special emergency notes.

3. Such special emergency notes shall be executed by the Mayor and the

Chief Financial Officer of the Township and the official seal shall be thereunto affixed, imprinted or reproduced and attested by the Clerk of the Township. All notes issued hereunder shall mature at such times as may be determined by the Chief Financial Officer of the Township. The notes shall bear interest at such rate or rates and be in such form as may be determined by the Chief Financial Officer of the Township. It is hereby delegated to the Chief Financial Officer of the Township the authority to determine all matters in connection with the notes issued, and the signature of the Chief Financial Officer upon the notes shall be conclusive evidence as to all such determinations. The Chief Financial Officer is also 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, if any, thereon from their dates to the date of delivery thereof. The Chief Financial Officer is directed to report in writing to the Township Council of the Township at the meeting next succeeding the date when any sale or delivery of the special emergency notes pursuant to this resolution is made. Such report must include the principal amount, the description, the interest rate, the maturity schedule of the special emergency notes so sold, the price obtained and the name of the purchaser.

4. A certified copy of this resolution shall be filed with the Director of the Division of Local Government Services, within the New Jersey Department of Community Affairs.

5. This resolution shall become immediately effective in accordance with law.

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

Bill Rutherford
Council President

Adopted: December 10, 2024

339-24

CERTIFICATION

I, KAREN J. CARNEVALE, R.M.C., Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that the annexed resolution entitled, "RESOLUTION OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY PROVIDING FOR THE ISSUANCE OF SPECIAL EMERGENCY NOTES IN AN AMOUNT NOT TO EXCEED $1,800,000 TO FUND CONTRACTUALLY REQUIRED SEVERANCE LIABILITIES RESULTING FROM THE RETIREMENT OF EMPLOYEES IN THE TOWNSHIP", is a true copy of a resolution which was duly adopted at a meeting of the Township Council of the Township duly called and held on December 10, 2024, in full compliance with the Open Public Meetings Act, N.J.S.A. 10:4-6 et seq., at which meeting a quorum was present and acting throughout, and which resolution has been compared by me with the original thereof as contained in the minutes as officially recorded in my office in the Minute Book of such Township, and said resolution is a true, complete and correct copy thereof and has not been amended, modified or repealed and is in full force and effect on and as of the date hereof.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of said Township this 10th day of December, 2024.

_____
KAREN J. CARNEVALE, R.M.C.
Township Clerk

340-24
December 10, 2024

RESOLUTION
ESSEX COUNTY COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM
YEAR 2025

WHEREAS, certain Federal funding will potentially be available for Essex County under Title 1 of the Housing and Community Development Act of 1974 as amended and supplemented, which Act is commonly known and referred to as the Community Development Block Grant; and

WHEREAS, the Township of West Orange has a need and desire for assistance under the Act and Program as aforesaid in order to improve essential services to the residents of areas which qualify for assistance under the Act and Program as aforementioned.

NOW, THREFORE, BE IT RESOLVED the Township Council of the Township of West Orange, authorizes, on behalf of the Township of West Orange, the submission of applications for funding of the attached list, known as the 2025 Community Development Block Grant Program list, in the priority order as shown In attached Exhibit "A".

BE IT FURTHER RESOLVED, that the Mayor of the Township of West Orange is authorized to sign all applications and execute any agreements with the County of Essex and the Municipal Clerk to attest his signature for projects to be funded under this program.

_____ _____

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

Bill Rutherford
Council President

Adopted: December 10, 2024

340-24

EXHIBIT A

TOWNSHIP OF WEST ORANGE
COMMUNITY DEVELOPMENT BLOCK GRANTS
APPLICATIONS FOR 2025
PRIORITY LIST 12/02/2024

1	**Bethany Center for Champions (BCC)** - Academic Assistance Program to maintain sufficient staff to support our programs. Our academic assistance program began a few years ago. We aim to support academically at-risk middle and high school students through a small wholistic cohort of seventeen students.	$75,000.00
2	**Main Street Counseling Center** -Comprehensive Mental Health Care for At-Risk Populationsto partially fund the salary of an additional full-time bilingual social worker. This therapist will enhance our ongoing efforts to expand quality and accessible outpatient mental health services. The project will prioritize vulnerable West Orange adolescents, in particular, but will also assist couples, families, and seniors who require support in multiple languages. Services will primarily be provided at Main St. Counseling's two locations in West Orange. As we strengthen our community collaborations, we will also offer additional mental health services at Valley Settlement House, Renna Senior Housing, and Degnan Senior Housing. There has been a significant increase in community demand for high-quality, affordable, and accessible mental health services, especially in light of the continued pandemic recovery. There remains an urgent need for support, particularly for Medicaid-insured residents with minimal care options.	$50,000.00
3	STANDISH AVE (FROM PARK AVE TO LAKESIDE AVE) AND FREMONT ST (FROM SAMUEL ST TO MONTCLAIR TWP.)	$610,000.00
	TOTAL	$735,000.00

341-24
December, 10, 2024

R E S O L U T I O N

WHEREAS, the Township of West Orange proposes professional architectural services for miscellaneous improvements for Fire Stations No. 3, 4 and 5, to supplement and complete the design and prepare bid documents; and

WHEREAS, to design these renovations the Township requires the services of a professional architectural firm; and

WHEREAS, the Township Engineer solicited a proposal from one professional architectural firm to supplement the work completed in 2022; and

WHEREAS, Herbst-Musciano, LLC, responded to the Request for Proposal; and

WHEREAS, by letter dated December 2, 2024, the Township Engineer recommended a professional services contract be awarded to, Herbst-Musciano, LLC, 611 Main Street, Second Floor, Boonton, NJ 07005 for professional architectural services associated with miscellaneous improvements for Fire Stations No. 3, 4 & 5; and

WHEREAS, Herbst-Musciano, LLC, responded to the Township's Request for Qualifications for Professional Services for 2024; and

WHEREAS, sufficient funds exist for the services outlined in the proposal of Herbst-Musciano, LLC; and

WHEREAS, the Township Council concurs in the foregoing.

NOW THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange, New Jersey that a professional services contract be awarded to Herbst-Musciano, LLC, to provide professional architecture services for miscellaneous improvements for Fire Stations No. 3, 4 and 5 in the amount not to exceed $84,900.00.

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

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

Bill Rutherford, Council President

Adopted: December 10, 2024

I hereby certify funds are available from:

ACCOUNT NO.
2023 Capital Budget
03-2830-23-0200-030
$84,900.00

John Ditinyak, Chief Financial Officer

341-24

November 20, 2024

Louis Reynolds
Department of Public Works
Township of West Orange
25 Lakeside Avenue
West Orange, NJ 07052

A/E SERVICES PROPOSAL
Miscellaneous Improvements
Fire Station 3, Fire Station 4 & Fire Station 5
West Orange, NJ 07052

A. PROJECT DESCRIPTION

1) Herbst-Musciano, LLC will provide architectural design and construction contract administration for the work generally described below.
2) This work is supplemental to the bid documents completed by us in 2022.
3) Note that work scope will be separated into THREE bid packages:
   a) Window replacement
   b) Interior Work
   c) Other Exterior work, as requested by the Client.

4) Fire Stations #3 & #4:
   a) Re-design new Air Conditioning system to include entire building - not just specific rooms noted on original scope of work.
   b) Re-design air conditioning system to include new type of refrigerant since regulation recently changed.
   c) Modify current gang showers into separate shower stalls and drying areas
   d) Provide 3 separate bid documents:
      i) Window Replacement
      ii) Other Exterior work
      iii) Interior Work.
   e) This will include THREE bid processes per building and THREE separate construction admin processes.

5) Fire Station #5
   a) Water resistant Coating on tower
   b) Interior water resistant paint
   c) Document update

B. ARCHITECTURAL DESIGN SERVICES

1) Field Work and Preliminary Design
   a) Assist the Client in refining and developing the project requirements and goals
   b) Investigate cost effective systems, manufacturers, etc.
   c) Develop conceptual designs and review them with the Client to ascertain realistic alternatives and objectives;
   d) Prepare schematics as may be needed to illustrate project approach.

2) Construction Drawings and Specifications
   a) Based on approved Schematics and any further adjustments in the scope and quality of the project or in the budget, prepare Construction Documents for approval by the Client. These documents will consist of Drawings and specifications setting forth in detail the requirements for the construction of the project

b) Construction Documents will be prepared for the following disciplines and components:
   i) Demolition
c) Repairs and improvements of current conditions.
d) The Architect will assist Client in connection with the Client's responsibility for filing documents required for approval of governmental authorities having jurisdiction over the project.
e) The Architect will issue a statement of probable construction cost.

3) Construction Contract Administration
   a. Unless otherwise provided in this Agreement and incorporated in the Contract Documents, the Architect will provide administration of the Contract for Construction generally as follows:
      - The Architect will assist the Client in the process of publicly bidding the work.
      - Visit the site at intervals appropriate to the stage of construction to ascertain the progress of the work and its general conformity with the Construction Documents. Conduct up to five (5) job meetings with the Contractor(s) and Client Representative.
      - A full time Roof Monitor can be provided at the work site as an additional service.
      - Review and approve or take the other appropriate action on Contractor's submissions of shop drawings, including pre-engineered components, and product literature with respect to their conformity with the Contract Documents.
      - Review and take action on Contractor's applications for payment.
      - Conduct punch list and final inspections.

4. QUALIFICATIONS
   a. Proposal assumes that this project will be administered and bid as a single overall contract.
   b. This proposal limits the duration of the architect's construction administration services to a period not to exceed 90 calendar days.
   c. This proposal excludes:
      - Site Plan (zoning) approval process.
      - Property Survey.
      - Permit application fees.
      - Abatement of hazardous or otherwise controlled materials.
      - Revisions to documents made after acceptance by the client or jurisdictional agencies or authorities.
      - Revisions to documents due to changes made in field or due to substitution or alteration of specified materials or methods.
      - Fulltime Roof Monitor during construction.
      - Structural Engineering.
      - Special Consultants.
      - Destructive Testing.
   d. The Client shall defend, hold harmless and indemnify the Architect for all claims, expenses, loss or liability (including attorney's fees) incurred during the construction and/or use of the facility when constructed in accordance with plans and specifications prepared under the terms of this agreement, except as solely by reason of the acts or omissions or negligence of the Architect. Such indemnity shall extend to include all claims, expenses, loss or liability, which occurs due to construction material or methods not in complete conformity with the requirements of the plans and specifications.
   e. Any controversy, dispute or question arising out of, in connection with or in relation to this agreement or its interpretation or performance or breach thereof shall be determined by arbitration conducted in New Jersey in accordance with the then existing rules of the American Arbitration Association, and judgment upon any award of damages may be entered by the highest court having jurisdiction. Each party shall select an arbitrator and selected arbitrator shall select a third arbitrator who shall conduct the arbitration. All expenses incurred or paid by reason of this arbitration, including the reasonable fees and expenses of the arbitrator shall be borne equally by the parties hereto.

C. COMPENSATION

1. The Client shall compensate the Architect for the scope of services described herein a fixed fee payable monthly in proportion to services rendered. This is a Lump Sum proposal that includes all 3 buildings. Man-hour approximations are for reference only.
    a. FEES:
        1. Fire Station #3

• Mechanical, Electrical and Plumbing	60 man-hrs x $150.	$9,000.
• Architectural	50 man-hrs x $150.	$7,500.
• Construction Admin (3 Projects)	3 x 48 man-hrs x $150.	21,600.
SUBTOTAL		$38,100.

        2. Fire Station #4

• Mechanical, Electrical and Plumbing	60 man-hrs x $150.	$9,000.
• Architectural	50 man-hrs x $150.	$7,500.
• Construction Admin (3 Projects)	3 x 48 man-hrs x $150.	$21,600.
SUBTOTAL		$38,100.

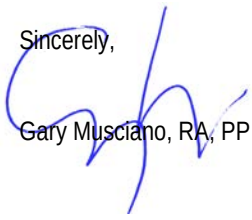
        2. Fire Station #5

• Architectural Updates	20 man-hrs x $150.	$3,000.
• Construction Admin	38 man-hrs x $150.	$5,700.
SUBTOTAL		$8,700.

4. Reimbursable expenses are in addition to basic fixed fee compensation and are payable at a multiple of 1.10 x amounts expended by the Architect. Reimbursable expenses include additional printing and delivery beyond 20 sets of bid documents.
5. Additional services shall be compensated on time-based billings in accordance with the attached schedule of standard rates, or a lump sum and may include the following:
    a. Attendance at planning or zoning board meetings.
    b. Making revisions in drawings and/or specifications when inconsistent with prior approvals whether by Client or governing authorities;
    c. Making revisions in drawings and/or specifications in connection with change orders during construction or due to construction errors.
6. Billing shall be made monthly in proportion to services rendered and payment is expected within 30 days of date of invoice.

Thank you for the opportunity to submit this proposal. Please contact me if you have any questions.

Sincerely,



Gary Musciano, RA, PP

342-24
December 10, 2024

A RESOLUTION APPROVING PROPOSAL FROM MATRIX NEW WORLD FOR ENVIRONMENTAL SERVICES AT THE BROWNFIELD DEVELOPMENT AREA ON CENTRAL VALLEY, LAKESIDE AVENUE, AND FOR LICENSED SIGHT REMEDIATION PROFESSIONAL SERVICES NTE $78,800.00

WHEREAS, on November 21, 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: (i) 4-10 Central Avenue, West Orange, New Jersey, also known as Block 9 Lot 32 on the Township of West Orange Tax Map; (ii) 18 Central Avenue, West Orange, New Jersey, also known as Block 9 Lot 36 on the Township of West Orange Tax Map; (iii) 4 Tompkins Street, West Orange, New Jersey, also known as Block 7, Lot 22 on the Township of West Orange Tax Map (collectively, the "Properties"); and

WHEREAS, in July 2024, the Township applied for Brownfield Development Area ("BDA") designation for properties located in the area of Lakeside Avenue and Ashley Avenue regarding the properties located at: (i) 32 Ashland Avenue, West Orange, New Jersey, also known as Block 64, Lot 25 on the Township of West Orange Tax Map; (ii) 55 Lakeside Avenue, West Orange, New Jersey, also known as Block 155, Lots 15 and 17 on the Township Tax Map; and (iii) the former Department of Public Works building located at 25 Lakeside Avenue, West Orange, New Jersey; and

WHEREAS, the proposal relates to three tasks to be performed by Matrix New World as set forth in Exhibit **"A"** annexed hereto; and

WHEREAS, the proposal includes costs for services including a 2025 BDA Steering Committee Meetings/Management, 2025 BDA Steering Committee Meetings/Management for

Lakeside Avenue BDA, and general project management and Licensed Sight Remediation Professional

Services ("LSRP"); and

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Township Council authorizes the Township to accept the proposal from Matrix attached herein as Exhibit **"A,"** not to exceed $78,800.00 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, R.M.C. **Municipal Clerk**	**Bill Rutherford** **Council President**

Adopted: December 10, 2024

I hereby certify funds are available from Account No. _____

John Ditinyak, Chief Financial Officer

342-24

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.mnwe.com

MATRIXNEWORLD
Engineering Progress

Via Email (jabbott@westorange.org & zcarballo@westorange.org)

November 21, 2024

Township of West Orange
66 Main Street
West Orange, New Jersey 07052
Attn: James Abbott & Zayibeth Carballo

RE: PROFESSIONAL ENVIRONMENTAL SERVICES
NJDEP SITE REMEDIATION SITES
BROWNFIELDS REDEVELOPMENT AREA (BDA)
WEST ORANGE, NEW JERSEY
MATRIX NO. 23-1405

Dear Ms. Carballo and Chief Abbott:

Matrix New World Engineering, Land Surveying and Landscape Architecture, P.C. (Matrix) is pleased to submit this proposal for professional environmental services. This proposal will include costs for sitting on the Brownfield Development Area (BDA) steering committee, general project management, and Licensed Site Remediation Professional (LSRP) services for the properties within the New Jersey Department of Protection (NJDEP) Site Remediation Program (SRP). The current Central Valley BDA area includes three properties currently active in the NJDEP Contaminated Site Remediation and Redevelopment (CSRR) Program in the Township of West Orange (Township) including the Selecto Flash property located at 18 Central Avenue (Block 9, Lot 36), the Biddelman property located at 4-10 Central Avenue, (Block 9, Lot 32), and 4 Tompkins Street, (Block 7, Lot 22). The Township also applied in July 2024 for the BDA designation for properties located in the area of Lakeside Avenue and Ashley Avenue. This potentially new BDA area includes several Township owned properties along Ashland Avenue and Lakeside Avenue. Three properties within this potentially new BDA are listed in NJDEP CSRR Program including 32 Ashland Avenue (Block 64, Lot 25), the former Barton Press property located at 55 Lakeside Avenue (Block 155, Lots 15 and 17), and the Department of Public Works (DPW) property located at 25 Lakeside Avenue.

SCOPE OF SERVICES

The scope of services and associated fees are described in detail below:

Task 1: 2025 BDA Steering Committee Meetings/Management – Central Valley BDA

The Township of West Orange and NJDEP have requested that Matrix attend the Central Valley BDA steering committee meetings as their environmental professionals in 2025. This task will include costs for the attendance of up to eight (8) meetings, review of all documentation associated with the West Orange Central Valley BDA, preparation of documents and meetings, and correspondence with the project team.

This task also includes Matrix labor for the required semi-annual reporting for the BDA due to the NJDEP and remediation associated with those properties.

Task 2: 2025 BDA Steering Committee Meetings/Management – Lakeside Avenue BDA

The Township of West Orange and NJDEP have requested that Matrix attend the Lakeside Avenue BDA steering committee meetings as their environmental professionals in 2025. This task will include costs for the attendance of up to eight (8) meetings, review of all documentation associated with the West Orange Lakeside Avenue BDA, preparation of documents and meetings, and correspondence with the project team.

This task also includes Matrix labor for the required semi-annual reporting for the BDA due to the NJDEP and remediation associated with those properties.

Task 3: General Project Management and LSRP Services

This task includes general Matrix project management and LSRP services for the Township. This task will include out of scope items for the current CSRR Sites referenced above and responding to general questions the Township might have for their environmental professionals. This task includes project management, NJDEP and EPA correspondence and coordination, and the anticipation of future conference calls and/or meetings with the project team.

Due to the BDA areas being included in the Orange Valley Regional Groundwater Contamination Superfund Site, Matrix is including costs for EPA correspondence associated with the Township owned properties.

COSTS

The following are our time and materials not to exceed costs for the tasks described herein. All work will be conducted in accordance with the attached standard terms and conditions and LSRP Special Provisions.

Task 1 – 2025 BDA Steering Committee Meetings/Management – Central Valley BDA $23,970
Task 2 – 2025 BDA Steering Committee Meetings/Management – Lakeside Avenue BDA $23,970
Task 3 – General Project Management and LSRP Services.....$30,860
Estimated Cost for Scope of Work $78,800

CLOSING

Any item listed above which is not ordered will not be billed. Separate authorization from the client will be requested prior to commencing services outside the scope of this proposal.

All out-of-pocket expenses including, but not limited to, application fees, laboratory testing costs, mylar copies, certified mailings, photographs, blueprints, and special deliveries are considered additional to the proposal items unless specifically noted within the scope of this proposal.

The terms and conditions of this proposal are subject to the attached Matrix Terms and Conditions for Professional Services. This proposal is submitted solely and exclusively for the use of Township of West Orange for consideration of the professional services of Matrix. Disclosure of this proposal's content to any third party without prior written authorization from Matrix is expressly prohibited.

In addition to the specific items as listed herein, the client may be required to demonstrate compliance with certain permit and approval conditions as may be imposed by one or more of the regulatory agencies. These conditions may require revisions to the plans and/or preparation of additional supporting documentation. This proposal does not include these additional items unless specifically outlined within the scope of this proposal. Based on the results of the post excavation soil samples additional work may be required and costs will be provided under separate proposal.

PAYMENT SCHEDULE

Payment shall be in accordance with the Charges, Billing, and Payment schedule outlined in the Terms and Conditions attached to this proposal unless prior written arrangements have been made with Matrix.

Please indicate your acceptance of this proposal by signing in the space provided below and returning one copy to this office. Acceptance of this proposal signifies the clients' understanding that Matrix will not be retained or asked to perform any services unless funding is secured and is available to pay all invoices within 30 days. Receipt of the signed proposal shall be considered authorization to proceed with all items described within this agreement. Any items not intended to be authorized shall be clearly and specifically noted as such within the client's signed and returned proposal.

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

Sincerely,

Allison Molnar

Allison Molnar
Project Manager

Mark Sprengel, LSRP
Project Manager

Authorization to Proceed:_____ Date:_____
Name/Title

ATTACHMENT 1
TERMS AND CONDITIONS

MATRIXNEWORLD
Engineering Progress

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 2
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.

343-24
December 10, 2024

STATE OF NEW JERSEY
DEPARTMENT OF ENVIRONMENTAL PROTECTION
GREEN ACRES PROGRAM

ENABLING RESOLUTION for SUPPLEMENTAL FUNDING REQUEST

WHEREAS, the New Jersey Department of Environmental Protection, Green Acres Program ("State"), provides loans and/or grants to municipal and county governments and grants to nonprofit organizations for assistance in the acquisition and development of lands for outdoor recreation and conservation purposes; and

WHEREAS, the Township of West Orange has previously obtained a Green Acres loan of $0.00 and/or a Green Acres grant of $4,500,000.00 from the State [and an Urban Parks grant of $0.00 from the State] to fund the following project(s):

#0722-03-005- West Orange Township Open Space Acquisition (Rock Spring Golf Course);

and

WHEREAS, the Township of West Orange desires to further the public interest by requesting an additional Green Acres loan of $0.00 and/or an additional Green Acres grant of $5,250,000.00 to fund the project(s); and

WHEREAS, the State shall determine if the supplemental funding request is complete and in conformance with the scope and intent of the Green Acres Program, and notify the applicant of the amount of the funding award; and

WHEREAS, the applicant is willing to use the State's funds in accordance with its rules, regulations and applicable statutes, and is willing to enter into an Amendment of the Agreement with the State for the above-named project;

NOW, THEREFORE, the governing body/board resolves that:

1. Susan McCartney or the successor to the office of Mayor is hereby authorized to:
   (a) request such a loan and/or such a grant,
   (b) provide additional information and furnish such documents as may be required, and
   (c) act as the authorized correspondent of the above-named applicant; and

2. The applicant agrees to provide the local government/nonprofit share if a match is required.
3. The applicant agrees to comply with all applicable federal, state, and local laws, rules, and regulations in its performance of the project.
4. This resolution shall take effect immediately.

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

Bill Rutherford
Council President

Adopted: December 10, 2024

343-24

CERTIFICATION

I, Karen J. Carnevale, Municipal Clerk, do hereby certify that the foregoing is a true copy of a resolution adopted by the Council of the Township of West Orange at a meeting held on the 10th day of December, 2024.

IN WITNESS WHEREOF, I have hereunder set my hand and the official seal of this body this 10th day of December, 2024.

_____

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

344-24
December 10, 2024

R E S O L U T I O N- AWARDING A CONTRACT FOR THE PERFORMANCE OF PRELIMINARY ENGINEERING (PE) SERVICES TO GREENMAN – PEDERSEN, INC FOR 2022 NJDOT SAFE ROUTES TO SCHOOL (SRTS) IMPROVEMENT PROJECT

WHEREAS, the Township of West Orange wishes to perform improvements to the 2022 Safe Routes to School (SRTS); and

WHEREAS, the Township has been selected by the New Jersey Dept. of Transportation (NJDOT) in partnership with the North Jersey Transportation Planning Authority (NJTPA), the Delaware Valley Regional Planning Commission (DVRPC), and the South Jersey Transportation Planning Organization (SJTPO) for a grant funding in the amount of $920,000.00 for this project; and

WHEREAS, the Township requires the services of a professional engineering firm and land surveying firm to oversee the Preliminary Engineering (PE) phase of this project; and

WHEREAS, one of the distinctive features of this grant is additional funding is provided via a Design Assistance Program to cover the consultant's cost if one of the four NJDOT prequalified consultants is selected to oversee this project, so as not to impact the $920,000.00 grant total; and

WHEREAS, NJDOT conducted a review of the Design Assistance Consultant Selection by evaluating, rating and ranking consultants and Greenman – Pedersen, Inc. (GPI) was one of the four consultants qualified through this process to perform these services; and

WHEREAS, the Township needs to endorse GPI contract (Exhibit A) that serves as the Notice to Proceed, so that Preliminary Engineering (PE) commence for this project; and

WHEREAS, GPI has submitted a proposal as part of the Federal Aid Agreement (Exhibit B) for completing the Preliminary Engineering (PE) Phase of this project at a total cost of $338,880.15; and

WHEREAS, Greenman – Pedersen, Inc., have performed similar work for the Township on several projects and their work quality is very good; and

WHEREAS, the Municipal Engineer recommends the professional services contract be awarded to Greenman – Pedersen, Inc., 301 Gibraltar Drive, Suite 2A, Morris Plains, NJ 07950 for the Preliminary Engineering (PE) Phase of this project; and

WHEREAS, Greenman – Pedersen, Inc., responded to the Township's Request for Qualifications for Professional Services for 2024; and

WHEREAS, sufficient funds exist for the services outlined in the proposal of Greenman – Pedersen, Inc.; and

WHEREAS, the Township Council concurs in the foregoing.

NOW THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange, New Jersey that a professional services contract be awarded to Greenman – Pedersen, Inc., to provide professional engineering and land surveying services for the Grant Project for the **2022 NJDOT SAFE ROUTES TO SCHOOL (SRTS) IMPROVEMENT PROJECT** in an amount not to exceed $338,880.15.

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

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

Bill Rutherford, Council President

Adopted: December 10, 2024

I hereby certify funds are available from:

ACCOUNT NO.
Account No. 03-2830-23-0500-010
$338,880.15

John C. Ditinyak, Chief Financial Officer

November 13, 2023 **(Revised July 16, 2024)**

344-24

Ms. Zayibeth Carballo, Assistant Township Engineer
Township of West Orange
25 Lakeside Avenue
West Orange, NJ 07052

Re: **NJDOT Safe Routes to School (SRTS) Design Assistance Program**
SRTS - 2022 – West Orange Safe Routes to School
West Orange, Essex County

Subject: **Proposed Scope of Services and Cost Proposal for Preliminary Engineering**

Dear Ms. Carballo:

Thank you for the opportunity to provide professional engineering design services for the Preliminary Engineering (PE) phase for the above referenced project. Our scope of services is based on the SRTS - 2022 Application completed by the Township, input received at our virtual Scope of Work kickoff meeting on March 13, 2023, our field meeting on May 4, 2023, June 6, 2023 meeting minutes and the NJDOT standard network diagram and activity descriptions for the PE project phase.

The project's purpose is to perform improvements to enhance safety of the various routes to schools in the Township thus enabling and encouraging more students to walk and bike to school and provide a safe walkable community for the residents. The grant application identified twenty-one school intersections, as listed below, for pedestrian safety enhancements. Many of these locations will consists of providing solar powered flashing school advance crossing signage assemblies. These assemblies would be radio-controlled and activated by a School Crossing Guard through the controller box at each intersection.

Though not identified in the grant application but discussed in our meetings, solar powered rectangular rapid flashing beacon school crossing signs with push-button activation will be installed at ten (10) pedestrian crossings occurring at not stop-controlled locations.

To ensure ADA compliance at the pedestrian crossings affected by the proposed signage improvements, this project will include the evaluation and, if necessary, upgrades to curb ramps at these locations. This was confirmed by NJDOT at the project field meeting.

Once completed, the proposed improvements will create safer routes to the various schools throughout the Township.

The project will be advanced in compliance with the Federal requirements by following the NEPA process, requirements for historic preservation under the Section 106 process, and policies to protect publicly owned parks under Section 4(f). Federal compliance will be documented in the Categorical Exclusion Document (CED) prepared during Preliminary Engineering by NJDOT Bureau of Programmed Resources.

Scope of Services

GPI will perform the activities as described within this scope of services. It is understood that these activities will be directed by the Township of West Orange. The activities are more specifically described as follows:

Project Management: Scope Development, Budget, Schedule, and Invoicing – GPI will prepare and submit to the Township a baseline schedule in an agreed upon format for approval or comment. We will update the schedule on a monthly basis for the duration of this project.

GPI will submit a progress report with each invoice that will detail the following:

- ✓ Activities completed to date with the current invoice period highlighted.
- ✓ A summary of the costs incurred to date and the percentage (of project) complete.
- ✓ Confirmation of upcoming submittals and possible scheduling conflicts.
- ✓ Any unanticipated cost and/or activities not included in this scope of services.
- ✓ Responses required from the Township or NJDOT Local Aid.
- ✓ Anticipated work during the next invoice period.

It is understood that the Township will not process any submitted invoices unless the above information is attached to the same.

This activity will also include attending and preparing minutes of one (1) coordination meeting during PE development.

PE is expected to be completed in nine (9) months' time duration from notice to proceed. The following summarizes the activities associated with this scope of services based on the NJDOT Activity Descriptions Manual and as modified for this specific design assistance project that are to be performed by GPI and our subconsultants:

Activity No.	Activity Description
3015	Prepare Survey Control Report
3020	Conduct Topographic Survey
3025	Prepare Base Maps
3030	Prepare Horizontal and Vertical Geometry
3035	Prepare Utility Base Plans
3045	Send Utility Verification Request Letter
3055	Update Base Plans and Identify Conflicts
3070	Prepare Preliminary Roadway Plans
3085	Prepare Preliminary Drainage Design
3090	Determine Traffic Engineering Facility Locations
3110	Prepare ROW Report
3115	Initiate ROW Impact Plan
3120	Hold ROW Kickoff Meeting
3130	Update Preliminary Detour / Construction Staging Plans
3135	Prepare Construction Cost Estimate
3160	Prepare Draft PE Report
3205	Township and NJDOT Reviews Draft PE Report
3865	Hold Public Information Center
3870	Prepare Categorical Exclusion Document

Prepare Survey Control Report (3015): GPI's subconsultant, MFS, will prepare a survey control report that follows NJDOT standards documenting the control survey and data used to establish primary control for the project. Information from this report will be used to recover survey control points for use in supplementary surveys for the project and for construction. GPI will coordinate survey activities with preliminary design activities and perform a QA review of the report and request updates as may be necessary to resolve QA comments. GPI will submit the final draft report to the Township for review and comment and will coordinate with MFS to address any comments.

Please refer to MFS' Scope of Services and Estimate which is attached for more information.

Conduct Topographic Survey (3020): GPI will gather the survey data required for intersection improvements, including all permanent features within the project limits and existing Right-of-Way (ROW) lines, which is to include

surveying at each intersection. The survey limits will extend 15' (ft) from the curb line or edge of road and 30' (ft) from the curb returns. Survey of existing intersection ramps for ADA compliance will be performed at the following intersections:

Redwood School

- Forest Avenue and Woodland Avenue.
- Redwood Avenue and Woodland Avenue.
- Pleasant Valley Way and Woodland Avenue.
- Redwood Avenue and Cannon Street.

Kelley School

- Pleasant Valley Way and Stanford Avenue.
- Pleasant Valley Way and Alisa Drive / Lakeview Drive.
- Pleasant Valley Way and Hooper Avenue / Curtis Avenue.

Gregory School

- Gregory Avenue and Lawrence Avenue.
- Gregory Avenue and Walker Road.
- Valley Road and Tremont

Roosevelt School

- Gregory Avenue and Forest Hill Road.
- Club Boulevard and Gilbert Place.
- Gregory Avenue and Mitchell Street.

Hazel School

- Hazel Avenue and Birch Street.
- Hazel Avenue and Pine Street.
- Hazel Avenue and Rollinson Street.
- Mitchell Street and Glen Road.
- Mitchell Street and Rollinson Street.
- Mitchell Street and Valley Road.
- Valley Road and Central Avenue.
- Kingsley Street and Whittingham Place.

The topographic survey data will include, but not be limited to:

1. Driveways, roadway pavement, grass, gravel, asphalt, trees, landscaping, traffic striping and signing, curb, islands, sidewalk, property and roadway monuments, guiderail, and railroad rails and equipment.
2. Bodies of water, ditches, and pipe systems indicating direction of flow.
3. Utility poles and numbers and elevation of all aerial utility lines within the survey area.
4. Any utilities in the roadway, such as: junction boxes, highway lighting, traffic signals, gas valves, water valves, sanitary sewer manhole rim elevations, and all drainage inlet and manhole grate and rim elevations. Invert elevations, pipe sizes and pipe types will be obtained from record plans provided by the Township. Structures will not be entered and any structures with excessive debris and/or silt will be noted. GPI will not clean or attempt to remove debris or silt.
5. Surface data within the limits of the project.
6. Base mapping to be revised on an as-required basis to include utility underground information as received from the Utility Owners on the project site.

Primary Tasks:

1. Establish existing ROW and no-access lines using existing plan and deed information.
2. Perform bench run, based on recovered survey control.
3. Conduct topographic survey, utility location survey and ROW location survey.
4. Provide a "traverse.dgn" file containing the survey and supplemental control points along with any traverse created for the project.
5. Develop a table summarizing points, coordinates, elevations and descriptions to be inserted into the traverse file.
    a. The points to be used as benchmarks for construction will be identified in the table.
    b. A separate file containing swing tie data will be provided as a supplement to the data provided in the Field Notes.

Technical Assumptions:

1. GPI will utilize a combination of conventional survey methods, GNSS survey methods, and 3D laser scanning (LiDAR) methods to collect the survey data. It is estimated that features extracted from the LiDAR point cloud will have a tolerance of less than one-quarter inch (¼").
2. A highway occupancy permit will not be required.
3. Lane closures will not be required.

Prepare Base Maps (3025): GPI will perform a field edit of the base mapping to verify its accuracy based upon the survey data collected in Activity 3020. The mapping efforts will adhere to the NJDOT Survey Manual, BDC13T-04. The ROW and no-access lines for all adjacent parcels will be established from deeds and plotted on the base maps in accordance with NJDOT ROW procedures and guidelines.

CADD processing and editing – All files will be developed using NJDOT standards with regards to level, color and symbology. These files will be used during compilation of the planimetric features to ensure consistency across the entire project. Editing of the digital files collected during compilation is performed on individual workstations. At this stage individual models are combined and edited to produce the final map. All the scanned data is run through a final CADD edit. This is done to ensure that proper line styles, line weights, levels and symbology conform to NJDOT Survey Manual and CADD Standards Manual.

Digital Terrain Models (DTM) – A DTM will be created from the survey work. The DTM will be of sufficient accuracy to evaluate existing pavement grades and establish new pavement grading. The surface DTM will be established to the extent of the project limits, including roadside surfaces, at a minimum to the ROW line. ROW will be developed and plotted from deeds for the parcels within the project limits. We will generate final contours. The quality control process will include a field check. The base map data will be reviewed for features missed during data capture and to review the final CADD files for consistency and accuracy. Potential DTM errors, such as spikes or anomalies, such as significant erosion near a parapet wall, may be resurveyed for verification before the final files are created. A quality assurance review will be performed on the final CADD files.

Primary Tasks:

1. Field edit base mapping to verify field data.
2. Update base mapping on an as required basis to include utility underground information as received from the Utility Owners on the project site.
3. Plot the ROW and no-access lines from deeds, maps, and/or plans.
4. Prepare final mapping of existing topography information.
5. Perform QA review on the final base mapping.

Prepare Horizontal and Vertical Geometry (3030): GPI will layout the proposed curb ramps and calculate the proposed horizontal and vertical geometry where curb ramps are deemed to be non-compliant with ADA requirements. The proposed geometry will be tied into the project baseline as developed by GPI, with proposed work and project footprint defined over the base mapping to produce an accurate depiction of the proposed impacts.

This project includes evaluation of existing curb ramps at the identified pedestrian crossings. It is anticipated that no more than 61 individual curb ramps will be evaluated for ADA compliance.

ADA ramps, at the proposed pedestrian signage improvements, will be laid out and preliminarily graded to determine proposed impacts. It is anticipated that the use of concrete curb headers will be necessary at various locations where ADA Ramps are to be constructed to eliminate the need for ROW impacts.

Improvements to any existing curb ramps not being directly affected by the proposed school crossing sign improvements at crosswalks, are not included in this scope of work. Pursuant to MUTCD (2009), Section 7B.12, school crossing assembly signage shall not be installed on approaches controlled by a stop condition. Accordingly, school crossing signage will not be installed at the seven (7) signalized intersections, as there are no improvements proposed at these crossings. Evaluation and upgrades for ADA compliance at these locations is outside the scope of this project and excluded from this proposal.

Prepare Utility Base Plans (3035): GPI will prepare utility base plans from the field survey data to show existing surface utility facilities.

Send Utility Verification Request Letter (3045): GPI will establish utility contacts and submit the verification request letter and two sets of the utility base plans to each utility company to identify their existing facilities on the utility base plans. We anticipate that this letter will be sent to no more than six (6) utility companies.

Update Base Plans and Identify Conflicts (3055): GPI will coordinate with the affected utility companies and incorporate the collective utility owner comments onto the base maps. We will identify potential utility conflicts between existing utility facilities and proposed design elements. In coordination with the utility companies, we will identify subsurface utility engineering (SUE) test pit locations at the potential conflict points to verify the exact location of the existing utilities. However, we anticipate after Activity 3055 it will be determined that there is a low risk of utility conflict and SUE work will not be necessary. We anticipate the project will not result in utility relocations and therefore utility agreements are not expected.

Prepare Preliminary Roadway Plans (3070): GPI will prepare the preliminary construction plans at 1”=20’ scale. Preliminary Plans will depict the solar powered flashing school crossing signage assembly, radio-controlled controller boxes, reconstructed curb and sidewalks, limit of disturbances, and tree removal and trimming throughout the project. Roadway improvements are limited to pavement repair strips for replacement curbs where necessary. No other roadway improvements are anticipated.

Sidewalk replacement is limited to curb ramp upgrades at the pedestrian crossings being affected by this project. Curb ramps and associated sidewalk will be ADA compliant with cross slopes not exceeding 2%. Where sidewalks and curb ramps cannot be designed to ADA standards, variations from ADA compliance will be documented with a “Technically Infeasible Form” (TIF). We will develop critical cross-sections to identify slope impacts at locations that may result in right-of-way, utility, or environmental impacts. Improvements will extend from the curb line and, to the extent feasible, will remain within the existing right-of-way.

Prepare Preliminary Drainage Design (3085): We will delineate existing and proposed tree cover, lawn, and impervious surfaces for the purpose of identifying whether the project is a “major development” under the NJDEP Stormwater Management Rules. It is assumed that the project will be designed to disturb less than an acre of land and will increase impervious surfacing (including areas of flows redirected from lawn to curbed pavement) by less than ¼ acre. Gutter lines may be modified, if necessary, to correct any ponding at the curb ramps.

We will review the proposed grading impact on adjacent properties and determine the need to provide for modified grading or catch basins to address ponding which may result from the construction of proposed sidewalk and curb ramps.

Where existing stormwater inlets are present within the work area, we will propose the replacement of the grates and/or reconstruction of the existing inlets as necessary to accommodate the proposed curb; however, we do not anticipate the need to perform hydrologic, hydraulic, spread or capacity calculations.

Environmental constraints maps will be prepared for inclusion in the Preliminary Roadway Plans.

Assumptions:

1. The project will not be a “major development” under the current NJDEP Stormwater Management Rules, and no stormwater management facilities will be required.
2. The current NJDEP Stormwater Management Rules, NJDEP Flood Hazard Area Control Act rules and NJDEP Freshwater Wetlands Act rules as of the date of this proposal are applicable. This proposal does not include work to conform to subsequent rule changes after the date of this proposal.
3. The current NJ Soil Erosion and Sediment Control Standards dated 2014 (as revised in 2017 for Land Grading and Topsoil restoration chapters) is applicable; however, it is assumed that all disturbed soils will be scarified to a depth of at least 6 inches prior to applying the topsoil and seeding such that soil compaction testing during project design is not required.
4. In the event that any of the above referenced rules are revised or re-interpreted so as to change the scope of work required on this project a contract modification may be required.

Determine Traffic Engineering Facility Locations (3090): GPI will prepare conceptual level plans for the layout of regulatory pedestrian warning signs to determine any associated right of way needs. It is anticipated that there will be no right of way required for the signs as they will be within either the County’s or Township’s ROW. GPI will Identify and resolve any potential underground or aerial utility conflicts although none are anticipated at this time. GPI assumes that the new flashing school advance crossing signage assemblies, and radio-controlled controller boxes, are at non-signalized intersections and will be solar powered and therefore no electrical design will be necessary.

Prepare ROW Report (3110): GPI will prepare the ROW Report for the properties in the vicinity of the new ADA compliant curb ramp locations for presentation at the ROW Kickoff Meeting.

Initiate ROW Impact Plan (3115): GPI will prepare the ROW Impact Plan to accurately depict all ROW impacts (acquisitions and easements) for the proposed improvements. The plan will indicate the block and lot numbers along with the owners’ names and the acquisition/easement area for each parcel. The ROW Impact Plan will also indicate any recent preliminary and final site plan approvals. The ROW Impact Plan will be utilized to obtain the necessary title reports for the project. The need for offsite ROW acquisition for reforestation, wetland and riparian buffer mitigation is not anticipated.

The quantity of properties located within the project limits that will require some form of ROW acquisition (fee, easement, and/or temporary sidewalk work area) will be determined on a case by case study of the existing curb ramp conditions. The proposed ROW rights will be identified on the ROW Impact Plan in accordance with the NJDOT Right of Way Engineering Manual.

Hold ROW Kickoff Meeting (3120): GPI presents the project’s scope and discusses the details of ROW acquisitions. The purpose of the meeting is to discuss each property impact with the Township and obtain feedback on the design and if any changes are recommended to avoid each respective ROW impact prior to securing the CED and submitting the PE report.

Update Preliminary Detour and Construction Staging Plans (3130): GPI will prepare the preliminary construction staging plans. The plans will be generally schematic in nature. We do not anticipate indicating MPT devices and signs on the plans for this phase. As the project is typically off the roadway, we anticipate construction can be accommodated by typical MUTCD and NJDOT set ups and details. Detours are not anticipated or included in our scope of work. Temporary signals, modification of existing signals or other electrical work are also not anticipated.

Prepare Construction Cost Estimate (3135): GPI will prepare the Construction Cost Estimate using AASHTOWare Project Estimation software and the plans developed during PE. The Construction Cost Estimate is necessary to properly program construction funds for the project. We will submit the Construction Cost Estimate to the Township and NJDOT Local Aid for review and comment.

Prepare Draft Preliminary Engineering Report (3160): GPI will prepare and submit the Draft PE Report for Township and NJDOT review. The Draft PE Report will include the Environmental Document and the appropriate

plans in support of the Environmental Document. GPI will use the NJDOT PE Report template as a guide as it lists all the items to be included in the Draft PE Report, aside from those listed in assumptions below, which are not relevant to the project. With some of the proposed improvements being within Essex County's rights-of-way of Pleasant Valley Way and Gregory Avenue, the Draft PE Report will also be submitted to the County for their review and comment.

Assumptions: The following items normally associated with the NJDOT PE Report template will not be prepared as a part of Activity 3160, as they are not relevant to the project and not required by Local Aid Federal project handbook:

1. Design Exception Report
2. Alternatives Analysis Report
3. Pavement Recommendation Report
4. Complete Streets Checklist
5. Design Communications Report
6. Risk Register
7. Updated Utility Risk Assessment Plan
8. Draft Management Plan
9. Final Design Public Involvement Action Plan
10. Final Design Scope Statement
11. Preliminary Engineering Quality Certification

Township and NJDOT Reviews Draft Preliminary Engineering Report (3205): It is anticipated that the Township and NJDOT will review the Draft PE Report and provide comments for incorporation in the PE Report. County comments on the Draft PE Report will be provided to the Township and discussed with the Township to determine resolution of the comments. We will address all comments and resubmit the PE Report to the Township and NJDOT for forwarding to FHWA, if necessary, for review and approval.

Hold Public Information Center (3865): GPI will participate and prepare the mailing list, the handout, presentation material and minutes with attached sign-in sheet for one (1) anticipated Public Information Center (PIC). The goal of the PIC is to obtain public input on the preliminary engineering design. The PIC is a community outreach forum to develop a partnership with the public. The public is a stakeholder, along with local and state officials, and public interest groups. It is preferable to obtain documentation of local support before the PIC.

It is anticipated that the Township and NJDOT Local Aid will review the PIC handout and mailing list. The presentation material may include: an aerial of the study area, preliminary plans, existing and proposed typical sections, environmental concerns and construction staging. It is anticipated that the Township will secure the meeting facility for the PIC, and, if necessary, hold individual meetings with the property owners.

Prepare Categorical Exclusion Document (3870): GPI anticipates completing Sections I and II of the Categorical Exclusion Document and submitting the same to NJDOT Local Aid who will forward it to BEPR for completion. GPI will provide a shapefile (.shp) delineating the limit of disturbance (LOD) for the project, along with a separate shapefile encompassing the LOD and each parcel directly adjacent to the project. Additionally, GPI will provide BEPR with a summary detailing the necessity and locations of all new impervious surfaces and new ground disturbances, as well as permanent and temporary impacts associated with the project.

GPI recognizes that this task typically requires a long lead time for the NJDOT BEPR unit to finalize and therefore will make every effort to complete the required documentation early in the PE Phase to mitigate any potential delays. The grant name will be used as the name of the project in the CED.

Assumptions: The following assumptions are in addition to those stated in the previous activity descriptions for this task order:

- Proposed improvements will be located within the Township or County right-of-way. Authorization to perform work outside the right-of-way will be provided in Right-of-Entry (ROE) documents signed by property owners, obtained during FD.

- The required CED will be prepared by NJDOT BEPR with input from GPI on Sections I and II.
- A Design Exception Report is not required and therefore preparation of the same is not included in this scope of services.
- Lighting design and electrical design are not anticipated for the scope of this project.
- Modifications will not be required to the existing roadway profile or roadway cross slopes.
- Full depth pavement and/or pavement resurfacing will be limited to the narrow strips of pavement removal and replacement necessary to install the proposed curb.
- As this is a Township led project, we do not anticipate the need to establish utility funding and therefore this activity is not included in this scope of services.
- We do not anticipate utility impacts and/or the preparation of utility agreements and therefore this activity is not included in this scope of services. Utility Work, if encountered, will be the responsibility of others.
- We do not anticipate the need to prepare a Final Design Scope Statement and therefore this activity is not included in this scope of services.
- Driveway widths and locations will not be modified.
- The total net new impervious and total disturbance will be less than ¼ acre and one acre, respectively; therefore, it will not be necessary to comply with SWM Rules. Soils testing for Best Management Practices (BMPs) such as stormwater basins and/or green infrastructure are not included in this scope of services.
- A Cultural Resource Study Phase IA is not included in this scope of services. Any coordination with the NJDEP to secure permits or approvals requiring a Phase IA will be conducted by NJDOT BEPR and SHPO.
- Green Acres coordination, if required, will be conducted by NJDOT BEPR and NJDEP.
- Hazardous waste investigations and studies, if necessary, are to be performed by NJDOT and therefore not included in this scope of services.
- CADD drawings and design will be produced in Autodesk AutoCAD Format.

Cost Estimate – A copy of the proposed costs for the aforementioned services is attached.

We would be happy to discuss this scope of services with you, at your convenience. Thank you for the opportunity to provide professional engineering design services to the Township of West Orange. Should you have any questions, please do not hesitate to contact Andrew Cangiano, PE, CME at acangiano@gpinet.com or myself.

Sincerely,
Greenman-Pedersen, Inc.



Dale Foster, P.E.
Senior Project Manager / Vice President
520 Route 22 East Suite 200
Bridgewater, NJ 08807
Phone: 908.236.9001
Email: dfoster@gpinet.com

Township of West Orange
NJDOT Safe Routes to School (SRTS) Design Assistance Program
SRTS - 2022 - West Orange Safe Routes to School
PRELIMINARY ENGINEERING FEE SUMMARY
November 13, 2023 (REVISED July 16, 2024)

Activity	Activity No.	Project Manager	Senior Engineer	Project Engineer	Engineer	Associate Engineer	Junior Engineer	Senior Tech	Technician	Assistant Tech	Total Hours	Total
Maximum Hourly Rate:		**$120.00**	**$108.00**	**$100.50**	**$80.50**	**$59.00**	**$41.00**	**$95.50**	**$51.00**	**$51.00**		
Average Hourly Rate:		**$103.89**	**$94.62**	**$74.32**	**$62.56**	**$49.10**	**$35.98**	**$72.50**	**$42.72**	**$40.30**		
Project Management: Scheduling and Coordination	-	20	14	26	0	0	0	0	0	0	60	$5,334.80
Prepare Survey Control Report	3015	0	0	4	0	0	0	0	0	0	4	$297.28
Conduct Topographic Survey	3020	1	0	2	4	4	0	0	0	0	11	$699.17
Prepare Base Maps	3025	1	2	4	8	0	4	3	0	0	22	$1,452.31
Prepare Horizontal and Vertical Geometry	3030	2	8	10	46	32	24	0	0	0	122	$7,020.42
Prepare Utility Base Plans	3035	0	2	4	8	8	2	0	0	0	24	$1,451.76
Send Utility Verification Request Letter	3045	0	0	2	4	4	2	0	0	0	12	$667.24
Update Base Plans and Identify Conflicts	3055	0	2	2	4	10	6	0	0	0	24	$1,295.00
Prepare Preliminary Roadway Plans	3070	4	6	4	38	24	40	12	8	0	136	$7,487.20
Prepare Preliminary Drainage Design	3085	0	4	0	4	24	12	0	0	0	44	$2,238.88
Determine Traffic Engineering Facility Locations	3090	6	8	12	54	60	32	1	0	0	173	$9,820.24
Prepare ROW Report	3110	0	2	0	4	16	0	0	0	0	22	$1,225.08
Initiate ROW Impact Plan	3115	0	2	2	8	12	8	4	0	0	36	$2,005.40
Hold ROW Kickoff Meeting	3120	2	4	2	0	8	0	0	0	0	16	$1,127.70
Update Preliminary Detour / Construction Staging Plans	3130	2	4	8	2	12	8	0	0	0	36	$2,182.98
Prepare Construction Cost Estimate	3135	1	3	0	0	12	0	0	0	0	16	$976.95
Prepare Draft PE Report	3160	2	2	24	4	4	0	0	0	0	36	$2,627.34
Municipal & NJDOT Reviews Draft PE Report	3205	2	0	2	4	0	0	0	0	0	8	$606.66
Hold Public Information Center	3865	6	8	14	0	16	0	0	4	0	48	$3,377.26
Prepare Categorical Exclusion Document	3870	1	2	9	0	16	12	0	0	0	40	$2,179.37
												$0.00
Total Hours		50	73	131	192	262	150	20	12	0	890	
Total $		$5,194.50	$6,907.26	$9,735.92	$12,011.52	$12,864.20	$5,397.00	$1,450.00	$512.64	$0.00		$54,073.04

Notes:

1. Actual hourly rates of individuals working on the project will be billed and may be above or below the average hourly rate listed.
2. Preliminary Engineering anticipated to be performed in 2024 - 2025
3. Hourly rates are as of 07/01/2023.

	Engineering Labor	$54,073.04
	Surveying Labor	$39,882.90
	x 1.6783 Overhead	$157,686.26
	Fixed Fee (22.5% Labor)	$21,140.09
	Mileage	$500.00
	Printing / Postage / misc.	$500.00
	GPI Total	**$273,782.29**
Subconsultants:	**MFS (formerly GEOD)**	**$65,097.86** (see attached MFS proposal)
	Grand Total	**$338,880.15**

Township of West Orange
NJDOT Safe Routes to School (SRTS) Design Assistance Program
SRTS - 2022 - Pedestrian Improvements
PRELIMINARY ENGINEERING FEE SUMMARY
FOR GPI SURVEYING SERVICES
November 13, 2023

Activity	Activity No.	Project Manager	Professional Surveyor	Senior CADD Operator	Senior Party Chief	Technician/CADD Operator	Total Hours	Total
Maximum Hourly Rate:		**$120.00**	**$75.30**	**$64.00**	**$47.20**	**$54.00**		
Average Hourly Rate:		**$103.48**	**$75.30**	**$62.23**	**$45.73**	**$54.00**		
	-	0	0	0	0	0	0	$0.00
Conduct Topographic Survey	3020	10	25	60	100	100	295	$16,624.10
Prepare Base Maps	3025	10	80		0	300	390	$23,258.80
Total Hours		20	105	60	100	400	685	
Total $		$2,069.60	$7,906.50	$3,733.80	$4,573.00	$21,600.00		$39,882.90

FIXED FEE CALCULATION

PROJECT:	SRTS-2022 Township of West Orange Pedestrian Improvements - Preliminary Engineering
CONSULTANT:	Greenman-Pedersen, Inc. (GPI)
AGREEMENT OR CAM NO.	
PREPARED BY:	Dale Foster
DATE:	16-Jul-24

EVALUATE PROJECT SPECIFICS:

Directions:
Prime Consultant will use Total Project Design Cost (or Task Order Design Cost) for the SIZE criteria
Each Subconsultant will assign points for SIZE, COMPLEXITY, DURATION, & DEGREE OF RISK based on its specific project tasks.

SPECIFICS	CRITERIA	POINTS	RATING
SIZE:	*SMALL* - Total Fee (Project Design Cost) < $1,250,000	15	**15**
	LARGE - Total Fee (Project Design Cost) > $1,250,000	20	
COMPLEXITY:	*SIMPLE* - Limited Scope of Work; Deck Patching, Resurfacing, Restoration, Concept Development, Studies, Surveys, Landscape, Inspections	10	**15**
	STANDARD - Moderate Scope; Rehabilitation, New, or Reconstruction	15	
	COMPLEX - Multi-disciplined, Highly Specialized, or Major Unusual	20	
DURATION:	*STANDARD* - Appropriate Schedule	15	**15**
	AGGRESSIVE - Designers Schedule Reduced > 10 %	20	
DEGREE OF RISK:	*LEVEL 1* - Low Risk of Claims; Limited Scope of Work, Deck Patching, Resurfacing, Restoration, Concept Development, Studies, Surveys, Landscape, Inspections	20	**30**
	LEVEL 2 - Average Risk of Claims; Standard Complexity or Level 1 with High Public Exposure	30	
	LEVEL 3 - High Risk of Claims; Hazardous, Experimental, or Bonus/Penalty Clauses	40	
		TOTAL RATING =	**75**

CALCULATE FEE:

PROJECT SPECIFICS FACTOR (Total Rating /100) =	**0.75**
FEE FACTOR (Project Specifics Factor x 0.30) =	**0.225**
DIRECT LABOR COSTS	**$ 93,955.94**
TOTAL FEE (Direct Labor Costs x Fee Factor) =	**$ 21,140.09**

State of New Jersey

DEPARTMENT OF TRANSPORTATION
P.O. Box 600
Trenton, New Jersey 08625-0600

PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

DIANE GUTIERREZ-SCACCETTI
Commissioner

August 22, 2023

Mr. Michael J. Buoncore
Sr. Vice President/CFO
Greenman-Pedersen, Inc.
325 West Main Street
Babylon, NY 11702

Mr. Buoncore:

Based on our review of Greenman-Pedersen, Inc.'s submitted Schedule of Burden, Fringe, Overhead and Direct Labor for the year ended December 31, 2022, we recommend overhead rates of 129.45 percent should be used for construction inspection projects and 167.83 percent should be used for all other projects for funding purposes on future contracts with the Department as well as your firm's settle-up schedules. In addition, and in accordance with current Department policy, if FCCM is specifically identified in the cost proposals relating to the contract under which the cost is to be claimed, the audited FCCM rate of 0.15 percent should be used for construction inspection projects and 0.19 percent for all other projects, respectively.

The combined overhead rate of 148.65 percent and FCCM rate of 0.17 percent may be used for settle-up schedule purposes, only going forward for contracts funded with your combined rate.

The overhead rates proposed on this overhead letter expire on July 1, 2024.

These rates are subject to audit verification. Our acceptance of these rates does not extend beyond contracts with the New Jersey Department of Transportation. Any other entity contracting the firm is responsible for determining the acceptability of the overhead statement.

If you have any questions, feel free to contact Dennis Show at (609) 963-2379.

Sincerely,

Richard Temmer
Manager, Bureau of External Audit

mfsengineers.com

MFS ENGINEERS & SURVEYORS

July 15, 2024

Lenin S. Cruz
GPI
Senior Designer
301 Gibraltar Drive, Suite 2A
Morris Plains, NJ 07950

Proposal for Preliminary Engineering (P.E.) Phase Land Surveying Services
2022 Safe Routes to School, West Orange Township, Essex County, NJ
(MFS Proposal # P23-184R4)

Dear Lenin,

MFS Consulting Engineers & Surveyor, DPC (MFS) is pleased to submit its proposal for the above-referenced project. A synopsis of our professional services is as follows:

Project Approach
MFS shall establish survey control in support of the 2022 SRTS West Orange project at each of the twenty-five intersections.

Activity 3015 – Prepare Survey Control Report
All control establishment activities for this scope of work, including the preparation of control reports shall be in accordance with NJDOT Article 44. The horizontal control will be tied to the New Jersey State Plane Coordinate System NAD83 (Ground). The vertical control will be tied to the North American Vertical Datum NAVD 1988.

MFS shall establish a minimum of one survey control pair and a benchmark at each of the forty (40) intersections. The Primary control points shall be established by GPS observations wherever possible at each intersection. Differential leveling will be performed between the pair points and will incorporate the benchmark at each intersection. A Survey Control Report will be prepared, signed and sealed by a NJ Licensed Surveyor. This report shall include the computations, analysis, final coordinates, elevations and tie sketches for each of the semi-permanent points set within the project areas.

Delivery Items
- Digital (pdf) of Survey Control Report.
- ASCII file of survey control in PNEZD format.

Lump Sum Fee

Please refer to the accompanying "summary of manhours" spreadsheet.

Schedule

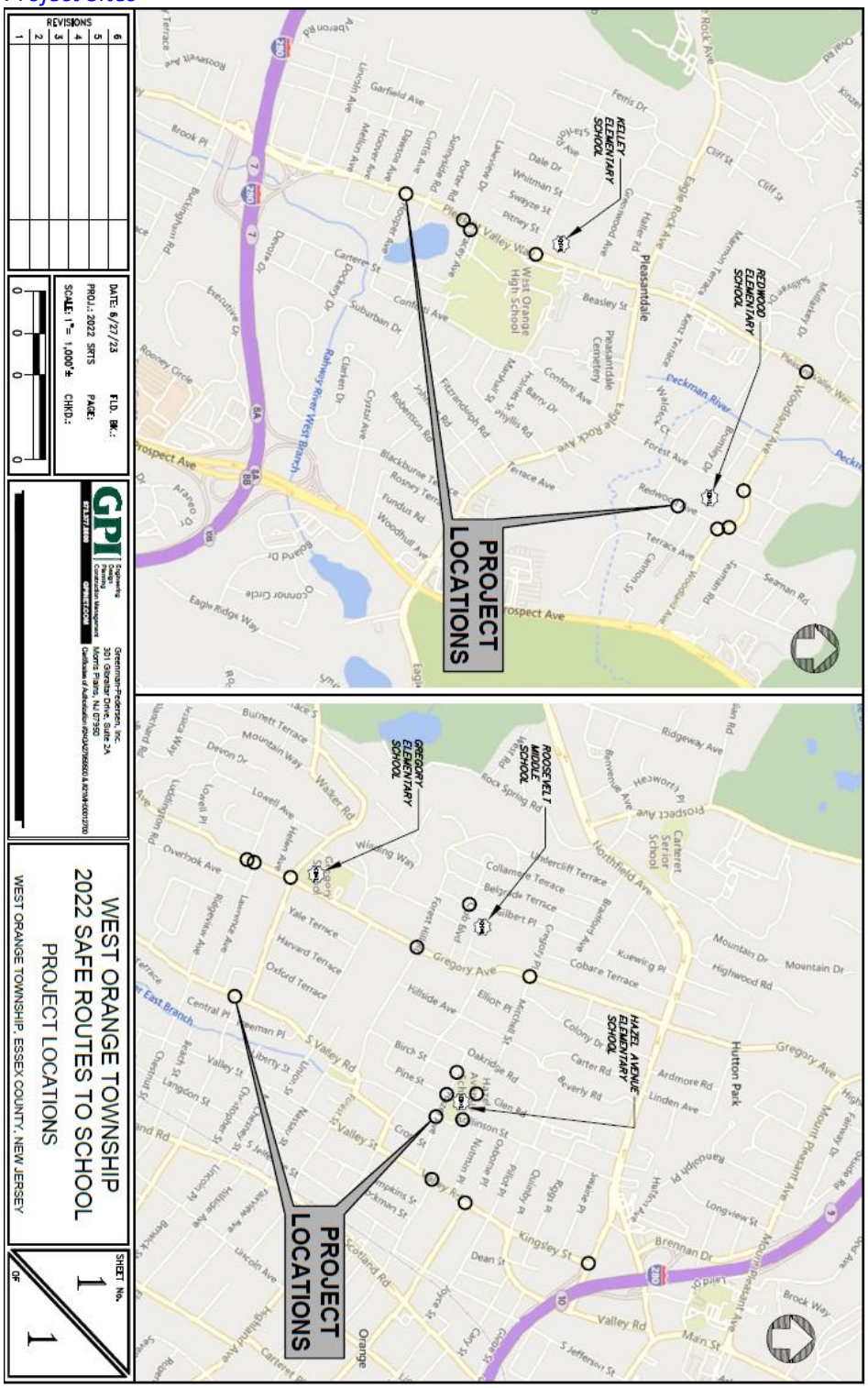
Based on finalization of our agreement and any options which may be authorized, a schedule for completion of the project will be developed and presented for your approval.

Very truly yours,



Scott Dey, CST
Project Manager

Project Sites



FEES AND CONDITIONS

Effective 1 January 2024

REIMBURSABLE EXPENSES

Type of Reimbursable	Rate	Type of Reimbursable	Rate
18"x24" paper B&W/Color (each)	$3.00/$7.00	Letter or Legal Size B&W/Color (each)	$0.50/$1.00
24"x36" paper B&W/Color (each)	$5.00/$12.00	11"x17" B&W/Color (each)	$1.00/$3.00
30"x42" paper B&W/Color (each)	$7.00/$17.00	Next Day delivery/courier service	Cost + 10%
36"x48" paper B&W/Color (each)	$10.00/$23.00	Hand Delivery	Cost +10%
24"x36" vellum/mylar B&W (each)	$35.00	Certified Postal Mail	Cost + 10%
30"x42" vellum/mylar B&W (each)	$50.00	Mileage (per mile)	IRS Standard[1]

[1]Car mileage is billed at the IRS standard mileage rate found at www.irs.gov

PROFESSIONAL LIABILITY AND RELATED SERVICES

A surcharge of 2% will be added to the invoice total to cover the cost of Professional Liability Insurance and related costs of insurance.

IN HOUSE LABORATORY TESTS

Laboratory testing will be billed at unit rates depending on the type of test. A schedule of unit prices for standard laboratory tests will be furnished upon request. Engineering soil and/or rock samples will be stored for 90 days without charge and will be discarded, or returned to the client, unless otherwise requested by the client. Sample storage past 90 days will be billed at $100.00 per box per month.

HEALTH AND SAFETY AND OTHER SPECIAL FIELD EQUIPMENT

Special equipment such as nuclear densometers, seismographs, load test equipment, surveying equipment, disposable protective equipment, and respirator cartridges will be billed on a daily rate basis. Organic vapor analyzers and similar safety and/or monitoring equipment will be billed on daily, weekly, or monthly rates. A rate schedule will be provided upon request.

SUBCONTRACTED CHARGES

All subcontracted work including laboratory analysis, borings, test pits, report reproduction, outside computer services, surveying, etc., will be billed at cost plus a mark-up.

OTHER EXPENSES

Expenses incurred for special supplies, plan reproduction, long distance communications, travel and subsistence, and other project related expenses will be billed as outlined above.

TERMS OF PAYMENT

Invoices are payable within 30 days of receipt. Service charge of 2.0% / mo. will be imposed on all bills not paid within 30 days. If a bill remains unpaid after 60 days, MFS shall be entitled to suspend and/or discontinue our services/work until payments are received to bring your account current, and MFS reserves the right to terminate this Agreement without notice for continued non-payment. See Terms and Conditions, Paragraph 4, Invoicing, Service Charges.

TERMS AND CONDITIONS

1. STANDARD OF CARE

The services of **MFS Consulting Engineers & Surveyor, DPC (MFS)** under this Agreement, will be performed, prepared, and presented, subject to causes outside of MFS's control, in a manner consistent with professional skill and care ordinarily exercised by other engineering and surveying professionals performing similar services under similar circumstances in the jurisdiction where these services are rendered at the time the services are being performed, including in its efforts to comply with applicable codes, regulations, laws, rules, ordinances, and such other requirements in effect as of the date of execution of this Agreement. The Client agrees that no other representation, expressed or implied, and no warranty or guarantee is provided by MFS or is presumed given by MFS under this Agreement or in any report, opinion, or any other document prepared by MFS.

2. RIGHT OF ENTRY

The Client will provide for right of entry in order for MFS to perform its services. While MFS will take all reasonable precautions to minimize or avoid any damage to the property, including to subterranean structures or utilities, it is understood by the Client that in the normal course of performance some damage may occur, the correction of which is not MFS's responsibility as part of this Agreement.

3. EXISTING CONDITIONS

The Client recognizes that, unless it authorizes and expends additional sums of money and/or destroys otherwise adequate or serviceable portions of the structure, actual conditions may vary from those encountered at the locations where borings, surveys, observations or explorations are made by MFS and that the interpretation, assumptions, and recommendations of MFS are based solely on the information

Initials: _____ Date: _____

available to it. Therefore, the Client agrees, to the fullest extent permitted by law, to hold harmless and release MFS from and against all damages, liabilities, or costs, including reasonable attorneys' fees and defense costs, arising out of or in any way connected with the Client's decision not to expend additional sums to further investigate existing conditions on this project, excepting only those damages, liabilities, or costs attributable to the sole negligence and/or willful misconduct of MFS. Further, MFS shall have the right to rely on the accuracy and completeness of all information furnished to it by the Client. MFS shall not be responsible for interpretations by others of the information it develops or provides to the Client.

4. INVOICING, SERVICE CHARGES

Invoices are payable within 30 days of receipt. A service charge of 2% per month will be imposed on all bills not paid within 30 days. The Client shall have no right of setoff against the amounts due to MFS and no deductions shall be made from MFS's compensation on account of any actual or alleged claim, action, breach, error, omission, tort, fault, wrong, liability, penalty, or damage actually or allegedly caused by, arising from, or relating to MFS, MFS's services on the Project, or this Agreement. In the event of a suspension of services or termination of the Agreement by MFS either due to non-payment of invoices, and/or in accordance with Paragraph 5, Termination, of these Terms and Conditions, MFS shall have no liability for any delay or damage of any kind actually or allegedly caused by such suspension of services or termination. Before resuming services, MFS shall be paid all sums due prior to suspension and any expenses incurred in the interruption and resumption of MFS's services. MFS's fees for the remaining services and the time schedules shall be equitably adjusted. In the event the Client fails to pay MFS on account of services rendered as set forth on an MFS invoice, the Client agrees that it is responsible for all reasonable costs of collection, including attorneys' fee and staff time spent on depositions and court appearances, incurred by MFS in connection with its collection efforts against the Client.

5. TERMINATION

Except as otherwise provided in this Agreement, this Agreement may be terminated by either party upon not less than seven (7) calendar days' written notice, should the other party fail substantially to perform in accordance with the terms and conditions of this Agreement through no fault of the party initiating the termination. If the defaulting party fails to cure its default within the seven (7) calendar day notice period or fails to commence action to cure its default if the cure cannot reasonably be completed within the seven (7) days, the non-defaulting party may terminate the Agreement. Failure of the Client to make payments to MFS in accordance with this Agreement shall be considered substantial non-performance and grounds for termination or suspension of services at MFS's option, regardless of any alleged fault attributable to MFS, and no seven (7) day notice period is required. In the event of termination, MFS shall be compensated for all services performed and reimbursable expenses incurred prior to such termination, all termination expenses, and anticipated profit in connection with project under this Agreement.

6. DISPOSAL OF SAMPLES

All samples, contaminated or otherwise ("Samples"), collected by MFS while performing services under this Agreement are the property and responsibility of the Client. Upon written notice, MFS may dispose of Samples in its possession after ninety (90) calendar days unless otherwise required by law or other arrangements are mutually agreed to in writing by the parties. The Client shall be responsible for all costs incurred in connection with the disposal of Samples. At all times, any and all rights, title, and responsibility for Samples shall remain with the Client and under no circumstances shall these rights, title, and responsibility be transferred to MFS.

7. JOBSITE SAFETY AND CONTROL OF WORK

MFS shall take reasonable precautions to safeguard its own employees. Except as otherwise expressly agreed to in writing by MFS, MFS shall have no responsibility for the safety program at the Project nor the safety of any contractor or subcontractor or construction manager of the Client or other person. Neither the professional activities of MFS nor the presence of MFS's employees and subcontractors at the Project site shall be construed to confer upon MFS any responsibility for any activities on site performed by personnel other than MFS's employees. The Client agrees that MFS shall have no power, authority, right, or obligation to supervise, direct, stop the work of, or control the activities of any contractors or subcontractors or construction manager of the Client, their agents, servants, or employees.

8. INDEMNIFICATION

Subject to the provisions of Paragraph 9, Limitation of Liability, of this Agreement, MFS agrees to indemnify and hold the Client and the Client's parents, subsidiaries, affiliates, partners, officers, directors, shareholders, employees, and agents harmless for any and all claims, damage obligations, liabilities, suits, demands, and losses for personal injury and/or property damage, including reasonable attorney's fees and other expenses where recoverable by law, asserted by any third parties, but only to the extent of MFS's negligence in the performance of its services under this Agreement. In no event shall MFS be responsible for any loss, damage, or liability arising from or caused by any acts of the Client or third party or any of their agents, employees, staff, or other consultants, subconsultants, contractors, or subcontractors. In no event shall the indemnification obligation extend beyond the date when the institution of legal or equitable proceedings for professional negligence would be barred by an applicable statute of repose or statute of limitations.

9. LIMITATION OF LIABILITY

The Client agrees to limit MFS's liability to the Client and to any and all of the Client's parents, subsidiaries, affiliates, partners, officers, directors, shareholders, employees, agents, construction managers, contractors, subcontractors, consultants, subconsultants, and insurers for any and all damages arising out of or relating to the performance of MFS's services under this Agreement, such that MFS 's aggregate liability to all those named will not exceed the lesser of (i) five times MFS's fee for its services on the Project or (ii) MFS's available professional liability insurance coverage at the time of any settlement or judgment. In the event that any portion of this limitation of liability provision is deemed unenforceable or void as a matter of law, then MFS's liability pursuant to this Paragraph 9, Limitation of Liability, shall be limited to the lowest amount allowable as a matter of law. The Client agrees to notify any of its construction managers, contractors, subcontractors, consultants, subconsultants, and insurers who may perform work on behalf of the Client in connection with this Agreement of such limitation of professional liability for defects, errors, omissions, or negligence and to require as a condition precedent to their performing their work a like indemnity and limitation of liability on their part in favor of MFS.

To the fullest extent permitted by law, the Client further agrees that no shareholder, officer, director, partner, principal, or employee of MFS shall have personal liability for any act, omission, breach, tort, fault, or wrong arising from or relating to MFS's services on the Project or under this Agreement.

The Client waives consequential damages, including, but not limited to, loss of use or loss of profits for claims, disputes, or other matters in

Initials: _____ Date: _____

question arising out of or relating to the services provided by MFS regardless of whether such claim or dispute is based upon an alleged breach of contract, willful misconduct or negligent act or omission of MFS or its employees, agents, subconsultants, or other legal theory. This waiver is applicable without limitation to either party's termination of this Agreement pursuant to the terms set forth herein.

To the extent damages are covered by property insurance during and after construction, the Client waives all rights against MFS and against the contractors, consultants, agents, and employees of MFS for damages, except such rights as Client may have to the proceeds of such insurance. The Client, as appropriate, shall require its contractors, subcontractors, consultants, subconsultants, agents, and employees of any of the foregoing third parties to execute similar waivers.

10. INSURANCE

MFS maintains workers' compensation, general liability, property, automobile, and professional liability insurance. Certificates of insurance will be issued to the Client upon a written request from the Client. The Client agrees that it will require the construction manager, general contractor, or, if the Client has not retained a construction manager or general contractor, the contractor(s) responsible for performing the work reflected by or relating to MFS's services on the Project, to name MFS as an additional insured on their insurance coverage applicable to the Project.

11. CLIENT REQUIRED TO SERVE A NOTICE OF CLAIM

Notwithstanding any state's legal requirements, the Client shall make no claim (directly or in the form of a third-party claim) against MFS, unless the Client has first provided MFS with a written certification, executed by an independent professional, credentialed the same as the MFS personnel performing the alleged negligent services (e.g. engineer for an engineer, surveyor for a surveyor, etc.) and in the state in which the Project is located, specifying and certifying each and every act or omission that the Client contends constitutes a violation of the standard of care under this Agreement. Such certification shall be provided to MFS thirty (30) calendar days prior to the institution of any legal proceeding by the Client and failure to do so shall result in a dismissal of the legal proceeding at the Client's expense.

12. FORCE MAJEURE

MFS shall not be responsible or liable for any delays in performance or failure of performance in the event of fire, flood, explosion, the elements, or other catastrophe, Acts of God, war, riot, civil disturbances, terrorist act, strike, lock-out, refusal of employees to work, labor disputes, inability to obtain materials or services, delays caused by the Client, its agents, contractors, subcontractors, consultants, subconsultants, or employee, or any governmental regulation or agency, or for any other reason beyond the control of MFS.

13. RIGHT TO REFERENCE PROJECT

The Client grants MFS a royalty free perpetual license to use the Client's name along with a general description and/or pictures of the Project in MFS promotional materials.

14. DOCUMENT OWNERSHIP

All reports, notes, drawings, specifications, data, calculations, and other documents prepared by MFS ("Documents") are instruments of MFS's services that shall remain MFS's property. The Client agrees not to use the Documents for future additions or alterations to this Project or for other projects without MFS's express written consent. Any unauthorized use of the Documents will be at the Client's sole risk and without liability to MFS or its subconsultants. Accordingly, Client shall defend, indemnify, and hold harmless MFS from and against any and all losses, claims, demands, liabilities, suits, actions, and damages whatsoever arising out of or resulting from such unauthorized use. MFS shall have the right to select its own counsel to represent it in connection with this Paragraph 14, Document Ownership, and Paragraph 8, Indemnification, above.

15. SUCCESSORS AND ASSIGNS

This Agreement shall be binding upon the parties hereto and their respective legal representative successors and assigns.

16. GOVERNING LAW

This Agreement shall be governed by and construed in accordance with the laws of the state in which the office of MFS that issued the Proposal is located.

17. DISPUTE RESOLUTION

MFS and the Client agree that any claim against MFS arising under this Agreement and the performance thereof shall be subject to non-binding mediation as a prerequisite to further legal proceedings. If the parties do not agree otherwise, then mediation shall proceed pursuant to AAA's procedures, but in no case shall MFS's ability to pursue outstanding invoices be subject to this mediation pre-condition.

18. RELIANCE BY OTHERS

Nothing contained in this Agreement shall create a contractual relationship with or a cause of action in favor of a third-party against either the Client or MFS.

Further, MFS and its consultants shall be entitled to use or rely upon design elements and information ordinarily or customarily furnished by the Client and others including but not limited to, specialty contractors, manufacturers, suppliers, and the publishers of technical standards, and therefore, to the fullest extent permitted by law, the Client agrees to defend, indemnify, and hold harmless MFS and MFS's consultants, parents, subsidiaries, affiliates, partners, officers, directors, shareholders, employees, and agents for any and all claims, damage obligations, liabilities, suits, demands, and loss, including attorneys' fees and all other costs, expenses, and disbursements, to which MFS may be subject, actually or allegedly arising from or relating to (i) any unknown site condition or subterranean structures of which MFS does not have actual knowledge; (ii) any errors, omissions, or inconsistencies in any data documents, records, or information provided to MFS by the Client or third parties; or (iii) the Client's unauthorized use or copyright violation of plans, reports, documents, and related materials prepared by MFS. In the event any part of this indemnification is void as a matter of law, then only that portion that is deemed void as a matter of law shall be stricken and the balance of this indemnification shall remain in full force and effect.

19. THIRD-PARTY CERTIFICATES

MFS shall not be required to sign any document no matter by whom requested that would result in MFS having to certify, guarantee, or warrant anything or offer any professional opinion or statement that MFS in its sole discretion finds unreasonable. Owner agrees not to make resolution of any dispute with MFS or payment of any amount due MFS in any way contingent upon MFS signing any such document.

Initials: _____ Date: _____

20. BONDING

MFS shall not provide or have any responsibility for surety bonding or insurance related advice, recommendations, counseling, or research or enforcement of construction insurance or surety bonding requirements.

21. ENTIRE AGREEMENT

This Agreement (consisting of these Terms and Conditions, MFS's Fee Schedule, if applicable, and any Proposal which these Conditions accompany and of which they are part) constitutes the entire agreement between the parties, supersedes any and all prior agreements or representations of the parties to this agreement, and may not be modified, amended, or varied except by a document in writing signed by the parties hereto.

Initials: _____ Date: _____

mfsengineers.com

MFS ENGINEERS & SURVEYORS

SUMMARY OF STAFFING

CLIENT: **Greenman-Pedersen, Inc.** **July 15, 2024**

PROJECT: **2022 SRTS West Orange, NJ - PE Phase (25 Intersections)** **MFS # P23-184R4**

TITLE	ASCE GRADE	TASKS 1	2	3	4	5	TOTAL HOURS	CURRENT HOURLY RATE	DIRECT TECHNICAL LABOR
Principal/Owner	PIX	10	0	0	0	0	10	$88.63	$886.30
Project Manager	PV	41	0	0	0	0	41	$70.42	$2,887.22
Senior Technician	ET5	103					103	$64.75	$6,669.25
Technician	ET4	68					68	$42.14	$2,865.52
Chief of Party	ET4	120					120	$47.26	$5,671.20
Instrumentperson	ET3	120					120	$33.25	$3,990.00
Rodperson	ET3						0	$27.93	$0.00
Clerical Salaries	Clerical						0	$40.52	$0.00
TOTAL		**462**	**0**	**0**	**0**	**0**	**462**		**$22,969.49**

DIRECT EXPENSES:		
Aerial Photography		$0.00
Aerial LiDAR		$0.00
Subsistence	days @ $125 per day	$0.00
Mileage	480 miles @ $0.67/mile	$321.60
Closings - Shoulder Closings	days @ $2,400 per day	$0.00
Closings - Shadow Truck	days @ $975 per day	$0.00
Materials, Postage etc		$0.00
Other		$0.00
	Direct Expense Total:	**$321.60**

	PAYROLL	$22,969.49
164.01%	**OVERHEAD**	$37,672.26
18.00%	**FEE**	$4,134.51
	DIRECT EXPENSES	$321.60
	TOTAL	**$65,097.86**

TASKS

1). Activity 3015 - Prepare Survey Control Report

2).

3).

4).

5).

FIXED FEE CALCULATION

PROJECT:	2022 SRTS West Orange, NJ - PE Phase
CONSULTANT:	MFS Consulting Engineers & Surveyor, DPC
AGREEMENT OR CAM NO.	
PREPARED BY:	Scott Dey
DATE:	7/15/2024

EVALUATE PROJECT SPECIFICS:

Directions:
Prime Consultant will use Total Project Design Cost (or Task Order Design Cost) for the SIZE criteria
Each Subconsultant will assign points for SIZE, COMPLEXITY, DURATION, & DEGREE OF RISK based on its specific project tasks.

SPECIFICS	CRITERIA	POINTS	RATING
SIZE:	*SMALL* - Total Fee (Project Design Cost) < $1,250,000	15	**15**
	LARGE - Total Fee (Project Design Cost) > $1,250,000	20	
COMPLEXITY:	*SIMPLE* - Limited Scope of Work; Deck Patching, Resurfacing, Restoration, Concept Development, Studies, Surveys, Landscape, Inspections	10	**10**
	STANDARD - Moderate Scope; Rehabilitation, New, or Reconstruction	15	
	COMPLEX - Multi-disciplined, Highly Specialized, or Major Unusual	20	
DURATION:	*STANDARD* - Appropriate Schedule	15	**15**
	AGGRESSIVE - Designers Schedule Reduced > 10 %	20	
DEGREE OF RISK:	*LEVEL 1* - Low Risk of Claims; Limited Scope of Work, Deck Patching, Resurfacing, Restoration, Concept Development, Studies, Surveys, Landscape, Inspections	20	**20**
	LEVEL 2 - Average Risk of Claims; Standard Complexity or Level 1 with High Public Exposure	30	
	LEVEL 3 - High Risk of Claims; Hazardous, Experimental, or Bonus/Penalty Clauses	40	
		TOTAL RATING =	**60**

CALCULATE FEE:

PROJECT SPECIFICS FACTOR (Total Rating /100) =	**0.60**	
FEE FACTOR (Project Specifics Factor x 0.30) =	**0.18**	
DIRECT LABOR COSTS	**$**	**22,969**
TOTAL FEE (Direct Labor Costs x Fee Factor) =	**$**	**4,135**

State of New Jersey
DEPARTMENT OF TRANSPORTATION
P.O. Box 600
Trenton, New Jersey 08625-0600

PHILIP D. MURPHY
Governor

TAHESHA L. WAY
Lt. Governor

FRANCIS K. O'CONNOR
Commissioner

July 11, 2024

Ms. Lisa Lieb
Corporate Finance Director
MFS Consulting Engineers & Surveyor, DPC
2780 Hamilton Blvd.
South Plainfield, NJ 07080

Dear Ms. Lieb:

Based on our review of MFS Consulting Engineers & Surveyor, DPC's submitted Overhead Statement for the year ended December 31, 2023, we have determined an overhead rate of 164.01 percent should be used for funding purposes on future contracts with the Department. In addition, in accordance with current Department policy, if FCCM is specifically identified in the cost proposals relating to the contract under which the cost is to be claimed, the audited FCCM rate of 0.64 percent should be used for all new contracts and extra work modifications.

Furthermore, if MFS Consulting Engineers & Surveyor, DPC. plans to pursue construction inspection work with the Department, MFS Consulting Engineers & Surveyor, DPC. will need to provide the Department with additional documents to establish a field rate with the Department.

In addition, the overhead rate proposed on this overhead letter expires on July 1, 2025.

This rate is subject to audit verification. Our acceptance of this rate does not extend beyond contracts with the New Jersey Department of Transportation. Any other entity contracting with the firm is responsible for determining the acceptability of the overhead statement.

If you have any questions, feel free to contact Miller Khalil at (609) 963-1921, or at miller.khalil@dot.nj.gov.

Sincerely,

Richard Temmer

Richard Temmer
Manager, Bureau of External Audit

344-24

289-24
October 8, 2024

RESOLUTION

RESOLUTION OF THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, COUNTY OF ESSEX, STATE OF NEW JERSEY AUTHORIZING THE MAYOR AND CLERK TO EXECUTE A FEDERAL AID AGREEMENT WITH THE NJDOT

WHEREAS, the Federal Highway Administration (FHWA) authorized funding up to an amount of $338,880.15 for Preliminary Engineering Activities for the FY 2022 Safe Routes to Schools (SRTS) Project; and

WHEREAS, this authorization was based on the scope of work and budget agreed upon by the Township of West Orange and the NJDOT Division of Local Aid; and

WHEREAS, the scope of work in this authorization includes Preliminary Engineering (PE) Activities, and Final Design Activities will be authorized once PE activities have been completed; and

WHEREAS, it is necessary for the Township to enter a design contract between the Township of West Orange and Greenman-Pedersen, Inc. for the Preliminary Engineering (PE) Activities; and

WHEREAS, work cannot begin until this funding agreement is executed by the NJDOT.

NOW THEREFORE BE IT RESOLVED, by the Township Council of the Township of West Orange that the Mayor and Clerk are authorized to execute the attached Federal Aid agreement.

BE IT FURTHER RESOLVED that the Clerk is hereby directed to return four (4) original signed and sealed copies of the attached agreement along with three (3) signed/sealed Resolutions for execution by the Department of Transportation.

BE IT FURTHER RESOLVED that the NJDOT will receive an initial billing (payment voucher) from the Township for the design project no later than 3 months after the NJDOT has concurred in the award of the construction contract, and will receive subsequent billings in accordance with the terms of the agreement.

Attest and Affix Seal:

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

Bill Rutherford, Council President

Adopted: October 8, 2024

March 2022

New Jersey Department of Transportation
Division of Local Aid and Economic Development
Federal Aid Cost Reimbursement Agreement

FEDERAL AID AGREEMENT

Agreement No.: 2024-DT-DLA-520 Contract ID:

Local Public Agency (LPA)/Subrecipient: West Orange Town Township

CFDA Name and Number: **Highway Planning and Construction 20.205**

LPA DUNS Number:

Contact Name and Phone Number: Deven Patel, 609-963-2008

Project: West Orange Safe Routes to School Project

Municipality: West Orange Town Township

County: Essex County

This Cost Reimbursement Agreement ("Agreement") is made as of the_____ day of_____ _____, by and between the West Orange Town Township, having its offices at 25 Lakeside Avenue West Orange , NJ 07052 "Subrecipient" or "Local Public Agency ('LPA')") and the State of New Jersey, Department of Transportation, Division of Local Aid and Economic Development, having its offices at 1035 Parkway Avenue, Trenton, NJ 08625 ("State" or "NJDOT");

WITNESSETH

WHEREAS, the Congress of the United States has enacted various Transportation Authorization Bills to fund transportation programs. These transportation programs include, but are not limited to, the National Highway Performance Program (NHPP), the Surface Transportation Program ("STP"), the Congestion Mitigation and Air Quality Improvement Program ("CMAQ"), the Transportation Alternatives Program ("TA"), the Highway Safety Improvement Program ("HSIP"), the Safe Routes to School Program, and the Emergency Relief Program (collectively the "Programs"); and

WHEREAS, the Legislature of the State of New Jersey has enacted legislation by which certain federal aid funds may be made available for use on local transportation related projects of public entities qualified to act as Subrecipients of these federal-aid funds in accordance with the intent of federal law; and

WHEREAS, before federal funds will be made available for a specific program project, the Subrecipient and State are required to enter into an agreement to establish terms and conditions applicable to the Subrecipient when receiving federal funds for a designated project facility and to the subsequent operation and maintenance of that completed facility.

WHEREAS, the Subrecipient proposes to be the Sponsor LPA of a project eligible for funding (the "Project") pursuant to the terms and conditions of this Agreement; and

WHEREAS, the Project may be included in the Metropolitan Planning Organization's Transportation Improvement Program and the State Transportation Improvement Program; and

WHEREAS, the State may award Subrecipient funds to finance the Project ("Project Fund") pursuant to the applicable federal and State law; and

WHEREAS, Subrecipient and the State desire to specify the conditions applicable to the financing of the costs of the Project ("Project Costs") out of the Project Fund and the obligations of the Subrecipient and the State with respect to the Project; and

NOW, THEREFORE, for and in consideration of the mutual covenants contained herein, and pursuant to all federal, state, and local laws and ordinances, the Subrecipient and the State hereby agree as follows:

1. Definitions

As used in this Agreement, the following terms are defined in the manner indicated below:

1.1 Local Public Agency ("LPA"): The contracting agency that is the subrecipient of Federal-aid funds administered through the NJDOT.

1.2 FHWA: Federal Highway Administration.

1.3 USDOT: United States Department of Transportation

1.4 Useful Life of the Project: the period of time assigned to the project for purposes of determining a repayment schedule or reimbursement in the event of default.

1.5 Responsible Charge: A full time public employee of the Subrecipient, who is not a consultant, and is responsible for the Project.

1.6 Construction Engineering: construction related design services including review of contractor's working drawings, responding to contractor questions regarding design, and reviewing design changes.

1.7 Construction Inspection: Subrecipient is responsible for ensuring that the project is being inspected on a full time basis throughout construction of the project. Federally funded construction projects must be built and inspected in accordance to the pertinent federal and state requirements and contract documents.

1.8 Standard Specifications: the NJDOT Standard Specifications for Road and Bridge Construction, including all Baseline Document Change ("BDC") Announcements, in effect at the time of the execution of this Agreement. The Standard Specifications are incorporated into this Agreement by reference.

1.9 Period of Performance: the period of time during which the Subrecipient is to complete the activities described herein and to incur and expend approved funds.

2. Description of Project – Scope of Work

A detailed Project description is included in the Project Scope of Work and a detailed Cost Estimate are attached to this Agreement.

Agreement Contract Terms

3. The State hereby awards a Grant of federal funds, available on a reimbursement basis, in

3.1 the amount of $ 338,880.15 for the period of performance ("Project Fund"). Neither the State, FHWA, nor USDOT shall provide funding greater than this amount under this Agreement. The Subrecipient acknowledges that neither the State, FHWA nor USDOT are liable for payments that exceed this amount.

3.2 The Period of Performance for this award begins on the date of this agreement and shall continue in effect until the Project is completed and all payment vouchers have been paid subject to Section 7 below or until, based on inactivity as defined in Section 7.5.2 below. The Project shall be completed by 12/31/2028 , unless either terminated or extended by written authorization of the State. Under 2 C.F.R. § 200.309, the Subrecipient shall not charge to this award costs that are incurred prior to and/or after the Period of Performance. Once the Period of Performance has concluded all obligations of the State, USDOT, and FHWA are terminated under this Agreement.

3.3 Subject to the following, this Agreement may be terminated by either party upon thirty (30) days written notice to the other party.

3.3.1 The State may, in its sole discretion, terminate this Agreement for cause and all of its obligations under this Agreement if any of the following occurs:

3.3.1.1 The Subrecipient fails to begin expenditure of award funds;

3.3.1.2 The Subrecipient fails to meet the conditions and obligations specified under this Agreement, including a material failure to comply with the Period of Performance in Section 3.2 even if it is beyond the reasonable control of the Subrecipient.

3.3.1.3 The State, USDOT, or FHWA, may terminate this Agreement for convenience if, in their sole discretion, they determine that termination of this Agreement is in the public interest. Costs incurred by the Subrecipient as a result of a termination for convenience by the State or FHWA may be included in the Subrecipient's claim for compensation.

3.3.1.4 The Subrecipient abandons the Project during any phase (planning, design, construction, etc.). The State may demand the return of all funds or the remaining funds, at its own discretion.

3.3.2 In the event the Subrecipient terminates the Agreement, the State in its discretion will determine compensation, if any, to be paid.

3.3.3 This Agreement terminates on Project Closeout.

3.4 Fund Liquidation, Adjustment, and Cancellation.

3.4.1 The Subrecipient shall liquidate all obligations under this award not later than 90 days after the Period of Performance that is listed in section 3.2.

3.4.2 Liquidation and adjustment of funds under this Agreement follow the requirements of 2 C.F.R. §§ 200.343–.345.

3.5 The Project shall not be sold, assigned or ownership transferred without the consent of the State. In the event the Project is sold to a non-public entity for a non-public use or any use inconsistent with the terms of this Agreement, this Agreement shall be deemed terminated and the State shall be reimbursed for all money paid.

3.6 The Subrecipient shall not proceed with any work on the Project ("Project Work") for which reimbursement shall be sought without the specific written authorization of the State. It is agreed that any and all Project Costs incurred by the Subrecipient prior to the execution of this Agreement by all parties shall be non-participating by the State and FHWA.

3.7 Subrecipient will ensure that Project Work will comply with all applicable laws and other requirements of federal, state and local governmental bodies.

3.8 Recipient shall solicit proposals for all work on the Project in accordance with the Brooks Act of 1972 (40 U.S.C.A. Ch. 11), 2 C.F.R. §§ 200.317-.326, and all applicable federal and state laws, rules and regulations. All contracts entered into under this Agreement must contain the applicable provisions described in 2 C.F.R. Part 200, App. II—Contract Provisions for non–Federal Entity Contracts under Federal Awards. All design solicitations and construction bid solicitations by the Subrecipient must include the following language: "Proposals are being solicited through a fair and open process in accordance with N.J.S.A. 19:44A-20.3 et seq., and as such, contractors are exempt from the limitations on making political contributions under that law. Further, for that reason, as well as because of language in New Jersey's Annual Appropriations Act, refusal to disclose campaign contributions otherwise required by N.J.S.A. 19:44A-20.3 et seq. and N.J.S.A 19:44A-20.25 et seq., will not adversely affect your consideration for award."

4. Plans and Specifications

4.1 Subrecipient shall prepare, or have prepared, if required by the State, environmental documents, engineering documents, plans, specifications and estimates for the Project and shall submit them to the State for review. A Professional Engineer licensed to practice in New Jersey must prepare the plans and specifications. The State shall review the engineering documents, plans and specifications for conformance to program requirements and design standards. All design work shall conform to the applicable American Association of State Highway and Transportation Officials (AASHTO) design criteria, the current Manual on Uniform Traffic Control Devices (MUTCD), and the NJDOT Bicycle Compatible Roadway and Bikeways Planning and Design Guideline. However, the design of traffic barriers and drainage systems shall conform to the NJDOT and the current version

of the NJDOT Roadway Design Manual in effect at the time this agreement is executed. All workmanship and materials shall conform to the Standard Specifications. If there is a deviation from these standards, the Subrecipient shall notify the State in writing of any deviation from the standards and shall accept any and all responsibility for any injury and damage by such deviation to any person or property and shall indemnify the State as outlined in this Agreement. A Design Exception shall be executed when it can be documented to the State's satisfaction that a lesser design value is the best practical alternative. The factors to be considered when determining if a lesser design value should be elected shall include social economic and environmental impacts together with safe and efficient traffic operations.

4.2 Approval for the Design Exception shall be based upon Division of Local Aid and Economic Development Policy Number 005.00 as follows:

4.2.1 All Design Exceptions for Local Aid projects on non-National Highways System (non-NHS) roadways must be prepared by a licensed professional engineer in the State of New Jersey and approved by the sponsor via a design exception certification.

4.2.2 Projects that are on NHS roads must follow the procedure outlined in the NJDOT Design Exception manual including approval by the Director of Design Services and the Federal Highway Administration.

4.2.3 The above applies regardless of funding source. The State shall notify Subrecipient when the Project is acceptable for bidding.

4.3 For reimbursement of allowable costs, Project limits cannot be exceeded, plans and specifications altered, construction change orders issued, or items added or deleted from Project without prior written approval of the State.

5. Projects Eligible for Funding Under this Agreement

5.1 Right of Way Acquisition Projects

5.1.1 Subrecipient shall acquire Right of Way parcels in accordance with applicable federal and state requirements, including, but not limited to, 49 C.F.R. Part 24, 23 C.F.R. § 710.203, N.J.S.A. 20:4-1 et seq., the NJDOT Right of Way Acquisition Manual and the NJDOT.

5.1.2 Subrecipient shall be responsible for preparing all maps and other documents required by the NJDOT Right of Way Acquisition Manual and Right of Way Engineering Manual.

5.1.3 Eligible costs for Right of Way acquisition projects shall include:

5.1.3.1 Cost of real property which shall be based on the actual purchase price of the parcel or easement, after negotiating a purchase agreement, or the just compensation amount as determined by a court, and

5.1.3.2 Associated direct costs of acquisition including appraisal fees, cost estimates, Right of Way plan preparation, title work, cost to acquire real property, cost of administrative settlements, relocations, and damages pursuant to 23 C.F.R. § 710.203.

5.1.4 Any amount paid to the Subrecipient under this Agreement for a parcel or easement that is later declared to be in excess and sold, may be recovered by the State.

5.2 **Design Projects**

5.2.1 Subrecipient warrants that the engineering services shall be performed or approved by an engineer licensed by the State of New Jersey Board of Professional Engineers and Land Surveyors to practice in the State of New Jersey.

5.2.2 Subrecipient covenants that Design Work will comply with all applicable laws and other requirements of federal, state and local governmental bodies including applicable American Association of State Highway and Transportation Officials (AASHTO) design criteria, the current Manual on Uniform Traffic Control Devices (MUTCD), and the NJDOT Bicycle Compatible Roadway and Bikeways Planning and Design Guideline.

5.2.2.1 Certain projects shall require the pre-approval of the State, prior to the design phase, as to the applicable standards that apply, as follows:

5.2.2.1.1 Transportation projects other than roads and bridges,

5.2.2.1.2 Projects that intersect State highways,

5.2.2.1.3 Projects with railroad crossings within the project limits or 1000 feet outside the project limits, or

5.2.2.1.4 Projects with railroad crossings outside the project limits where the project could impact traffic flow across the railroad crossing.

5.2.3 Subrecipient shall prepare, or have prepared any necessary environmental documents, engineering documents, plans, specifications and estimates for the Project as required by Section 5.2 of this Agreement

5.2.4 The Subrecipient shall not proceed with any Design Work for which reimbursement shall be sought without the specific written authorization of the State. It is agreed that any and all Project Costs incurred by the Subrecipient prior to the execution of this Agreement by all parties shall be non-participating by the State and FHWA.

5.2.5 Subrecipient shall submit to the State documentation of the consultant selection process or use of in-house forces and final negotiated consultant cost proposal. In order to use in-house staff for design work, Subrecipient must allow the State to review its project accounting systems and be cost-basis approved by the State.

5.2.6 If Subrecipient is not performing design work in-house, Subrecipient shall solicit proposals in accordance with Section 3.8 of this Agreement. Upon receipt of proposals from responsible design consultants, Subrecipient shall select professional services based upon qualifications and shall furnish the name of such consultant to the State for concurrence. Subrecipient agrees not to contract with any consultant to whom the State has made a reasonable and timely objection.

5.2.7 If the design consultant is to be retained for construction engineering purposes during the construction phase, contracts with design consultants shall include stipulations on retaining the designer for that purpose during which the negotiated cost of the construction engineering activity should be part of the construction contract.

5.2.8 Subrecipient or its consultant shall be required to submit a design schedule to the State which should include, at a minimum, the submission dates for Project plans and descriptions for NEPA determination, environmental screening, environmental permits/approvals, preliminary plans specifications, and estimate, and for the funding authorization request package.

5.2.9 Funds for design work shall be authorized by the State once the design authorization submission has been approved. Within ten years of the date of design authorization, the Project must be awarded to a construction contractor. Failure to comply with the requirements of this provision will result in the recovery of all funds previously expended.

5.2.10 Subrecipient agrees that all pedestrian facilities shall be designed to provide safe and easy accessibility for all users. These facilities shall comply with the Americans with Disabilities Act (ADA) of 1990, Section 504 of the Rehabilitation Act of 1973,28 C.F.R. § 35.151(e), and the current version of the NJDOT Roadway Design Manual in effect at the time this agreement is executed.

5.2.11 Subrecipient agrees that the monies requisitioned from the Project Fund will be used only to reimburse actual, eligible costs and for no other purpose. Subrecipient agrees that it shall provide to the State, upon demand and at no cost to the State, such documentation as will enable the State to determine that the proceeds of the Project Fund have been applied solely to Project Costs.

5.2.12 When the Subrecipient considers the design work to be finally complete, Subrecipient shall request that the State's representative make a final review of the plans, specifications and estimate. If it is determined, after such review, that the design work has been completed in accordance with all applicable laws and requirements, Subrecipient shall submit a final invoice to the State and the State shall disburse an amount equal to the approved final payment. Upon payment of the amount approved for final payment, the State shall be released from any further responsibility in connection with the Project Fund and the Project design work.

5.3 Construction Projects

5.3.1 Subrecipient shall complete or cause the completion of Project Work in accordance with the plans and specifications approved by the State.

5.3.2 Subrecipient covenants that Project Work will comply with all applicable laws and other requirements of federal, state and local governmental bodies. Subrecipient shall obtain all permits and licenses necessary to complete Project Work prior to federal authorization.

5.3.3 The Subrecipient shall not advertise the project until federal authorization for the Project is obtained and the State provides written authorization to proceed.

5.3.4 Subrecipient shall not proceed with any Project Work for which reimbursement shall be sought without the written authorization of the State.

5.3.5 Subrecipient shall solicit bids for the work in accordance with Section 3.8 of this Agreement. The Subrecipient shall advertise the project within sixty (60) days of the State's authorization of funds and must award the project within six months of authorization of funds. Upon receipt of bids from responsible contractors, Subrecipient shall select the contractor submitting the lowest responsive bid. Within thirty (30) days of the award of the contract, the Subrecipient shall submit:

5.3.5.1 One copy of the summary of construction bids showing all bid quantities, unit prices, and amounts for the construction of pay items, and

5.3.5.2 A fully executed and sealed resolution awarding the contract to the lowest responsible bidder, which shall be subject to the approval of the State.

5.3.5.3 Once the State has received all of the information listed above, it shall notify Subrecipient in writing whether it has been approved. Subrecipient agrees not to contract with any contractor to whom the State has made a reasonable and timely objection.

5.3.6 Subrecipient shall submit to the State documentation of the consultant selection process or use of in-house forces and final negotiated consultant cost proposal. The use of in-house staff is permitted but is subject to the approval of the State. In order to use in-house staff for design work, Subrecipient must allow the State to review its project accounting systems and be cost-basis approved by the State.

5.3.7 If Subrecipient is not performing construction inspection work in-house, Subrecipient shall solicit proposals in accordance with section 3.8 of this Agreement. Upon receipt of proposals from responsible consultants, Subrecipient shall select professional services based upon qualifications and shall furnish the name of such consultant to the State for concurrence. Subrecipient agrees not to contract with any consultant to whom the State has made a reasonable and timely objection.

5.3.8 Subrecipient agrees that the monies requisitioned from the Project Fund will be used only to reimburse actual, eligible Project Costs and for no other purpose. Subrecipient agrees that it shall provide to the State, upon demand and at no cost to the State, such documentation as will enable the State to determine that the proceeds of the Project Fund have been applied solely to Project Costs.

5.3.9 Upon written request of the State, the Subrecipient shall cause its contractor to provide payment and performance bonds in an amount equal to 100% of the cost of the Project Work. A surety company satisfactory to the State and qualified to do business in the State of New Jersey shall execute such bonds. Copies of all bonds shall be delivered to the State upon request. Only those sureties listed in the US Treasury Department Circular 570 and authorized to do business in the State shall furnish the surety bonds. Payment and performance bonds shall be part of the contract standard items. Performance and/or Payment bonds shall be billed to the State upon award of contract.

5.3.10 Subrecipient agrees that it will cause its contractor to comply with the FHWA's Buy America policies that require a domestic manufacturing process for all steel or iron products that are permanently incorporated in a Federal-aid highway construction project pursuant to 23 U.S.C.A. § 313 and 23 C.F.R. § 635.410; comply with the current NJDOT Standard Roadway Specifications, and the current version of the NJDOT Construction Procedures Handbook. Buy America requirements apply to products installed permanently by utility companies for all contracts within the scope of the NEPA determination regardless of whether the contract uses FHWA funding. Subrecipient agrees that it shall cause its contractor to comply with Federal ADA requirements. All pedestrian facilities constructed or reconstructed shall provide safe and easy accessibility for all users. These facilities shall comply with the Americans with Disabilities Act (ADA) of 1990, Section 504 of the Rehabilitation Act of 1973 and 28 C.F.R. § 35.151(e) and the current version of the NJDOT Roadway Design Manual in effect at the time this agreement is executed. Failure to comply may result in the loss of projects funds.

5.3.11 The Subrecipient agrees that it will ensure its contractors are aware of and are in compliance with 31 U.S.C.A. § 1352 prior to execution of any agreement in order to remain eligible for Federal funds.

5.3.12 When Subrecipient considers the Project to be finally complete, Subrecipient shall request that the State's representative make a final inspection of the Project. If it is determined, after such inspection, that the Project has been completed in accordance with the plans and specifications, Subrecipient shall prepare and submit to the State a certification that the final inspection has been made and the cost of the Project has actually been incurred in accordance with the provisions of the Agreement. Upon receipt, the State shall disburse an amount equal to the approved final payment. Upon payment of the amount approved for final payment, the State shall be released from any further responsibility in connection with the Project Fund

and the Project. The State will monitor maintenance of completed Project by the Subrecipient. Failure to maintain Project will result in the withholding of funds payable to the Subrecipient on other State funded programs.

5.3.13 The Subrecipient must designate a person in Responsible Charge who is a full time employee of the agency as per 23 C.F.R. § 635.105. The person in "Responsible Charge" of LPA administered projects need not be an engineer. This requirement applies even when consultants are providing construction engineering services. This person may share duties, but is expected to be able to perform the following duties and functions:

5.3.13.1 Administers inherently governmental project activities, including those dealing with cost, time, adherence to contract requirements, construction quality and scope of Federal-aid projects;

5.3.13.2 Maintains familiarity of day to day project operations, including project safety issues;

5.3.13.3 Makes or participates in decisions about changed conditions or scope changes that require change orders or supplemental agreements;

5.3.13.4 Visits and reviews the Project on a frequency that is commensurate with the magnitude and complexity of the project;

5.3.13.5 Reviews financial processes, transactions and documentation to ensure that safeguards are in place to minimize fraud, waste, and abuse; and;

5.3.13.6 Directs Project staff, agency or consultant, to carry out Project Administration and Contract Oversight, including proper documentation.

5.3.13.7 Is aware of the qualifications, assignments and on-the-job performance of the agency and consultant staff at all stages of the Project.

5.3.14 In addition to adhering to the requirements specifically set forth in this Agreement, Subrecipient agrees that it will cause its contractor to comply with the United States Department of Transportation's (USDOT)/FHWA's official Disadvantaged Business Enterprises (DBE) Program Guidance, including that all contract bidders/offerors submit DBE subcontractor information and/or good faith efforts, either at the time of bid (responsiveness) or within 5 days of bid (responsibility). Guidance with regard to the DBE program can be found on the USDOT and FHWA Civil Rights' websites.

6. Insurance

6.1 Subrecipient shall maintain or cause to be maintained:

6.1.1 General Comprehensive Liability Insurance in the minimum amount of $1,000,000.00 combined single limit plus $1,000,000.00 in an umbrella policy. This insurance shall specifically provide for coverage of the State as an additional insured and shall provide for coverage at least as broad as the standard, basic un-amended commercial general liability policy and shall be endorsed to include broad form contractual liability coverage, independent contractor's coverage and completed operations coverage.

6.1.2 Automobile Liability Insurance in the minimum amount of $1,000,000.00.

6.1.3 Workers Compensation Insurance in the amount required by law.

6.2 A copy of each insurance policy shall be made available to the State upon request.

6.3 Subrecipient shall cause to be maintained Errors and Omissions, Professional Liability Insurance and/or Professional Malpractice Insurance sufficient to protect against liabilities arising out of professional obligations performed pursuant to the requirements of this Agreement. This insurance shall be in the minimum amount of $1,000,000.00

6.4 Subrecipient expressly understands and agrees that any insurance protection required by this Agreement shall in no way limit the obligations assumed by Subrecipient pursuant to this Agreement and shall not be construed to relieve Subrecipient of liability in excess of such coverage, nor shall it preclude the State from taking such other actions as are available to it under any other provision of this Agreement or otherwise in law.

7. Disbursement of Project Fund

7.1 It is agreed that any and all Project Costs incurred by the Subrecipient prior to the execution of this Agreement by all parties shall be non-participating by the State and FHWA.

7.2 The State shall disburse monies from the Project Fund to Subrecipient in order to reimburse actual, eligible costs associated with Project Work in accordance with the terms and conditions of this Agreement. Only those costs specifically enumerated in the Project Scope of Work and Cost Estimate. Nothing contained herein shall impose upon the State any obligation to ensure the proper application of the monies paid to Subrecipient from the Project Fund. Furthermore, nothing contained herein shall impose any obligation upon the State to pay to Subrecipient any monies in excess of the Project Fund. The Subrecipient shall reimburse its consultants/contractors for allowable expenses after the receipt of properly prepared payment vouchers as outlined in Section 7.5 of this Agreement. All monies shall be subject to appropriations and availability of funds.

7.3 The Agreement may be adjusted and/or modified unilaterally by the State to reflect the Project Costs in accordance with 23 C.F.R. § 630.106.

7.4 The final eligible costs incurred by the Subrecipient during the Project may be reimbursed by the State, subject to prior written approval, the availability of funds, and at the State's sole discretion.

7.5 **Payment Vouchers**

7.5.1 Subrecipient shall prepare and submit payment vouchers for payment for approval by the State within three (3) months of initial billing by the contractor or design consultant, or six (6) months from award, whichever is first. Payment vouchers may be submitted as frequently as every month at most but are required at least quarterly.

7.5.2 If Subrecipient does not comply with the aforementioned time periods for submitting payment vouchers, the State may determine that the Project is deemed "inactive" and, as a result, Project funds may be withdrawn by the State. The Project may also be determined inactive, at the discretion of the State, for the following reasons: failure to provide billing for eligible costs within 12 months from the initial authorization or a preceding bill, the failure to perform work properly, failure to complete the project as proposed, failure to properly submit or complete the close out documents, or any reason that the State may determine based upon the Project status and remaining work to be performed. The payment vouchers shall state, with proper documentation, the amounts due to the Subrecipient for actual, eligible costs incurred in connection with the Project. The Subrecipient shall maintain a complete set of time sheets, records and accounts to identify eligible salaries, fringe benefits, leave, and non-salary direct expenses incurred in support of the Project, as well as material records, certifications, and as-built quantities.

7.5.3 The parties agree that the State has sole discretion to modify the initial Agreement amount to reflect the actual, eligible costs for the Project work at the time of the award concurrence.

7.5.4 Progress Reports will accompany all payment vouchers and shall include:

7.5.4.1 A narrative description of work performed during the payment period and any difficulties or delays encountered;

7.5.4.2 A comparison of actual accomplishments to the goals established for the payment period;

7.5.4.3 A comparison, by tasks, of costs incurred with amounts budgeted, and;

7.5.4.4 A comparison, by task, of work performed compared to the schedule, including a percentage of the total work completed. This requirement can be met by including a bar chart showing schedule timing and actual progress.

7.5.4.5 Copies of contract compliance documents as completed for the voucher payment period by the Resident Engineer that is designated by the Subrecipient, a complete set of which shall be furnished by the State at kickoff and/or preconstruction meetings.

7.5.5 The State shall review and verify such payment vouchers for payment and remunerate the Subrecipient for direct and indirect costs incurred up to a maximum Project approved budget for satisfactorily completing the Project.

7.6 Partial Payments

7.6.1 The State shall make partial payments to the Subrecipient toward the actual, eligible costs for the Project Work upon the receipt of properly drawn payment voucher for a percentage of work completed on the Project during the period as shown on the accompanying progress report. Where there is a disagreement between the State and the Subrecipient concerning the percentage of work completed during any given period, that dispute shall be resolved in accordance with Paragraph 22.3 of this Agreement.

7.6.2 Subrecipient may submit payment vouchers totaling up to 90% of the lesser of either the authorized amount or the amount eligible for State funding participation. Subrecipient shall submit a final payment voucher, within six months of final inspection, along with any necessary close out documents, for reimbursement of the remaining 10%, following receipt of written final acceptance of the Project by the State.

7.6.3 If the Subrecipient was found to be in good standing and compliance with the terms this Agreement, the Subrecipient can request compensation of a portion of the funds that were held as per Section 7.6.2 after a satisfactory final inspection by NJDOT and prior to the submittal of the final Payment voucher. Good standing can be defined as maintaining eligibility assessment, invoicing at a minimum of a quarterly basis, and receiving satisfactory reviews with regard to compliance with construction oversight inspections. This payment request will be accepted and processed at the sole discretion of the NJDOT.

7.7 Consultants and Contractors

7.7.1 The Subrecipient shall remain responsible for satisfactory performance of all work.

7.7.2 All work performed by consultant, contractors and subcontractors on the Project shall be treated as being performed by the Subrecipient.

7.7.3 Subrecipient will be paid the actual, eligible costs for the work of each contractor and consultant. The actual, eligible costs shall be considered full compensation for all costs incurred by the Subrecipient relative to the work performed by each

contractor and consultant. Payment of the actual, eligible costs shall be made on monthly or quarterly payment vouchers submitted by the Subrecipient based upon the percentage of the contracted work completed as shown in the Subrecipient's monthly progress reports.

7.7.4 Subrecipient shall require its contractors and consultants to comply with the applicable cost principles set forth in this Section and the requirements of Section 12 below by placing equivalent provisions in their contracts.

7.7.5 Subrecipient shall require all subcontracting be performed in accordance with the Standard Specifications and 23 C.F.R. § 635.116.

8. Conflict of Interest

8.1 All FHWA Federal Aid Highway Program (FAHP) funds provided for locally administered projects must pass through NJDOT pursuant to 23 C.F.R §172.5. NJDOT, as the grant recipient, is responsible for ensuring the Subrecipient complies with Federal requirements. This includes ensuring sufficient controls are in place to protect the public's interest against fraud, waste, and abuse of taxpayer resources.

8.2 Federal requirements and FHWA policies do not expressly prohibit the use of the same consulting firm for design and construction inspection services on the same project. However, the use of the same firm for design and inspection may present potential conflicts of interest that provide opportunities that benefit the consulting engineering firm and not the Subrecipient. A consulting firm performing construction inspection services for the same federal-aid project that the firm also designed provides the firm an opportunity to influence or affect decisions on scope changes; design changes; construction revisions; contract change orders; and related issues. A firm may have a vested financial interest in failing to disclose deficiencies in its design work during construction, such as minimizing or ignoring design errors and omissions rather than serving the best interest of the public. Using a different firm for construction inspection provides an additional level of review and reduces the risk for potential conflicts of interest. Prior to allowing a consulting firm to provide services on subsequent phases of the same project, the Subrecipent must establish appropriate compensating controls in the form of policies, procedures, practices, and other safeguards to ensure a conflict of interest does not occur in the procurement, management, and administration of consultant services as specified in 23 CFR 172.7(b)(4).

9. Liquidated Damages

9.1 Liquidated damages must be specified for all federally funded projects. Liquidated Damages are defined as the daily amount set forth in the contract to be deducted from the contract price to cover damages to the State and the Subrecipient as a result of the contractor's failure to complete work within the specified Contract Time. The amount of liquidated damages set forth in all contracts pursuant to this Agreement shall take into account the Subrecipient's estimated costs incurred as well as road user costs. Liquidated damages must be assessed by the Subrecipient in accordance with the Standard

Specifications. Failure to assess liquidated damages by the Subrecipient in accordance with the Standard Specifications, contract bid documents, and federal requirements may result in the loss of federal participation of funds.

9.2 Contract time extensions will only be granted for excusable delays specified in the Standard Specifications. Contract time extensions must be submitted and approved by Change Order as the project progresses and at the time an excusable delay occurs in accordance with the Standard Specifications.

10. Audit Requirements

10.1 The Subrecipient shall provide the State with a fiscal year, organization-wide audit that has been conducted in accordance with the requirements of OMB "Supercircular" 2 C.F.R. Part 200, Audits of States, Local Governments, and Non-Profit Organizations, and State Circular Letter 04-04-OMB, Single Audit Policy for Recipients of Federal Grants, State Grants and State Aid. If the Subrecipient is to contract with a commercial organization they must follow 48 C.F.R. § 31.2, "Contracts with Commercial Organizations." The Subrecipient shall ensure that the State receives the audit within the prescribed submission period and that this Agreement is listed on the appropriate Schedule of Financial Assistance.

10.2 The State, or its agents, shall be entitled to perform an audit at the following times:

10.2.1 At any time during the performance of work set forth in this Agreement.

10.2.2 During a period of up to three (3) years after either the date of payment of the Final Invoice or a date mutually agreed to by the parties.

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

10.2.3.1 In the event of overpayment by the State, the Subrecipient shall refund the amount of such overpayment within thirty (30) days of the request by the State. In the event the Subrecipient fails to comply with said request, the State is hereby authorized to deduct such overpayment from other monies due the Subrecipient under the terms of this Agreement or any other agreement between the State and the Subrecipient. Furthermore, the Subrecipient expressly understands and agrees that the provisions of this Section shall in no way be construed to relieve the Subrecipient 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.

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

10.3 The Subrecipient shall include in the Final Invoice the following release clause:

"In consideration of the requested payment of this Final Invoice, the [Subrecipient] 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."

10.4 Payment to the Subrecipient 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 Subrecipient to underpayments based upon adjustments disclosed by said audits.

11. Inspection

Subrecipient shall permit the State or any authorized representative, free access to the Project with the right to examine, visit and inspect, at any reasonable time, all work completed or in progress, labor performed and materials furnished in connection with the Project as well as Subrecipient's accounts, books and records, including its receipts, disbursements, contracts and any other matters relating thereto. Subrecipient shall supply such reports and information as the State shall reasonably request. All accounts, books, records and other documents related to the Project shall be retained by Subrecipient for a period of three (3) years after final payment is received from the State.

12. Indemnification

Subrecipient shall indemnify, defend, protect and hold harmless the State of New Jersey and its agents, servants and employees from and against any and all liability, fines, suits, claims, demands and actions, costs and reasonable expenses of any kind or nature or by anyone whomsoever, including, but not limited to, claims for personal injury, wrongful death, property damage and contractual liability due to or arising in any way out of the performance of any services, actions or operations in connection with the Project or any breach of this Agreement unless caused solely by the gross negligence or default of the State or its agents, servants or employees; provided, however, that the State shall give Subrecipient prompt notice thereof. If Subrecipient shall be required to defend in any action or proceeding pursuant to this Section to which action or proceeding the State is made a party, the State shall be entitled to participate in the matter, at its election and sole cost; provided, however, that any such action by the State does not limit or make void any liability of Subrecipient in respect to the claim or matter in question.

13. No Personal Liability

Notwithstanding anything to the contrary contained herein, the parties hereto specifically understand and agree that there shall be no personal liability imposed on the officers, employees or agents of Subrecipient or the State with respect to any of the covenants or conditions of this Agreement.

14. Equal Opportunity

14.1 The parties to this Agreement do hereby agree that the provisions of N.J.S.A. 10:2-1 through 10:2-4 and N.J.S.A. 10:5-31 et seq. (PL 1975, c 127, as amended and supplemented) dealing with discrimination in employment on public contracts, and the rules and regulations promulgated pursuant thereunto, are hereby made a part of this contract and are binding upon them.

14.2 During the performance of this contract, the Contractor agrees as follows:

14.2.1 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 or sex. 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 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 Division of Civil Rights/Affirmative Action setting forth provisions of this nondiscrimination clause;

14.2.2 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 or sex;

14.2.3 The Contractor or subcontractor, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the Division of Civil Rights/Affirmative Action, 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.

14.2.4 In the hiring of persons for the performance of work under this contract or any subcontract hereunder, or for the procurement, manufacture, assembling or furnishing of any such materials, equipment, supplies or services to be acquired under this contract, no contractor, nor any person acting on behalf of such contractor or subcontractor, shall, by reason of race, creed, color, national origin, ancestry, marital status, gender identity or expression, affectional or sexual orientation or sex, discriminate against any person who is qualified and available to perform the work to which the employment relates;

14.2.5 No contractor, subcontractor, nor any person on his behalf shall, in any manner, discriminate against or intimidate any employee engaged in the performance of work under this contract or any subcontract hereunder, or engaged in the procurement, manufacture, assembling or furnishing of any such materials, equipment, supplies or services to be acquired under such contract, on account of race, creed, color, national origin, ancestry, marital status, gender identity or expression, affectional or sexual orientation or sex;

14.2.6 There may be deducted from the amount payable to the contractor by the contracting public agency, under this contract, a penalty of $50.00 for each person for each calendar day during which such person is discriminated against or intimidated in violation of the provisions of the contract; and

14.2.7 This contract may be canceled or terminated by the contracting Public Agency, and all money due or to become due hereunder may be forfeited, for any violation of this section of the contract occurring after notice to the contractor from the contracting public agency of any prior violation of this section of the contract.

14.2.8 The notices referred to in Sections 14.2.1 and 14.2.3 may be obtained at the preconstruction conference.

15. Nondiscrimination

Subrecipient hereby agrees that it will comply with Title VI of the 1964 Civil Rights Act (the "Act") and related statutes and implementing regulations to the end that no person shall on the grounds of race, color, national origin, handicap, age, sex, or religion be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under the Project covered by this Agreement and, further Subrecipient agrees that:

15.1 It will insert the nondiscrimination notice required by the Standard Department of Transportation Title VI Assurance (DOT Order 1050.2) in all solicitations for bids for work or material, and, in adapted form, in all proposals for negotiated agreements.

15.2 It will insert the clauses in Appendixes A, B or C of DOT Order 1050.2 as appropriate, in all contracts, deeds transferring real property, structures, or improvements thereon or interest therein (as a covenant running with the land) and in future deeds, leases, permits, licenses, and similar agreements, related to this Project, entered into by the Subrecipient with other parties.

15.3 It will comply with, and cooperate with, FHWA in ensuring compliance with the terms of the standard Title VI Assurance, the act and related statutes, and implementing regulations.

16. Disadvantaged Business Enterprises

Subrecipient hereby agrees to the following statements and agrees that these statements shall be included in all subsequent agreements between Subrecipient and any contractor:

16.1 It is the policy of NJDOT that Disadvantaged Business Enterprises, as defined in 49 C.F.R., Part 26; Titles I & V of the Intermodal Surface Transportation Efficiency Act of 1991 (ISTEA); the Transportation Equity Act for the 21st Century (TEA-21); and Section V, Part B below, shall have equal opportunity to participate in the performance of contracts financed in whole or in part with federal funds under this Agreement. Consequently, the DBE requirements of 49 C.F.R., § 26(A), (C), and (F) apply to this Agreement.

16.2 The Subrecipient and its Contractor agree that Disadvantaged Business Enterprises, as defined in 49 C.F.R. § 26(A); and in the ISTEA and the TEA-21, and Section V, Part B below, have equal opportunity to participate in the performance of contracts and subcontracts financed in whole or in part with federal funds provided under this Agreement. In this regard, the NJDOT and all Contractors shall take all necessary and reasonable steps in accordance with 49 C.F.R., Part 26 to ensure that Disadvantaged Businesses are given equal opportunity to compete for and to perform on NJDOT federally funded contracts. The NJDOT and its Contractors shall not discriminate on the basis of race, color, national origin, or sex in the award and performance of USDOT assisted contracts.

17. No Oral Modifications

17.1 This Agreement may not be changed orally, but only by an agreement in writing and signed by the party against whom enforcement of any waiver, change, modification or discharge is sought.

17.2 The Subrecipient shall request State approval for any task or line item budget revision deemed necessary to carry out the Project. The Subrecipient shall submit the request in writing to the State. The State shall provide written authorization to the Subrecipient if the request is by the State and the applicable funding agency.

18. Notices and Demands

18.1 All notices, demands, requests or other communications required or permitted to be given pursuant to this Agreement must be in writing.

18.2 All notices, demands, requests or other communications required or permitted to be given pursuant to this Agreement shall be deemed to have been properly given or served by depositing the same in the United States mail, postpaid and registered or certified, return receipt requested, or by Federal Express or similar service providing receipt against delivery, as follows:

If to the State:

Laine Rankin
Assistant Commissioner
Local Resources & Community Development
State of New Jersey Department of Transportation
1035 Parkway Avenue
Trenton, New Jersey 08625

Or the designated District Office, Division of Local Aid and Economic Development, serving the area of the Sub-recipient:

District 1 -
Roxbury Corporate Center
200 Stierli Court
Mount Arlington, NJ 07856
Phone: (973) 601-6700
Fax: (973) 601-6709
Morris, Passaic,
Sussex and Warren

District 2 -
153 Halsey Street - 5th floor
Newark, NJ 07102
Phone: (973) 877-1500
Fax: (973) 648-4547
Bergen, Essex, Hudson,
and Union

District 3 -
1035 Parkway Avenue
Trenton, NJ 08625
Phone: (732) 625-4290
Fax (609)530-8044
Hunterdon, Middlesex, Mercer,
Monmouth, Ocean and Somerset

District 4 -
1 Executive Campus
Route 70 West, 3rd Floor
Cherry Hill, NJ 08002
Phone: (856) 486-6618
Fax (856) 486-6771
Atlantic, Burlington, Camden, Cape May,
Cumberland, Gloucester and Salem

If to Subrecipient:

Ms. Zayibeth Carballo,
Assistant Township Engineer
Township of West Orange
25 Lakeside Avenue
West Orange, NJ 07052

This section does not apply to legal notices required by law or Court Rules.

19. Partial Invalidity

To the extent that the intent and underlying purpose of this Agreement are not compromised, the invalidity or unenforceability of any term, covenant, condition or provision of this Agreement, or its application to any persons, entities or circumstances shall not render invalid or unenforceable the remainder of this Agreement, or the application of such term, covenant, condition or provision to persons, entities or circumstances other than those as to which it is held invalid or unenforceable, and each term, covenant, condition and provision of this Agreement shall remain valid and enforceable to the fullest extent permitted by applicable law.

20. Further Assurances

The parties agree to cooperate with each other and to execute and deliver such further documents and assurances as may be necessary to carry out the purpose of this Agreement.

21. Subject to FHWA Regulations

Notwithstanding anything contained herein to the contrary, so long as the Project is being financed out of proceeds from the Project Fund, this Agreement and the obligations of the parties hereunder are subject to the rules and regulations promulgated by the FHWA.

22. Entire Agreement; Counterparts; Disputes

22.1 This Agreement contains the entire agreement between the parties hereto and supersedes any and all prior understandings and agreements, oral or written, between the parties respecting the subject matter hereof.

22.2 This Agreement may be executed in two or more counterparts, each of which shall be deemed a duplicate original and all of which together shall constitute one and the same Agreement.

22.3 In the event a dispute arises concerning the meaning of any term used in this Agreement, or the work and services required to be performed under this Agreement, or as to compensation under this Agreement, the dispute shall be decided by the Commissioner of Transportation or his duly authorized representative.

23. Choice of Law

This Agreement is being executed and is intended to be performed in the State of New Jersey and shall be governed in all respects by the laws of the State of New Jersey.

24. Resolution

The Subrecipient shall supply the necessary resolution authorizing the Subrecipient to enter into this Agreement and this Agreement shall not become binding on either party until it is executed by the Commissioner of Transportation or the Commissioner's designee.

25. **APPENDIX A** - Non Discrimination - Regulations of the Department of Transportation relative to pursuant to N.J.S.A. 10:5-31 et seq. are attached hereto and made a part of this Agreement.

26. **APPENDIX B** - Certification of Subrecipient is attached hereto and made a part of this Agreement.

27. **APPENDIX C** - Certification of New Jersey Department of Transportation is attached hereto and made a part of this Agreement.

28. **APPENDIX D** - NJDOT Code of Ethics for Vendors is attached hereto and made a part of this Agreement.

29. **APPENDIX E** - Certification of Subrecipient Eligibility is attached hereto and made a part of this Agreement.

30. **APPENDIX F** - Americans with Disabilities Act is attached hereto and made part of this Agreement.

31. **APPENDIX G** – Project Scope of Work is attached hereto and made a part of this Agreement.

32. **APPENDIX H** – Project Cost Estimate is attached hereto and made a part of this Agreement.

New Jersey Department of Transportation
Division of Local Aid and Economic Development
Federal Aid Cost Reimbursement Agreement

IN WITNESS WHEREOF, the parties have caused their duly authorized representatives to duly execute this Agreement on and as of the day and year first above written.

Project: West Orange Safe Routes to School Project
Municipality: West Orange Town Township , County: Essex County
Agreement Number: 2024-DT-DLA-520
Federal Project Number: D00S734

ATTEST/WITNESSED/AFFIX SEAL:

10.18.24
Name: Karen J. Carnevale, R.M.C. Date
Title Karen J. Carnevale, R.M.C.

SUBRECIPIENT(LPA)

By: 10.18.24
Name: Susan McCartney, Mayor Date
Title

ATTEST/WITNESSED/AFFIX SEAL:

TRANSPORTATION

Anika James Date
Department Secretary, New Jersey
Department of Transportation

NEW JERSEY DEPARTMENT OF

By: Date
Deval Desai
Director,
Local Aid & Economic Development

THIS DOCUMENT HAS BEEN REVIEWED AND APPROVED AS TO FORM

ATTORNEY GENERAL OF NEW JERSEY
MATTHEW J. PLATKIN

See DAG e-Signature
Next page

By: Date
Brad M. Reiter
Deputy Attorney General

APPENDIX A

NONDISCRIMINATION

During the performance of this Agreement, the SUBRECIPIENT, for itself, its assignees and successors in interest hereinafter referred to as the SUBRECIPIENT, agrees as follows:

1. Compliance with Regulations: The SUBRECIPIENT will comply with Regulations of the United States Department of Transportation relative to nondiscrimination in federally assisted programs of the Department of Transportation (Title 49, Code of Federal Regulations, Part 21 through Appendix H, and Title 23C.F.R. § 710.405(b), hereinafter referred to as the Regulations), which are incorporated herein by reference and made a part of this Agreement.

2. Nondiscrimination: The SUBRECIPIENT, with regard to the work performed by it after award and prior to completion of the work, will not discriminate on the basis of race, color, age, sex, or national origin in the selection and retention of subcontractors, including procurement of materials and leases of equipment. The SUBRECIPIENT will not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the Regulations, including employment practices when the Agreement covers a program set forth in Appendix B of the Regulations.

3. Solicitations for Subcontracts, including Procurement of Procurement of Materials and Equipment: In all solicitations either by competitive bidding or negotiation made by the SUBRECIPIENT for work to be performed under a subcontract, including procurement of materials or equipment, such potential subcontractor or supplier shall be notified by the SUBRECIPIENT of the SUBRECIPIENT'S obligations under this Agreement and the Regulations relative to nondiscrimination on the basis of race, color, age, sex or national origin.

4. Information and Reports: The SUBRECIPIENT will provide all information and reports required by the Requisitions, or orders and instructions 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 STATE or the Federal Highway Administration to be pertinent to ascertain compliance with such Regulations, orders and instructions. Where any information required of the SUBRECIPIENT is in the exclusive possession of another who fails or refuses to furnish this information, the SUBRECIPIENT shall so certify to the STATE or the Federal Highway Administration as appropriate, and shall set forth what efforts it has made to obtain the information.

5. Sanctions for Noncompliance: In the event of the SUBRECIPIENT'S noncompliance with the nondiscrimination provisions of this contract, the STATE shall impose such sanctions as are appropriate and available under the laws of the STATE.

6. (a)Withholding of payments to the SUBRECIPIENT under the contract until the SUBRECIPIENT complies, and/or

7. (b)Cancellation, termination, or suspension of the contract, in whole or in part.

8. This Agreement is subject to all federal, State, and local laws, rules, and regulations, including, but not limited to, those pertaining to nondiscrimination in employment and affirmative action for equal employment opportunity.

9. The SUBRECIPIENT agrees to ensure that Disadvantaged Business Enterprises (DBE's) as defined in 49 C.F.R., Part 23 and FTA Circular 4716.1A, have the maximum opportunity to participate in the performance of contracts and subcontracts financed in whole or in part with federal funds. Failure to make a good faith effort to meet the established DBE goal may result in sanctions as defined under paragraph 5 of this Appendix.

10. If at any time following the execution of this Agreement, the SUBRECIPIENT intends to sublet any additional portion(s) of the work or intends to purchase materials or lease equipment not contemplated during the original proposal preparation, the SUBRECIPIENT shall:

    (a) Notify the Project initiator, in writing, of the type and approximate value of the work which the SUBRECIPIENT intends to accomplish by such subcontract, purchase order or lease.

    (b) Give DBE firms equal consideration with non-minority firms in negotiations for any such subcontracts, purchase orders or leases.

11. Incorporation of Provisions: The SUBRECIPIENT will include the provisions of paragraph (1) through (9) in every subcontract, including procurement of materials and leases of equipment, unless exempt by the Regulations, orders or instructions, issued pursuant thereto.

APPENDIX B

CERTIFICATION OF SUBRECIPIENT

In executing the Agreement the SUBRECIPIENT'S signatory certifies on behalf of the SUBRECIPIENT that neither he, nor any other officer, agent or employee of the SUBRECIPIENT has:

1. employed or retained for a commission, percentage, brokerage, contingent fee, or other consideration, any firm or person (other than a bona fide employee working solely for him or the SUBRECIPIENT) to solicit or secure this Agreement.
2. agreed, as an express or implied condition for obtaining this contract, to employ or retain the services of any firm or person in connection with carrying out the Agreement, or
3. paid, or agreed to pay, to any firm, organization or person (other than a bona fide employee working solely for him or the SUBRECIPIENT) any fee, contribution, donation, or consideration of any kind for, or in connection with, procuring or carrying out the Agreement;

The Subrecipient shall expressly state any exceptions in a disclosure letter to the STATE which shall accompany the Agreement after execution by the SUBRECIPIENT on submission to the Commissioner or his designee for execution.

The SUBRECIPIENT acknowledges that this certificate furnished to the STATE and which may be furnished to the U.S. Department of Transportation, in connection with this Agreement, is subject to applicable State and Federal laws, both criminal and civil.

APPENDIX C

CERTIFICATION OF NEW JERSEY DEPARTMENT OF TRANSPORTATION

In executing the Agreement the STATE'S signatory certifies that to the best of his knowledge, the SUBRECIPIENT or its representative has not been required, directly or indirectly as an express or implied condition in connection with obtaining or carrying out this Agreement, to:

1. employ or retain, or agree to employ or retain, any firm or person, or
2. pay, or agree to pay, to any firm, person, or organization, any fee, contribution, donation, or consideration of any kind.

APPENDIX D

NJDOT CODE OF ETHICS FOR VENDORS

1. No vendor* shall employ any NJDOT officer or employee in the business of the vendor or professional activity in which the vendor is involved with Department officer or employee.
2. No vendor shall offer or provide any interest, financial or otherwise, direct or indirect, in the business of the vendor or professional activity in which the vendor is involved with the Department officer or employee.
3. No vendor shall cause or influence or attempt to cause or influence any NJDOT employee or officer in his or her official capacity in any manner which might tend to impair the objectivity or independence of judgment of that NJDOT officer or employee.
4. No vendor shall cause or influence, or attempt to cause or influence, any NJDOT officer or employee to use or attempt to use his or her official position to secure any unwarranted privileges or advantages for that vendor or for any other person.
5. No vendor shall offer any NJDOT officer or employee any gift, favor, service or other thing of value under circumstances from which it might be reasonably inferred that such gift, service or other thing of value was given or offered for the purpose of influencing the SUBRECIPIENT in the discharge of his or her official duties. In addition, employees or officers of NJDOT will not be permitted to accept breakfasts, lunches, dinners, alcoholic beverages, tickets to entertainment and/or sporting events or any other item which could be construed as having more than nominal value.

NOTE: This section would permit an NJDOT employee or officer to accept food or refreshments of relatively low monetary value provided during the course of a meeting, conference or other occasion where the employee is properly in attendance (for example - coffee, danish, tea or soda served during a conference break). Acceptance of unsolicited advertising or promotional materials of nominal value (such as inexpensive pens, pencils or calendars) would also be permitted.

Any questions as to what is or is not acceptable or what constitutes proper conduct for a Departmental employee or officer should be referred to the Department's Ethics Liaison Officer or his or her designee.

6. This code is intended to augment, not to replace existing administrative orders and the current Departmental Code of Ethics.
7. This code shall take effect immediately upon approval of the NJ Executive Commission on Ethical Standards and adoption by the NJDOT.

*Vendor is defined as any general contractor, subcontractor, consultant, person, firm, corporation or organization engaging in or seeking to do business with NJDOT.

Adopted on the 16th day of December, 1987

APPENDIX E

CERTIFICATION OF SUBRECIPIENT ELIGIBILITY

I Susan McCartney hereby certify under penalty of perjury under the laws of the United States, that except as noted below, the company or any person associated therewith in the capacity of owner, partner, director, officer, principal, Project director, manager, auditor, or any position involving the administration of State funds:

is not currently under suspension, debarment, voluntary exclusion, or determination of ineligibility by any federal, State or local government agency;

has not been suspended, debarred, voluntarily excluded or determined ineligible by any federal, State or local government agency within the past 3 years;

does not have a proposed debarment pending; and

has not been indicted, convicted, or had a civil judgment rendered against (it) by a court of competent jurisdiction in any matter involving fraud or official misconduct within the past 3 years.

(Insert exceptions - for any exception noted, indicate to whom it applies, initiating agency, and dates of action. Providing false information may result in criminal prosecution or administrative sanctions. If no exceptions, insert "None".)

Attest: SUBRECIPIENT

Name/Title
Karen J. Carnevale, R.M.C.

Name/Title
Susan McCartney, Mayor

Date: 10.18.24

APPENDIX F

AMERICANS WITH DISABILITIES ACT

Equal Opportunity For Individuals With Disabilities.

The SUBRECIPIENT and the STATE do hereby agree that the provisions of Title II of the Americans With Disabilities Act of 1990 (the "Act") (42 U.S.C. Sec. 12101 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 thereunto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the STATE pursuant to this contract, the SUBRECIPIENT agrees that the performance shall be in strict compliance with the Act. In the event that the SUBRECIPIENT, its agents, servants, employees, or sub consultants violate or are alleged to have violated the Act during the performance of this contract, the SUBRECIPIENT shall defend the STATE in any action or administrative proceeding commenced pursuant to this Act. The SUBRECIPIENT shall indemnify, protect, and save harmless the STATE, 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 SUBRECIPIENT 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 STATE'S grievance procedure, the SUBRECIPIENT agrees to abide by any decision of the STATE which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the STATE or if the STATE incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the SUBRECIPIENT shall satisfy and discharge the same at its own expense.

The STATE shall, as soon as practicable after a claim has been made against it, give written notice thereof to the SUBRECIPIENT along with full and complete particulars of the claim. If any action or administrative proceeding is brought against the STATE or any of its agents, servants, and employees, the STATE shall expeditiously forward or have forwarded to the SUBRECIPIENT every demand, complaint, notice, summons, pleading, or other process received by the STATE or its representatives.

It is expressly agreed and understood that any approval by the STATE of the services provided by the SUBRECIPIENT pursuant to this contract will not relieve the SUBRECIPIENT of the obligation to comply with the Act and to defend, indemnify, protect, and save harmless the STATE pursuant to this paragraph.

It is further agreed and understood that the STATE assumes no obligation to indemnify or save harmless the SUBRECIPIENT, its agents, servants, employees and sub consultants for any claim which may arise out of their performance of this Agreement. Furthermore, the SUBRECIPIENT expressly understands and agrees that the provisions of this indemnification clause shall in no way limit the SUBRECIPIENT'S obligations assumed in this Agreement, nor shall they be construed to relieve the SUBRECIPIENT from any liability, nor preclude the STATE from taking any other actions available to it under any other provisions of this Agreement or otherwise at law.

345-24
December 10, 2024

STATE OF NEW JERSEY
DEPARTMENT OF ENVIRONMENTAL PROTECTION
GREEN ACRES PROGRAM

WHEREAS, the New Jersey Department of Environmental Protection, Green Acres Program ("State"), provides grants and/or loans to municipal and county governments and grants to nonprofit organizations for assistance in the acquisition, development, and stewardship of lands for outdoor recreation and conservation purposes; and

WHEREAS, the Township of West Orange desires to further the public interest by obtaining total funding in the amount of $995,023.88, in the form of a $995,023.88 matching grant and, if available, a $ 0 loan, from the State to fund the following project(s):
Vincent's Pond Walkway & Dredging Improvements
at a total cost of $1,990,047.75

WHEREAS, the State shall determine if the application is complete and in conformance with the scope and intent of the Green Acres Program, and notify the applicant of the amount of the funding award; and

WHEREAS, the applicant is willing to use the State's funds in accordance with such rules, regulations, and applicable statutes, and is willing to enter into an agreement with the State for the above-named project;

NOW, THEREFORE, the governing body/board resolves that:

1. Susan McCartney or the successor to the office of Mayor is hereby authorized to:
    a. make application for such a loan and/or such a grant,
    b. provide additional application information and furnish such documents as may be required, and
    c. act as the authorized correspondent of the above-named applicant;
2. The applicant agrees to provide its matching share to the Green Acres funding request, if a match is required, in the amount of $995,023.88;
3. In the event the State's funds are less than the total project cost specified above, the applicant has the balance of funding necessary to complete the project;
4. The applicant agrees to comply with all applicable federal, state, and local laws, rules, and regulations in its performance of the project; and
5. This resolution shall take effect immediately.

345-24

CERTIFICATION

I, Karen J. Carnevale, Municipal Clerk do hereby certify that the foregoing is a true copy of a resolution adopted by Council of the Township of West Orange at a meeting held on the 10th day of December, 2024.

IN WITNESS WHEREOF, I have hereunder set my hand and the official seal of this body this 10th day of December, 2024.

_____

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

346-24
December 10, 2024

STATE OF NEW JERSEY
DEPARTMENT OF ENVIRONMENTAL PROTECTION
GREEN ACRES PROGRAM

WHEREAS, the New Jersey Department of Environmental Protection, Green Acres Program ("State"), provides grants and/or loans to municipal and county governments and grants to nonprofit organizations for assistance in the acquisition, development, and stewardship of lands for outdoor recreation and conservation purposes; and

WHEREAS, the Township of West Orange desires to further the public interest by obtaining total funding in the amount of $502,522.65, in the form of a $502,522.65 matching grant and, if available, a $ 0 loan, from the State to fund the following project(s):
Colgate Park Playground Improvements Project
at a total cost of $670,030.20

WHEREAS, the State shall determine if the application is complete and in conformance with the scope and intent of the Green Acres Program, and notify the applicant of the amount of the funding award; and

WHEREAS, the applicant is willing to use the State's funds in accordance with such rules, regulations, and applicable statutes, and is willing to enter into an agreement with the State for the above-named project;

NOW, THEREFORE, the governing body/board resolves that:

1. Susan McCartney or the successor to the office of Mayor is hereby authorized to:
    a. make application for such a loan and/or such a grant,
    b. provide additional application information and furnish such documents as may be required, and
    c. act as the authorized correspondent of the above-named applicant;
2. The applicant agrees to provide its matching share to the Green Acres funding request, if a match is required, in the amount of $167,507.55;
3. In the event the State's funds are less than the total project cost specified above, the applicant has the balance of funding necessary to complete the project;
4. The applicant agrees to comply with all applicable federal, state, and local laws, rules, and regulations in its performance of the project; and
5. This resolution shall take effect immediately.

CERTIFICATION

I, Karen J. Carnevale, Municipal Clerk do hereby certify that the foregoing is a true copy of a resolution adopted by Council of the Township of West Orange at a meeting held on the 10th day of December, 2024.

IN WITNESS WHEREOF, I have hereunder set my hand and the official seal of this body this 10th day of December, 2024.

_____

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

347-24
December 10, 2024

R E S O L U T I O N

WHEREAS, the Township of West Orange requires Professional Land Surveying and Engineering Services for the 2024 Community Development Block Grants Road Rehabilitation of Franklin Avenue (from Main Street to Chestnut Street) and Oxford Place (from Cherry Street to Chestnut Street); and

WHEREAS, to design and specify these improvements the Township requires the services of a professional land surveying and engineering firm; and

WHEREAS, the Township Engineer prepared a Request for Proposals dated November 19, 2024 for these professional design services; and

WHEREAS, the Township Engineer solicited proposals from five professional land surveying and engineering firms; and

WHEREAS, Greenman-Pedersen, Inc. (GPI), responded to the Request for Proposal; and

WHEREAS, GPI, have performed similar work for the Township on several projects and their work quality good; and

WHEREAS, by letter dated December 4, 2024 the Township Engineer recommended a professional services contract be awarded to Greenman-Pedersen, Inc., 301 Gibraltar Drive, Suite 2A, Morris Plains, NJ 07950, for Professional Engineering Services associated with the 2024 Community Development Block Grants Road Rehabilitation of Franklin Avenue (from Main Street to Chestnut Street) and Oxford Place (from Cherry Street to Chestnut Street); and

WHEREAS, sufficient funds exist for the services outlined in the proposal of GPI; and

WHEREAS, the Township Council concurs in the foregoing.

NOW THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange, New Jersey that a professional services contract be awarded to Greenman-Pedersen, Inc., to provide professional land surveying and engineering services for the 2024 Community Development Block Grants Road Rehabilitation of Franklin Avenue (from Main Street to Chestnut

Street) and Oxford Place (from Cherry Street to Chestnut Street) in the amount not to exceed $26,608.00.

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

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

Adopted: December 10, 2024

I hereby certify funds are available from: **ACCOUNT NO.**
2023 Capital Budget
Account No. 03-2830-23-0500-010
$26,608.00

John C. Ditinyak, Chief Financial Officer

347-24

TOWNSHIP OF WEST ORANGE

25 Lakeside Avenue, West Orange, New Jersey 07052

DEPARTMENT OF ENGINEERING

SUSAN McCARTNEY
MAYOR

ZAYIBETH CARBALLO
Director/Municipal Engineer

Tel/Fax: (973) 325-4160

Email: zcarballo@westorange.org

November 19, 2024

Trevor Taylor
CME
379 US Route 1 South, Suite 100
Monmouth Junction, NJ, 08852

RE: **REQUEST FOR PROPOSALS**
2024 COMMUNITY DEVELOPMENT BLOCK GRANTS
ROAD REHABILITATION OF FRANKLIN AVENUE
(FROM MAIN STREET TO CHESTNUT STREET) AND
OXFORD PLACE (FROM CHERRY STREET TO CHESTNUT) STREET

Dear Mr. Taylor,

The Engineering Department for the Township of West Orange requests proposals from firms providing both Civil and Engineering and Land Surveying Services, which are capable of preparing the necessary improvement plans, specifications and bid documents for the following Community Development Block Grant (CDBG) project for 2024:

Franklin Avenue (from Main Street to Chestnut Street) and Oxford Place (from Cherry Street to Chestnut Street)

A. Curb and sidewalk repairs;
C. Pavement milling and pavement resurfacing
D. Pavement striping
E. New traffic signs as necessary
F. Shade trees as necessary
G. Drainage structures repairs with new frames, grates, curb pieces as necessary. Repair existing drainage structures as necessary
H. New manhole castings, frames and covers as necessary. Repair existing manholes as necessary
I. Curb ramps as necessary

1. **Land Surveying Services:**

   A. Topographic Survey and Base Mapping that will provide a topographic field survey and base mapping suitable for the proposed improvements, which will include, but will not be limited to, the following items:
      1. Establishment of centerline of existing street.
      2. Topographic survey of all trees, shrubs, walls, driveways, walks, steps, and other existing features within the ROW and farther where necessary to the proposed improvements.
      3. Right of way will be shown from available Township Tax Map information.
      4. Topographic Survey including additional topography behind the curb and sidewalk of the roadways and at road intersections;
      5. Top and Bottom of curb elevations, storm inlets with inverts and pipe sizes, sanitary manholes with rim elevations, and any other utilities visible on the roadways will need to be located;

   B. Establish horizontal control based on North American Datum 1983 (New Jersey State Plane Coordinate System-NAD 83) and North American Vertical Datum 1988 (NAVD 88);
   C. Benchmark(s) to be set on site for future use;
   D. Existing conditions/Survey Control plan;
   E. Coordinate utility mark-outs;

2. **Civil Engineering Services:**

   A. Proposed roadway profiles matching existing grades;
   B. Roadway improvements include curb, sidewalk, aprons, pavement milling and resurfacing, pavement striping, new traffic signs, shade trees;
   C. Curb ramp plans and details as necessary;
   D. New drainage improvements as necessary;
   E. Drainage structure repairs with new frames, grates, curb pieces as necessary;
   F. New manhole castings, frames and covers as necessary. Repair existing manholes as necessary;
   G. Coordinate with WO Traffic Bureau for the preparation of traffic control and detour plans;
   H. Prepare construction details;
   I. Plan Set to include but not limited to Cover Sheet, Existing Conditions/Survey Control Plan, Demolition Plan, Construction Plan, Grading and Utility Plan, Soil Erosion and Sediment Control Plan and Details, Traffic Control and Detour Plans, and Construction Details;
   J. Include one (1) meeting with Township Officials for Preliminary Design;
   K. Bid Package that includes bid set of plans and construction specifications in accordance with public bidding laws;

Bidding documents (plans and specifications) are to be part of the deliverables to the Township via AutoCAD, hard copy and PDF files. Tax Maps of the streets and project are enclosed.

The cost of services shall be for a complete design and bid package including cost estimates, plans, specifications and bid documents (twenty copies) for bidding purposes including detour plans. All plan specifications and bid documents shall be in conformance with the latest New Jersey Department of Transportation specifications. Proposals shall be on a lump sum basis. Hourly rates shall be submitted with all proposals for any additional work.

It is the intent of this office to advertise for bids by Summer 2025 with construction in Fall/Winter 2025. Proposals shall be submitted in writing on or before 10:00 A.M. Friday, November 29, 2024 via email and/or hard copies to the Department of Engineering, 25 Lakeside Avenue, West Orange, NJ 07052 and shall include a specified completion date or number of days required for completion of the work after approval is granted to proceed. Also, evidence of proper insurance shall be submitted for approval by the Township Attorney.

Since funding is provided by the Community Development Block program of the US Department of Housing and Urban Development and administered by the Essex County Division of Housing and Community Development, the bid documents must be approved by the County and comply and include the latest Meeting Federal Labor Standards for CDBG Funded Projects, a copy of the contract or contracts between the County and Township and Federal and State Wage Rates.

A separate proposal for construction inspection and certificates of completion should also be included if available from your firm.

Very truly yours,

Zayibeth Carballo

Zayibeth Carballo,
Director/Municipal Engineer

ZYC/ag

REVISIONS				
DATE	BY	LIC.NO	BLOCK	LOT



* THIS SHEET HAS BEEN DRAWN USING COMPUTER AIDED DRAFTING/ DESIGN (CAD/D) AND COORDINATE GEOMETRY (COGO).

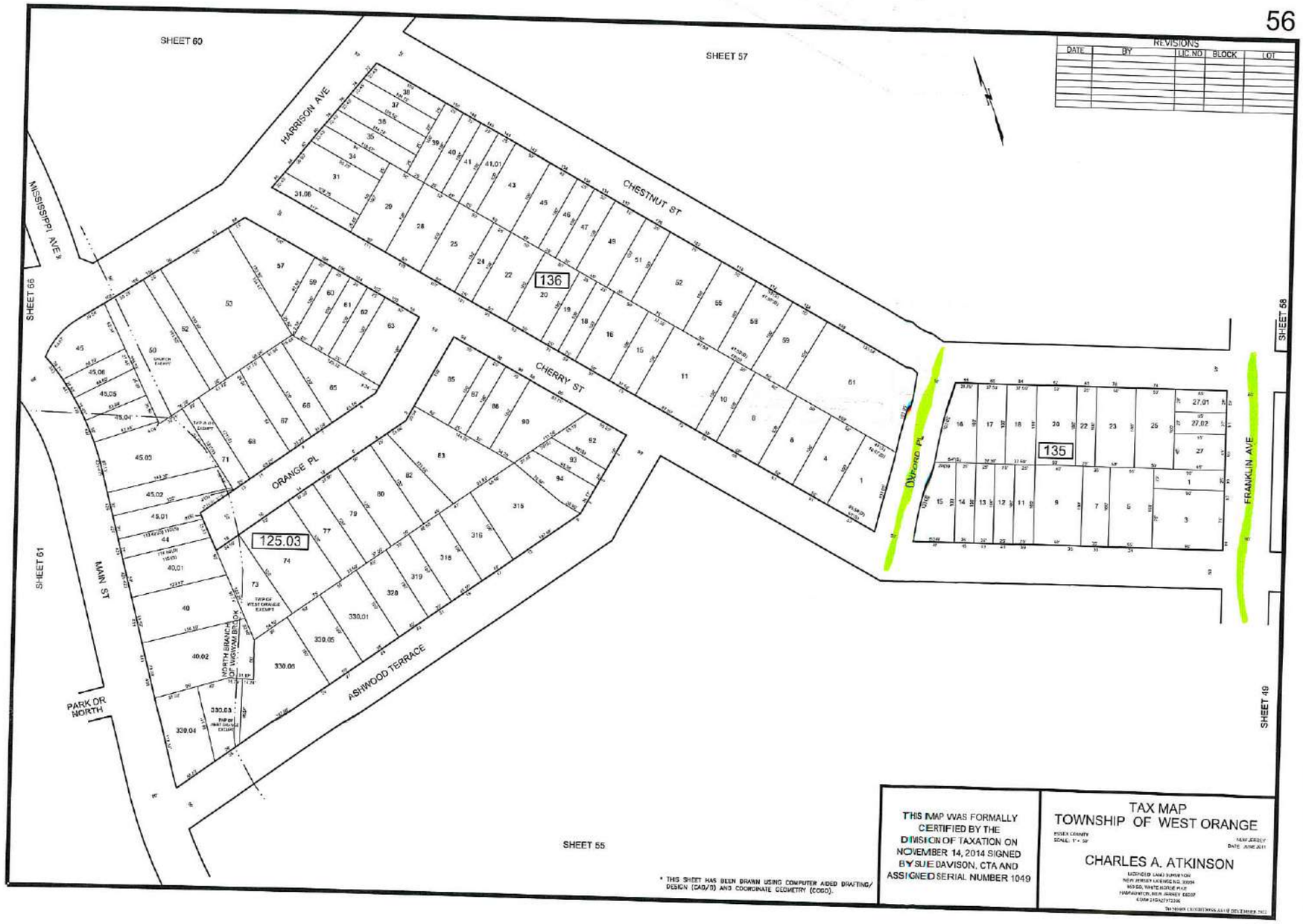
THIS MAP WAS FORMALLY CERTIFIED BY THE DIVISION OF TAXATION ON NOVEMBER 14, 2014 SIGNED BY SUE DAVISON, CTA AND ASSIGNED SERIAL NUMBER 1049

TAX MAP
TOWNSHIP OF WEST ORANGE

ESSEX COUNTY
SCALE: 1" = 100'

NEW JERSEY
DATE: JUNE 2011

CHARLES A. ATKINSON


SHEET 60
SHEET 57
SHEET 66
SHEET 61
SHEET 58
SHEET 49
SHEET 55
HARRISON AVE
MISSISSIPPI AVE
CHESTNUT ST
CHERRY ST
ORANGE PL
MAIN ST
PARK DR NORTH
ASHWOOD TERRACE
OXFORD PL
FRANKLIN AVE
NORTH BRANCH OF WASHINGTON BROOK
136
135
125.03
REVISIONS
DATE
BY
LIC. NO.
BLOCK
LOT
THIS MAP WAS FORMALLY CERTIFIED BY THE DIVISION OF TAXATION ON NOVEMBER 14, 2014 SIGNED BY SUE DAVISON, CTA AND ASSIGNED SERIAL NUMBER 1049
TAX MAP
TOWNSHIP OF WEST ORANGE
ESSEX COUNTY
NEW JERSEY
DATE: JUNE 2011
CHARLES A. ATKINSON
LICENSED LAND SURVEYOR
NEW JERSEY LICENSE NO. 33094
60 SEL WHITE RIDGE PIKE
HAMMONTON, NEW JERSEY 08037
* THIS SHEET HAS BEEN DRAWN USING COMPUTER AIDED DRAFTING/ DESIGN (CADD) AND COORDINATE GEOMETRY (COGO).

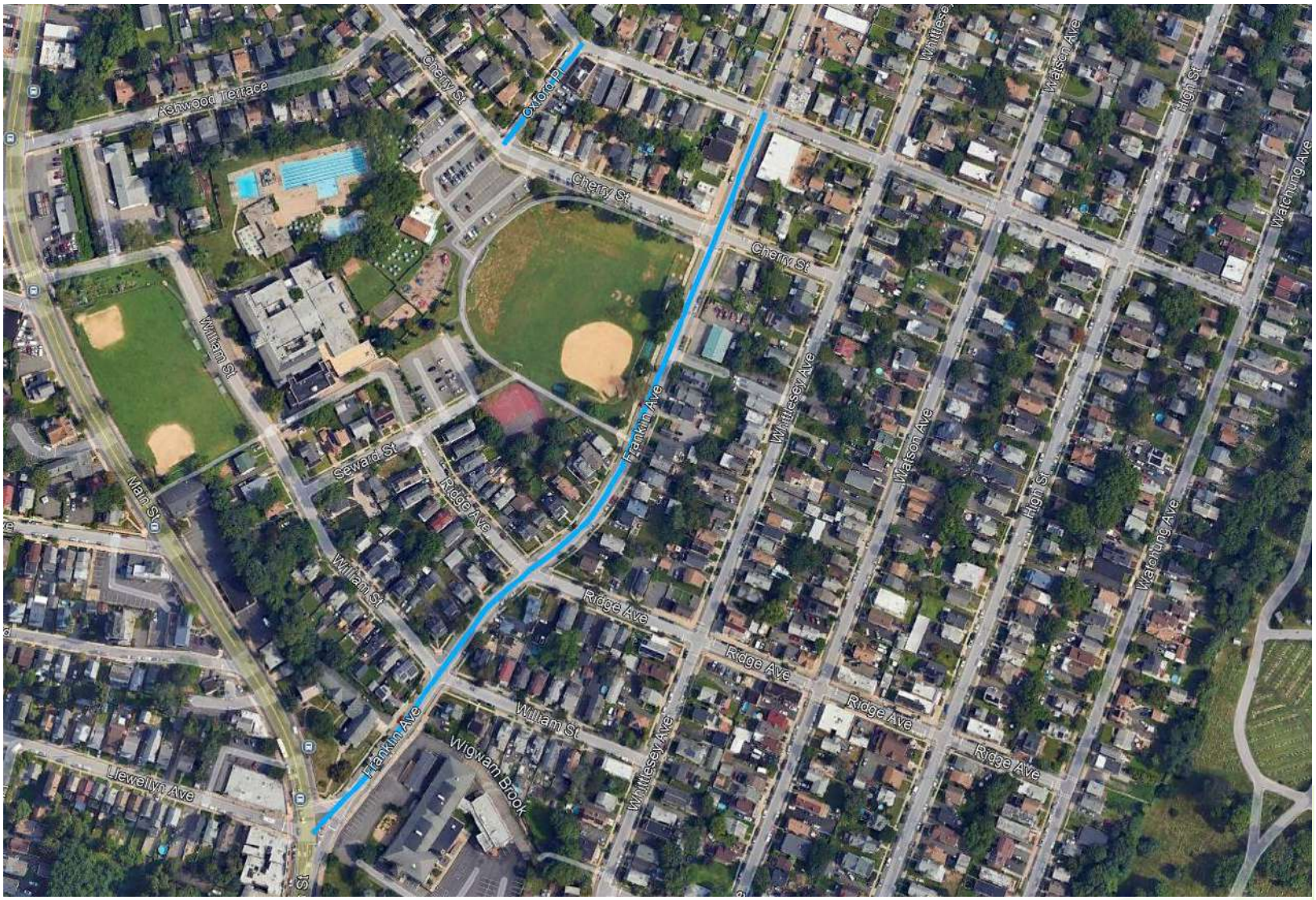
GPI

Engineering | Design | Planning | Construction Inspection

Proposal For Professional Engineering & Surveying Services
2024 CDBG ROAD REHABILITATION

Franklin Avenue (From Main Street to Chestnut Street) and Oxford Place (From Cherry Street to Chestnut Street) West Orange Township, Essex County, New Jersey

November 29, 2024



Submitted to:

West Orange Township

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GPI

November 26, 2024

Zayibeth Carballo, Assistant Municipal Engineer
Department of Public Works
Township of West Orange
25 Lakeside Avenue
West Orange, NJ 07052

RE: Response to Request for Proposals for Professional Engineering and Surveying Services
2024 Community Development Block Grant Road Rehabilitation of
Franklin Avenue (From Main Street to Chestnut Street) and
Oxford Place (From Cherry Street to Chestnut Street)

Dear Ms. Carballo:

Greenman-Pedersen, Inc. is interested in performing Professional Engineering and Surveying Services and is available to provide Construction Inspection services, all as outlined in your November 19, 2024, Request for Proposals. We have performed similar services for the Township of West Orange and are cognizant of the need for the Township's satisfaction with the technical quality of this project, while considering budget constraints.

We understand that the project is financed with Community Development Block Grant (CDBG) monies and that the bid documents will require approval by Essex County. We are quite familiar with this process, having performed other CDBG projects in the past.

We understand the Township intends to advertise for bids on this project by Summer 2025 with construction in Fall/Winter 2025. We will work with you to achieve this goal.

Our November 28, 2023 Qualifications Statement submitted to the Township demonstrates that our experienced staff have the expertise necessary to accomplish the project.

Please find our Proposal to Provide Professional Engineering and Surveying Services, dated November 26, 2024, enclosed for your review.

We are pleased to have this opportunity to continue serving the Township of West Orange and hope you will find our proposal favorable. We would be happy to provide additional information or assistance as your needs dictate. My direct line is (973) 434-8349.

Very truly yours,

Andrew Cangiano, PE, PP
Director of Engineering – Morris Plains Office

Michael E Pirog, PE, CME
Project Engineer

AC/MEP/rem
m:\proposal\mep\west orange\2024 cdbg franklin ave & oxford place\2024 cdbg franklin avenue & oxford place.docx

Section 1. Scope of Services

Greenman-Pedersen, Inc. (GPI) understands that the Township of West Orange requires engineering, surveying, and construction management services necessary for the **Rehabilitation of Franklin Avenue (from Main Street to Chestnut Street) and Oxford Place (from Cherry Street to Chestnut Street)**. Throughout the firm's 58-year history, we have provided capital improvement project design to dozens of New Jersey municipalities. We have also served as the municipal engineer for various municipalities throughout the firm's existence. We are very experienced in providing road reconstruction design, plans, specifications and contract documents of a professional nature in a cost effective and timely manner.

We recommend commencing our work with a start-up meeting. This will allow us to understand your concerns and advance the project expeditiously.

Professional services will include preparing topographic and base maps and a complete design and bid package as requested in the RFP. They will also include a cost estimate, plans, and specifications (twenty copies) for bidding purposes, including detour plans.

We have reviewed the proposed tasks contained in the RFP and we believe we have a clear understanding of the goals of this project.

Franklin Avenue, from Main Street to Chestnut Street and Oxford Place, from Cherry Street to Chestnut Street

A. Curb and sidewalk repairs.
B. Pavement milling and pavement resurfacing.
C. Pavement striping.
D. New traffic signs as necessary.
E. Shade trees as necessary.
F. Drainage structures repairs with new frames, grates, curb pieces as necessary. Repair existing drainage structures as necessary.
G. New manhole castings, frames and covers as necessary. Repair existing manholes as necessary.
H. Curb ramps as necessary.
I. Curb ramps as necessary.

The RFP specifies the following improvements:

1. LAND SURVEYING SERVICES

A. Topographic Survey and Base Mapping that will provide a topographic field survey and base mapping suitable for the proposed improvements, which will include, but will not be limited to, the following items:
    1. Establishment of centerline of existing street.
    2. Topographic survey of all trees, shrubs, walls, driveways, walks, steps, and other existing features within the ROW and farther where necessary to the proposed improvements.
    3. Right of way will be shown from available Township Tax Map information.
    4. Topographic Survey including additional topography behind the curb and sidewalk of the roadways and at road intersections.
    5. Top and Bottom of curb elevations, storm inlets with inverts and pipe sizes, sanitary manholes with rim elevations, and any other utilities visible on the roadways will need to be located.
B. Establish horizontal control based on North American Datum 1983 (New Jersey State Plane Coordinate System-NAD 83) and North American Vertical Datum 1988 (NAVD 88);

C. Benchmark(s) to be set on site for future use;
D. Existing Conditions/Survey Control plan;
E. Coordinate utility mark-outs;

As part of the deliverables, an electronic AutoCAD file of the Boundary and Topographic Survey will be provided to the Township.

2. *CIVIL ENGINEERING SERVICES*

A. Proposed roadway profiles matching existing grades;
B. Roadway improvements include curb, sidewalk, aprons, pavement milling and resurfacing, pavement striping, new traffic signs, shade trees;
C. Curb ramp plans and details as necessary;
D. New drainage improvements as necessary;
E. Drainage structure repairs with new frames, grates, curb pieces as necessary;
F. New manhole castings, frames and covers as necessary. Repair existing manholes as necessary;
G. Coordinate with WO Traffic Bureau for the preparation of traffic control and detour plans;
H. Prepare construction details;
I. Plan Set to include but not limited to Cover Sheet, Existing Conditions/Survey Control Plan, Demolition Plan, Construction Plan, Grading and Utility Plan, Soil Erosion and Sediment Control Plan and Details, Traffic Control and Detour Plans, and Construction Details;
J. Include one (1) meeting with Township Officials for Preliminary Design;
K. Bid Package that includes bid set of plans and construction specifications in accordance with public bidding laws;

Bidding documents (plans and specifications) are to be part of the deliverables to the Township via AutoCAD, hard copy and PDF files.

The total length of this project is approximately 1,924 linear feet.

SCOPE OF WORK

I. Topographic and Existing Condition Surveying Services

A boundary survey is not included in the scope of services. Right-of-way will be shown from Township Tax Map and County GIS information.

A. We will conduct a field survey for Helen Avenue, Lawrence Avenue, Florence Place, and Lowell Avenue within the project scope and all adjacent intersections. The project length for all four (4) roads is approximately 3,581 linear feet.

The survey will include the following:

- Establishing of elevation benchmarks outside of the anticipated area of construction. Benchmarks will be placed at the beginning and end of project limit, and at least two in the construction limits. Vertical control will be based on NAVD 1988. Detailed descriptions of the elevation benchmarks shall be shown on the Plan Sheets.

- Location of all topographic features within the existing right-of-way and fifty (50) feet up any intersecting streets. These features will include buildings, curbs, sidewalks, driveways, depressed curbs, driveway aprons, sidewalk depressed curbs, steps, walls, pillars, fences, guide rail, trees greater than 4" diameter within the right-of-way (with diameters), shrubs, flag poles, lamp posts, sign posts, mailboxes, drainage swales and traffic signals and related equipment enclosures.

- Locate all utilities by above ground observation and utility mark-outs. The horizontal locations and elevations of the sanitary sewer storm drainage features will be measured. The pipe material, invert elevations and pipe diameters will be measured only as needed for drainage improvements.

- Property lines and right-of-way will be depicted based on the municipal tax map and County GIS information.

B. Topographic base mapping of the project area will be prepared at a horizontal scale of 1"=20', using AutoCAD format. The plans will show the Tax Map right-of-way and all information located on the survey. Centerline profile will be provided at a horizontal scale of 1" = 20' and vertical scale of 1" = 2'. Cross-sections will be provided at a horizontal scale of 1" = 5' and vertical scale of 1"= 2'.

C. Base map plans will be provided to the Township on printed sheets and digitally, in the format requested by the Township.

D. All surveying and design information will be provided in standard engineering units (feet/10ths/100ths) or (feet/inches).

II. Civil Engineering Services

A. Before commencing the design, we will meet with you to review the specific requirements, including reviewing each street in the field. We will coordinate our efforts with your department throughout the project.

B. We will prepare engineering plans for each street at an anticipated scale of 1" = 20' utilizing the base mapping prepared above.

C. Proposed roadway profiles will match existing grades.

D. Curb ramp design will detail the construction of ADA compliant curb ramps utilizing NJDOT curb ramp standards and details. Curb will be granite 6" face, concrete curbs at ADA ramps.

E. Design new granite curb for areas where required on all roads, milling of existing pavement and construction of new 2" surface course with full depth asphalt pavement where required, replacement sidewalk and driveway aprons as required, new striping and new traffic signage and shade trees as directed by the Township.

F. We assume design of minor drainage improvements as necessary. Should substantial drainage upgrades be required, this proposal will be amended.

G. New manhole castings as necessary, repair manholes as required and new catch basin frames, grates, curb piece, rebuild inlets as required.

H. We will coordinate with West Orange Traffic Bureau and will prepare detour plans each roadway closure, as needed. Detour plans will depict detour routes with signage on to local and or County roadways as required for the roadway milling and resurfacing operations.

I. All design criteria will comply with the current NJDOT and MUTCD specifications.

J. We will prepare a complete set of specifications.

K. A final Engineer's Estimate of Construction will also be prepared.

L. All plans and specifications will be in accordance with New Jersey Department of Transportation Standard Specifications, and we will submit them for review by the NJDOT Local Aid Office.

M. We will prepare and submit twenty (20) sets of Contract Documents.

ASSUMPTIONS

1. Roadway improvements will be included at the intersection with Chestnut Street.
2. Curb ramps to be reconstructed as required.
3. Improvements at the intersection of Franklin and Main are excluded from this proposal.
4. No modification or upgrades in county or NJDOT right-of-way or jurisdiction.
5. Excludes modification or upgrades to bridges/approaches or traffic signal equipment.

Section II: Fee Schedule

Surveying & Design

Our fee for the tasks outlined above is:

	Franklin Avenue, from Main Street to Chestnut Street and Oxford Place, from Cherry Street to Chestnut Street
Survey	$8,820.00
Design	$17,788.00
Total Fee	**$26,608.00**

FEE SCHEDULE – Construction Inspection & Certification of Completion

The time required to perform construction inspection services is a function of established contract duration(s), contractor's schedule, and the Township's need for part-time or full-time inspection. We will provide construction inspection services to fit with the Township's needs. The services will be provided on an hourly basis.

Our fee for the above referenced services is as follows:

Construction Administration/Construction Inspection Services	$105.00/hr.
Construction Inspection Overtime Rate	$157.50/hr.

HOURLY BILLING RATES

As submitted in our Qualification package to the Township of West Orange on November 28, 2023, the following are our municipal billing rates for 2024:

PROFESSIONAL ENGINEER	$ 180.00
SENIOR PROJECT MANAGER, ENGINEERING	$ 160.00
SENIOR PROJECT MANAGER, LANDSCAPE ARCHITECTURE	$ 150.00
SENIOR DESIGNER	$ 125.00
DESIGNER	$ 95.00
INSPECTOR	$ 105.00
INSPECTOR OVERTIME RATE	$ 157.50
ENGINEERING TECHNICIAN	$ 85.00
PROFESSIONAL LAND SURVEYOR	$ 170.00
SENIOR PROJECT MANAGER, SURVEYING	$ 150.00
PROJECT SURVEYOR	$ 135.00
SURVEYING TECHNICIAN	$ 105.00
PARTY CHIEF	$ 110.00
INSTRUMENT PERSON	$ 95.00
ADMINISTRATIVE SUPPORT	$ 75.00

Section III: Personnel Assignments

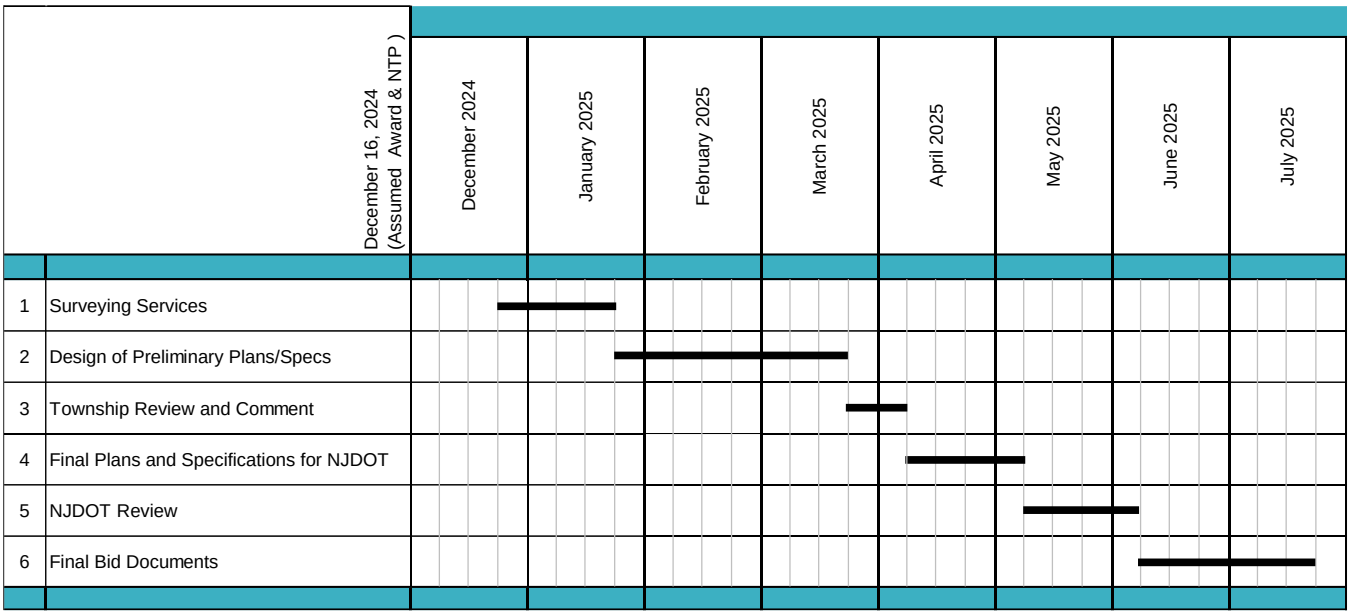
For this project, GPI will perform the work in its entirety. No sub-consultants will be needed. All work will be done entirely within GPI's Engineering and Surveying Departments.

Michael E. Pirog, PE, CME Project Manager, will be responsible for the overall design, contract adherence, and overall project supervision. Mr. Pirog is quite familiar with the Township of West Orange, having worked on several other Township projects in recent years. He will be assisted by Engineering Department staff members **Michael A. Wallo, PE, CME**, Assistant Director of Engineering/Project Engineer and **Ryan Mangano**, Senior Designer. Quality Assurance-Quality Control (QAQC) will be performed by **Andrew Cangiano, PE, CME**, Director of Engineering – Morris Plains Office.

Section IV: Project Schedule

GPI is committed to adhering to the Township's goal of advertising for bids by Summer 2025 and starting construction in Fall/Winter 2025. We anticipate work will proceed within one (1) week after the contract is awarded. We have the resources to complete the project promptly, and we are confident that we can achieve the Township's goal.

We have assumed a December 16, 2024 contract award, and have prepared the following Project Schedule.



Section V: Sample Insurance Certificate

ACORD

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 12/19/2023

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
PG Genatt Group LLC
3333 NEW HYDE PARK RD
SUITE 409
NEW HYDE PARK NY 11042

CONTACT NAME: Jeff Kozarsky
PHONE (A/C, No, Ext): 516-869-8788 FAX (A/C, No): 516-470-0338
E-MAIL ADDRESS: jkozarsky@genattgrp.com

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A : XL Specialty Insurance Company	37885
INSURER B : Everest National Insurance Company	10120
INSURER C : North Pointe Insurance Company	27740
INSURER D : QBE Insurance Corporation	39217
INSURER E : Stonington Insurance Company	10340
INSURER F : Allied World Assurance Company (U.S.) Inc.	19489

INSURED
Greenman Pedersen, Inc. (Morris Plains)
301 Gibraltar Drive, Suite 2A
Morris Plains NJ 07950
GREENMAN

COVERAGES **CERTIFICATE NUMBER:** 1051438221 **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	
D	X COMMERCIAL GENERAL LIABILITY CLAIMS-MADE X OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: POLICY X PRO-JECT X LOC OTHER:			171000795	12/31/2023	12/31/2024	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG	$ 2,000,000 $ 500,000 $ 10,000 $ 1,000,000 $ 4,000,000 $ 4,000,000 $
C	AUTOMOBILE LIABILITY X ANY AUTO OWNED AUTOS ONLY X HIRED AUTOS ONLY SCHEDULED AUTOS X NON-OWNED AUTOS ONLY			161001112	12/31/2023	12/31/2024	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)	$ 2,000,000 $ $ $ $
B	X UMBRELLA LIAB X OCCUR EXCESS LIAB CLAIMS-MADE DED X RETENTION $ 10,000			XC5CU00324231	12/31/2023	12/31/2024	EACH OCCURRENCE AGGREGATE	$ 5,000,000 $ 5,000,000 $
E	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? Y / N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	N / A		152000765	12/31/2023	12/31/2024	X PER STATUTE OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	 $ 1,000,000 $ 1,000,000 $ 1,000,000
A F	Property Professional Liability			UM00082200MA23A 03141016	12/31/2023 12/31/2023	12/31/2024 12/31/2024	Valuable Papers Each Claim Aggregate	$150,000 $2,000,000 $2,000,000

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

CERTIFICATE HOLDER

SAMPLE
FOR INFORMATIONAL PURPOSES ONLY

CANCELLATION 30 day notice applies

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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H2M architects + engineers
119 Cherry Hill Road, Ste 110
Parsippany, NJ 07054 | tel 862.207.5900
| ENGINEERING NJ #24GA28019100

November 27, 2024

VIA EMAIL

Zayibeth Carballo, P.E.
Assist. Municipal Engineer
Township of West Orange
25 Lakeside Avenue
West Orange, NJ 07052

Re: Proposal for Professional Engineering Services
2024 CDBG Road Rehabilitation of Franklin Avenue (from Main Street to Chestnut Street) and Oxford Place (from Cherry Street to Chestnut Street)
West Orange, NJ
H2M Proposal. No.: LP241375

Dear Ms. Carballo:

As you requested, H2M is pleased to present this Proposal to the Township of West Orange for providing Professional Engineering Services for design for the Road Rehabilitation of Franklin Avenue (from Main Street to Chestnut Street) and Oxford Place (from Cherry Street to Chestnut Street). The following outlines our Project Understanding, Scope of Services, and Engineering Fee and Billing Method.

Project Understanding
The RFP identifies a section of Valley Road scheduled for improvement for a total length of 2,000 feet of roadway. The improvements include a combination of milling and resurfacing, pavement striping, curbs and sidewalk repairs, aprons, driveway repair, new ADA-compliant curb ramps, and restoration of manholes and catch basins and replacement of their castings at several locations as generally outlined in the RFP. The extent and type of improvements will be made after a walkthrough inspection with the Township Engineer that will take place after the award of the Contract for Engineering Services.

The proposed improvements do not include road widening, changes in vertical or horizontal alignment, changes to existing underground utilities, changes to existing guide rails, or construction of new sidewalks. As on other projects, the Township's construction inspector will determine the exact layout of the ADA-compliant curb ramps during construction. Estimated quantities will be included in the bid items for the curb ramps and standard New Jersey Department of Transportation (NJDOT) curb ramp details will be included in the drawings. All construction will take place within existing rights-of-way. Therefore, boundary surveys or preparation of easements/right-of-way widening are not needed and are not included in the scope of services. A topographic survey (described below) will be used to show the extent of improvements and the estimated quantities associated with the improvements on each drawing. In addition, we will add house numbers found on Township Tax Maps to the drawings for the Township and Contractor's use during the construction phase of the project.

As noted in the RFP, the project is being funded by the Community Development Block (CDBG) program of the U.S. Department of Housing and Urban Development and administered by the Essex County Division of Housing and Community Development. As such, the bid documents will include the latest

Meeting Federal Labor Standards for CDBG Funded Projects, a copy of the contract between the Township and Essex County, and Federal and State Wage Rates.

Our technical comments on the work to be completed are as follows:

- During the design period, the Township Forester, John D. Linson, will identify the trees on each street by location, type, and diameter that are to be removed. This information will be included with the Contract Documents issued to prospective bidders for the bidder's use in preparing his bid for various tree removal items.
- Existing curb elevations will not be changed to minimize any adverse impact on roadway or private property drainage patterns. Preparation of any cut sheets or any construction stakeout will be included in the work to be bid and performed by the Contractor.

Project Schedule

H2M will dedicate sufficient resources to complete the design services described herein to enable the Township to advertise for bids in the summer of 2025. We anticipate that the Township will award the Contract for Engineering Services in the beginning of December.

Scope of Services

H2M will perform the following major activities and tasks for the proposed street improvements:

Design Services

- Perform and prepare a topographic route survey within the project limits for the purpose of depicting existing physical surface features and developing base mapping for the preparation of Contract Drawings. The survey will include horizontal and vertical control and establish roadway centerline. The limits of the survey will extend up to 10 feet beyond the existing right-of-way to include trees, shrubs, walls, driveways, walks, steps, and other existing surface features. The right-of-way will be shown on the Contract Drawings based on information provided by the Township. A copy of the survey will be provided to the Township in AutoCAD format.
- Perform walkthrough assessment of section of Franklin Avenue and Oxford Place with the Township Engineer to discuss the specific improvements planned for it.
- Prepare Contract Drawings for the proposed road improvements. We anticipate that the following drawings will be prepared by H2M:
  - Cover Sheet – 1 drawing.
  - Key Map, Legend, and General Notes – 1 drawing.
  - Estimate of Quantities – 1 drawing.
  - Plan Drawings (scale 1" = 40' horizontal) of the section of Valley Road indicated in the RFP – 4 drawings.
  - Construction Details, including granite block curbs, milling and resurfacing of roadways and driveways, concrete roadway repairs and leveling courses, curb ramps – 5 drawings.
  - Soil Erosion and Sediment Control Details – 1 drawing.
  - Traffic Control Details – 2 drawings.
- Contact the Township Police Department Traffic Bureau to coordinate the proposed road closures and traffic detours. Aerial imagery will be used for preparation of base mapping to show the extent

of the proposed road closures and detours. Sign locations will be shown on the drawings for the Township and Contractor's use during the construction phase of the project. Prepare Traffic Detour Plans – 1 drawing.

- Prepare NJDOT supplementary specifications. H2M will combine the NJDOT supplementary specifications with the Township's standard administrative "front end" specifications that have been used on previous projects recently. These combined specifications will constitute the Contract Specifications.
- The Contract Drawings and Contract Specifications will constitute the Bidding Documents. H2M will furnish 20 sets of Bidding Documents to the Township.
- Prepare an Opinion of Probable Construction Cost.

Owner Responsibilities

In conjunction with the performance of the Professional Engineering Services by H2M described in this Proposal, the Township of West Orange will arrange, provide, or perform the following:

- Provide copy of contract between Township and Essex County.
- Provide topographic and planimetric mapping from 2010 aerial photography, preferably in .dwg or .dxf format and provide copies of current Tax Maps in areas where street improvements are proposed.
- Coordinate with the respective utilities for utility relocation and design as needed to accommodate ADA-compliant curb ramps.
- Provide Township's standard administrative "front end" specifications.
- Advise H2M of proposed road closures and detour routes.
- Distribute and coordinate traffic control and detour plan with the Contractor.
- Review and approve traffic control devices set up by the Contractor during construction.

Engineering Fee, Billing Method, and Terms of Service

Based on the foregoing understanding and Scope of Services, H2M proposes compensation for Professional Engineering Services as follows:

Service	*Fee*	
Surveying and Design	$ 30,000	Lump Sum

The engineering fees for the to be performed for the project, as presented in this Proposal, will be based on a lump-sum price, and will be the total fees for the services described for the work to be performed.

Any services provided outside the Scope of Services presented in this Proposal will be performed only after receiving explicit permission from the Township of West Orange and will be billed on the basis of hourly fee rates plus reimbursable expenses in accordance with the enclosed Billing Rate Schedule.

H2M will bill the Township of West Orange for Professional Engineering Services on a monthly basis. For lump-sum services, billing will be based on the percentage of work completed and a synopsis of the project status will be provided. For services provided on the basis of hourly fee rates plus reimbursable expenses, the billing will reflect the time expended by H2M personnel assigned to the project, reimbursable expenses, and a brief description of the services provided. Also enclosed are H2M's State of New Jersey Business Registration Certificate, a sample Certificate of Liability Insurance, and our Standard Terms and Conditions, which, together with the Billing Rate Schedule, are integral parts of this Proposal.

The return of a signed copy of this Proposal will confirm the Township of West Orange's acceptance of the Proposal and authorization to H2M to proceed with the work.

H2M appreciates the opportunity of presenting this Proposal to the Township of West Orange and we look forward to being of service on this project. Please advise us if you need additional information or require clarification of this Proposal.

Very truly yours,

H2M Associates, Inc.

Digitally signed by Charles Martello
DN: C=US, E=cmartello@h2m.com, O=H2M, CN=Charles Martello
Date: 2024.11.27 15:55:41-05'00'

Charles Martello

Charles A Martello, P.E., LSRP
Senior Vice President

Alec J. Mittiga, P.E.
Assistant Vice President

Enclosure

The Township of West Orange hereby engages H2M to perform the services described above for the compensation set forth and under H2M's Standard Terms and Conditions. The Township of West Orange authorizes H2M to commence the services upon receipt of an executed copy of this letter. The Township of West Orange and H2M agree that this letter, together with the listed enclosures, constitutes the entire agreement between the Township of West Orange and H2M relating to the project.

PROPOSAL AGREED & ACCEPTED BY:

Signature _____

Print Name _____

Title _____

Client Township of West Orange
West Orange, NJ

Address _____

Date _____

(Ver 210520)

H2M Standard Terms & Conditions

Client	Township of West Orange, New Jersey
Site	2024 CDBG Road Rehabilitation of Franklin Avenue (from Main Street to Chestnut Street) and Oxford Place
Services	Survey, design, contract documents for road improvement project

Client's Rep.	Zayibeth Carballo, P.E.	H2M's Rep.	Alec Mittiga
Phone/E-Mail	973-325-4160/engineering@westorange.org	Phone/E-Mail	973-492-3309/amittiga@h2m.com

1. Applicability of Terms and Conditions.

1.1. Applicable to Scope of Services. The scope of services, pricing and schedules included with H2M's proposal are contingent upon the Client accepting the terms and conditions (**"Standard T&C"**) herein. Any changes hereto which affect H2M's rights, obligations, or risk exposure shall entitle H2M to make appropriate adjustments to its pricing and proposal.

1.2. Applicable to Preliminary Services. These Standard T&C shall also apply to any services H2M performs prior to the Parties executing a written Contract. In such circumstances, Client's direction to H2M to render services shall constitute acceptance of these Standard T&C.

2. Authority of Signers and Parties.

2.1. Authority to Contract. The individuals signing the Contract each warrant that s/he is empowered to sign on behalf of and bind the indicated Party to these Standard T&C and all other components of the Contract.

2.2. Authority for Project. Client warrants that it has any authority and permission required from Owner to engage H2M in the Services concerning the Site, and to grant H2M physical access to the Site as needed to perform the Services.

3. Contractual Obligations

3.1. Designated Representative. Each Party shall designate a "Representative" in writing above. Each Representative shall have the authority to transmit and receive instructions and other information, and to render interpretations and decisions concerning the Project and Contract on behalf of the Party s/he represents. Each Party is entitled to rely on communications from the other Party's Representative as authoritative. Each Representative shall issue decisions, interpretations and communications promptly as to avoid unreasonable delays in delivery of the Services.

3.2. Commencement. H2M is not obligated to commence or continue rendering any Services until both Parties have signed the Contract and Client has paid any required Fee advance specified in the proposal.

3.3. Performance Standards. Each Party shall exercise its rights and perform its obligations in a reasonable and non-negligent manner. H2M shall perform its Services within the Standard of Professional Care. Client shall pay compensation for all Services so rendered. H2M makes nor implies any other warranties or guarantees, herein or otherwise, concerning the Services or the outcome of the Project.

3.4. "Standard of Professional Care" means the standard of care and skill recognized by law to apply to licensed professionals practicing the same profession, under the same circumstances, at the same time and location, as the Services rendered by H2M. Nothing in any part of the Contract is intended, nor shall anything be so interpreted as, to elevate the Standard of Professional Care beyond the definition included here.

3.5. Document Ownership. All information (including but not limited to drawings and specifications) developed by H2M are instruments of service only, and not products produced for sale nor works made for hire. H2M reserves all of its copyright, ownership and other rights with respect to such information. Client shall not modify and shall not apply such information outside of the Project or for any purposes other than that for which it was created. Client shall defend and indemnify H2M against any claims, liabilities and costs associated with such unauthorized treatment of the information. Client may reuse the information for authorized purposes only with advance written consent from H2M that details the scope of, additional compensation for, and appropriate protections associated with such reuse.

3.6. Site Access. Client guarantees full and free H2M access to the Site and shall cooperate with H2M in gaining access to any other real property required for the performance of the Services.

3.7. Preliminary Information. Client shall provide to H2M in writing any pertinent information it possesses that might affect the Project requirements (including but not limited to design objectives and constraints, budgetary limitations, surveys, related reports and studies, environmental, geotechnical, and soil data, preliminary designs, etc.). H2M is entitled to rely on the accuracy of all information that the Client provides. H2M shall not be required to verify any such information, unless such task and information is specifically listed in the Scope of Services.

3.8. Hazardous Materials. Client warrants that to the best of its knowledge there are no constituents of concern on or adjacent to the Site, other than those previously disclosed in writing to H2M. Nothing in this Contract shall be interpreted to give H2M responsibility for the current existence or introduction (including by, but not limited to, dispersal, discharge, escape, release, or saturation, either sudden or gradual) to the Site of any hazardous materials (including but not limited to smoke, vapors, soot, fumes, acids, alkalis, toxic chemicals, liquids, or gases) by anyone other than H2M. Client shall therefore hold H2M harmless as to all such matters.

3.9. Claims Assistance. H2M shall be entitled to hourly compensation as Additional Services for all time spent analyzing, preparing, testifying, and otherwise assisting Client to pursue or defend claims and disputes to which H2M is not a named plaintiff or defendant.

4. Payment Terms

4.1. Fees. The "**Fees**" are the component of compensation to be paid by Client to H2M for its effort in providing the Services. The Fees pertaining to this Contract, are set forth in the proposal, and any Amendments to the Contract. Additional services, when required will be invoiced at hourly rates of compensation or a negotiated lump sum, plus reimbursable expenses.

4.2. Reimbursable Expenses. The "**Expenses**" are the costs H2M incurs in rendering the Services which are to be reimbursed by Client. Expenses authorized by this Contract include but are not limited to:

4.2.1. Transportation, lodging and subsistence incidental to the project, courier charges, reproduction, renderings or models, specialty field equipment and fees paid for securing approval of authorities having jurisdiction over the project;

4.2.2. Sub-contractor expenses, plus a ten (10) percent mark-up to compensate H2M for its handling and administration costs;

4.2.2. Any other expenses set forth in the proposal.

4.3. Taxes. The amount of any sales, excise, value added, gross receipts or any other type of tax that may be imposed by any taxing entity or authority shall be paid by Client in addition to the Fees and Expenses.

4.4. Invoices. H2M shall provide invoices to Client for all Fees and Expenses due under this Contract. Payment of invoices shall not be contingent upon the action of any third party. Client shall pay each invoice within thirty (30) days of the invoice date.

4.5. Interest on Past Due Amounts. Invoices, Fees, and Expenses will be past due as of the thirty first (31st) day following the date of the invoice. All past due amounts shall accrue interest at the maximum rate permissible by law until the date upon which they are finally paid.

4.6. Required Fee Advance. As security against the risks and costs of mobilizing to commence performing the Services, H2M may require a Fee advance. Any such Fee advance will be specified in the proposal. The fee advance will be deposited upon receipt and booked as an outstanding credit against accounts receivable from the Client. The Fee advance will be applied to Client's final invoice.

5. Project Risk Management

5.1. Mutual Waiver. Except as otherwise specifically provided for in these T&C, neither Party shall hold the other responsible for any consequential damages, nor any damages other than direct damages.

5.2. Mutual Indemnification. Subject to the applicable concepts of contributory and comparative fault, and in addition to any other compensation provided by law or this Contract, each Party shall indemnify the other Party's **"Indemnitees"** (the Party, its owners, directors, officers, employees and volunteers) against third-party claims and liabilities (including the reasonable costs of defending such claims) for death, bodily-injury, and property damage, but only to the extent such have been caused by the negligence of the indemnifying Party (including its owners, directors, officers, employees, volunteers, and those contractors for whom it is legally responsible), and not to the extent such are caused by any other means (including but not limited to the negligence of the Indemnitees themselves).

5.3. Insurance Coverage. H2M shall maintain the following insurance coverage while performing the Services. Upon request, H2M will provide a Certificate of Insurance to Client as Certificate Holder reflecting such coverage.

5.3.1. Workers' Compensation and Disability coverages with limits at least in the amount required by law.

5.3.2. Employers' Liability coverage with policy limits not less than one million dollars ($1,000,000) each accident, one million dollars ($1,000,000) each employee, and one million dollars ($1,000,000) policy limit.

5.3.3. Automobile Liability coverage for H2M owned and non-owned vehicles utilized in performance of its Contract obligations, meeting statutorily required coverage, and with policy limits not less than one million dollars ($1,000,000) each accident for bodily injury, death of any person and property damage.

5.3.4. Commercial General Liability coverage with policy limits of not less than one million dollars ($1,000,000) each occurrence and two million dollars ($2,000,000) in the aggregate for bodily injury and property damage.

5.3.5. Professional Liability coverage for negligent acts, errors and omissions in the performance of professional services with policy limits of not less than one million dollars ($1,000,000) per claim and one million dollars ($1,000,000) in the aggregate.

5.3.6. Pollution Liability coverage with policy limits of not less than one million dollars ($1,000,000) per claim and one million dollars ($1,000,000) in the aggregate, whenever such would apply to H2M's Services.

5.4. Additional Insured Coverage. Client shall be covered as Additional Insured under the terms of H2M's Commercial General Liability policy.

5.5. LIMITATION OF H2M LIABILITY. H2M's AGGREGATE LIABILITY FOR ALL CLAIMS ARISING FROM AND/OR RELATED TO THIS CONTRACT, THE SERVICES, THE PROJECT, AND/OR THE SITE, SHALL BE LIMITED TO THE GREATER OF THE AMOUNT OF FEES PAID UNDER THIS CONTRACT OR FIFTY THOUSAND DOLLARS ($50,000.00).

6. Dispute Resolution

6.1. Notice of Claim or Dispute. An aggrieved Party shall give the other Party written notice of any claim or dispute arising from the Project, the Services, or this Contract. The Parties shall endeavor in good faith to resolve such matters fairly and amicably through negotiation. If the matter has not been resolved by negotiation within thirty (30) days of receipt of such written notice, either Party may demand mediation of the matter.

6.2. Mediation. Unless the Parties agree to other rules, any mediation shall be conducted under the auspices of the American Arbitration Association (AAA), pursuant to its Construction industry mediation rules. Each Party shall bear its own mediation costs (except as specified in the rules, and except that the AAA fees, mediator fees, and if agreed the venue fees, shall all be borne equally by the Parties). Except as otherwise specifically permitted herein, a prospective plaintiff Party may not file an action before giving the other Party ten (10) day's written notice and opportunity to demand mediation. Such notice, and a good faith effort in any mediation timely demanded, shall be a condition precedent to the prospective plaintiff Party commencing litigation.

6.3. Waiver of Jury Trial. The Parties hereby waive any and all rights to a trial by jury in any litigation pertaining to the Services or this Contract.

6.4. Certificate of Merit. As a condition precedent to filing any pleading containing a cause of action based on professional liability, Client must include a sworn Certificate of Merit from a similarly licensed professional explaining the applicable Standard of Professional Care and alleging the specific acts or omissions by which H2M violated the Standard.

6.5. Suspension of Services. Upon ten (10) days written notice, H2M may suspend delivery of the Services until any past due invoice is paid. Client shall hold H2M harmless for the impact of any such suspension.

6.6. Collection Efforts. Upon ten (10) days additional written notice, H2M may refer any past due invoice to inside or outside counsel for collection. H2M is entitled to reimbursement by Client for the time and cost involved in such collection efforts.

6.7. Liquidated Damages. Since the actual costs that H2M will suffer in such collection efforts is difficult to ascertain, the Parties agree that Client will pay H2M the following amounts as liquidated damages for such costs: two hundred dollars ($200.00) when H2M refers a past due invoice for collection; plus either an additional six hundred dollars ($600.00) when a collection action is filed in small claims court, or an additional two thousand dollars ($2,000.00) when a collection action is filed in any other court. These liquidated damages are H2M's only remedy to recover such costs of collection.

6.8. Payment Disputes. H2M's collection efforts are not subject to the mediation requirements set forth above. In disputing any invoice, Client shall adhere to the Mediation and Certificate of Merit requirements set forth above.

6.9. Project Suspension. Upon seven (7) days' written notice to H2M, Client may suspend the Project for any reason. If the aggregate number of Project suspension days exceeds sixty (60) days, such will constitute cause for termination.

6.10. Termination. Either Party may terminate this Contract for cause if the other Party substantially fails to perform its obligations or otherwise breaches a material term of this Contract. Such termination will only be effective upon seven (7) days' written notice and opportunity to cure. This Contract may also be terminated by the Client without cause by providing H2M thirty (30) days written notice. If this Contract is terminated H2M shall be entitled to invoice and to be paid for any Services performed prior to the termination. Notwithstanding any other provisions of the Contract, if H2M terminates this Contract for cause, in addition to any direct damages for breach of contract, it shall be entitled to recover from Client any expenses demonstrably attributable to termination

7. Definitions (*additional definitions indicated by quotes in context*).

7.1. "Client" means the person/entity for which H2M is obliged to perform the Scope of Services set forth in the Contract (and/or for which H2M performs services described in 1.2. above). Client and H2M are each individually a "**Party**" and are collectively the "**Parties**" to the Contract.

7.2. "H2M" means the entity appropriately authorized to offer and render the services contained in the proposal and Contract. Specifically H2M Associates, Inc.; H2M Architects & Engineers, Inc.; or H2M Architects, Engineers, Land Surveying and Landscape Architecture, D.P.C. (d/b/a H2M architects + engineers), as appropriate. No proposal is intended as, and none should be interpreted to be, an offer to provide any services in any location where H2M is not authorized to provide such services.

7.3. "Contract" means the written agreement by which H2M is obligated to perform services for the Client, and includes all components specified in the proposal or otherwise incorporated by written reference.

7.4. "Services" means those services H2M is required by the Contract to perform for the Client, as such are reflected in the agreed **"Scope of Services"** set forth in the proposal and any amendments thereto agreed by the Parties in writing.

7.5. "Project" means the Client's overall endeavor at the Site, of which H2M's Scope of Services is a component.

7.6. "Site" means the real property to which the Project pertains, or where components of the Project are being built or disposed.

7.7. "Owner" means the owner(s) of the Site, whether or not such owner is also the Client.

7.8. "Contractor" means any person or entity (including the employees and subcontractors at every level thereof), other than H2M (including H2M's own employees and subconsultants), that provides materials and/or services for the Client relating to the Project or the Site. Any licensed professional or firm engaged by a Contractor, or by the Client directly (rather than as a subconsultant to H2M) is also a Contractor.

7.9. "Contractor Activity" means every activity performed by a Contractor that is in any way related to furthering the Project or otherwise performed on the Site, regardless of whether such activity is required by contract. Contractor Activity also includes a Contractor's failure to perform any activity required by law or contract.

8. General Terms

8.1. Headings. Paragraph numbering and headings are for navigational purposes only and shall be given no weight in construing the terms and conditions of this Contract.

8.2. Integration. This Contract, the components of which are specified in the proposal, represents the entire and integrated agreement between Client and H2M. This Contract supersedes all prior representations, negotiations, and agreements, written or otherwise. In the event of any conflict between other Contract terms and these T&C, these T&C shall govern, unless the conflicting term specifically states that it is superior in precedence to this these T&C.

8.3. Severability. If any term or condition in this Contract is found to be unenforceable, the enforceable remainder shall be valid and binding upon the Parties. No waiver of any term or condition shall be construed to be a waiver of any subsequent breach.

8.4. Amendment. Any modification or addition to this Contract shall not be enforceable unless agreed upon in writing.

8.5. Delegation. Any delegation of a Party's right or obligation under this Contract shall be void unless made pursuant to advance written consent from the other Party.

8.6. Force Majeure. Neither Party shall be responsible for damages or delay caused by extraordinary events that are beyond its reasonable control and due care (as nonexclusive examples, war, terrorism, and natural disasters).

8.7. Choice of Law. The Standard of Professional Care applicable to the Services shall be supplied by the law of the state in which the Site is located. The remainder of this Contract shall be governed by the laws of the State of New York when the Site is located in New York, or by the laws of the State of New Jersey for all other Projects.

8.8. Choice of Forum. The Parties agree that the courts of New York State shall have jurisdiction over the Parties and their disputes arising under or related to this Contract as it pertains to any Site in New York State, and consent to the jurisdiction of said courts. Any New York litigation arising under or related to this Contract shall be filed in a court located in Nassau County, New York, or any New York county in which H2M maintains a permanent office at the time such litigation is commenced. The Parties agree that the courts of New Jersey shall have jurisdiction over the Parties and their disputes arising under or related to this Contract as it pertains to any Site outside New York State, and consent to the jurisdiction of said courts. Any non-New York litigation arising under or related to this Contract shall be filed in a court located in Morris County, New Jersey, or any New Jersey county in which H2M maintains a permanent office at the time such litigation is commenced.

9. Construction-Related Terms

9.1. Construction and Site Safety. Client represents that it is the Owner of the Site, or has the Owner's permission to control the Site. Nothing in this Contract or otherwise shall be interpreted to give H2M responsibility for safety upon the Site, nor for any means, methods, techniques, sequences, or procedures used, or failed to be used, in any Contractor Activity or other activity on the Project or Site (including, but not limited to shoring, bracing, scaffolding, underpinning, excavating, temporary retaining, erecting, staging, etc.). H2M employees shall comply with Site safety programs, when applicable.

9.2. Contractor's Insurance. Client is responsible for determining and demanding Contractor insurance that sufficiently protects Client. Additionally, to protect H2M, the Client shall cause any Contractor to procure, prior to commencing any Contractor Activity, at least the following insurance coverage, which must remain in force during all such activity and its associated guarantee:

9.2.1. Workers' Compensation and Disability coverages with limits at least in the amount required by law.

9.2.2. Employers' Liability coverage with policy limits not less than one million dollars ($1,000,000) each accident, one million dollars ($1,000,000) each employee, and one million dollars ($1,000,000) policy limit.

9.2.3. Automobile Liability coverage for Contractor owned and non-owned vehicles utilized in performance of the Contract Activity, meeting statutorily required coverage, and with policy limits not less than one million dollars ($1,000,000) each accident for bodily injury, death of any person and property damage.

9.2.4. Commercial General Liability coverage with policy limits of not less than one million dollars ($1,000,000) each occurrence and three million dollars ($3,000,000) in the aggregate for bodily injury and property damage, and which includes the following features:

9.2.4.a. Explosion, Collapse and Underground coverage, whenever such would apply to the Contractor Activity;

9.2.4.b. Pollution Liability coverage, whenever such would apply to the Contractor Activity;

9.2.4.c. Contractual Liability coverage sufficient to insure the indemnity required by 7.4. below; and

9.2.4.d. Additional Insured coverage for H2M, by endorsement using ISO Form CG 20 32 04 13, specifying each of the entities listed in 3.2. above, as well as all of their directors, officers and employees.

9.2.5. Professional Liability coverage, whenever such would apply to the Contractor Activity, for negligent acts, errors and omissions in the performance of professional services with policy limits of not less than one million dollars ($1,000,000) per claim and one million dollars ($1,000,000) in the aggregate.

9.3. Contractor's Indemnity. Client shall require each of its Contractors to agree, via a written contract executed prior to commencing any Contractor Activity, to defend and indemnify the Client and the **"H2M Indemnitees"** (including each of the entities listed in 3.2. above, as well as all of their directors, officers, employees, consultants and agents) against all claims, liabilities and costs arising, or alleged to arise, from the negligence of the Contractor (including its owners, directors, employees, contractors and any others for whom the Contractor is legally responsible) in its Contractor Activity or any of its other activities concerning the Project or Site. This obligation does not apply to such claims, liabilities and costs that are caused by the sole negligence of the H2M Indemnitee itself.

9.4. Cost Opinions. Any opinion of cost that H2M prepares is merely an estimate supplied for the Client's general guidance. H2M has no control over variations in market conditions, suppliers' or contractors' bidding strategies, nor the impacts that these and other variables have on the actual cost of labor and materials. Therefore, H2M cannot guarantee the level of accuracy of any such estimates. If greater accuracy is required, the Client shall separately engage an independent cost estimator.

9.5. Bid Process. If H2M is to participate in Contractor bid process, Client shall provide H2M with standard bid documents required and advertise for proposals from bidders, open the proposals at the appointed time and place and pay costs incident thereto. The Client shall hold all required special meetings, serve all required public and private notices, receive and act upon all protests and fulfill all requirements necessary in the development of the contracts and pay all costs including application and permit fees incident thereto.

9.6. Construction Observation Services. If the Services include H2M providing construction observation services, H2M shall provide such services over a period defined in, and on a frequency defined in the proposal. Regardless of the required frequency, H2M shall observe the Contractors' work only for general conformance with the plans and specifications. Such Services do not include any obligation to review any Contractors' construction means, methods, techniques, sequences or procedures, or any safety precautions and programs in connection with the Project or Site. H2M is not responsible for any Contractors' failure to carry out its work in accordance with the construction contracts. If the construction schedule is extended for any reason (except due to H2M's own negligence) H2M shall be entitled to payment for its extended effort as additional services pursuant to 4.1. above, regardless of whether Client seeks reimbursement from the responsible party.

Accepted and Agreed

Client	Township of West Orange, New Jersey	H2M	**H2M Associates, Inc.**
Signature		Signature	
By: Name		By: Name	Charles A Martello, P.E., LSRP
Title		Title	Senior Vice President
Date		Date	

Municipal
2025 B Hourly Rate Schedule

Classification	Rate
ADMINISTRATIVE SUPPORT PROFESSIONAL	$ 99.00
ARCHITECTURAL TECHNICIAN 1	$ 66.00
ASSISTANT DEPARTMENT MANAGER - COATINGS	$ 143.00
ASSISTANT DEPARTMENT MANAGER - ENG	$ 241.00
ASSISTANT DEPARTMENT MANAGER - SCI	$ 187.00
ASSISTANT DEPARTMENT MANAGER - SURVEY	$ 230.00
ASSISTANT STUDIO DIRECTOR	$ 236.00
ASSISTANT TO THE COO	$ 120.00
BIM / CAD COMPLIANCE MANAGER	$ 187.00
BIM / CAD SPECIALIST 1	$ 120.00
BUSINESS DEVELOPMENT SPECIALIST	$ 187.00
CAD / BIM PROGRAM MANAGER	$ 148.00
CADD TECHNICIAN 2	$ 115.00
CHIEF EXECUTIVE/OPERATING OFFICER	$ 247.00
COATINGS OBSERVER 1	$ 116.00
COATINGS OBSERVER 2	$ 138.00
CONSTRUCTION ADMINISTRATOR	$ 170.00
CONSTRUCTION OBSERVER 1	$ 121.00
CONSTRUCTION OBSERVER 2	$ 138.00
CONSTRUCTION OBSERVER 3	$ 153.00
DEPARTMENT MANAGER - COATINGS	$ 247.00
DEPARTMENT MANAGER - SCI	$ 247.00
DEPARTMENT MANAGER - SURVEY	$ 247.00
DEPARTMENT MANAGER- ENG	$ 247.00
DEPUTY DISCIPLINE DIRECTOR	$ 247.00
DEPUTY DIVISION DIRECTOR	$ 247.00
DEPUTY MARKET DIRECTOR	$ 247.00
DIRECTOR GIS SERVICES	$ 247.00
DIRECTOR OF CORPORATE QA/QC	$ 247.00
DIRECTOR OF OPERATIONS	$ 247.00
DIRECTOR OF PLANNING	$ 247.00
DIRECTOR OF ENGINEERING	$ 247.00
DISCIPLINE DIRECTOR	$ 230.00
DISCIPLINE ENGINEER	$ 247.00
DISCIPLINE QA/QC AND PRODUCTION MANAGER	$ 126.00
DOCUMENT CONTROL MANAGER	$ 121.00
ENGINEERING TECHNICIAN 1	$ 83.00
ENVIRONMENTAL TECHNICIAN 1	$ 175.00
FIELD SUPERVISOR - COATINGS	$ 181.00
FIRE INVESTIGATOR	$ 225.00
FORENSIC MARKET STRATEGIST	$ 156.00
GIS SPECIALIST 2	$ 126.00
HEALTH AND SAFETY SPECIALIST 1	$ 247.00
LEADERSHIP DEVELOPMENT SPECIALIST	$ 187.00
MANAGER OF CONSTRUCTION OBSERVATION - MELVILLE	$ 247.00
MARKET DIRECTOR	$ 247.00
MARKET SPECIALIST	$ 208.00
MGR OF CONST OBSERVATION	$ 247.00
OFFICE DIRECTOR	$ 238.00
PLANT OPERATIONS & COMPLIANCE MANAGER	$ 247.00
PRACTICE LEADER - ARCH	$ 247.00
PRACTICE LEADER - ENG	$ 247.00
PRACTICE LEADER - LA	$ 247.00
PRACTICE LEADER - PLAN	$ 247.00
PRACTICE LEADER - SCI	$ 247.00
PRACTICE LEADER - SURVEY	$ 153.00
PROJECT ARCHITECT 1	$ 165.00
PROJECT ARCHITECT 2	$ 170.00
PROJECT ARCHITECT 3	$ 151.00
PROJECT BIM/CAD ENGINEER 1	$ 138.00
PROJECT CONTROLS SPECIALIST 1	$ 160.00
PROJECT CONTROLS SPECIALIST 2	$ 143.00
PROJECT DESIGNER 1 - ARCH/ENG	$ 160.00
PROJECT DESIGNER 2 - ARCH	$ 110.00
PROJECT DOCUMENT CONTROL COORDINATOR	$ 160.00
PROJECT ENGINEER 1	$ 181.00
PROJECT ENGINEER 2	$ 116.00
PROJECT ENVIRONMENTAL PLANNER 1	$ 138.00
PROJECT ENVIRONMENTAL PLANNER 2	$ 132.00
PROJECT INTERIOR DESIGNER 1	$ 143.00
PROJECT INTERIOR DESIGNER 2	$ 132.00
PROJECT LANDSCAPE ARCHITECT 1	$ 148.00
PROJECT LANDSCAPE ARCHITECT 2	

Classification	Rate
PROJECT PLANNER 1	$ 139.00
PROJECT PLANNER 2	$ 160.00
PROJECT SCIENTIST 1	$ 138.00
PROJECT SCIENTIST 2	$ 148.00
PROJECT SURVEYOR 1	$ 132.00
PROJECT SURVEYOR 2	$ 146.00
REGIONAL OFFICE DIRECTOR	$ 247.00
RESIDENT ENGINEER	$ 230.00
SR. ADMINISTRATIVE SUPPORT PROFESSIONAL	$ 126.00
SR. ARCHITECT 1	$ 197.00
SR. ARCHITECT 2	$ 219.00
SR. ARCHITECT 3	$ 241.00
SR. BIM/CAD SPECIALIST 1	$ 126.00
SR. CADD TECHNICIAN 1	$ 121.00
SR. CADD TECHNICIAN 2	$ 138.00
SR. COATINGS OBSERVER 1	$ 170.00
SR. COATINGS OBSERVER 2	$ 181.00
SR. CONSTRUCTION OBSERVER 1	$ 181.00
SR. CONSTRUCTION OBSERVER 2	$ 197.00
SR. DESIGNER 1 - ARCH	$ 175.00
SR. DESIGNER 1 - ENG	$ 175.00
SR. DESIGNER 2 - ARCH	$ 192.00
SR. DESIGNER 2 - ENG	$ 203.00
SR. DISCIPLINE ENGINEER	$ 247.00
SR. DISCIPLINE SCIENTIST	$ 214.00
SR. ENVIRONMENTAL PLANNER 1	$ 224.00
SR. ENVIRONMENTAL PLANNER 2	$ 229.00
SR. ENVIRONMENTAL SCIENTIST 1	$ 197.00
SR. ENVIRONMENTAL SCIENTIST 2	$ 230.00
SR. GIS SPECIALIST 1	$ 156.00
SR. INTERIOR DESIGNER 1	$ 192.00
SR. LANDSCAPE ARCHITECT	$ 219.00
SR. PROJECT ARCHITECT 1	$ 187.00
SR. PROJECT ARCHITECT 2	$ 197.00
SR. PROJECT CONTROLS SPECIALIST 1	$ 197.00
SR. PROJECT CONTROLS SPECIALIST 2	$ 208.00
SR. PROJECT DESIGNER 1	$ 181.00
SR. PROJECT DESIGNER 2	$ 187.00
SR. PROJECT DOCUMENT CONTROL SPECIALIST	$ 132.00
SR. PROJECT ENGINEER 1	$ 208.00
SR. PROJECT ENGINEER 2	$ 219.00
SR. PROJECT ENTITLEMENT SPECIALIST 2	$ 247.00
SR. PROJECT INTERIOR DESIGNER 1	$ 156.00
SR. PROJECT PLANNER 1	$ 175.00
SR. PROJECT SCIENTIST 1	$ 170.00
SR. PROJECT SCIENTIST 2	$ 187.00
SR. PROJECT SURVEYOR 1	$ 165.00
SR. PROJECT SURVEYOR 2	$ 197.00
SR. SITE PLANNER	$ 247.00
SR. WATER PLANT OPERATOR	$ 247.00
STAFF DESIGNER 1	$ 121.00
STAFF DESIGNER 2	$ 126.00
STAFF DESIGNER 3	$ 132.00
STAFF ENGINEER 1	$ 126.00
STAFF ENGINEER 2	$ 143.00
STAFF ENVIRONMENTAL PLANNER 1	$ 88.00
STAFF ENVIRONMENTAL PLANNER 2	$ 110.00
STAFF GIS SPECIALIST 1	$ 104.00
STAFF HYDOGEOLOGIST 1	$ 121.00
STAFF PERMITTING SPC 2	$ 121.00
STAFF PLANNER 1	$ 94.00
STAFF PLANNER 2	$ 116.00
STAFF SCIENTIST 1	$ 110.00
STAFF SCIENTIST 2	$ 121.00
STAFF SURVEYOR 1	$ 94.00
STAFF SURVEYOR 2	$ 110.00
STUDENT INTERN	$ 72.00
STUDIO DIRECTOR	$ 247.00
SURVEY TECHNICIAN 1	$ 72.00
TANK ASSET MANAGER	$ 132.00
TECHNICAL ADVISOR - ENG	$ 247.00
	$ 12,004.00

1. Rates updated annually in January.
2. When employees are part of the survey crew working on projects where we are required to pay Prevailing Wage Rates, these rates don't apply. Different rates will be provided in these circumstances.

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name:	H2M ARCHITECTS & ENGINEERS, INC.
Trade Name:	
Address:	119 CHERRY HILL RD STE 200 PARSIPPANY, NJ 07054
Certificate Number:	1208276
Effective Date:	May 28, 2002
Date of Issuance:	September 01, 2010

For Office Use Only:

20100901143703285

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 12/26/2023

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
Greyling Ins. Brokerage/EPIC
3780 Mansell Rd. Ste. 370
Alpharetta GA 30022

CONTACT NAME: Rebecca Egan
PHONE (A/C, No, Ext): 770-552-225 FAX (A/C, No):
E-MAIL ADDRESS: greylingcerts@greyling.com

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A : Markel American Insurance Company	28932
INSURER B : Hartford Underwriters Insurance Company	30104
INSURER C : Sentinel Insurance Company, Ltd.	11000
INSURER D : Hartford Casualty Insurance Company	29424
INSURER E :	
INSURER F :	

INSURED
H2M Architects + Engineers
538 Broad Hollow Road
Melville, NY 11747

H2MARCH

COVERAGES **CERTIFICATE NUMBER:** 1072411515 **REVISION NUMBER:** 24-25

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	
B	X COMMERCIAL GENERAL LIABILITY			20UUGAU9233	1/1/2024	1/1/2025	EACH OCCURRENCE	$ 1,000,000
	CLAIMS-MADE X OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	$ 1,000,000
							MED EXP (Any one person)	$ 10,000
							PERSONAL & ADV INJURY	$ 1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	$ 2,000,000
	POLICY X PRO-JECT X LOC						PRODUCTS - COMP/OP AGG	$ 2,000,000
	OTHER:							$
C	AUTOMOBILE LIABILITY			20UEGAU7896	1/1/2024	1/1/2025	COMBINED SINGLE LIMIT (Ea accident)	$ 1,000,000
	X ANY AUTO						BODILY INJURY (Per person)	$
	OWNED AUTOS ONLY / SCHEDULED AUTOS						BODILY INJURY (Per accident)	$
	X HIRED AUTOS ONLY / X NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	$
								$
D	X UMBRELLA LIAB X OCCUR			20XHGYH2145	1/1/2024	1/1/2025	EACH OCCURRENCE	$ 5,000,000
	EXCESS LIAB CLAIMS-MADE						AGGREGATE	$ 5,000,000
	DED X RETENTION $ 10,000							$
D	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y/N			20WBGAT3285	1/1/2024	1/1/2025	X PER STATUTE / OTH-ER	
	ANYPROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? N / N/A (Mandatory in NH)						E.L. EACH ACCIDENT	$ 1,000,000
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE	$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	$ 1,000,000
A	Professional Liability			MKLM7PL0002521	1/1/2024	1/1/2025	Per Claim / Aggregate	5,000,000 / 5,000,000

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

CERTIFICATE HOLDER

For Proposal Purposes, only

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
Gregg Bachtel

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Consulting & Municipal ENGINEERS

1460 Route 9 South
Howell, NJ 07731
732.462.7400
www.cmeusa1.com

November 29, 2024

Via Electronic (Engineering@westorange.org) & 1st Class Mail

Township of West Orange
Department of Public Works
25 Lakeside Avenue
West Orange, NJ 07052

Attn: Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Municipal Engineer

Re: Professional Engineering & Surveying Services
2024 Community Development Block Grants
Road Rehabilitation of Franklin Avenue (Main Street to Chestnut Street)
and Oxford Place (Cherry Street to Chestnut Street)
West Orange, Essex County, New Jersey
Proposal No.: 2024-214

Dear Ms. Carballo:

CME Associates is pleased to present our proposal for the design services for the above referenced project including the preparation of construction plans, specifications and bid documents for the 2024 CDBG funded project. Based on the request for proposal our office received, it is our understanding the improvements will include the following:

1. Franklin Avenue (from Main Street to Chestnut Street) and Oxford Place (from Cherry Street to Chestnut Street)

    A. Curb and sidewalk repairs
    B. Pavement milling and pavement resurfacing
    C. Pavement striping
    D. New traffic signs as necessary
    E. Shade trees as necessary
    F. Drainage structures repairs with new frames, grates, curb pieces as necessary. Repair existing drainage structures as necessary
    G. New manhole castings, frames and covers as necessary. Repair existing manholes as necessary
    H. Curb ramps as necessary

With this being said, our office anticipates the following scope of work:

1. Topographic Survey and Base Mapping

Work in this phase will include preparation of base mapping for use in the design of the construction plans. Our survey work will include detailed field survey information of the included roadways including establishing 1 foot contours in NAVD 88 datum. The field survey will locate all existing visible surface features such as curb, sidewalk, trees, mailboxes, street signs, shrubs, pavement markings, utility poles, street lights, hedges, fences, landscaped areas, drainage leader connections and driveways within the street right-of-way. We will also provide location of utilities, as listed below, where necessary and items within the project limits and 10' behind curbs. This information will be utilized as the base map for the project construction plans. Approximate property lines will be established utilizing located property markers and tax map information. The specific scope of services will include the following:

a. Coordinate utility mark-outs;
b. Establish centerlines of existing streets;
c. Topographic survey of all trees, shrubs, walls, driveways, walks, steps, curb ramps and other existing features within the ROW and farther where necessary to the proposed improvements;
d. Right of way will be shown from available Township Tax Map information;
e. Topographic Survey including additional topography behind the curb and sidewalk of the roadways and at road intersections;
f. Top and Bottom of curb elevations, storm inlets with inverts and pipe sizes, sanitary manholes with rim elevations, and any other utilities visible on the roadways will need to be located;
g. Establish horizontal control based on North American Datum 1983 (New Jersey State Plane Coordinate System-NAD 83) and North American Vertical Datum 1988 (NAVD 88);
h. Benchmark(s) to be set on site for future use; and,
i. Prepare an Existing conditions/Survey Control plan.

2. Civil Engineering Services

The work in this phase will involve but not be limited of the following:

a. Coordinate with the West Orange Traffic Bureau for the preparation of traffic control and detour plans;

b. Prepare Construction Plans consisting of the following:

1. Cover Sheet

2. Existing Conditions/Survey Control Plan
3. Demolition Plan
4. Construction Plans
5. Grading and Utility plan
6. ADA compliant curb ramp plans
7. Pavement striping
8. New traffic signs as necessary
9. Soil Erosion and Sediment Control Plans and Details
10. Reset drainage structures, manhole castings, frames and covers as necessary.
11. Construction Details

c. Prepare contract documents and specifications required for public bid in accordance with the New Jersey Local Public Contracts Law. Detailed specifications will be provided for the items to be included in the contract. Twenty (20) sets of contract documents including AutoCAD and PDF files will be provided.

d. Attend one (1) meeting with Township Officials for Preliminary Design.

Summary of Fee Estimates

We will provide the necessary engineering services as described above based upon the following lump sum fee amounts:

- **Phase I – Surveying and Base Map Phase $18,000.00**
- **Phase II – Design Phase $22,000.00**

Total Lump Sum Fee $40,000.00

We anticipate completing the contract documents in three months from the time of authorization.

As requested, we have also included a separate fee for construction administration phase services as follows:

Construction Administration Phase Services

Our office will provide construction management of the roadway improvements for the anticipated contract time including the following services:

1. Coordinate and attend pre-construction meeting;
2. Coordinate with the contractor to ensure compliance with the final contract documents;

3. Provide assistance with interpretation of contract documents;
4. Review shop drawings;
5. Provide construction observation services;
6. Prepare progress pay estimates;
7. Prepare punch lists required to be addressed by the contractor prior to close out;
8. Prepare final pay estimate and close out change order; and,
9. Coordinate with the Township and CDBG offices for reimbursement of the grant funding.

Total Lump Sum Fee $28,000.00

Exceptions:

- Construction Stake Out is not included in this scope of services. Should same be required, our office requests the opportunity to provide a fee for same.

- Any work not specified as listed in the above phases shall be considered additional services and will be invoiced at the time said work is authorized by the Township.

Should this fee estimate meet your approval, please provide our office with a professional services agreement or resolution as an indication of the work to proceed. In the meantime, should you have any questions concerning this matter, please do not hesitate to contact this office.

Very truly yours,

CME Associates

Trevor J. Taylor, PE, PP, CME
Senior Vice President

TT:pv

MUNICIPAL ENGINEERING SERVICES
GENERAL CONDITIONS AND HOURLY RATE SCHEDULE TO JANUARY 1, 2026

Program Manager	$214.00 Per Hour
Project Manager	$213.00 Per Hour
Senior Professional Engineer/Project Leader	$212.00 Per Hour
Professional Engineer, Environmental	$209.00 Per Hour
Assoc. Professional Engineer, Environmental	$208.00 Per Hour
Professional Engineer	$209.00 Per Hour
Project Engineer, Environmental	$207.00 Per Hour
Associate Professional Engineer	$208.00 Per Hour
Project Engineer/Senior Designer II	$207.00 Per Hour
Engineer/Senior Designer	$200.00 Per Hour
Associate Engineer/Designer	$195.00 Per Hour
Engineer, Environmental	$200.00 Per Hour
Associate Engineer, Environmental	$195.00 Per Hour
Senior Scientist	$215.00 Per Hour
Lead Scientist/Senior Geologist	$203.00 Per Hour
Scientist/Project Geologist	$180.00 Per Hour
Associate Scientist/Staff Geologist	$165.00 Per Hour
Environmental Technician	$147.00 Per Hour
Professional Surveyor	$203.00 Per Hour
Survey Manager	$183.00 Per Hour
Party Chief	$163.00 Per Hour
Robotic Total Station	$ 84.00 Per Hour
Survey Technician	$143.00 Per Hour
Chief Construction Manager	$207.00 Per Hour
Construction Manager	$181.00 Per Hour
Senior Construction Technician	$180.00 Per Hour
Construction Technician	$150.00 Per Hour
Associate Construction Technician	$143.00 Per Hour
Support Staff	$117.00 Per Hour
Drone Pilot	$159.00 Per Hour
Drone Technician	$ 86.00 Per Hour
CAD Technician	$166.00 Per Hour
Senior Landscape Architect	$205.00 Per Hour
Landscape Architect	$185.00 Per Hour
Certified Tree Expert	$167.00 Per Hour
Associate Landscape Designer	$149.00 Per Hour
Principal Planner	$212.00 Per Hour
Professional Planner	$211.00 Per Hour
Senior Planner	$192.00 Per Hour
Planner	$188.00 Per Hour
Senior Leadership	$214.00 Per Hour
Executive Leadership	$225.00 Per Hour
Executive Leadership, Environmental	$229.00 Per Hour
Managing Partner	$242.00 Per Hour

Invoices - CME Associates (CME) will submit invoices to Client monthly and a final invoice upon completion of services. Payment is due upon presentation of invoice and is past due thirty days from invoice date. Client agrees to pay a finance charge of one and one-half percent per month, or the maximum rate allowed by law, on past due accounts. In the event that the invoice is not paid voluntarily and promptly, and must therefore be referred to an attorney or agency for collection, the Client agrees to pay a collection fee equal to the actual attorney or agency collection fee incurred by CME. Overtime rates are applicable after eight hours Monday through Friday, and all day

Saturday and Sunday, and charged at one and one-half times the quoted rate. Holidays are charged at two times the quoted rate. Expenses incurred for reproduction, postage handling, photographs and for services including subconsultants equipment and facilities not furnished by CME are charged to the Client at cost plus fifteen percent. Automobile travel may be charged at the current rate per mile allowed by the Internal Revenue Service.

Standard of Care - Services performed by CME under this Agreement will be conducted in a manner consistent with that level of care and skill ordinarily exercised by members of the profession currently practicing under similar conditions. NO OTHER WARRANTY, EXPRESSED OR IMPLIED, IS MADE.

Contaminated Material - It is understood that CME is not, and has no responsibility as a handler, generator, operator, treater or storer, transporter or disposer of hazardous or toxic substances found or identified at any site. Client shall undertake or arrange for, either directly or indirectly through other contractors, the handling, removal, treatment, storage, transportation and disposal of hazardous substances or constituents found or identified at any site.

Utilities - In the execution of the work, CME will take all reasonable precautions to avoid damage or injury to subterranean structures or utilities. The Client agrees to hold CME harmless for any damages to subterranean structures which are not called to CME's attention and/or not correctly shown on the plans furnished.

Right of Entry/Worksite - Client will provide for right of entry for CME personnel and equipment necessary to complete the work. While CME will take all reasonable precautions to minimize any damage to the property it is understood by Client that in the normal course of some damage may occur, the correction of which is not part of this agreement.

Client shall furnish or cause to be furnished to CME all documents and information known to Client that relate to the identity, location, quantity, nature or characteristics of any hazardous or toxic substances at, on or under the site. In addition, Client will furnish or cause to be furnished such other information on surface and subsurface site conditions required by CME for proper performance of its services. CME shall be entitled to rely on Client provided documents and information in performing the services required under this Agreement; however, CME assumes no responsibility or liability for their accuracy or completeness.

CME will not direct, supervise or control the work of contractors or their subcontractors. CME services will not include a review or evaluation of the contractor's (or subcontractor's) safety measures.

CME shall be responsible only for its activities and that of its employees on any site. Neither the professional activities nor the presence of CME or its employees or subcontractors on a site shall imply that CME controls the operations of others, nor shall this be construed to be an acceptance by CME of any responsibility for jobsite safety.

Indemnification - To the full extent permitted by law, Client shall indemnify, defend and hold harmless CME and its subcontractors, consultants, agents, officers, directors and employees (herein collectively referred to as Engineer) from and against all claims, damages, losses and expenses, whether direct, indirect or consequential, including but not limited to fees and charges of attorneys and court and arbitration costs, arising out of or resulting from the services of work of Engineer or any claims against Engineer arising from the acts, omissions of work of others, unless it is proven in a court of competent jurisdiction that the Engineer is guilty of negligence or willful misconduct in connection with the services and such negligence or willful misconduct was the sole cause of the damages, claims and liabilities.

Client agrees to indemnify and hold harmless Engineer from and against all claims, damages, losses and expenses, direct or indirect, and consequential damages, including but not limited to fees and charges of attorneys and court and arbitration costs, brought by any person or entity, or claims against Engineer which arise out of, are related to, or are based upon, the actual or threatened dispersal, discharge, escape, release or saturation or smoke, vapors, soot, fumes, acids, alkalis, toxic chemical, radioactive materials, liquids, gases or any other material, upon, in or into the surface or subsurface soil; water or watercourse; objects; or any tangible or intangible matter.

To the fullest extent permitted by law, such indemnification shall apply regardless of the fault, negligence, breach of warranty or contract or strict liability of Engineer. This indemnification shall not apply to claims, damages, losses or expenses which are determined by a court of competent jurisdiction to be the sole result of negligence or willful misconduct by the Engineer of obligations under this Agreement.

Limitations of Liability - CME'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, this Agreement from any cause or causes, including but not limited to CME's negligence, errors, omissions, strict liability, breach of contract or breach of warranty, shall not exceed the total contract amount for the services provided by CME or $50,000, whichever is less.

In no event shall CME be liable for consequential damages, including, without limitation, loss of use or loss of profits, incurred by Client or their subsidiaries or successors, regardless of whether such claim is based upon alleged breach of contract, willful misconduct, or negligent act or omission.

Professional services rendered for a Client shall be provided for that Client. The Client is responsible for the proper operation and use of the subject facilities and/or report and nothing herein shall provide any rights to any third party. The Client, in authorizing CME to proceed, acknowledges that the professional responsibility is limited.

Termination - This Agreement may be terminated by either party upon fourteen (14) days written notice in the event of substantial failure by the other party to perform in accordance with the terms hereof. Such termination shall not be effective if that substantial failure has been remedied before expiration of the period specified in the written notice. In the event of termination, CME shall be paid for services performed to the termination notice date plus reasonable termination expenses.

In the event of termination, or suspension for more than three (3) months, prior to completion of all work contemplated by this Agreement, CME may complete such analyses and records as are necessary to complete its files and may also complete a report on the services performed to the date of notice of termination or suspension. The expenses of termination or suspension shall include all direct costs of CME in completing such analyses, records and reports.

Assigns - The Client may not delegate, assign, sublet or transfer his duties or interests in this Agreement without the written consent of CME.

This agreement shall not create any rights or benefits to parties other than the Client and CME, except such other rights as may be specifically called for herein.

348-24
December 10, 2024

R E S O L U T I O N

WHEREAS, the Township of West Orange requires Professional Land Surveying and Engineering Services for the MA 2025 NJDOT Municipal Aid Program, Helen Avenue, Lawrence Avenue, Florence Place and Lowell Avenue Improvement Project; and

WHEREAS, to design and specify these improvements the Township requires the services of a professional land surveying and engineering firm; and

WHEREAS, the Township Engineer prepared a Request for Proposals dated November 19, 2024 for these professional design services; and

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

WHEREAS, Greenman-Pedersen, Inc. (GPI), responded to the Request for Proposal; and

WHEREAS, GPI, have performed similar work for the Township on many projects and their work quality is good; and

WHEREAS, by letter dated December 4, 2024 the Township Engineer recommended a professional services contract be awarded to Greenman-Pedersen, Inc., 301 Gibraltar Drive, Suite 2A, Morris Plains, NJ 07950, for Professional Land Surveying and Engineering Services associated with the MA 2025 NJDOT Municipal Aid Program, Helen Avenue, Lawrence Avenue, Florence Place and Lowell Avenue Improvement Project; and

WHEREAS, sufficient funds exist for the services outlined in the proposal of GPI; and

WHEREAS, the Township Council concurs in the foregoing.

NOW THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange, New Jersey that a professional services contract be awarded to Greenman-Pedersen, Inc., to provide professional land surveying and engineering services for the MA 2025 NJDOT Municipal Aid Program, Helen Avenue, Lawrence Avenue, Florence Place and Lowell Avenue Improvement Project in the amount not to exceed $26,615.00.

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

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

Adopted: December 10, 2024

I hereby certify funds are available from: **ACCOUNT NO.**
2023 Capital Budget
Account No. 03-2830-23-0500-010
$26,615.00

John C. Ditinyak, Chief Financial Officer

348-24

TOWNSHIP OF WEST ORANGE

25 Lakeside Avenue, West Orange, New Jersey 07052

DEPARTMENT OF ENGINEERING

SUSAN McCARTNEY
MAYOR

ZAYIBETH CARBALLO
Director/Municipal Engineer

Tel/Fax: (973) 325-4160

Email: zcarballo@westorange.org

November 19, 2024

Trevor Taylor
CME
379 US Route 1 South, Suite 100
Monmouth Junction, NJ, 08852

RE: **REQUEST FOR PROPOSALS**
MA 2025 NJDOT MUNICIPAL AID PROGRAM
HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE
AND LOWELL AVENUE IMPROVEMENT PROJECT

Dear Mr. Taylor,

The Engineering Department for the Township of West Orange requests proposals from firms providing both Civil Engineering and Land Surveying Services, which are capable of preparing the necessary improvement plans, specifications and bid documents for NJDOT Municipal Aid Program (MA) 2025. The following professional services are required for the proposed improvements:

1. **Land Surveying Services:**

   A. Topographic Survey and Base Mapping that will provide a topographic field survey and base mapping suitable for the proposed improvements, which will include, but will not be limited to, the following items:

   1. Establishment of centerline of existing street.
   2. Topographic survey of all trees, shrubs, walls, driveways, walks, steps, and other existing features within the ROW and farther where necessary to the proposed improvements.
   3. Right of way will be shown from available Township Tax Map information.
   4. Topographic Survey including additional topography behind the curb and sidewalk of the roadways and at road intersections;
   5. Top and Bottom of curb elevations, storm inlets with inverts and pipe sizes, sanitary manholes with rim elevations, and any other utilities visible on the roadways will need to be located;

B. Establish horizontal control based on North American Datum 1983 (New Jersey State Plane Coordinate System-NAD 83) and North American Vertical Datum 1988 (NAVD 88);
C. Benchmark(s) to be set on site for future use;
D. Existing conditions/Survey Control plan;
E. Coordinate utility mark-outs;

As part of the deliverables, an electronic AutoCAD file of the Boundary and Topographic Survey is to be provided as part of the deliverables to the department.

2. <u>Civil Engineering Services:</u>

A. Proposed roadway profiles matching existing grades;
B. Roadway improvements include curb, sidewalk, aprons, pavement milling and resurfacing, pavement striping, new traffic signs, shade trees;
C. Curb ramp plans and details as necessary;
D. New drainage improvements as necessary;
E. Drainage structure repairs with new frames, grates, curb pieces as necessary;
F. New manhole castings, frames and covers as necessary. Repair existing manholes as necessary;
G. Coordinate with WO Traffic Bureau for the preparation of traffic control and detour plans;
H. Prepare construction details;
I. Plan Set to include but not limited to Cover Sheet, Existing Conditions/Survey Control Plan, Demolition Plan, Construction Plan, Grading and Utility Plan, Soil Erosion and Sediment Control Plan and Details, Traffic Control and Detour Plans, and Construction Details;
J. Include one (1) meeting with Township Officials for Preliminary Design;
K. Bid Package that includes bid set of plans and construction specifications in accordance with public bidding laws;

Bidding documents (plans and specifications) are to be part of the deliverables to the Township via AutoCAD, hard copy and PDF files. A project location map is enclosed.

The cost of services shall be for a complete design and one (1) bid package including cost estimates, plans, specifications and bid documents (twenty copies for each) for bidding purposes including detour plans. All plan specifications and bid documents shall be in conformance with the latest New Jersey Department of Transportation specifications. Proposals shall be on a lump sum basis. Hourly rates shall be submitted with all proposals for any additional work.

It is the intent of this office to advertise for bids by Spring 2026 with construction in Summer/Fall 2026. Proposals shall be submitted in writing on or before 10:00 A.M. Friday, November 29, 2024 via email and/or hard copies to the Department of Engineering, 25 Lakeside Avenue, West Orange, NJ 07052 and shall include a specified completion date or number of days required for completion of the work after approval is granted to proceed. Also, evidence of proper insurance shall be submitted for approval by the Township Attorney.

A separate proposal for construction inspection and certificates of completion should also be included if available from your firm.

Very truly yours,

Zayibeth Carballo

Zayibeth Carballo,
Director/Municipal Engineer

ZYC/ag

“MA-2025-Helen Avenue, Lawrence Avenue, Flore-00109”

Helen Ave, Lowell Ave, Florence, Lawrence Ave



Project Location

Nearest SRI Mile Point

#	MP	Standard Route ID
A-1	0.1	07221007__
A-2	0	07221007__
B-1	0	07221027__
B-2	0.25	07221027__
C-1	0	07221016__
C-2	0.1	07221016__
D-1	0	07221015__
D-2	0.13	07221015__

Total Length: 0.66 miles



Timestamp ID: 1719251692014

Created: Mon Jun 24 2024 13:54:52 GMT-0400 (Eastern Daylight Time)

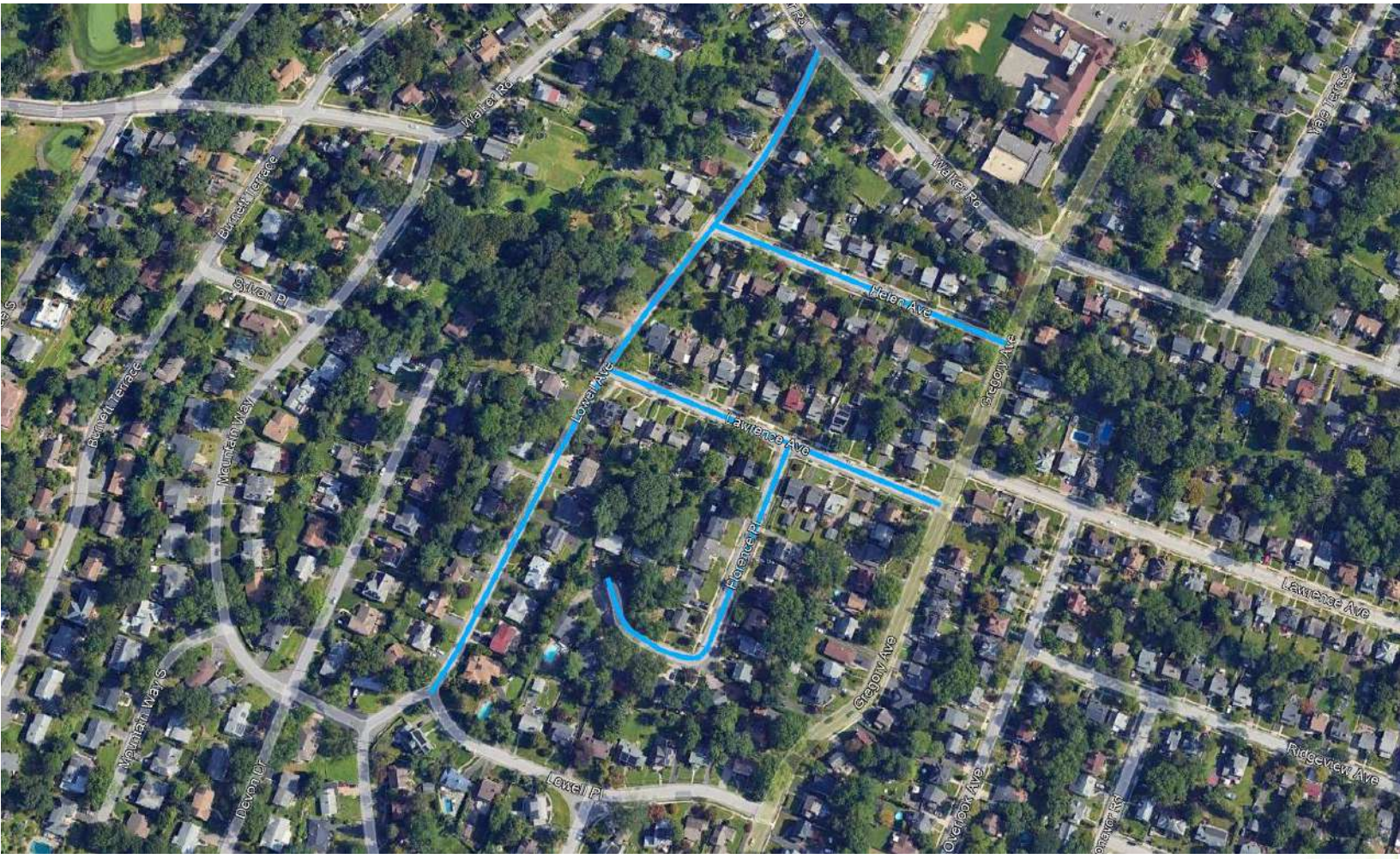
GPI

Engineering | Design | Planning | Construction Inspection

Proposal For Professional Engineering & Surveying Services
MA 2025 NJDOT MUNICIPAL AID PROGRAM

Helen Avenue, Lawrence Avenue, Florence Place and Lowell Avenue Improvement Project
West Orange Township, Essex County, New Jersey

November 29, 2024



Submitted to:
West Orange Township

Table of Contents

Statement of Interest

SECTION I Scope of Services

SECTION II Fee Schedule

SECTION III Personnel Assignments

SECTION IV Project Schedule

SECTION V Sample Insurance Certificate

GPI

November 26, 2024

Zayibeth Carballo, Assistant Municipal Engineer
Township of West Orange
Department of Public Works
25 Lakeside Avenue
West Orange, NJ 07052

RE: Response to Request for Proposals for Professional Engineering and Surveying Services
MA 2025 NJDOT Municipal Aid Program
Helen Avenue, Lawrence Avenue, Florence Place, and Lowell Avenue Improvement Project
Township of West Orange, Essex County, New Jersey

Dear Ms. Carballo:

Greenman-Pedersen, Inc. (GPI) is very interested in performing Professional Engineering and Surveying Services as outlined in your November 19, 2024 Request for Proposals. We have performed similar services for the Township of West Orange and are cognizant of the need for the Township's satisfaction with the technical quality of this project while considering budget constraints.

GPI has also performed numerous projects that received grants under the New Jersey Department of Transportation (NJDOT) Local Aid program, and we are quite familiar with their requirements. We recently completed the design and construction documents for the MA FY 2023 Carlson Road, Cullen Drive and Colonial Woods Drive Road Improvements Project, which were partially funded through the NJDOT Municipal Aid Program for 2023.

We understand the Township intends to advertise for bids on this project in Spring 2026 with construction in Summer and Fall 2026.

Our November 28, 2023 Qualifications Statement submitted to the Township demonstrates that our experienced staff have the expertise necessary to accomplish the project.

Please find our Proposal to Provide Professional Engineering and Surveying Services, dated November 26, 2024, enclosed for your review.

We are pleased to have this opportunity to continue serving the Township of West Orange and hope you will find our proposal favorable. We would be happy to provide additional information or assistance as your needs dictate. My direct line is (973) 434-8349.

Very truly yours,

Andrew Cangiano, PE, PP
Director of Engineering

Michael E. Pirog, PE, CME
Project Engineer

AC/MEP/rem
m:\proposal\mep\west orange\ma 2025 helen ave, lawrence ave, lowell ave & florence place\proposal 11-29-24 ma 2025.docx

Section I: Scope of Services

Greenman-Pedersen, Inc. (GPI) understands that the Township of West Orange requires engineering, surveying, and construction management services necessary for the **MA 2025 NJDOT Municipal Aid Program Helen Avenue, Lawrence Avenue, Florence Place, and Lowell Avenue Improvements Project.** Throughout the firm's 58-year history we have provided capital improvement project design to dozens of New Jersey municipalities. We have also served as the municipal engineer for various municipalities throughout the firm's existence. We are very experienced in providing road reconstruction design, plans, specifications, and contract documents of a professional nature in a cost-effective and timely manner.

We recommend commencing our work with a start-up meeting. This will allow us to understand your concerns and advance the project expeditiously.

Professional services will include preparation of topographic and base maps and a complete design and bid package, including cost estimates, plans, and specifications (twenty copies each) for bidding purposes.

We have reviewed the proposed tasks contained in the RFP and we believe we have a clear understanding of the goals of this project.

The RFP specifies the following improvements:

1. LAND SURVEYING SERVICES

A. Topographic Survey and Base Mapping that will provide a topographic field survey and base mapping suitable for the proposed improvements, which will include, but will not be limited to, the following items:
   1. Establishment of centerline of existing street.
   2. Topographic survey of all trees, shrubs, walls, driveways, walks, steps, and other existing features within the ROW and farther where necessary to the proposed improvements.
   3. Right of way will be shown from available Township Tax Map information.
   4. Topographic Survey including additional topography behind the curb and sidewalk of the roadways and at road intersections.
   5. Top and Bottom of curb elevations, storm inlets with inverts and pipe sizes, sanitary manholes with rim elevations, and any other utilities visible on the roadways will need to be located.

B. Establish horizontal control based on North American Datum 1983 (New Jersey State Plane Coordinate System-NAD 83) and North American Vertical Datum 1988 (NAVD 88);

C. Benchmark(s) to be set on site for future use;

D. Existing Conditions/Survey Control plan;

E. Coordinate utility mark-outs;

As part of the deliverables, an electronic AutoCAD file of the Boundary and Topographic Survey will be provided to the Township.

2. CIVIL ENGINEERING SERVICES

A. Proposed roadway profiles matching existing grades;

B. Roadway improvements include curb, sidewalk, aprons, pavement milling and resurfacing, pavement striping, new traffic signs, shade trees;

C. Curb ramp plans and details as necessary;

D. New drainage improvements as necessary;

E. Drainage structure repairs with new frames, grates, curb pieces as necessary;

F. New manhole castings, frames and covers as necessary. Repair existing manholes as necessary;

G. Coordinate with WO Traffic Bureau for the preparation of traffic control and detour plans;

H. Prepare construction details;

I. Plan Set to include but not limited to Cover Sheet, Existing Conditions/Survey Control Plan, Demolition Plan, Construction Plan, Grading and Utility Plan, Soil Erosion and Sediment Control Plan and Details, Traffic Control and Detour Plans, and Construction Details;

J. Include one (1) meeting with Township Officials for Preliminary Design;

K. Bid Package that includes bid set of plans and construction specifications in accordance with public bidding laws;

Bidding documents (plans and specifications) are to be part of the deliverables to the Township via AutoCAD, hard copy and PDF files.

The total length of each road is approximately:

Helen Avenue	635 linear feet
Lawrence Avenue	719 linear feet
Florence Place	722 linear feet
Lowell Avenue	1,505 linear feet

The total length of roads is approximately 3,581 LF.

SCOPE OF WORK

I. Topographic and Existing Condition Surveying Services

A boundary survey is not included in the scope of services. Right-of-way will be shown from Township Tax Map and County GIS information.

A. We will conduct a field survey for Helen Avenue, Lawrence Avenue, Florence Place, and Lowell Avenue within the project scope and all adjacent intersections. The project length for all four (4) roads is approximately 3,581 linear feet.

The survey will include the following:

- Establishing of elevation benchmarks outside of the anticipated area of construction. Benchmarks will be placed at the beginning and end of project limit, and at least two in the construction limits. Vertical control will be based on NAVD 1988. Detailed descriptions of the elevation benchmarks shall be shown on the Plan Sheets.

- Location of all topographic features within the existing right-of-way and fifty (50) feet up any intersecting streets. These features will include buildings, curbs, sidewalks, driveways, depressed curbs, driveway aprons, sidewalk depressed curbs, steps, walls, pillars, fences, guide rail, trees greater than 4”

diameter within the right-of-way (with diameters), shrubs, flag poles, lamp posts, sign posts, mailboxes, drainage swales and traffic signals and related equipment enclosures.

- Locate all utilities by above ground observation and utility mark-outs. The horizontal locations and elevations of the sanitary sewer storm drainage features will be measured. The pipe material, invert elevations and pipe diameters will be measured only as needed for drainage improvements.

- Property lines and right-of-way will be depicted based on the municipal tax map and County GIS information.

B. Topographic base mapping of the project area will be prepared at a horizontal scale of 1"=20', using AutoCAD format. The plans will show the Tax Map right-of-way and all information located on the survey. Centerline profile will be provided at a horizontal scale of 1" = 20' and vertical scale of 1" = 2'. Cross-sections will be provided at a horizontal scale of 1" = 5' and vertical scale of 1"= 2'.

C. Base map plans will be provided to the Township on printed sheets and digitally, in the format requested by the Township.

D. All surveying and design information will be provided in standard engineering units (feet/10ths/100ths) or (feet/inches).

II. Civil Engineering Services

A. Before commencing the design, we will meet with you to review the specific requirements, including reviewing each street in the field. We will coordinate our efforts with your department throughout the project.

B. We will prepare engineering plans for each street at an anticipated scale of 1” = 20’ utilizing the base mapping prepared above.

C. Proposed roadway profiles will match existing grades.

D. Curb ramp design will detail the construction of ADA compliant curb ramps utilizing NJDOT curb ramp standards and details. Curb will be granite 6” face, concrete curbs at ADA ramps.

E. Design new granite curb for areas where required on all roads, milling of existing pavement and construction of new 2” surface course with full depth asphalt pavement where required, replacement sidewalk and driveway aprons as required, new striping and new traffic signage and shade trees as directed by the Township.

F. We assume design of minor drainage improvements as necessary. Should substantial drainage upgrades be required, this proposal will be amended.

G. New manhole castings as necessary, repair manholes as required and new catch basin frames, grates, curb piece, rebuild inlets as required.

H. We will coordinate with West Orange Traffic Bureau and will prepare detour plans each roadway closure, as needed. Detour plans will depict detour routes with signage on to local and or County roadways as required for the roadway milling and resurfacing operations.

I. All design criteria will comply with the current NJDOT and MUTCD specifications.

J. We will prepare a complete set of specifications.

K. A final Engineer's Estimate of Construction will also be prepared.

L. All plans and specifications will be in accordance with New Jersey Department of Transportation Standard Specifications, and we will submit them for review by the NJDOT Local Aid Office.

M. We will prepare and submit twenty (20) sets of Contract Documents.

ASSUMPTIONS

1. Full project length will be mill and overlay. No change to existing profile or cross-slopes.

2. Partial or full curb and sidewalk replacement assumed for all roads.

3. Proposed sidewalk where there is no existing sidewalk is excluded from this proposal.

4. ADA curb ramp reconstruction as required.

5. Drainage improvements as required.

6. GPI assumes all railing, guide rails, steps, retaining wall or landscape walls will remain as-is. Replacement of these features is not anticipated and is excluded from this proposal.

Section II: Fee Schedule

Surveying & Design

Our fee for the services outlined above is as follows:

Item No.	Description	Lump Sum Fee
Task I	Topographic and Existing Condition Surveying Services	$10,710.00
Task II	Civil Engineering Services	$15,905.00
	TOTAL:	**$26,615.00**

Construction Inspection & Certification of Completion

The time required to perform construction inspection services is a function of the established contract duration(s), the contractor's schedule, and the Township's need for part-time or full-time inspection. We will provide construction inspection services on an hourly basis to fit the Township's needs.

Our fee for the above-referenced services is as follows:

Construction Administration/Construction Inspection Services	$105.00/hr.
Construction Inspection Overtime Rate	$157.50/hr.

HOURLY BILLING RATES

As submitted in our Qualification package to the Township of West Orange on November 28, 2023, the following are our municipal billing rates for 2024:

PROFESSIONAL ENGINEER	$ 180.00
SENIOR PROJECT MANAGER, ENGINEERING	$ 160.00
SENIOR PROJECT MANAGER, LANDSCAPE ARCHITECTURE	$ 150.00
SENIOR DESIGNER	$ 125.00
DESIGNER	$ 95.00
INSPECTOR	$ 105.00
INSPECTOR OVERTIME RATE	$ 157.50
ENGINEERING TECHNICIAN	$ 85.00
PROFESSIONAL LAND SURVEYOR	$ 170.00
SENIOR PROJECT MANAGER, SURVEYING	$ 150.00
PROJECT SURVEYOR	$ 135.00
SURVEYING TECHNICIAN	$ 105.00
PARTY CHIEF	$ 110.00
INSTRUMENT PERSON	$ 95.00
ADMINISTRATIVE SUPPORT	$ 75.00

Section III: Personnel Assignments

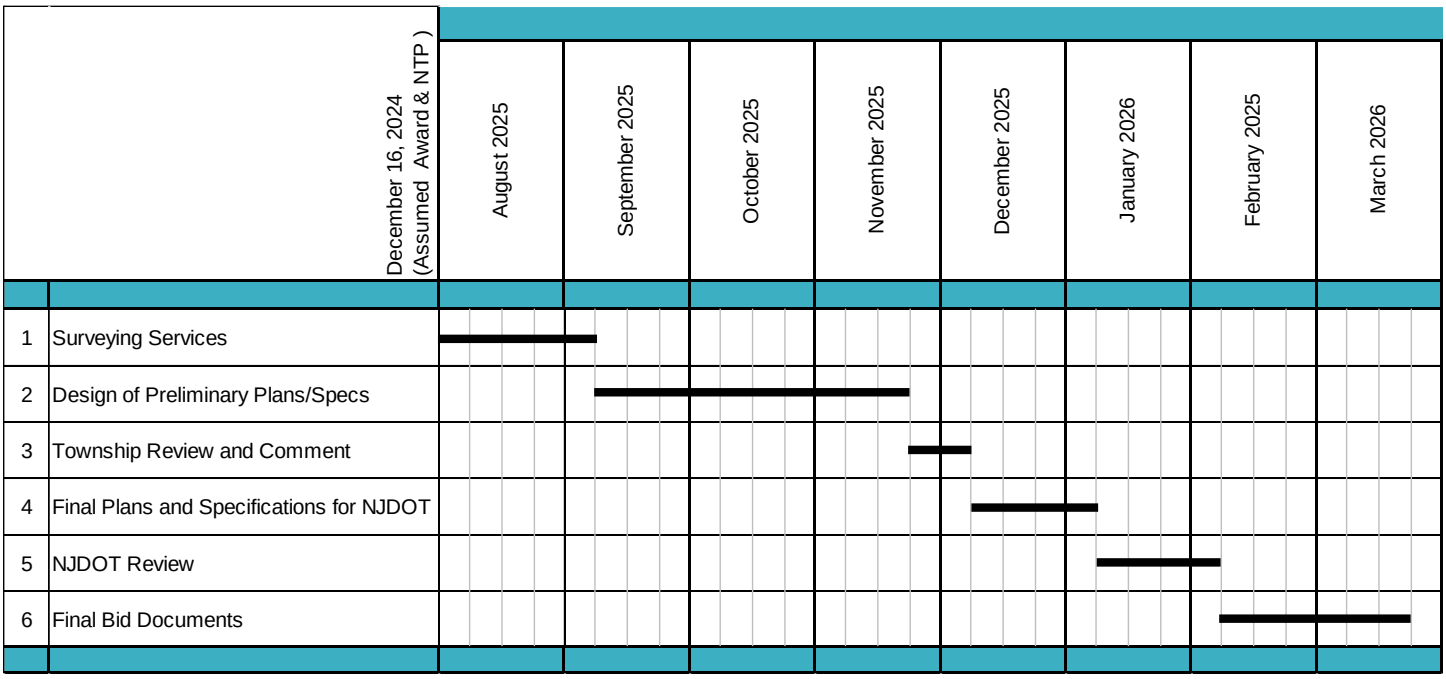
For this project, GPI will perform the work in its entirety. No sub-consultants will be needed. All work will be done entirely within GPI's Engineering and Surveying Departments.

Michael E. Pirog, PE, CME, Project Manager, will be responsible for the overall design, contract adherence, and overall project supervision. Mr. Pirog is quite familiar with the Township of West Orange, having worked on several other Township projects in recent years. He will be assisted by Engineering Department staff members **Michael A. Wallo, PE, CME**, Assistant Director of Engineering/Project Engineer and **Ryan Mangano**, Senior Designer. Quality Assurance-Quality Control (QAQC) will be performed by **Andrew Cangiano, PE, CME**, Director of Engineering – Morris Plains Office.

Section IV. Project Schedule

We are committed to adhering to the Township's goal of advertising for bids by Spring 2026 and starting construction in Summer/Fall 2026. We anticipate work will proceed within eight (8) months after the contract is awarded. GPI has the resources to complete the project promptly, and we are confident that we can achieve the Township's goal.

We have assumed a December 16, 2024 Notice to Proceed award and have prepared the following Project Schedule:



Section V. Sample Insurance Certificate

ACORD®

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 12/19/2023

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
PG Genatt Group LLC
3333 NEW HYDE PARK RD
SUITE 409
NEW HYDE PARK NY 11042

CONTACT NAME: Jeff Kozarsky
PHONE (A/C, No, Ext): 516-869-8788 FAX (A/C, No): 516-470-0338
E-MAIL ADDRESS: jkozarsky@genattgrp.com

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A : XL Specialty Insurance Company	37885
INSURER B : Everest National Insurance Company	10120
INSURER C : North Pointe Insurance Company	27740
INSURER D : QBE Insurance Corporation	39217
INSURER E : Stonington Insurance Company	10340
INSURER F : Allied World Assurance Company (U.S.) Inc.	19489

INSURED
Greenman Pedersen, Inc. (Morris Plains)
301 Gibraltar Drive, Suite 2A
Morris Plains NJ 07950
GREENMAN

COVERAGES **CERTIFICATE NUMBER:** 1051438221 **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	
D	X COMMERCIAL GENERAL LIABILITY			171000795	12/31/2023	12/31/2024	EACH OCCURRENCE	$ 2,000,000
	CLAIMS-MADE X OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	$ 500,000
							MED EXP (Any one person)	$ 10,000
							PERSONAL & ADV INJURY	$ 1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	$ 4,000,000
	POLICY X PRO-JECT X LOC						PRODUCTS - COMP/OP AGG	$ 4,000,000
	OTHER:							$
C	AUTOMOBILE LIABILITY			161001112	12/31/2023	12/31/2024	COMBINED SINGLE LIMIT (Ea accident)	$ 2,000,000
	X ANY AUTO						BODILY INJURY (Per person)	$
	OWNED AUTOS ONLY / SCHEDULED AUTOS						BODILY INJURY (Per accident)	$
	X HIRED AUTOS ONLY / X NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	$
								$
B	X UMBRELLA LIAB X OCCUR			XC5CU00324231	12/31/2023	12/31/2024	EACH OCCURRENCE	$ 5,000,000
	EXCESS LIAB CLAIMS-MADE						AGGREGATE	$ 5,000,000
	DED X RETENTION $ 10,000							$
E	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y / N			152000765	12/31/2023	12/31/2024	X PER STATUTE / OTH-ER	
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? N / A						E.L. EACH ACCIDENT	$ 1,000,000
	(Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE	$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	$ 1,000,000
A	Property			UMI0082200MA23A	12/31/2023	12/31/2024	Valuable Papers	$150,000
F	Professional Liability			03141016	12/31/2023	12/31/2024	Each Claim	$2,000,000
							Aggregate	$2,000,000

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

CERTIFICATE HOLDER

SAMPLE
FOR INFORMATIONAL PURPOSES ONLY

CANCELLATION 30 day notice applies

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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H2M architects + engineers
119 Cherry Hill Road, Ste 110
Parsippany, NJ 07054 | tel 862.207.5900
| ENGINEERING NJ #24GA28019100

November 27, 2024

VIA EMAIL

Zayibeth Carballo, P.E.
Municipal Engineer
Township of West Orange
25 Lakeside Avenue
West Orange, NJ 07052

Re: Proposal for Professional Engineering Services
MA 2025 NJDOT Municipal Aid Program
Helen Avenue, Lawrence Avenue, Florence Place
and Lowell Avenue Improvement Project
H2M Proposal. No.: LP241377

Dear Ms. Carballo:

In response to your Request for Proposal (RFP) dated November 19, 2024, H2M is pleased to present this Proposal to the Township for providing Professional Engineering Services for design for the above-referenced project. The following outlines our Project Understanding, Scope of Services, and Engineering Fee and Billing Method.

Project Understanding

The RFP identified a section of Lowell Avenue, Helen Avenue, Florence Place and Lawrence Avenue scheduled for improvement for a total length of 3,600 feet of roadway. The improvements include a combination of milling and resurfacing, pavement striping, curbs and sidewalk repairs, aprons, driveway repair, new ADA-compliant curb ramps, and restoration of manholes and catch basins and replacement of their castings at several locations as generally outlined in the RFP. The extent and type of improvements will be made after a walkthrough inspection with the Township Engineer that will take place after the award of the Contract for Engineering Services.

The proposed improvements do not include road widening, changes in vertical or horizontal alignment, changes to existing underground utilities, changes to existing guide rails, or construction of new sidewalks. As on other projects, the Township's construction inspector will determine the exact layout of the ADA-compliant curb ramps during construction. Estimated quantities will be included in the bid items for the curb ramps and standard New Jersey Department of Transportation (NJDOT) curb ramp details will be included in the drawings. All construction will take place within existing rights-of-way. Therefore, boundary surveys or preparation of easements/right-of-way widening are not needed and are not included in the scope of services. A topographic survey (described below) will be used to show the extent of improvements and the estimated quantities associated with the improvements on each drawing. In addition, we will add house numbers found on Township Tax Maps to the drawings for the Township and Contractor's use during the construction phase of the project.

Our technical comments on the work to be completed are as follows:

- During the design period, the Township Forester, John D. Linson, will identify the trees on each street by location, type, and diameter that are to be removed. This information will be included with the Contract Documents issued to prospective bidders for the bidder's use in preparing his bid for various tree removal items.
- Existing curb elevations will not be changed to minimize any adverse impact on roadway or private property drainage patterns. Preparation of any cut sheets or any construction stakeout will be included in the work to be bid and performed by the Contractor.

Project Schedule

H2M will dedicate sufficient resources to complete the design services described herein to enable the Township to advertise for bids in the summer and fall of 2026. We anticipate that the Township will award the Contract for Engineering Services in the beginning of December.

Scope of Services

H2M will perform the following major activities and tasks for the proposed street improvements project:

Design Services

- Perform and prepare a topographic route survey within the project limits for the purpose of depicting existing physical surface features and developing base mapping for the preparation of Contract Drawings. The survey will include horizontal and vertical control, including setting benchmarks, and establish roadway centerline. The survey within the project limits for the sanitary sewer replacement on Hunterdon Road will include any field markout provided by respective utility companies. The limits of the survey will extend up to 10 feet beyond the existing right-of-way to include trees, shrubs, walls, driveways, walks, steps, and other existing surface features. The right-of-way will be shown on the Contract Drawings based on information provided by the Township. A copy of the survey will be provided to the Township in AutoCAD format.
- Perform walkthrough assessment of section of Lowell Avenue, Helen Avenue, Florence Place and Lawrence Avenue identified in the RFP with the Township Engineer to discuss the specific improvements planned for it.
- Prepare Contract Drawings for the proposed road improvements. We anticipate that the following drawings will be prepared by H2M:
    - Cover Sheet – 1 drawing.
    - Key Map, Legend, and General Notes – 1 drawing.
    - Estimate of Quantities – 1 drawing.
    - Plan Drawings (scale 1" = 40' horizontal) of the section of Hunterdon Road, Sussex Road, and Morris Road indicated in the RFP – 5 drawings.
    - Construction Details, including granite block curbs, milling and resurfacing of roadways and driveways, concrete roadway repairs and leveling courses, curb ramps – 5 drawings.
    - Soil Erosion and Sediment Control Details – 1 drawing.
    - Traffic Control Details – 2 drawings.

- Contact the Township Police Department Traffic Bureau to coordinate the proposed road closures and traffic detours. Aerial imagery will be used for preparation of base mapping to show the extent of the proposed road closures and detours. Sign locations will be shown on the drawings for the Township and Contractor's use during the construction phase of the project. Prepare Traffic Detour Plans – 1 drawing.
- Prepare NJDOT supplementary specifications. H2M will combine the NJDOT supplementary specifications with the Township's standard administrative "front end" specifications that have been used on previous projects recently. These combined specifications will constitute the Contract Specifications.
- The Contract Drawings and Contract Specifications will constitute the Bidding Documents. H2M will furnish 20 sets of Bidding Documents to the Township.
- Prepare an Opinion of Probable Construction Cost.

Construction-Related Services

While not included in this Proposal, full time construction observation is warranted for underground utility work, such as the sanitary sewer replacement. H2M will furnish a separate proposal to the Township for such work if requested by the Township.

Owner Responsibilities

In conjunction with the performance of the Professional Engineering Services by H2M described in this Proposal, the Township will arrange, provide, or perform the following:

- Provide topographic and planimetric mapping from 2010 aerial photography, preferably in .dwg or .dxf format and provide copies of current Tax Maps in areas where street improvements are proposed.
- Obtain permission from property owners for surveying beyond right-of-way limits.
- Arrange for and pay the costs associated with Police for traffic control which may be required for the survey and design work of this project, e.g. obtaining sewer inverts.
- Coordinate with the respective utilities for utility relocation and design as needed to accommodate ADA-compliant curb ramps.
- Provide Township's standard administrative "front end" specifications in Microsoft Word format.
- Advise H2M of proposed road closures and detour routes.
- Distribute and coordinate traffic control and detour plan with the Contractor.
- Review and approve traffic control devices set up by the Contractor during construction.

Engineering Fee, Billing Method, and Terms of Service
Based on the foregoing understanding and Scope of Services, H2M proposes compensation for Professional Engineering Services as follows:

Service	*Fee*
Surveying and Design	$ 36,500 Lump Sum

The engineering fees for the Surveying and Design to be performed for the project, as presented in this Proposal, will be based on a lump-sum price, and will be the total fees for the services described for the work to be performed.

Any services provided outside the Scope of Services presented in this Proposal will be performed only after receiving explicit permission from the Township and will be billed on the basis of hourly fee rates plus reimbursable expenses in accordance with the enclosed Billing Rate Schedule.

H2M will bill the Township for Professional Engineering Services on a monthly basis. For lump-sum services, billing will be based on the percentage of work completed and a synopsis of the project status will be provided. For services provided on the basis of hourly fee rates plus reimbursable expenses, the billing will reflect the time expended by H2M personnel assigned to the project, reimbursable expenses, and a brief description of the services provided. Also enclosed are H2M's State of New Jersey Business Registration Certificate, a sample Certificate of Liability Insurance, and our Standard Terms and Conditions, which, together with the Billing Rate Schedule, are integral parts of this Proposal.

The return of a signed copy of this Proposal and H2M's Standard Terms and Conditions will confirm the Township's acceptance of the Proposal and authorization to H2M to proceed with the work.

H2M appreciates the opportunity of presenting this Proposal to the Township. Please advise us if you need additional information or require clarification of this Proposal.

Very truly yours,

H2M Associates, Inc.

Digitally signed by Charles Martello
DN: C=US, E=cmartello@h2m.com, O=H2M, CN=Charles Martello
Date: 2024.11.27 15:54:34-05'00'

Charles A. Martello, P.E., LSRP
Senior Vice President

Alec J. Mittiga, P.E.
Assistant Vice President

Enclosure

The Township of West Orange hereby engages H2M to perform the services described above for the compensation set forth and under H2M's Standard Terms and Conditions. The Township of West Orange authorizes H2M to commence the services upon receipt of an executed copy of this letter. The Township of West Orange and H2M agree that this letter, together with the listed enclosures,

constitutes the entire agreement between the Township of West Orange and H2M relating to the project.

PROPOSAL AGREED & ACCEPTED BY:

Signature _____

Print Name _____

Title _____

Client **Township of West Orange**
West Orange, NJ

Address _____

Date _____

H2M Standard Terms & Conditions

Client	Township of West Orange, New Jersey
Site	MA 2025 NJDOT Municipal Aid Program - Helen Avenue, Lawrence Avenue, Florence Place, and Lowell Avenue Improvement Project
Services	Survey, design, contract documents for road improvement project

Client's Rep.	Zayibeth Carballo, P.E.	H2M's Rep.	Alec Mittiga
Phone/E-Mail	973-325-4160/engineering@westorange.org	Phone/E-Mail	973-492-3309/amittiga@h2m.com

1. Applicability of Terms and Conditions.

1.1. Applicable to Scope of Services. The scope of services, pricing and schedules included with H2M's proposal are contingent upon the Client accepting the terms and conditions (**"Standard T&C"**) herein. Any changes hereto which affect H2M's rights, obligations, or risk exposure shall entitle H2M to make appropriate adjustments to its pricing and proposal.

1.2. Applicable to Preliminary Services. These Standard T&C shall also apply to any services H2M performs prior to the Parties executing a written Contract. In such circumstances, Client's direction to H2M to render services shall constitute acceptance of these Standard T&C.

2. Authority of Signers and Parties.

2.1. Authority to Contract. The individuals signing the Contract each warrant that s/he is empowered to sign on behalf of and bind the indicated Party to these Standard T&C and all other components of the Contract.

2.2. Authority for Project. Client warrants that it has any authority and permission required from Owner to engage H2M in the Services concerning the Site, and to grant H2M physical access to the Site as needed to perform the Services.

3. Contractual Obligations

3.1. Designated Representative. Each Party shall designate a "Representative" in writing above. Each Representative shall have the authority to transmit and receive instructions and other information, and to render interpretations and decisions concerning the Project and Contract on behalf of the Party s/he represents. Each Party is entitled to rely on communications from the other Party's Representative as authoritative. Each Representative shall issue decisions, interpretations and communications promptly as to avoid unreasonable delays in delivery of the Services.

3.2. Commencement. H2M is not obligated to commence or continue rendering any Services until both Parties have signed the Contract and Client has paid any required Fee advance specified in the proposal.

3.3. Performance Standards. Each Party shall exercise its rights and perform its obligations in a reasonable and non-negligent manner. H2M shall perform its Services within the Standard of Professional Care. Client shall pay compensation for all Services so rendered. H2M makes nor implies any other warranties or guarantees, herein or otherwise, concerning the Services or the outcome of the Project.

3.4. "Standard of Professional Care" means the standard of care and skill recognized by law to apply to licensed professionals practicing the same profession, under the same circumstances, at the same time and location, as the Services rendered by H2M. Nothing in any part of the Contract is intended, nor shall anything be so interpreted as, to elevate the Standard of Professional Care beyond the definition included here.

3.5. Document Ownership. All information (including but not limited to drawings and specifications) developed by H2M are instruments of service only, and not products produced for sale nor works made for hire. H2M reserves all of its copyright, ownership and other rights with respect to such information. Client shall not modify and shall not apply such information outside of the Project or for any purposes other than that for which it was created. Client shall defend and indemnify H2M against any claims, liabilities and costs associated with such unauthorized treatment of the information. Client may reuse the information for authorized purposes only with advance written consent from H2M that details the scope of, additional compensation for, and appropriate protections associated with such reuse.

3.6. Site Access. Client guarantees full and free H2M access to the Site and shall cooperate with H2M in gaining access to any other real property required for the performance of the Services.

3.7. Preliminary Information. Client shall provide to H2M in writing any pertinent information it possesses that might affect the Project requirements (including but not limited to design objectives and constraints, budgetary limitations, surveys, related reports and studies, environmental, geotechnical, and soil data, preliminary designs, etc.). H2M is entitled to rely on the accuracy of all information that the Client provides. H2M shall not be required to verify any such information, unless such task and information is specifically listed in the Scope of Services.

3.8. Hazardous Materials. Client warrants that to the best of its knowledge there are no constituents of concern on or adjacent to the Site, other than those previously disclosed in writing to H2M. Nothing in this Contract shall be interpreted to give H2M responsibility for the current existence or introduction (including by, but not limited to, dispersal, discharge, escape, release, or saturation, either sudden or gradual) to the Site of any hazardous materials (including but not limited to smoke, vapors, soot, fumes, acids, alkalis, toxic chemicals, liquids, or gases) by anyone other than H2M. Client shall therefore hold H2M harmless as to all such matters.

3.9. Claims Assistance. H2M shall be entitled to hourly compensation as Additional Services for all time spent analyzing, preparing, testifying, and otherwise assisting Client to pursue or defend claims and disputes to which H2M is not a named plaintiff or defendant.

4. Payment Terms

4.1. Fees. The "**Fees**" are the component of compensation to be paid by Client to H2M for its effort in providing the Services. The Fees pertaining to this Contract, are set forth in the proposal, and any Amendments to the Contract. Additional services, when required will be invoiced at hourly rates of compensation or a negotiated lump sum, plus reimbursable expenses.

4.2. Reimbursable Expenses. The **"Expenses"** are the costs H2M incurs in rendering the Services which are to be reimbursed by Client. Expenses authorized by this Contract include but are not limited to:

4.2.1. Transportation, lodging and subsistence incidental to the project, courier charges, reproduction, renderings or models, specialty field equipment and fees paid for securing approval of authorities having jurisdiction over the project;

4.2.2. Sub-contractor expenses, plus a ten (10) percent mark-up to compensate H2M for its handling and administration costs;

4.2.2. Any other expenses set forth in the proposal.

4.3. Taxes. The amount of any sales, excise, value added, gross receipts or any other type of tax that may be imposed by any taxing entity or authority shall be paid by Client in addition to the Fees and Expenses.

4.4. Invoices. H2M shall provide invoices to Client for all Fees and Expenses due under this Contract. Payment of invoices shall not be contingent upon the action of any third party. Client shall pay each invoice within thirty (30) days of the invoice date.

4.5. Interest on Past Due Amounts. Invoices, Fees, and Expenses will be past due as of the thirty first (31st) day following the date of the invoice. All past due amounts shall accrue interest at the maximum rate permissible by law until the date upon which they are finally paid.

4.6. Required Fee Advance. As security against the risks and costs of mobilizing to commence performing the Services, H2M may require a Fee advance. Any such Fee advance will be specified in the proposal. The fee advance will be deposited upon receipt and booked as an outstanding credit against accounts receivable from the Client. The Fee advance will be applied to Client's final invoice.

5. Project Risk Management

5.1. Mutual Waiver. Except as otherwise specifically provided for in these T&C, neither Party shall hold the other responsible for any consequential damages, nor any damages other than direct damages.

5.2. Mutual Indemnification. Subject to the applicable concepts of contributory and comparative fault, and in addition to any other compensation provided by law or this Contract, each Party shall indemnify the other Party's **"Indemnitees"** (the Party, its owners, directors, officers, employees and volunteers) against third-party claims and liabilities (including the reasonable costs of defending such claims) for death, bodily-injury, and property damage, but only to the extent such have been caused by the negligence of the indemnifying Party (including its owners, directors, officers, employees, volunteers, and those contractors for whom it is legally responsible), and not to the extent such are caused by any other means (including but not limited to the negligence of the Indemnitees themselves).

5.3. Insurance Coverage. H2M shall maintain the following insurance coverage while performing the Services. Upon request, H2M will provide a Certificate of Insurance to Client as Certificate Holder reflecting such coverage.

5.3.1. Workers' Compensation and Disability coverages with limits at least in the amount required by law.

5.3.2. Employers' Liability coverage with policy limits not less than one million dollars ($1,000,000) each accident, one million dollars ($1,000,000) each employee, and one million dollars ($1,000,000) policy limit.

5.3.3. Automobile Liability coverage for H2M owned and non-owned vehicles utilized in performance of its Contract obligations, meeting statutorily required coverage, and with policy limits not less than one million dollars ($1,000,000) each accident for bodily injury, death of any person and property damage.

5.3.4. Commercial General Liability coverage with policy limits of not less than one million dollars ($1,000,000) each occurrence and two million dollars ($2,000,000) in the aggregate for bodily injury and property damage.

5.3.5. Professional Liability coverage for negligent acts, errors and omissions in the performance of professional services with policy limits of not less than one million dollars ($1,000,000) per claim and one million dollars ($1,000,000) in the aggregate.

5.3.6. Pollution Liability coverage with policy limits of not less than one million dollars ($1,000,000) per claim and one million dollars ($1,000,000) in the aggregate, whenever such would apply to H2M's Services.

5.4. Additional Insured Coverage. Client shall be covered as Additional Insured under the terms of H2M's Commercial General Liability policy.

5.5. LIMITATION OF H2M LIABILITY. H2M's AGGREGATE LIABILITY FOR ALL CLAIMS ARISING FROM AND/OR RELATED TO THIS CONTRACT, THE SERVICES, THE PROJECT, AND/OR THE SITE, SHALL BE LIMITED TO THE GREATER OF THE AMOUNT OF FEES PAID UNDER THIS CONTRACT OR FIFTY THOUSAND DOLLARS ($50,000.00).

6. Dispute Resolution

6.1. Notice of Claim or Dispute. An aggrieved Party shall give the other Party written notice of any claim or dispute arising from the Project, the Services, or this Contract. The Parties shall endeavor in good faith to resolve such matters fairly and amicably through negotiation. If the matter has not been resolved by negotiation within thirty (30) days of receipt of such written notice, either Party may demand mediation of the matter.

6.2. Mediation. Unless the Parties agree to other rules, any mediation shall be conducted under the auspices of the American Arbitration Association (AAA), pursuant to its Construction industry mediation rules. Each Party shall bear its own mediation costs (except as specified in the rules, and except that the AAA fees, mediator fees, and if agreed the venue fees, shall all be borne equally by the Parties). Except as otherwise specifically permitted herein, a prospective plaintiff Party may not file an action before giving the other Party ten (10) day's written notice and opportunity to demand mediation. Such notice, and a good faith effort in any mediation timely demanded, shall be a condition precedent to the prospective plaintiff Party commencing litigation.

6.3. Waiver of Jury Trial. The Parties hereby waive any and all rights to a trial by jury in any litigation pertaining to the Services or this Contract.

6.4. Certificate of Merit. As a condition precedent to filing any pleading containing a cause of action based on professional liability, Client must include a sworn Certificate of Merit from a similarly licensed professional explaining the applicable Standard of Professional Care and alleging the specific acts or omissions by which H2M violated the Standard.

6.5. Suspension of Services. Upon ten (10) days written notice, H2M may suspend delivery of the Services until any past due invoice is paid. Client shall hold H2M harmless for the impact of any such suspension.

6.6. Collection Efforts. Upon ten (10) days additional written notice, H2M may refer any past due invoice to inside or outside counsel for collection. H2M is entitled to reimbursement by Client for the time and cost involved in such collection efforts.

6.7. Liquidated Damages. Since the actual costs that H2M will suffer in such collection efforts is difficult to ascertain, the Parties agree that Client will pay H2M the following amounts as liquidated damages for such costs: two hundred dollars ($200.00) when H2M refers a past due invoice for collection; plus either an additional six hundred dollars ($600.00) when a collection action is filed in small claims court, or an additional two thousand dollars ($2,000.00) when a collection action is filed in any other court. These liquidated damages are H2M's only remedy to recover such costs of collection.

6.8. Payment Disputes. H2M's collection efforts are not subject to the mediation requirements set forth above. In disputing any invoice, Client shall adhere to the Mediation and Certificate of Merit requirements set forth above.

6.9. Project Suspension. Upon seven (7) days' written notice to H2M, Client may suspend the Project for any reason. If the aggregate number of Project suspension days exceeds sixty (60) days, such will constitute cause for termination.

6.10. Termination. Either Party may terminate this Contract for cause if the other Party substantially fails to perform its obligations or otherwise breaches a material term of this Contract. Such termination will only be effective upon seven (7) days' written notice and opportunity to cure. This Contract may also be terminated by the Client without cause by providing H2M thirty (30) days written notice. If this Contract is terminated H2M shall be entitled to invoice and to be paid for any Services performed prior to the termination. Notwithstanding any other provisions of the Contract, if H2M terminates this Contract for cause, in addition to any direct damages for breach of contract, it shall be entitled to recover from Client any expenses demonstrably attributable to termination

7. Definitions *(additional definitions indicated by quotes in context).*

7.1. "Client" means the person/entity for which H2M is obliged to perform the Scope of Services set forth in the Contract (and/or for which H2M performs services described in 1.2. above). Client and H2M are each individually a "**Party**" and are collectively the **"Parties"** to the Contract.

7.2. "H2M" means the entity appropriately authorized to offer and render the services contained in the proposal and Contract. Specifically H2M Associates, Inc.; H2M Architects & Engineers, Inc.; or H2M Architects, Engineers, Land Surveying and Landscape Architecture, D.P.C. (d/b/a H2M architects + engineers), as appropriate. No proposal is intended as, and none should be interpreted to be, an offer to provide any services in any location where H2M is not authorized to provide such services.

7.3. "Contract" means the written agreement by which H2M is obligated to perform services for the Client, and includes all components specified in the proposal or otherwise incorporated by written reference.

7.4. "Services" means those services H2M is required by the Contract to perform for the Client, as such are reflected in the agreed **"Scope of Services"** set forth in the proposal and any amendments thereto agreed by the Parties in writing.

7.5. "Project" means the Client's overall endeavor at the Site, of which H2M's Scope of Services is a component.

7.6. "Site" means the real property to which the Project pertains, or where components of the Project are being built or disposed.

7.7. "Owner" means the owner(s) of the Site, whether or not such owner is also the Client.

7.8. "Contractor" means any person or entity (including the employees and subcontractors at every level thereof), other than H2M (including H2M's own employees and subconsultants), that provides materials and/or services for the Client relating to the Project or the Site. Any licensed professional or firm engaged by a Contractor, or by the Client directly (rather than as a subconsultant to H2M) is also a Contractor.

7.9. "Contractor Activity" means every activity performed by a Contractor that is in any way related to furthering the Project or otherwise performed on the Site, regardless of whether such activity is required by contract. Contractor Activity also includes a Contractor's failure to perform any activity required by law or contract.

8. General Terms

8.1. Headings. Paragraph numbering and headings are for navigational purposes only and shall be given no weight in construing the terms and conditions of this Contract.

8.2. Integration. This Contract, the components of which are specified in the proposal, represents the entire and integrated agreement between Client and H2M. This Contract supersedes all prior representations, negotiations, and agreements, written or otherwise. In the event of any conflict between other Contract terms and these T&C, these T&C shall govern, unless the conflicting term specifically states that it is superior in precedence to this these T&C.

8.3. Severability. If any term or condition in this Contract is found to be unenforceable, the enforceable remainder shall be valid and binding upon the Parties. No waiver of any term or condition shall be construed to be a waiver of any subsequent breach.

8.4. Amendment. Any modification or addition to this Contract shall not be enforceable unless agreed upon in writing.

8.5. Delegation. Any delegation of a Party's right or obligation under this Contract shall be void unless made pursuant to advance written consent from the other Party.

8.6. Force Majeure. Neither Party shall be responsible for damages or delay caused by extraordinary events that are beyond its reasonable control and due care (as nonexclusive examples, war, terrorism, and natural disasters).

8.7. Choice of Law. The Standard of Professional Care applicable to the Services shall be supplied by the law of the state in which the Site is located. The remainder of this Contract shall be governed by the laws of the State of New York when the Site is located in New York, or by the laws of the State of New Jersey for all other Projects.

8.8. Choice of Forum. The Parties agree that the courts of New York State shall have jurisdiction over the Parties and their disputes arising under or related to this Contract as it pertains to any Site in New York State, and consent to the jurisdiction of said courts. Any New York litigation arising under or related to this Contract shall be filed in a court located in Nassau County, New York, or any New York county in which H2M maintains a permanent office at the time such litigation is commenced. The Parties agree that the courts of New Jersey shall have jurisdiction over the Parties and their disputes arising under or related to this Contract as it pertains to any Site outside New York State, and consent to the jurisdiction of said courts. Any non-New York litigation arising under or related to this Contract shall be filed in a court located in Morris County, New Jersey, or any New Jersey county in which H2M maintains a permanent office at the time such litigation is commenced.

9. Construction-Related Terms

9.1. Construction and Site Safety. Client represents that it is the Owner of the Site, or has the Owner's permission to control the Site. Nothing in this Contract or otherwise shall be interpreted to give H2M responsibility for safety upon the Site, nor for any means, methods, techniques, sequences, or procedures used, or failed to be used, in any Contractor Activity or other activity on the Project or Site (including, but not limited to shoring, bracing, scaffolding, underpinning, excavating, temporary retaining, erecting, staging, etc.). H2M employees shall comply with Site safety programs, when applicable.

9.2. Contractor's Insurance. Client is responsible for determining and demanding Contractor insurance that sufficiently protects Client. Additionally, to protect H2M, the Client shall cause any Contractor to procure, prior to commencing any Contractor Activity, at least the following insurance coverage, which must remain in force during all such activity and its associated guarantee:

9.2.1. Workers' Compensation and Disability coverages with limits at least in the amount required by law.

9.2.2. Employers' Liability coverage with policy limits not less than one million dollars ($1,000,000) each accident, one million dollars ($1,000,000) each employee, and one million dollars ($1,000,000) policy limit.

9.2.3. Automobile Liability coverage for Contractor owned and non-owned vehicles utilized in performance of the Contract Activity, meeting statutorily required coverage, and with policy limits not less than one million dollars ($1,000,000) each accident for bodily injury, death of any person and property damage.

9.2.4. Commercial General Liability coverage with policy limits of not less than one million dollars ($1,000,000) each occurrence and three million dollars ($3,000,000) in the aggregate for bodily injury and property damage, and which includes the following features:

9.2.4.a. Explosion, Collapse and Underground coverage, whenever such would apply to the Contractor Activity;

9.2.4.b. Pollution Liability coverage, whenever such would apply to the Contractor Activity;

9.2.4.c. Contractual Liability coverage sufficient to insure the indemnity required by 7.4. below; and

9.2.4.d. Additional Insured coverage for H2M, by endorsement using ISO Form CG 20 32 04 13, specifying each of the entities listed in 3.2. above, as well as all of their directors, officers and employees.

9.2.5. Professional Liability coverage, whenever such would apply to the Contractor Activity, for negligent acts, errors and omissions in the performance of professional services with policy limits of not less than one million dollars ($1,000,000) per claim and one million dollars ($1,000,000) in the aggregate.

9.3. Contractor's Indemnity. Client shall require each of its Contractors to agree, via a written contract executed prior to commencing any Contractor Activity, to defend and indemnify the Client and the **"H2M Indemnitees"** (including each of the entities listed in 3.2. above, as well as all of their directors, officers, employees, consultants and agents) against all claims, liabilities and costs arising, or alleged to arise, from the negligence of the Contractor (including its owners, directors, employees, contractors and any others for whom the Contractor is legally responsible) in its Contractor Activity or any of its other activities concerning the Project or Site. This obligation does not apply to such claims, liabilities and costs that are caused by the sole negligence of the H2M Indemnitee itself.

9.4. Cost Opinions. Any opinion of cost that H2M prepares is merely an estimate supplied for the Client's general guidance. H2M has no control over variations in market conditions, suppliers' or contractors' bidding strategies, nor the impacts that these and other variables have on the actual cost of labor and materials. Therefore, H2M cannot guarantee the level of accuracy of any such estimates. If greater accuracy is required, the Client shall separately engage an independent cost estimator.

9.5. Bid Process. If H2M is to participate in Contractor bid process, Client shall provide H2M with standard bid documents required and advertise for proposals from bidders, open the proposals at the appointed time and place and pay costs incident thereto. The Client shall hold all required special meetings, serve all required public and private notices, receive and act upon all protests and fulfill all requirements necessary in the development of the contracts and pay all costs including application and permit fees incident thereto.

9.6. Construction Observation Services. If the Services include H2M providing construction observation services, H2M shall provide such services over a period defined in, and on a frequency defined in the proposal. Regardless of the required frequency, H2M shall observe the Contractors' work only for general conformance with the plans and specifications. Such Services do not include any obligation to review any Contractors' construction means, methods, techniques, sequences or procedures, or any safety precautions and programs in connection with the Project or Site. H2M is not responsible for any Contractors' failure to carry out its work in accordance with the construction contracts. If the construction schedule is extended for any reason (except due to H2M's own negligence) H2M shall be entitled to payment for its extended effort as additional services pursuant to 4.1. above, regardless of whether Client seeks reimbursement from the responsible party.

Accepted and Agreed

Client	Township of West Orange, New Jersey	H2M	H2M Associates, Inc.
Signature		Signature	
By: Name		By: Name	Charles A. Martello, P.E., LSRP
Title		Title	Senior Vice President
Date		Date	

Municipal
2025 B Hourly Rate Schedule

Classification	Rate	Classification	Rate
ADMINISTRATIVE SUPPORT PROFESSIONAL	$ 99.00	PROJECT PLANNER 1	$ 139.00
ARCHITECTURAL TECHNICIAN 1	$ 66.00	PROJECT PLANNER 2	$ 160.00
ASSISTANT DEPARTMENT MANAGER - COATINGS	$ 143.00	PROJECT SCIENTIST 1	$ 138.00
ASSISTANT DEPARTMENT MANAGER - ENG	$ 241.00	PROJECT SCIENTIST 2	$ 148.00
ASSISTANT DEPARTMENT MANAGER - SCI	$ 187.00	PROJECT SURVEYOR 1	$ 132.00
ASSISTANT DEPARTMENT MANAGER - SURVEY	$ 230.00	PROJECT SURVEYOR 2	$ 146.00
ASSISTANT STUDIO DIRECTOR	$ 236.00	REGIONAL OFFICE DIRECTOR	$ 247.00
ASSISTANT TO THE COO	$ 120.00	RESIDENT ENGINEER	$ 230.00
BIM / CAD COMPLIANCE MANAGER	$ 187.00	SR. ADMINISTRATIVE SUPPORT PROFESSIONAL	$ 126.00
BIM / CAD SPECIALIST 1	$ 120.00	SR. ARCHITECT 1	$ 197.00
BUSINESS DEVELOPMENT SPECIALIST	$ 187.00	SR. ARCHITECT 2	$ 219.00
CAD / BIM PROGRAM MANAGER	$ 148.00	SR. ARCHITECT 3	$ 241.00
CADD TECHNICIAN 2	$ 115.00	SR. BIM/CAD SPECIALIST 1	$ 126.00
CHIEF EXECUTIVE/OPERATING OFFICER	$ 247.00	SR. CADD TECHNICIAN 1	$ 121.00
COATINGS OBSERVER 1	$ 116.00	SR. CADD TECHNICIAN 2	$ 138.00
COATINGS OBSERVER 2	$ 138.00	SR. COATINGS OBSERVER 1	$ 170.00
CONSTRUCTION ADMINISTRATOR	$ 170.00	SR. COATINGS OBSERVER 2	$ 181.00
CONSTRUCTION OBSERVER 1	$ 121.00	SR. CONSTRUCTION OBSERVER 1	$ 181.00
CONSTRUCTION OBSERVER 2	$ 138.00	SR. CONSTRUCTION OBSERVER 2	$ 197.00
CONSTRUCTION OBSERVER 3	$ 153.00	SR. DESIGNER 1 - ARCH	$ 175.00
DEPARTMENT MANAGER - COATINGS	$ 247.00	SR. DESIGNER 1 - ENG	$ 175.00
DEPARTMENT MANAGER - SCI	$ 247.00	SR. DESIGNER 2 - ARCH	$ 192.00
DEPARTMENT MANAGER - SURVEY	$ 247.00	SR. DESIGNER 2 - ENG	$ 203.00
DEPARTMENT MANAGER- ENG	$ 247.00	SR. DISCIPLINE ENGINEER	$ 247.00
DEPUTY DISCIPLINE DIRECTOR	$ 247.00	SR. DISCIPLINE SCIENTIST	$ 214.00
DEPUTY DIVISION DIRECTOR	$ 247.00	SR. ENVIRONMENTAL PLANNER 1	$ 224.00
DEPUTY MARKET DIRECTOR	$ 247.00	SR. ENVIRONMENTAL PLANNER 2	$ 229.00
DIRECTOR GIS SERVICES	$ 247.00	SR. ENVIRONMENTAL SCIENTIST 1	$ 197.00
DIRECTOR OF CORPORATE QA/QC	$ 247.00	SR. ENVIRONMENTAL SCIENTIST 2	$ 230.00
DIRECTOR OF OPERATIONS	$ 247.00	SR. GIS SPECIALIST 1	$ 156.00
DIRECTOR OF PLANNING	$ 247.00	SR. INTERIOR DESIGNER 1	$ 192.00
DIRECTOR OF ENGINEERING	$ 247.00	SR. LANDSCAPE ARCHITECT	$ 219.00
DISCIPLINE DIRECTOR	$ 247.00	SR. PROJECT ARCHITECT 1	$ 187.00
DISCIPLINE ENGINEER	$ 230.00	SR. PROJECT ARCHITECT 2	$ 197.00
DISCIPLINE QA/QC AND PRODUCTION MANAGER	$ 247.00	SR. PROJECT CONTROLS SPECIALIST 1	$ 197.00
DOCUMENT CONTROL MANAGER	$ 126.00	SR. PROJECT CONTROLS SPECIALIST 2	$ 208.00
ENGINEERING TECHNICIAN 1	$ 121.00	SR. PROJECT DESIGNER 1	$ 181.00
ENVIRONMENTAL TECHNICIAN 1	$ 83.00	SR. PROJECT DESIGNER 2	$ 187.00
FIELD SUPERVISOR - COATINGS	$ 175.00	SR. PROJECT DOCUMENT CONTROL SPECIALIST	$ 132.00
FIRE INVESTIGATOR	$ 181.00	SR. PROJECT ENGINEER 1	$ 208.00
FORENSIC MARKET STRATEGIST	$ 225.00	SR. PROJECT ENGINEER 2	$ 219.00
GIS SPECIALIST 2	$ 156.00	SR. PROJECT ENTITLEMENT SPECIALIST 2	$ 247.00
HEALTH AND SAFETY SPECIALIST 1	$ 126.00	SR. PROJECT INTERIOR DESIGNER 1	$ 156.00
LEADERSHIP DEVELOPMENT SPECIALIST	$ 247.00	SR. PROJECT PLANNER 1	$ 175.00
MANAGER OF CONSTRUCTION OBSERVATION - MELVILLE	$ 187.00	SR. PROJECT SCIENTIST 1	$ 170.00
MARKET DIRECTOR	$ 247.00	SR. PROJECT SCIENTIST 2	$ 187.00
MARKET SPECIALIST	$ 247.00	SR. PROJECT SURVEYOR 1	$ 165.00
MGR OF CONST OBSERVATION	$ 208.00	SR. PROJECT SURVEYOR 2	$ 197.00
OFFICE DIRECTOR	$ 247.00	SR. SITE PLANNER	$ 247.00
PLANT OPERATIONS & COMPLIANCE MANAGER	$ 238.00	SR. WATER PLANT OPERATOR	$ 247.00
PRACTICE LEADER - ARCH	$ 247.00	STAFF DESIGNER 1	$ 121.00
PRACTICE LEADER - ENG	$ 247.00	STAFF DESIGNER 2	$ 126.00
PRACTICE LEADER - LA	$ 247.00	STAFF DESIGNER 3	$ 132.00
PRACTICE LEADER - PLAN	$ 247.00	STAFF ENGINEER 1	$ 126.00
PRACTICE LEADER - SCI	$ 247.00	STAFF ENGINEER 2	$ 143.00
PRACTICE LEADER - SURVEY	$ 247.00	STAFF ENVIRONMENTAL PLANNER 1	$ 88.00
PROJECT ARCHITECT 1	$ 153.00	STAFF ENVIRONMENTAL PLANNER 2	$ 110.00
PROJECT ARCHITECT 2	$ 165.00	STAFF GIS SPECIALIST 1	$ 104.00
PROJECT ARCHITECT 3	$ 170.00	STAFF HYDOGEOLOGIST 1	$ 121.00
PROJECT BIM/CAD ENGINEER 1	$ 151.00	STAFF PERMITTING SPC 2	$ 121.00
PROJECT CONTROLS SPECIALIST 1	$ 138.00	STAFF PLANNER 1	$ 94.00
PROJECT CONTROLS SPECIALIST 2	$ 160.00	STAFF PLANNER 2	$ 116.00
PROJECT DESIGNER 1 - ARCH/ENG	$ 143.00	STAFF SCIENTIST 1	$ 110.00
PROJECT DESIGNER 2 - ARCH	$ 160.00	STAFF SCIENTIST 2	$ 121.00
PROJECT DOCUMENT CONTROL COORDINATOR	$ 110.00	STAFF SURVEYOR 1	$ 94.00
PROJECT ENGINEER 1	$ 160.00	STAFF SURVEYOR 2	$ 110.00
PROJECT ENGINEER 2	$ 181.00	STUDENT INTERN	$ 72.00
PROJECT ENVIRONMENTAL PLANNER 1	$ 116.00	STUDIO DIRECTOR	$ 247.00
PROJECT ENVIRONMENTAL PLANNER 2	$ 138.00	SURVEY TECHNICIAN 1	$ 72.00
PROJECT INTERIOR DESIGNER 1	$ 132.00	TANK ASSET MANAGER	$ 132.00
PROJECT INTERIOR DESIGNER 2	$ 143.00	TECHNICAL ADVISOR - ENG	$ 247.00
PROJECT LANDSCAPE ARCHITECT 1	$ 132.00		$ 12,001.00
PROJECT LANDSCAPE ARCHITECT 2	$ 148.00		

1. Rates updated annually in January.
2. When employees are part of the survey crew working on projects where we are required to pay Prevailing Wage Rates, these rates don't apply. Different rates will be provided in these circumstances.

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name:	H2M ARCHITECTS & ENGINEERS, INC.
Trade Name:	
Address:	119 CHERRY HILL RD STE 200 PARSIPPANY, NJ 07054
Certificate Number:	1208276
Effective Date:	May 28, 2002
Date of Issuance:	September 01, 2010

For Office Use Only:

20100901143703285

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 12/26/2023

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 Greyling Ins. Brokerage/EPIC 3780 Mansell Rd. Ste. 370 Alpharetta GA 30022	CONTACT NAME: Rebecca Egan PHONE (A/C, No, Ext): 770-552-225 FAX (A/C, No): E-MAIL ADDRESS: greylingcerts@greyling.com
INSURED H2MARCH H2M Architects + Engineers 538 Broad Hollow Road Melville, NY 11747	INSURER(S) AFFORDING COVERAGE — NAIC # INSURER A : Markel American Insurance Company — 28932 INSURER B : Hartford Underwriters Insurance Company — 30104 INSURER C : Sentinel Insurance Company, Ltd. — 11000 INSURER D : Hartford Casualty Insurance Company — 29424 INSURER E : INSURER F :

COVERAGES **CERTIFICATE NUMBER: 1072411515** **REVISION NUMBER: 24-25**

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	
B	X COMMERCIAL GENERAL LIABILITY CLAIMS-MADE X OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: POLICY X PRO-JECT X LOC OTHER:			20UUGAU9233	1/1/2024	1/1/2025	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG	$ 1,000,000 $ 1,000,000 $ 10,000 $ 1,000,000 $ 2,000,000 $ 2,000,000
C	AUTOMOBILE LIABILITY X ANY AUTO OWNED AUTOS ONLY X HIRED AUTOS ONLY SCHEDULED AUTOS X NON-OWNED AUTOS ONLY			20UEGAU7896	1/1/2024	1/1/2025	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)	$ 1,000,000 $ $ $
D	X UMBRELLA LIAB X OCCUR EXCESS LIAB CLAIMS-MADE DED X RETENTION $ 10,000			20XHGYH2145	1/1/2024	1/1/2025	EACH OCCURRENCE AGGREGATE	$ 5,000,000 $ 5,000,000
D	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANYPROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) Y/N: N If yes, describe under DESCRIPTION OF OPERATIONS below	N/A		20WBGAT3285	1/1/2024	1/1/2025	X PER STATUTE OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	 $ 1,000,000 $ 1,000,000 $ 1,000,000
A	Professional Liability			MKLM7PL0002521	1/1/2024	1/1/2025	Per Claim Aggregate	5,000,000 5,000,000

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

CERTIFICATE HOLDER

For Proposal Purposes, only

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

Gregg Bachtel

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Consulting & Municipal ENGINEERS

1460 Route 9 South
Howell, NJ 07731
732.462.7400
www.cmeusa1.com

November 29, 2024

Via Electronic (Engineering@westorange.org) & 1st Class Mail

Township of West Orange
Department of Public Works
25 Lakeside Avenue
West Orange, NJ 07052

Attn: Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Municipal Engineer

Re: Professional Engineering & Surveying Services
MA 2025 NJDOT Municipal Aid Program
Helen Avenue, Lawrence Avenue, Florence Place and
Lowell Avenue Improvements Project
West Orange, Essex County, New Jersey
Proposal No.: 2024-215

Dear Ms. Carballo:

We are pleased to submit our proposal for professional land surveying and engineering services for the MA FY 2025 NJDOT Municipal Aid Program. Based on our review of the RFP provided to our office, the improvements will include the following:

- Proposed roadway profiles to match existing grades;
- Roadway improvements including curb, sidewalk, aprons, pavement milling and resurfacing, pavement striping, new traffic signs and shade trees;
- Curb ramp plans and details as necessary;
- Drainage structure repairs with new frames, grates and curb pieces as necessary;
- New manhole castings, frames and covers as necessary. Repair existing manholes as necessary;
- Pavement milling and pavement resurfacing;
- Pavement striping; and,
- New traffic signs as necessary.

With this being said, our office anticipates the following scope of work:

1. Topographic Survey and Base Mapping

Work in this phase will include preparation of base mapping for use in the design of the construction plans. Our survey work will include detailed field survey information of the included roadways including establishing 1 foot contours in NAVD 88 datum. The field survey will locate all existing visible surface features such as curb, sidewalk, trees, mailboxes, street signs, shrubs, pavement markings, utility poles, street lights, hedges, fences, landscaped areas, drainage leader connections and driveways within the street right-of-way. We will also provide location of utilities, as listed below, where necessary and items within the project limits and 10' behind curbs. This information will be utilized as the base map for the project construction plans. Approximate property lines will be established utilizing located property markers and tax map information. The specific scope of services will include the following:

a. Coordinate utility mark-outs;

b. Establish centerlines of existing streets;

c. Topographic survey of all trees, shrubs, walls, driveways, walks, steps, curb ramps and other existing features within the ROW and farther where necessary to the proposed improvements;

d. Right of way will be shown from available Township Tax Map information;

e. Topographic Survey including additional topography behind the curb and sidewalk of the roadways and at road intersections;

f. Top and Bottom of curb elevations, storm inlets with inverts and pipe sizes, sanitary manholes with rim elevations, and any other utilities visible on the roadways will need to be located;

g. Establish horizontal control based on North American Datum 1983 (New Jersey State Plane Coordinate System-NAD 83) and North American Vertical Datum 1988 (NAVD 88);

h. Benchmark(s) to be set on site for future use; and,

i. Prepare an Existing conditions/Survey Control plan.

2. Civil Engineering Services

The work in this phase will involve but not be limited of the following:

a. Coordinate with the West Orange Traffic Bureau for the preparation of traffic control and detour plans;

b. Prepare Construction Plans consisting of the following:

1. Cover Sheet
2. Existing Conditions/Survey Control Plan

3. Demolition Plan
4. Construction Plans
5. Grading and Utility plan
6. ADA compliant curb ramp plans
7. Pavement striping
8. New traffic signs as necessary
9. Soil Erosion and Sediment Control Plans and Details
10. Reset drainage structures, manhole castings, frames and covers as necessary.
11. Construction Details

c. Prepare contract documents and specifications required for public bid in accordance with the New Jersey Local Public Contracts Law. Detailed specifications will be provided for the items to be included in the contract. Twenty (20) sets of contract documents including AutoCAD and PDF files will be provided.

d. Attend one (1) meeting with Township Officials for Preliminary Design.

Summary of Fee Estimates

We will provide the necessary engineering services as described above based upon the following lump sum fee amounts:

- **Phase I – Surveying and Base Map Phase $30,000.00**
- **Phase II – Design Phase $28,000.00**

Total Lump Sum Fee $58,000.00

We anticipate completing the contract documents in three months from the time of authorization.

As requested, we have also included a separate fee for construction administration phase services as follows:

Construction Administration Phase Services

Our office will provide construction management of the roadway improvements for the anticipated contract time including the following services:

1. Coordinate and attend pre-construction meeting;
2. Coordinate with the contractor to ensure compliance with the final contract documents;
3. Provide assistance with interpretation of contract documents;

4. Review shop drawings;
5. Provide construction observation services;
6. Prepare progress pay estimates;
7. Prepare punch lists required to be addressed by the contractor prior to close out;
8. Obtain quotes for pavement cores as required by the NJDOT;
9. Prepare final pay estimate and close out change order; and,
10. Coordinate with the Township and NJDOT Local Aid offices for reimbursement of the grant funding.

Total Lump Sum Fee $36,000.00

Exceptions:

- Construction Stake Out is not included in this scope of services. Should same be required, our office requests the opportunity to provide a fee for same.

- Any work not specified as listed in the above phases shall be considered additional services and will be invoiced at the time said work is authorized by the Township.

Should this fee estimate meet your approval, please provide our office with a professional services agreement or resolution as an indication of the work to proceed. In the meantime, should you have any questions concerning this matter, please do not hesitate to contact this office.

Very truly yours,

CME Associates

Trevor J. Taylor, PE, PP, CME
Senior Vice President

TT:pv

MUNICIPAL ENGINEERING SERVICES
GENERAL CONDITIONS AND HOURLY RATE SCHEDULE TO JANUARY 1, 2026

Program Manager	$214.00 Per Hour
Project Manager	$213.00 Per Hour
Senior Professional Engineer/Project Leader	$212.00 Per Hour
Professional Engineer, Environmental	$209.00 Per Hour
Assoc. Professional Engineer, Environmental	$208.00 Per Hour
Professional Engineer	$209.00 Per Hour
Project Engineer, Environmental	$207.00 Per Hour
Associate Professional Engineer	$208.00 Per Hour
Project Engineer/Senior Designer II	$207.00 Per Hour
Engineer/Senior Designer	$200.00 Per Hour
Associate Engineer/Designer	$195.00 Per Hour
Engineer, Environmental	$200.00 Per Hour
Associate Engineer, Environmental	$195.00 Per Hour
Senior Scientist	$215.00 Per Hour
Lead Scientist/Senior Geologist	$203.00 Per Hour
Scientist/Project Geologist	$180.00 Per Hour
Associate Scientist/Staff Geologist	$165.00 Per Hour
Environmental Technician	$147.00 Per Hour
Professional Surveyor	$203.00 Per Hour
Survey Manager	$183.00 Per Hour
Party Chief	$163.00 Per Hour
Robotic Total Station	$ 84.00 Per Hour
Survey Technician	$143.00 Per Hour
Chief Construction Manager	$207.00 Per Hour
Construction Manager	$181.00 Per Hour
Senior Construction Technician	$180.00 Per Hour
Construction Technician	$150.00 Per Hour
Associate Construction Technician	$143.00 Per Hour
Support Staff	$117.00 Per Hour
Drone Pilot	$159.00 Per Hour
Drone Technician	$ 86.00 Per Hour
CAD Technician	$166.00 Per Hour
Senior Landscape Architect	$205.00 Per Hour
Landscape Architect	$185.00 Per Hour
Certified Tree Expert	$167.00 Per Hour
Associate Landscape Designer	$149.00 Per Hour
Principal Planner	$212.00 Per Hour
Professional Planner	$211.00 Per Hour
Senior Planner	$192.00 Per Hour
Planner	$188.00 Per Hour
Senior Leadership	$214.00 Per Hour
Executive Leadership	$225.00 Per Hour
Executive Leadership, Environmental	$229.00 Per Hour
Managing Partner	$242.00 Per Hour

Invoices - CME Associates (CME) will submit invoices to Client monthly and a final invoice upon completion of services. Payment is due upon presentation of invoice and is past due thirty days from invoice date. Client agrees to pay a finance charge of one and one-half percent per month, or the maximum rate allowed by law, on past due accounts. In the event that the invoice is not paid voluntarily and promptly, and must therefore be referred to an attorney or agency for collection, the Client agrees to pay a collection fee equal to the actual attorney or agency collection fee incurred by CME. Overtime rates are applicable after eight hours Monday through Friday, and all day

Saturday and Sunday, and charged at one and one-half times the quoted rate. Holidays are charged at two times the quoted rate. Expenses incurred for reproduction, postage handling, photographs and for services including subconsultants equipment and facilities not furnished by CME are charged to the Client at cost plus fifteen percent. Automobile travel may be charged at the current rate per mile allowed by the Internal Revenue Service.

Standard of Care - Services performed by CME under this Agreement will be conducted in a manner consistent with that level of care and skill ordinarily exercised by members of the profession currently practicing under similar conditions. NO OTHER WARRANTY, EXPRESSED OR IMPLIED, IS MADE.

Contaminated Material - It is understood that CME is not, and has no responsibility as a handler, generator, operator, treater or storer, transporter or disposer of hazardous or toxic substances found or identified at any site. Client shall undertake or arrange for, either directly or indirectly through other contractors, the handling, removal, treatment, storage, transportation and disposal of hazardous substances or constituents found or identified at any site.

Utilities - In the execution of the work, CME will take all reasonable precautions to avoid damage or injury to subterranean structures or utilities. The Client agrees to hold CME harmless for any damages to subterranean structures which are not called to CME's attention and/or not correctly shown on the plans furnished.

Right of Entry/Worksite - Client will provide for right of entry for CME personnel and equipment necessary to complete the work. While CME will take all reasonable precautions to minimize any damage to the property it is understood by Client that in the normal course of some damage may occur, the correction of which is not part of this agreement.

Client shall furnish or cause to be furnished to CME all documents and information known to Client that relate to the identity, location, quantity, nature or characteristics of any hazardous or toxic substances at, on or under the site. In addition, Client will furnish or cause to be furnished such other information on surface and subsurface site conditions required by CME for proper performance of its services. CME shall be entitled to rely on Client provided documents and information in performing the services required under this Agreement; however, CME assumes no responsibility or liability for their accuracy or completeness.

CME will not direct, supervise or control the work of contractors or their subcontractors. CME services will not include a review or evaluation of the contractor's (or subcontractor's) safety measures.

CME shall be responsible only for its activities and that of its employees on any site. Neither the professional activities nor the presence of CME or its employees or subcontractors on a site shall imply that CME controls the operations of others, nor shall this be construed to be an acceptance by CME of any responsibility for jobsite safety.

Indemnification - To the full extent permitted by law, Client shall indemnify, defend and hold harmless CME and its subcontractors, consultants, agents, officers, directors and employees (herein collectively referred to as Engineer) from and against all claims, damages, losses and expenses, whether direct, indirect or consequential, including but not limited to fees and charges of attorneys and court and arbitration costs, arising out of or resulting from the services of work of Engineer or any claims against Engineer arising from the acts, omissions of work of others, unless it is proven in a court of competent jurisdiction that the Engineer is guilty of negligence or willful misconduct in connection with the services and such negligence or willful misconduct was the sole cause of the damages, claims and liabilities.

Client agrees to indemnify and hold harmless Engineer from and against all claims, damages, losses and expenses, direct or indirect, and consequential damages, including but not limited to fees and charges of attorneys and court and arbitration costs, brought by any person or entity, or claims against Engineer which arise out of, are related to, or are based upon, the actual or threatened dispersal, discharge, escape, release or saturation or smoke, vapors, soot, fumes, acids, alkalis, toxic chemical, radioactive materials, liquids, gases or any other material, upon, in or into the surface or subsurface soil; water or watercourse; objects; or any tangible or intangible matter.

To the fullest extent permitted by law, such indemnification shall apply regardless of the fault, negligence, breach of warranty or contract or strict liability of Engineer. This indemnification shall not apply to claims, damages, losses or expenses which are determined by a court of competent jurisdiction to be the sole result of negligence or willful misconduct by the Engineer of obligations under this Agreement.

Limitations of Liability - CME'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, this Agreement from any cause or causes, including but not limited to CME's negligence, errors, omissions, strict liability, breach of contract or breach of warranty, shall not exceed the total contract amount for the services provided by CME or $50,000, whichever is less.

In no event shall CME be liable for consequential damages, including, without limitation, loss of use or loss of profits, incurred by Client or their subsidiaries or successors, regardless of whether such claim is based upon alleged breach of contract, willful misconduct, or negligent act or omission.

Professional services rendered for a Client shall be provided for that Client. The Client is responsible for the proper operation and use of the subject facilities and/or report and nothing herein shall provide any rights to any third party. The Client, in authorizing CME to proceed, acknowledges that the professional responsibility is limited.

Termination - This Agreement may be terminated by either party upon fourteen (14) days written notice in the event of substantial failure by the other party to perform in accordance with the terms hereof. Such termination shall not be effective if that substantial failure has been remedied before expiration of the period specified in the written notice. In the event of termination, CME shall be paid for services performed to the termination notice date plus reasonable termination expenses.

In the event of termination, or suspension for more than three (3) months, prior to completion of all work contemplated by this Agreement, CME may complete such analyses and records as are necessary to complete its files and may also complete a report on the services performed to the date of notice of termination or suspension. The expenses of termination or suspension shall include all direct costs of CME in completing such analyses, records and reports.

Assigns - The Client may not delegate, assign, sublet or transfer his duties or interests in this Agreement without the written consent of CME.

This agreement shall not create any rights or benefits to parties other than the Client and CME, except such other rights as may be specifically called for herein.

349-24
December 10, 2024

R E S O L U T I O N

WHEREAS, the Township of West Orange obtained the services of CME Associates of Monmouth Junction, New Jersey and Manal Baba, Licensed Site Remediation Professional (LSRP) and formerly of T&M of Middletown, New Jersey to provide professional services to remediate contaminated soil and groundwater at the Lindsley Avenue Bus Garage, 6 Lindsley Avenue, associated with a former leaking underground storage tank; and

WHEREAS, to comply with New Jersey's Site Remediation Reform Act and administrative and technical requirements for this site, additional professional remediation services are required; and

WHEREAS, to meet the requirements of New Jersey Department of Environmental Protection (NJDEP) groundwater sampling per the Monitored Natural Attenuation guidance; and

WHEREAS, the goal of this work is for the LSRP to address administrative and technical requirements for groundwater monitoring in accordance with NJDEP; and

WHEREAS, the firm of CME Associates prepared a proposal dated November 25, 2024 to provide groundwater sampling and LSRP Services at the former DPW garage at 6 Lindsley Avenue for a fee not to exceed $112,700.00; and

WHEREAS, CME Associates responded to the Township's 2024 Request for Professional Qualifications; and

WHEREAS, the Municipal Engineer finds the proposal acceptable; and

WHEREAS, sufficient funds exist for this work; and

WHEREAS, the Township Council concurs in the foregoing

NOW THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange that a Professional Services contract be awarded to CME Associates, 3759 Highway 1 South, Suite 100, Monmouth Junction, New Jersey 08852, Manal Baba, LSRP, to provide professional services associated with the groundwater monitoring and LSRP services at the former DPW garage at

6 Lindsley Avenue for compliance with NJDEP in accordance with their proposal dated November 25, 2024 for a fee not to exceed $112,700.00.

Karen J. Carnevale, RMC, Municipal Clerk

Bill Rutherford, Council President

Adopted: December 10, 2024

I certify funds are available from:

Account Number
03-2662-21-0100-010
Downtown Redevelopment
$112,700.00

John C. Ditinyak, Chief Financial Officer

349-24

JOHN H. ALLGAIR, PE, PP, LS (1983-2001)
DAVID J. SAMUEL, PE, PP, CME
JOHN J. STEFANI, PE, LS, PP, CME
JAY B. CORNELL, PE, PP, CME
MICHAEL J. McCLELLAND, PE, PP, CME
GREGORY R. VALESI, PE, PP, CME

TIMOTHY W. GILLEN, PE, PP, CME
BRUCE M. KOCH, PE, PP, CME
LOUIS J. PLOSKONKA, PE, CME
TREVOR J. TAYLOR, PE, PP, CME
BEHRAM TURAN, PE, LSRP
LAURA J. NEUMANN, PE, PP
DOUGLAS ROHMEYER, PE, CFM, CME
ROBERT J. RUSSO, PE, PP, CME

November 25, 2024

Zayibeth Carballo
Director, Municipal Engineer
Department of Engineering Township of West Orange
25 Lakeside Avenue, West Orange, NJ 07052
zcarballo@westorange.org

James Abbott
Interim Business Administrator
66 Main Street
West Orange, NJ 07052
policechief@wopd.org

Re: Proposal for Professional Services – Groundwater Monitoring and LSRP Services
Lindsley Avenue Bus Garage; 6 Lindsley Avenue
Township of West Orange, Essex County, New Jersey
NJDEP CASE #88-11-10-1526 – PI#014425

Dear Ms. Carballo:

CME Associates (CME) is pleased to submit this proposal to the Township of West Orange (Client) to continue Professional Environmental and Licensed Site Remediation Professional (LSRP) Services at the Lindsley Avenue Bus Garage at 6 Lindsley Avenue in West Orange.

The proposed scope of work is prepared to satisfy the New Jersey Department of Environmental Protection (NJDEP) requirements stated in the Administrative Requirements for Remediation of Contaminated Sites (ARRCS Rule, N.J.A.C. 26:C) and the Technical Requirements for Site Remediation (Tech Rule, N.J.A.C. 7:26E), in accordance with New Jersey's Site Remediation Reform Act (SRRA).

The scope of work is required to complete the required groundwater sampling per the Monitored Natural Attenuation guidance document, it is recommended that 8 rounds of sampling be collected to support MNA following the completion of excavation. A recent NJDEP Form was released and included a request to conduct eight (8) consecutive quarterly groundwater sampling that demonstrates decreasing trend in contaminants' concentration as a requirement to propose Monitored Natural Attenuation (MNA) as an effective Ground Water Remedial Action for the site. (N.J.A.C. 7:26C-7.5(c)3i). Four quarterly sampling events were completed (were included

in the previous proposal), therefore four (4) additional rounds are required by the NJDEP Regulations.

BACKGROUND

Based on the review of the history of the Site, impacted soil and groundwater with benzene, toluene, ethylbenzene, xylenes (BTEX) above the NJDEP SRS and GWQS were detected at three separate areas of concern associated with discharges from former 2,000-gallon gasoline Underground Storage Tank (UST), former 550-gallon waste oil UST, former 3,000-gallon gasoline UST, and former 2,000-gallon gasoline UST. Free-phase product was detected at different wells. A recovery program, which consisted of pumping free-phase product from these wells, was subsequently implemented.

Localized free-phase product within the overburden water unit has been observed in monitoring well MW-5. The free -phase product observed within MW-5 may have originated from either of the former 2,000-gallon USTs and appears to have migrated downgradient along the general groundwater flow directions within the overburden water-bearing unit. It is postulated that historical product discharges from the former USTs combined with the discontinuation or breach of the natural low permeability barrier (organic clay and silt layer) may have created preferential pathways for the free-phase product and dissolved phase to move downward and impact the deeper overburden water-bearing unit at the Site.

A remedial action was implemented using High Vacuum Extraction (HVE) treatment system at MW-5. HVE was utilized to remove accumulated product in MW-5 for few years and reduce residual product in soil. During the most recent sampling event at Lindsley Avenue, approximately half a foot of free product was identified in MW-5. Monitoring the recovery of the product in the well and the measurements of product thickness in MW-5 showed that the product is frequently being accumulated after the HVE applications.

In August 2022, a product and impacted soil delineation investigation was completed at the area around MW-5. The conducted investigation included soil borings, soil sampling, temporary wells and groundwater sampling to identify the limits of product impacts in the vicinity of MW-5. The results of the investigation/delineation identified the approximate limits of impacted soil in the vicinity of MW-5 and the source area in the vicinity of former fuel oil/gasoline USTs.

Therefore, CME completed the removal of contaminated soil within this area to eliminate the source of the product at this location and avoid the migration of the contaminated groundwater

and product to the adjacent residential property. Upon completing the limited remedial action (excavation), monitoring wells sampling was conducted to monitor the effectiveness of the remedial action.

SCOPE OF SERVICES

Based on the review of existing remediation documents, CME has prepared the following scope of work to comply with the NJDEP Technical Requirements for Site Remediation at the Site and provide the consultation and project management necessary to continue to advance the project towards a closure.

Task 1: Monitoring Well Gauging & Sampling (Quarterly- Four Rounds)

Perform four quarterly groundwater sampling events at the Site. Collect samples from all the existing monitoring wells (MW-4 through MW-26, and SW-1 through SW-10). Groundwater samples will be obtained in accordance with the NJDEP Field Sampling Procedures Manual (August 2005). Groundwater samples will be analyzed for TCL VO+15, TBA, and/or BN+15.

A QA/QC plan consisting of field and trip blank samples will be incorporated into the sampling program. Purged groundwater will be containerized in drums and disposed off-site at an approved disposal facility.

All sampling and monitoring will be performed according to the methodology specified in the most current edition of the Department's Field Sampling Procedures Manual. All samples will be analyzed by a New Jersey Certified Laboratory except those field-determined parameters specified in the monitoring program established pursuant to the oversight document.

Task 2: Reporting and Management

<u>CEA and GW remedial Action Permit</u>

Based on the previous sampling results and the results of the proposed additional Four quarterly sampling events, CME will establish fate and transport modeling to evaluate the extent of dissolved groundwater impacts (plume) and to compare the degradation predictions to existing data.

CME will prepare and submit a Revised CEA Fact Sheet Application and prepare a groundwater remedial action permit pursuant to the Administrative Requirements for Remediation of Contaminated Sites (ARRCS Rule, N.J.A.C. 26:C). The CEA application will be submitted with a Groundwater Remedial Action Permit for natural attenuation as the remedial action for the

groundwater impacts related to the UST discharge at the Site, a Groundwater Remedial Action Permit Application will be prepared and submitted with NJDEP permit application fee of **$805**; this Fee is included in the cost for the previous proposal.

CME will submit the DN with the Remedial Action Report and prepare a Soil Remedial Action Permit Application form for NJDEP submittal in the RAR. The NJDEP permit application fee of **$1,760** is required and this cost is included in the previous proposal.

Remedial Action Report (RAR)

CME will prepare a Remedial Action Report (RAR) with Document Submission Form which will detail activities conducted to achieve compliance with the NJDEP Technical Requirements for Site Remediation (N.J.A.C. 7:26E- 6.7) and the Administrative Requirements for the Remediation of Contaminated Sites ("the ARRCS Rule"). A Site plan, Case Inventory Document and other pertinent items as specified in the Remedial Action Report submission requirements of the Technical Requirements for Site Remediation (N.J.A.C. 7:26E-6.7) will be included.

Based upon the results of the fate and transport modeling, a Groundwater Remedial Action Permit Application with NJDEP permit application fee of $990 - GW Remedial Action – Natural Attenuation Permit Application will be submitted to the NJDEP and included in this proposal.

CME will prepare updated Receptor Evaluation form, a Health and Safety Plan (HSP) and Quality Assurance Project Plan (QAPP) that are required to be submitted with the RAR.

Proposed Budget

The budget for completion of the proposed scope of work is **$112,700** as indicated in the following table:

Task	**Cost**
Task 1- Monitoring Well Gauging & Sampling- (Quarterly- Four Rounds)	$ 82,500
Task 2 - Reporting and Management	$ 30,200
Total	**$ 112,700**

The proposed budget includes approximately **$75,000** for subcontractor's fee, including laboratory analysis, equipment cost, etc. The budget contained in this proposal is the firm's best estimate of the effort required to carry out the project as outlined in the scope of work. However, the client will be billed for the actual effort expended to implement the Scope of Services in accordance with the attached billing rates for Environmental Engineering and LSRP services. In no event will the client be billed or work performed in excess of the proposal amount without client's prior approval.

ASSUMPTIONS AND LIMITATIONS

The scope of work is limited to the tasks outlined above. Based on the investigation findings, additional remediation activities may be required to comply with N.J.A.C. 7:26E and close the case. A separate cost proposal will be provided for any additional work, if needed.

SPECIAL CONDITIONS FOR LSRP SERVICES

- The enactment of the Site Remediation Reform Act (SRRA; N.J.S.A. 58:10C-1 et seq) on May 7, 2009, and the adoption of the Administrative Requirements for the Remediation of Contaminated Sites (ARRCS; N.J.A.C. 7:26C) on November 4, 2009 require that all new remediation cases follow the provisions of SRRA. A key requirement of these rules is that a Licensed Site Remediation Professional (LSRP) must oversee all new remediation cases.
- The ARRCS requires the person responsible for conducting a remediation to notify the NJDEP of any confirmed discharges of contaminants or condition of Immediate Environmental Concern ("IEC"). Please note that being an LSRP, as a State licensed professional, I will thus have the obligation to report any such conditions to the NJDEP without obtaining any prior approval from the client.
- LSRP will provide the required services in accordance with SRRA and has the obligation to submit, maintain and preserve the relevant documents.
- LSRP is not responsible for client's failure to disclose relevant information, perform SRRA obligations, fund remediation, and follow LSRP's recommended actions. Client's failure to perform these obligations may result in fines/penalties by the NJDEP.
- The issuance of RAO by LSRP is not a guarantee or warranty that the site is free of contamination, or that it will be accepted by the NJDEP.

- NJDEP may audit the RAO within three (3) years after the date the LSRP filed the RAO with the NJDEP. LSRP is not responsible for additional requirements imposed by NJDEP after review/audit, except to the extent they arise out of LSRP's negligence.

We appreciate the opportunity to submit this proposal and assist the Township on this project. Should you have any questions, please do not hesitate to call me at 732-951-2101, extension 103.

Respectfully submitted,

CME Associates

Behram Turan, P.E., LSRP
Senior Vice President

Enclosure

cc: Michael McClelland, P.E., P.P. - CME Associates

350-24
December 10, 2024

R E S O L U T I O N

WHEREAS, the Township of West Orange proposes Professional Traffic Engineering Services for safety improvements along the South Valley Road corridor; and

WHEREAS, the Township requires the services of a professional engineering firm; and

WHEREAS, the Township Engineer requested a proposal from one engineering firm specializing in traffic and transportation engineering; and

WHEREAS, Bright View Engineering, responded to the Request for Proposal; and

WHEREAS, Bright View Engineering, has performed similar work for the Township; and

WHEREAS, by letter dated December 3, 2024, the Township Engineer recommended a professional services contract be awarded to Bright View Engineering, 70 South Orange Avenue Suite 109, Livingston, NJ 07039, for Traffic Engineering Services along South Valley Road; and

WHEREAS, sufficient funds exist for the services outlined in the proposal of Bright View Engineering; and

WHEREAS, the Township Council concurs in the foregoing.

NOW THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange, New Jersey that a professional services contract be awarded to Bright View Engineering, to provide professional traffic engineering services for the South Valley Road corridor in an amount not to exceed $11,450.00.

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

Karen Carnevale, Municipal Clerk

Bill Rutherford, Council President

Adopted: December 10, 2024

I hereby certify funds are available from:

ACCOUNT NO.
2024 Capital Budget
Account #03-2830-23-0500-010
$11,450.00

John Ditinyak, Chief Financial Officer

Bright View Engineering
Moving you forward

350-24

December 2, 2024

VIA EMAIL
zcarballo@westorange.org

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director / Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052
973-325-4165

Re: Request for Proposals, Professional Engineering Services For:
South Valley Road Corridor
West Orange Township, Essex County, New Jersey
240345

Dear Ms. Carballo:

Thank you for the opportunity to provide this Proposal for Professional Traffic Engineering Services relating to evaluating the South Valley Road Corridor for improvements to signage and striping as well as an evaluation for a crosswalk at South Vally Road and Ridgeview Avenue / Meeker Street. This proposal is based on our review of November 27th email request for proposals and our experience providing these services. Due to our familiarity with West Orange Township and Essex County as a whole, we are confident that we can provide responsive services at a competitive cost.

The following outlines our anticipated scope of services and is divided into four sections as follows:

Section I – Scope of Services
Section II – Business Terms and Conditions
Section III – Technical Staff Hourly Rate Schedule and Reimbursable Expenses
Section IV – Client Contract Authorization

The following scope of work has been separated into tasks so that it can be more easily reviewed. The order in which the tasks are presented generally follows the sequence in which the work will be accomplished.

70 South Orange Avenue, Suite 109
Livingston, New Jersey 07039
P.O. Box 99
Roseland, NJ 07068
C: (732) 236-7557 T: (973) 228-0999 F: (201) 753-3904
BrightViewEngineering.com

SECTION I – SCOPE OF SERVICES

TASK 1 – Crosswalk Evaluation– South Valley Road & Ridgeview Avenue / Meeker Street

Per MUTCD guidelines, this task will first consist of a field visit to the intersection of South Valley Road and Ridgeview Avenue / Meeker Street to evaluate the intersection for the addition of a crosswalk across South Valley Road. This review will identify potential locations for the crosswalk, taking into account vehicular and pedestrian sight lines; existing on street parking; and existing infrastructure, such as curb ramps, utilities, drainage and private driveways.

Based on the results of the field visit, BVE will prepare a suitably illustrated letter report detailing our findings and recommendations. This will include a concept sketch which will identify the most appropriate location for a proposed crosswalk and an order of magnitude cost estimate for construction budgeting purposes.

TASK 2 – South Valley Road Signing and Striping Evaluation

This task will include a review of the existing signing and striping along South Valley Road from south of Luddington Road to Wellington Avenue with the intent of identifying any missing or obsolete signage and identify recommendations for additional signs / striping where appropriate. Our results will be provided in a brief report of findings which will include a concept sketch showing recommended changes and improvements to the existing traffic control along the corridor.

SCHEDULE

Work will begin upon notice to proceed; we anticipate providing our findings within four weeks of the start of work, provided weather is favorable for field investigations.

MEETINGS AND ADDITIONAL SERVICES

ALL additional meetings (none are identified above) and additional services requested by you will be billed at our standard rates as outlined in our Business Terms and Conditions. This includes preparation of additional access concepts and/or analysis and the development of additional reports if required.

Attendance at Planning/Zoning Board meetings and other public meetings where expert testimony is required will be billed in accordance with the Schedule of Hourly Rates in effect at the time the meetings are held. Attendance at agency and project coordination meetings will be billed in accordance with the Schedule of Hourly Rates in effect at the time the meetings are held. Colored renderings, if requested for Board presentation, and meeting preparation time will be billed on an hourly basis.

SCHEDULE OF FEES

The Fee Proposal includes all of the tasks outlined in the Scope of Services. Based upon the foregoing scope of services and assumption that all services will be awarded for each task as one contract, we offer the following Fee. As you know, we can only estimate the effort needed for this project. If any task should take significantly longer than estimated to perform the services, or if unforeseen conditions occur, we may require additional compensation.

TASK 1 – Crosswalk Evaluation–S Valley Rd & Ridgeview Ave/Meeker St	**$3,500**
TASK 2 – South Valley Road Signing and Striping Evaluation	**$7,950**
GRAND TOTAL	**$11,450**

Additional Meetings and Additional Services	**HOURLY**

The fees above include the completion of services as outlined in the scope of services. Bright View Engineering reserves the right to modify this proposal based upon final acceptance of your office.

This Scope of Service is subject to the terms, conditions and exclusions as noted herein. Hourly Rates and reproduction costs will be in accordance with the attached Schedule of Hourly Rates and fees. If extra services become necessary then Bright View Engineering may prepare an addendum to this agreement for your review, outlining the scope of additional services and associated professional fees with regard to the extra service.

EXCLUSIONS AND UNDERSTANDINGS

Services relating to the following items are not anticipated for the project or cannot be quantified at this time. Therefore, any service associated with the following items is specifically excluded from the scope of professional services within this agreement:

- Services not specifically outlined above in Section I;
- Meetings;
- Survey, Base maps, Site Plans, Drainage Calculations;
- Traffic Control Plans for site work / utility connections;
- Comment resolution or comment response;
- Any additional permits requested by any agency;
- All out-of-pocket expenses including, but not limited to, application fees, permit fees laboratory testing costs, mylar copies, certified mailings, photographs, blueprints, and special deliveries will be charged at cost and passed on to you for payment.

If an item listed herein, or otherwise not specifically mentioned within this agreement, is deemed necessary Bright View may prepare an addendum to this agreement for your review, outlining the scope of additional services and associated professional fees with regard to the extra services.

SECTION II – BUSINESS TERMS AND CONDITIONS

Bright View Engineering LLC agrees to provide professional services under the following terms and conditions:

The term Client referenced herein is the person, persons, corporation, partnership, or organization referenced in the proposal between Bright View Engineering LLC and said Client.

1.0 SCOPE OF SERVICES:

Services not set forth in the Scope of Services, are excluded from the Scope of Services, and Bright View Engineering LLC will assume no responsibility to perform such services under the base contract. In situations where a written contract is not executed or where additional services becomes necessary during the course of the project, Bright View Engineering LLC may provide such services using our Technical Staff Hourly Rate Schedule in effect at the time of services. The hourly rates listed in our Technical Staff Hourly Rate Schedule are adjusted semi-annually and the Client shall be billed at the rates that are in effect at the time of service.

Since there are substantial costs to stop and restart a project once it is underway, should a project's progress be halted at any time by the client, for any reason, Bright View Engineering LLC reserves the right to charge a restart fee and/or to renegotiate the remaining fees within the contract.

These Business Terms and Conditions are applicable for any additional professional services rendered for this project including, but not limited to, change orders, client service authorization forms, etc.

2.0 STANDARD OF CARE:

In performing services, we agree to exercise professional judgment, made on the basis of the information available to us, and to use the same degree of care and skill ordinarily exercised in similar circumstances and conditions by reputable consultants performing comparable services in the same locality. This standard of care shall be judged as of the time the services are rendered, and not according to later standards. Reasonable people may disagree on matters involving professional judgment and, accordingly, a difference of opinion on a question of professional judgment shall not excuse a Client from paying for services rendered. NO OTHER REPRESENTATION OR WARRANTY, EXPRESSED OR IMPLIED, IS MADE.

3.0 INVOICES:

Bright View Engineering LLC bills its Clients on a monthly basis using a standard invoice format. This format provides for a description of services performed and a summary of professional fees, expenses, and other charges. For more detailed invoicing requests, Bright View Engineering LLC reserves the right to charge for invoice preparation time by staff members. Monthly invoices will be submitted based upon percentage of services completed and reimbursable expenses. Any comments or discrepancies, relative to invoices shall be submitted in writing within fourteen (14) days or the account will be considered correct.

For professional services billed on an hourly basis, Bright View Engineering LLC reserves the right to invoice all overtime services performed by our employees using our Technical Staff Hourly Rate Schedule in effect at the time of services at ONE AND ONE-HALF TIMES our standard hourly rate for those employees.

Expenses incurred for services, equipment, and facilities not furnished by Bright View Engineering LLC are charged to the Client at cost plus an up charge not to exceed 15 percent of the invoice for said services.

Client shall pay Bright View Engineering LLC for reimbursable expenses, including, but not limited to, application fees, printing and reproduction, courier and express delivery service, special/overnight mailings, facsimile transmissions, specialized equipment and laboratory charges, and costs of acquiring materials specifically for the Client. Reimbursable charges will be added to each monthly invoice and are part of Client's responsibility.

4.0 PAYMENT:

Bright View Engineering LLC bills are payable in full UPON RECEIPT and **payment is expected within thirty (30) days**. We reserve the right to assess a late charge of 1.5 percent per month for any amounts not paid within 45 days of the billing date. In the event payment is not made according to the terms and conditions herein, the matter may proceed to a collections agency or to an attorney for collection. Client shall be responsible for fees charged by the collections agency and/or attorney's fees incurred to collect the monies owed. Should the matter proceed to court, client shall also be responsible for court costs.

In addition, where payment is not received in accordance with the terms of this contract, Bright View Engineering LLC reserves the right to withdraw any applications too federal, state, or local regulatory agencies / boards filed on behalf of the client with the understanding that these applications are the property of Bright View Engineering LLC Bright View Engineering LLC will provide you with written notification two (2) weeks prior to taking any action to withdraw an application submitted on behalf of the client. If payment of all outstanding invoices is not received within two (2) weeks of receipt of this letter, Bright View Engineering LLC will withdraw all pending applications for the project.

5.0 RETAINER:

Bright View Engineering LLC reserves the right to request a retainer from the Client prior to the commencement of services on a project. While retainers are collected prior to the start of a project, the retainer is held to the end of the project and will be applied to the final invoices. Retainers are not applied to the beginning of the project.

6.0 RIGHT OF ENTRY/JOBSITE:

Client will provide for right of entry for Bright View Engineering LLC personnel and equipment necessary to complete our services. While Bright View Engineering LLC will take all reasonable precautions to minimize any damage to the property, it is understood by the Client that in the normal course of our services some damage may occur, the correction of which is not part of this Agreement.

Client shall furnish or cause to be furnished to Bright View Engineering LLC all documents and information known to the Client that relate to the identity, location, quantity, nature, or characteristics of any hazardous or toxic substances at, on, or under the site. In addition, the Client will furnish or cause to be furnished such other information on surface and subsurface site conditions required by Bright View Engineering LLC for proper performance of its services. Bright View Engineering LLC shall be entitled to rely on the accuracy and completeness of Client provided documents and information in performing the services required under this Agreement and Bright View Engineering LLC assumes no responsibility or liability for their accuracy or completeness.

Bright View Engineering LLC will not direct, supervise, or control the work of Client's contractors or their subcontractors. Bright View Engineering LLC shall not have authority over or responsibility for the construction means, methods, techniques, sequences, or procedures and Bright View Engineering LLC 's services will not include a review or evaluation of the contractors (or subcontractor's) safety precautions, programs or measures.

Bright View Engineering LLC shall be responsible only for its activities and that of its employees on any site. Neither the professional activities nor the presence of Bright View Engineering LLC or its employees or subcontractors on a site shall imply that Bright View Engineering LLC controls the operations of others, nor shall this be construed to be an acceptance by Bright View Engineering LLC of any responsibility for jobsite safety.

7.0 UTILITIES:

In the execution of our services, Bright View Engineering LLC will take reasonable precautions in accordance with the professional standard of care to avoid damage or injury to subterranean structures or utilities. The Client agrees to hold Bright View Engineering LLC harmless and defend and indemnify Bright View Engineering LLC for any claims or damages to subterranean structures or utilities, which have not been marked-out under the One-Call system or are not shown or are incorrectly shown on the plans furnished.

8.0 TERMINATION OR SUSPENSION OF SERVICES:

Should Client fail to make payments when due or is otherwise in material breach of this Agreement, Bright View Engineering LLC at their election may suspend services at any time after PROVIDING WRITTEN NOTICE TO THE CLIENT until payments are brought current. Bright View Engineering LLC shall have no liability whatsoever to the Client for any costs or damages as a result of such suspension and the Client agrees to indemnify and hold Bright View Engineering LLC harmless from any claim or liability resulting from such suspension.

This Agreement may be terminated by either party upon seven (7) days written notice in the event of substantial failure by the other party to perform in accordance with the terms hereof. Such termination shall not be effective if that substantial failure has been remedied before expiration of the period specified in the written notice. In the event of termination, Bright View Engineering LLC shall be paid for service performed to the termination notice date plus reasonable termination expenses.

In the event of termination, or suspension for more than three (3) months, prior to completion of all services contemplated by the Agreement, Bright View Engineering LLC may complete such analyses and records as are necessary to complete its files and may also complete a report on the services performed to the date of notice of termination or suspension. The expenses of termination or suspension shall include all direct costs of Bright View Engineering LLC in completing such analyses, records, and reports.

9.0 SUBCONTRACTORS:

Bright View Engineering LLC prefers that its Clients directly retain other contractors whose services are required in connection with field services for a project (e.g., drillers, analytical laboratories, transporters, etc.), except in unusual circumstances. As a service, we will advise Clients with respect to selecting other such contractors and will assist Clients in coordinating and monitoring their performance. In no event will we assume any liability or responsibility for the work performed by other contractors, or for their failure to perform any work, regardless of whether we hire them directly as subcontractors, or only coordinate and monitor their work. When Bright View Engineering LLC does engage a subcontractor on behalf of the Client, the expenses incurred, including rental of special equipment necessary for the work, will be billed as they are incurred, at cost plus an up-charge not to exceed 20 percent of the invoice. By engaging us to perform services, you agree to defend, indemnify, and hold Bright View Engineering LLC its directors, officers, employees, and other agents harmless from and against any and all claims, losses, liabilities, damages, demands, costs, or judgments arising out of or relating in any way to the performance or non-performance of work by another contractor or subcontractor. In addition, Client agrees to pursue recovery of and assert any claims based upon its loss, expenses and/or damages solely and directly against those contractors or subcontractors. In consideration of such indemnity and waiver, Bright View Engineering LLC agrees to assign its rights and/or claims against those contractors or subcontractors pursuant to the contractors' or subcontractors' agreements with Bright View Engineering LLC to the Client.

10.0 AGREED REMEDY:

Bright View Engineering LLC shall be liable to the Client only for direct damages to the extent caused by Bright View Engineering LLC 's negligence in the performance of its services. UNDER NO CIRCUMSTANCES SHALL BRIGHT VIEW ENGINEERING LLC BE LIABLE FOR INDIRECT, CONSEQUENTIAL, PUNITIVE, SPECIAL, OR EXEMPLARY DAMAGES, OR FOR DAMAGES CAUSED BY THE CLIENT'S FAILURE TO PERFORM ITS OBLIGATIONS. With regard to services involving hazardous substances, Bright View Engineering LLC has neither created nor contributed to the creation or existence of any actually or potentially hazardous, radioactive, toxic, or otherwise dangerous substance or condition at any site, and its compensation is in no way commensurate with the potential liability that may be associated with a substance or site.

To the fullest extent permitted by law, the total liability, in the aggregate, of Bright View Engineering LLC and Bright View Engineering LLC 's officers, directors, employees, agents and consultants to Client and anyone claiming by, through or under Client, for any and all injuries, claims, losses, expenses, or damages whatsoever arising out of in any way related to Bright View Engineering LLC 's services, the Project or this Agreement, from any cause or causes whatsoever, including but not limited to, negligence, strict liability, breach of contract or breach of warranty shall not exceed the total compensation received by Bright View Engineering LLC under this Agreement, not including reimbursable expenses and any sub consultant fees rendered on the project.

It is intended by the parties to this Agreement that Bright View Engineering LLC 's services in connection with the project shall not subject Bright View Engineering LLC 's individual employees, officers, or directors to any personal legal exposure for the risks associated with this project. Therefore, the Client agrees that as the Client's sole and exclusive remedy, any claim, demand, or suit shall be directed and/or asserted only against Bright View Engineering LLC, a New Jersey corporation, and not against any of Bright View Engineering LLC 's employees, officers or directors.

11.0 LIABILITY TO THIRD PARTIES:

The Client agrees to be solely responsible for, and to defend, indemnify, and hold Bright View Engineering LLC harmless from any and all liabilities, claims, damages and costs (including reasonable attorney's fees and defense costs) by third parties arising out of, or in any way related to, our performance or non-performance of services, except claims for personal injury, death, or personal property damage to the extent caused by the sole negligence, gross negligence or willful misconduct of employees of Bright View Engineering LLC

12.0 INDEMNIFICATION:

Bright View Engineering LLC shall maintain, at its own expense, Workers Compensation Insurance, Comprehensive General Liability Insurance, and Professional Liability Insurance at all times and will, upon request, furnish insurance certificates to the Client.

To the fullest extent permitted by law, Client shall indemnify, defend and hold harmless Bright View Engineering LLC and its agents, officers, directors and employees, subcontracts or consultants (herein for the remainder of this section collectively referred to as Bright View Engineering LLC) from and against all claims, damages, losses and expenses, whether direct, indirect or consequential or punitive, including but not limited to fees and charges of attorneys and court and arbitration costs, arising out of or resulting from the services of Bright View Engineering LLC or any claims against Bright View Engineering LLC arising from the acts, omissions or work of others,

unless it is proven in a court of competent jurisdiction that Bright View Engineering LLC is guilty of negligence, gross negligence, or willful misconduct in connection with the services and such negligence, gross negligence, or willful misconduct was the sole cause of the damages, claims, and liabilities.

Client agrees to defend, indemnify and hold harmless Bright View Engineering LLC from and against all claims, damages, losses and expenses, direct or indirect, and consequential damages, including but not limited to fees and charges of attorneys and court, and arbitration costs, brought by any person or entity, or claims against Bright View Engineering LLC which arise out of, are related to, or are based upon, the actual or threatened dispersal, discharge, escape, release, or saturation of smoke, vapors, soot, fumes, acids, alkalis, toxic chemical, radioactive materials, liquids, gases, or any other material, upon it or into the surface or subsurface soil, water or watercourse, objects, or any tangible or intangible matter.

To the fullest extent permitted by law, such indemnification shall apply regardless of the fault, negligence breach of warranty or contract, or strict liability of Bright View Engineering LLC This indemnification shall not apply to claims, damages, losses, or expenses which are determined by a court of competent jurisdiction to be the sole result of negligence or willful misconduct by Bright View Engineering LLC of obligations under this Agreement.

13.0 ASSIGNS:

The Client may not delegate, assign, sublet, or transfer his duties or interest in the Agreement without written consent of Bright View Engineering LLC Bright View Engineering LLC shall not, in connection with any such assignment by the Client, be required to execute any documents that in any way might, in the sole judgment of Bright View Engineering LLC, increase Bright View Engineering LLC 's contractual or legal obligations or risks, or the availability or costs of its professional or general liability insurance.

The Agreement shall not create any rights or benefits to parties other than the Client and Bright View Engineering LLC , and nothing contained in this Agreement shall create a contractual relationship with, or a cause of action in favor of, a third party against either the Client or Bright View Engineering LLC Bright View Engineering LLC 's services hereunder are being performed solely for the benefit of the Client, and no other entity shall have any claim against Bright View Engineering LLC because of this Agreement of Bright View Engineering LLC 's performance or nonperformance of services hereunder.

14.0 OWNERSHIP AND RESTRICTION ON REUSE OF DOCUMENTS:

All drawings, calculations, reports, plans, specifications, computer files, field data, notes, and other documents and instruments ("Documents") prepared by Bright View Engineering LLC are and remain the property of Bright View Engineering LLC as instruments of service. The Documents may not be copied by the Client or others on extensions of this project or on any other project. The Client agrees not to use Bright View Engineering LLC 's Documents for marketing purposes, for projects other than the project for which the Documents were prepared by Bright View Engineering LLC, or for future modifications to this project, without Bright View Engineering LLC 's express written permission. Any reuse or distribution to third parties without such express written permission or project-specific adaptation by Bright View Engineering LLC will be at the Client's sole risk and without liability to Bright View Engineering LLC or its employees, subsidiaries, independent professional associates, sub consultants, and subcontractors. The Client shall, to the fullest extent permitted by law, indemnify, defend, and hold harmless Bright View Engineering LLC from and against any and all expenses, fees, demands, liabilities, suits, actions, claims, damages, or losses including attorneys' fees and costs, arising out of, or resulting from such unauthorized distribution or reuse of Documents.

Computer files are not considered part of deliverables unless specifically requested or required by the signed contract. If computer files are required, Bright View Engineering LLC shall provide Client files subject to the following conditions:

The Client must execute our standard Electronic Media Release form prior to any distribution of files. The Client recognizes that data, plans, specifications, reports, documents, or other information recorded on or transmitted as electronic media are subject to undetectable alteration, either intentional or unintentional due to, among other causes, transmission, conversion, media degradation, software error, or human alteration. Accordingly, it is understood that electronic files provided to the Client are for informational purposes only and are not intended as an end-product. Bright View Engineering LLC makes no representation of any warranties, either expressed or implied, regarding the fitness or suitability of the electronic documents. Accordingly, the Client agrees to waive any and all claims against Bright View Engineering LLC and Bright View Engineering LLC 's consultants relating in any way to the unauthorized use, reuse or alteration of the electronic documents. Any unlicensed use or reuse of the documents without our written consent will constitute a violation of our copyright. Only original plans and reports of the most recent date bearing the signature and the embossed seal of the professional will be considered documents of record.

Bright View Engineering LLC shall maintain in its storage facility, samples collected as part of their services provided for a period of three (3) months after issuance of final reports. After the three (3) month time limit, all samples will be disposed of in accordance with appropriate regulations at the time. Extended storage of samples can be arranged at an additional cost to be established on a project-by-project basis.

15.0 GENERAL CONDITIONS:

Bright View Engineering LLC shall not be responsible for the delays caused by factors beyond its reasonable control, including but not limited to delay due to accidents, an act of God, fire, hurricane, flood, explosions, strike, boycott or other labor dispute, failure of the Client to furnish timely information or approve or disapprove of Bright View Engineering LLC 's services or work product, delays caused by faulty performance by the Client or contractors of any level, or by acts of Government, which, in the opinion of Bright View Engineering LLC , could not have been reasonably foreseen and provided for, such delay will entitle Bright View Engineering LLC to an extension of time in performing its Services. If there is any increase in the total cost of providing Services by reason of any such delay, Bright View Engineering LLC will notify Client of particulars, and Client will pay for such increase. When such delays beyond Bright View Engineering LLC 's reasonable control occur, the Client agrees that Bright View Engineering LLC shall not be responsible for damages, nor shall Bright View Engineering LLC be deemed in default of this Agreement.

The fees quoted in this proposal assume that upon authorization, this project will commence through to completion without a stop work order from the Client. Should a stop work order be received from the Client before completion of the project or any task, additional fees may be required to restart the project.

16.0 ENTIRE AGREEMENT:

This Agreement comprises the final and complete Agreement between the Client and Bright View Engineering LLC It supersedes all prior or contemporaneous communications, representations, or Agreements, whether oral or written, relating to the subject matter of this Agreement. Execution of this Agreement signifies that each party has read the document thoroughly, has had the opportunity to have questions explained by independent counsel and is satisfied with the terms and conditions contained herein. Amendments to this Agreement shall not be binding unless made in writing and signed by both the Client and Bright View Engineering LLC

To the extent Client provides its own Agreement and that Agreement conflicts with or is silent with respect to any term or condition expressed herein, these conditions shall prevail and shall be binding upon the parties.

2024 RATE SCHEDULE
TECHNICAL STAFF RATES

BILLING TITLES	HOURLY RATES
Principal	185.00
Senior Technical Director	185.00
Senior Project Professional	175.00
Senior Project Manager	170.00
Project Professional	165.00
Technical Director	160.00
Project Manager	160.00
Senior Project Specialist	155.00
Senior Technical Professional	150.00
Project Specialist	150.00
Senior Technical Specialist	145.00
Technical Professional	140.00
Senior Specialist	135.00
Technical Specialist	135.00
Specialist	120.00
Senior Data Technician	105.00
Senior Technical Assistant	95.00
Technical Assistant	85.00
Data / Field Technician	75.00
Survey Crew – 2 Man	190.00
Survey Crew – 1 Man	160.00
Expert	260.00
Sr. LSRP	235.00
LSRP	200.00

REIMBURSABLE EXPENSES

General Expenses	Cost + 15%
Travel (Hotel, Airfare, Meals)	Cost + 15%
Sub-Consultants/Sub-Contractors	Cost + 15%
Mileage Reimbursement*	0.67 / Per Mile
Plotting	3.50 / Each
Computer Mylars / Color Plots	45.00 / Each
Photo Copies	0.25 / Each
Color Photo Copies	1.50 / Each
Document Binding	3.00 / Each
Compact Disk CD/DVD	75.00 / Each
Exhibit Lamination (24” x 36” or larger)	50.00 / Each

* Mileage reimbursement subject to change based upon IRS standard mileage rate.
RATES ARE EFFECTIVE THROUGH DECEMBER 31, 2024

70 South Orange Avenue, Suite 109
Livingston, New Jersey 07039
P.O. Box 99
Roseland, NJ 07068
C: (732) 236-7557 T: (973) 228-0999 F: (201) 753-3904
BrightViewEngineering.com

SECTION IV – CLIENT CONTRACT AUTHORIZATION

I hereby declare that I am duly authorized to sign binding contractual documents. I also declare that I have read, understand, and accept this contract.

Signature	Date
Printed Name	Title

If you find this proposal acceptable, **please sign where indicated above in Section IV, return one signed copy** to this office as a formal notice-to-proceed**.** Invoices are due within 30 days. This proposal is valid until January 30, 2025.

We appreciate the opportunity of submitting this proposal and look forward to working with you on this project.

Very truly yours,

BRIGHT VIEW ENGINEERING

John Jahr, P.T.P., T.S.O.S.
Principal
(732) 236-7557

jaf:JJJ

https://bvengr.sharepoint.com/sites/bvengr/proj/240345-WOT-SValleyRd/1-Proposals/240345-s-valley-corridor-and-crosswalk-proposal-r1.docx

351-24
December 10, 2024

R E S O L U T I O N

WHEREAS, the Township of West Orange proposes Professional Traffic Engineering Services for safety improvements along the Gregory Avenue corridor; and

WHEREAS, the Township requires the services of a professional engineering firm; and

WHEREAS, the Township Engineer requested a proposal from one engineering firm specializing in traffic and transportation engineering; and

WHEREAS, Bright View Engineering, responded to the Request for Proposal; and

WHEREAS, Bright View Engineering, has performed similar work for the Township; and

WHEREAS, by letter dated December 3, 2024, the Township Engineer recommended a professional services contract be awarded to Bright View Engineering, 70 South Orange Avenue Suite 109, Livingston, NJ 07039, for Traffic Engineering Services along Gregory Avenue; and

WHEREAS, sufficient funds exist for the services outlined in the proposal of Bright View Engineering; and

WHEREAS, the Township Council concurs in the foregoing.

NOW THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange, New Jersey that a professional services contract be awarded to Bright View Engineering, to provide professional traffic engineering services for the Gregory Avenue Corridor in an amount not to exceed $11,875.00.

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

Karen Carnevale, Municipal Clerk

Bill Rutherford, Council President

Adopted: December 10, 2024

I hereby certify funds are available from:

ACCOUNT NO.
2024 Capital Budget
Account #03-2830-23-0500-010
$11,875.00

John Ditinyak, Chief Financial Officer

Bright View Engineering
Moving you forward

351-24

December 2, 2024

VIA EMAIL
zcarballo@westorange.org

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director / Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052
973-325-4165

Re: Request for Proposals, Professional Engineering Services For:
Gregory Avenue (CR 577) Corridor
West Orange Township, Essex County, New Jersey
240344

Dear Ms. Carballo:

Thank you for the opportunity to provide this Proposal for Professional Traffic Engineering Services relating to evaluating Gregory Avenue Corridor Luddington Rd to Forest Hill Road) and Gregory Avenue school for improvements to signage and striping as well as an evaluation for a crosswalk at Gregory Avenue and Forest Hill Road and review of the Gregory Road speed limit. This proposal is based on our review of November 27th email request for proposals and our experience providing these services. Due to our familiarity with West Orange Township and Essex County as a whole, we are confident that we can provide responsive services at a competitive cost.

The following outlines our anticipated scope of services and is divided into four sections as follows:

Section I – Scope of Services
Section II – Business Terms and Conditions
Section III – Technical Staff Hourly Rate Schedule and Reimbursable Expenses
Section IV – Client Contract Authorization

The following scope of work has been separated into tasks so that it can be more easily reviewed. The order in which the tasks are presented generally follows the sequence in which the work will be accomplished.

70 South Orange Avenue, Suite 109
Livingston, New Jersey 07039
P.O. Box 99
Roseland, NJ 07068
C: (732) 236-7557 T: (973) 228-0999 F: (201) 753-3904
BrightViewEngineering.com

SECTION I – SCOPE OF SERVICES

Since Gregory Avenue is under Essex County jurisdiction, all reports prepared as part of this project will provide sufficient backup information for Essex County to review any recommendations made. BVE will provide all submission materials to West Orange Township with the understanding that the Township will submit information to Essex County as appropriate.

TASK 1 – Crosswalk Evaluation– Gregory Avenue & Orange Heights Avenue

Per MUTCD guidelines, this task will first consist of a field visit to the intersection of Gregory Avenue & Orange Heights Avenue to evaluate the intersection for the addition of a crosswalk across Gregory Avenue. This review will identify potential locations for the crosswalk, taking into account vehicular and pedestrian sight lines and existing infrastructure, such as existing curb ramps, utilities, drainage and private driveways.

Based on the results of the field visit, BVE will prepare a suitably illustrated letter report detailing our findings and recommendations. This will include a concept sketch which will identify the most appropriate location for a proposed crosswalk and an order of magnitude cost estimate for construction budgeting purposes.

TASK 2 – Gregory Avenue Signing and Striping Evaluation

This task will include a review of the existing signing and striping along Gregory Avenue from Luddington Road to Forest Hill Road with the intent of identifying any missing or obsolete signage and identify recommendations for additional signs / striping where appropriate. This evaluation will pay special attention to the needs of the Gregory Avenue Elementary School and will consider additional supplemental signage specific to the Elementary School operations. Our results will be provided in a brief report of findings which will include a concept sketch showing recommended changes and improvements to the existing traffic control at the school and along the corridor.

We shall also include recommendations for signage as a result of the evaluation and study in task 3 below.

TASK 3 – Gregory Avenue Speed Study

This task consists of conducting a speed study at three locations along Gregory Avenue to determine if any changes to the existing posted speed limit and school speed limit, consistent with the current MUTCD, are appropriate. Speed data will be collected for a minimum of 7 days at three locations along the corridor to determine the prevailing speeds using digital speed data recorders. The information collected will be compared to the requirements in the most recent MUTCD with regard to applicable posted speed limit and school speed limit. The results of the analysis will be provided in a letter report to the Township for their consideration.

SCHEDULE

Work will begin upon notice to proceed; we anticipate providing our findings within four weeks of the start of work, provided weather is favorable for field investigations and traffic data collection.

MEETINGS AND ADDITIONAL SERVICES

ALL additional meetings (none are identified above) and additional services requested by you will be billed at our standard rates as outlined in our Business Terms and Conditions. This includes preparation of additional access concepts and/or analysis and the development of additional reports if required.

Attendance at Planning/Zoning Board meetings and other public meetings where expert testimony is required will be billed in accordance with the Schedule of Hourly Rates in effect at the time the meetings are held. Attendance at agency and project coordination meetings will be billed in accordance with the Schedule of Hourly Rates in effect at the time the meetings are held. Colored renderings, if requested for Board presentation, and meeting preparation time will be billed on an hourly basis.

Please be reminded that traffic counts must be done when school is in normal session and weather is favorable (no snow).

SCHEDULE OF FEES

The Fee Proposal includes all of the tasks outlined in the Scope of Services. Based upon the foregoing scope of services and assumption that all services will be awarded for each task as one contract, we offer the following Fee. As you know, we can only estimate the effort needed for this project. If any task should take significantly longer than estimated to perform the services, or if unforeseen conditions occur, we may require additional compensation.

TASK 1 – Crosswalk Evaluation– Gregory Ave & Orange Heights Ave	**$2,550**
TASK 2 – Gregory Ave Signing and Striping Evaluation	**$5,250**
TASK 3 – Gregory Ave Speed Study	**$4,075**
GRAND TOTAL	**$11,875**

Additional Meetings and Additional Services	**HOURLY**

The fees above include the completion of services as outlined in the scope of services. Bright View Engineering reserves the right to modify this proposal based upon final acceptance of your office.

This Scope of Service is subject to the terms, conditions and exclusions as noted herein. Hourly Rates and reproduction costs will be in accordance with the attached Schedule of Hourly Rates and fees. If extra services become necessary then Bright View Engineering may prepare an addendum to this agreement for your review, outlining the scope of additional services and associated professional fees with regard to the extra service.

EXCLUSIONS AND UNDERSTANDINGS

Services relating to the following items are not anticipated for the project or cannot be quantified at this time. Therefore, any service associated with the following items is specifically excluded from the scope of professional services within this agreement:

- Services not specifically outlined above in Section I;
- Meetings (1 meeting if needed is included);
- Survey, Base maps, Site Plans, Drainage Calculations;
- Traffic Control Plans for site work / utility connections;
- Comment resolution or comment response;
- Any additional permits requested by any agency;
- All out-of-pocket expenses including, but not limited to, application fees, permit fees laboratory testing costs, mylar copies, certified mailings, photographs, blueprints, and special deliveries will be charged at cost and passed on to you for payment.

If an item listed herein, or otherwise not specifically mentioned within this agreement, is deemed necessary Bright View may prepare an addendum to this agreement for your review, outlining the scope of additional services and associated professional fees with regard to the extra services.

SECTION II – BUSINESS TERMS AND CONDITIONS

Bright View Engineering LLC agrees to provide professional services under the following terms and conditions:

The term Client referenced herein is the person, persons, corporation, partnership, or organization referenced in the proposal between Bright View Engineering LLC and said Client.

1.0 SCOPE OF SERVICES:

Services not set forth in the Scope of Services, are excluded from the Scope of Services, and Bright View Engineering LLC will assume no responsibility to perform such services under the base contract. In situations where a written contract is not executed or where additional services becomes necessary during the course of the project, Bright View Engineering LLC may provide such services using our Technical Staff Hourly Rate Schedule in effect at the time of services. The hourly rates listed in our Technical Staff Hourly Rate Schedule are adjusted semi-annually and the Client shall be billed at the rates that are in effect at the time of service.

Since there are substantial costs to stop and restart a project once it is underway, should a project's progress be halted at any time by the client, for any reason, Bright View Engineering LLC reserves the right to charge a restart fee and/or to renegotiate the remaining fees within the contract.

These Business Terms and Conditions are applicable for any additional professional services rendered for this project including, but not limited to, change orders, client service authorization forms, etc.

2.0 STANDARD OF CARE:

In performing services, we agree to exercise professional judgment, made on the basis of the information available to us, and to use the same degree of care and skill ordinarily exercised in similar circumstances and conditions by reputable consultants performing comparable services in the same locality. This standard of care shall be judged as of the time the services are rendered, and not according to later standards. Reasonable people may disagree on matters involving professional judgment and, accordingly, a difference of opinion on a question of professional judgment shall not excuse a Client from paying for services rendered. NO OTHER REPRESENTATION OR WARRANTY, EXPRESSED OR IMPLIED, IS MADE.

3.0 INVOICES:

Bright View Engineering LLC bills its Clients on a monthly basis using a standard invoice format. This format provides for a description of services performed and a summary of professional fees, expenses, and other charges. For more detailed invoicing requests, Bright View Engineering LLC reserves the right to charge for invoice preparation time by staff members. Monthly invoices will be submitted based upon percentage of services completed and reimbursable expenses. Any comments or discrepancies, relative to invoices shall be submitted in writing within fourteen (14) days or the account will be considered correct.

For professional services billed on an hourly basis, Bright View Engineering LLC reserves the right to invoice all overtime services performed by our employees using our Technical Staff Hourly Rate Schedule in effect at the time of services at ONE AND ONE-HALF TIMES our standard hourly rate for those employees.

Expenses incurred for services, equipment, and facilities not furnished by Bright View Engineering LLC are charged to the Client at cost plus an up charge not to exceed 15 percent of the invoice for said services.

Client shall pay Bright View Engineering LLC for reimbursable expenses, including, but not limited to, application fees, printing and reproduction, courier and express delivery service, special/overnight mailings, facsimile transmissions, specialized equipment and laboratory charges, and costs of acquiring materials specifically for the Client. Reimbursable charges will be added to each monthly invoice and are part of Client's responsibility.

4.0 PAYMENT:

Bright View Engineering LLC bills are payable in full UPON RECEIPT and **payment is expected within thirty (30) days**. We reserve the right to assess a late charge of 1.5 percent per month for any amounts not paid within 45 days of the billing date. In the event payment is not made according to the terms and conditions herein, the matter may proceed to a collections agency or to an attorney for collection. Client shall be responsible for fees charged by the collections agency and/or attorney's fees incurred to collect the monies owed. Should the matter proceed to court, client shall also be responsible for court costs.

In addition, where payment is not received in accordance with the terms of this contract, Bright View Engineering LLC reserves the right to withdraw any applications too federal, state, or local regulatory agencies / boards filed on behalf of the client with the understanding that these applications are the property of Bright View Engineering LLC Bright View Engineering LLC will provide you with written notification two (2) weeks prior to taking any action to withdraw an application submitted on behalf of the client. If payment of all outstanding invoices is not received within two (2) weeks of receipt of this letter, Bright View Engineering LLC will withdraw all pending applications for the project.

5.0 RETAINER:

Bright View Engineering LLC reserves the right to request a retainer from the Client prior to the commencement of services on a project. While retainers are collected prior to the start of a project, the retainer is held to the end of the project and will be applied to the final invoices. Retainers are not applied to the beginning of the project.

6.0 RIGHT OF ENTRY/JOBSITE:

Client will provide for right of entry for Bright View Engineering LLC personnel and equipment necessary to complete our services. While Bright View Engineering LLC will take all reasonable precautions to minimize any damage to the property, it is understood by the Client that in the normal course of our services some damage may occur, the correction of which is not part of this Agreement.

Client shall furnish or cause to be furnished to Bright View Engineering LLC all documents and information known to the Client that relate to the identity, location, quantity, nature, or characteristics of any hazardous or toxic substances at, on, or under the site. In addition, the Client will furnish or cause to be furnished such other information on surface and subsurface site conditions required by Bright View Engineering LLC for proper performance of its services. Bright View Engineering LLC shall be entitled to rely on the accuracy and completeness of Client provided documents and information in performing the services required under this Agreement and Bright View Engineering LLC assumes no responsibility or liability for their accuracy or completeness.

Bright View Engineering LLC will not direct, supervise, or control the work of Client's contractors or their subcontractors. Bright View Engineering LLC shall not have authority over or responsibility for the construction means, methods, techniques, sequences, or procedures and Bright View Engineering LLC 's services will not include a review or evaluation of the contractors (or subcontractor's) safety precautions, programs or measures.

Bright View Engineering LLC shall be responsible only for its activities and that of its employees on any site. Neither the professional activities nor the presence of Bright View Engineering LLC or its employees or subcontractors on a site shall imply that Bright View Engineering LLC controls the operations of others, nor shall this be construed to be an acceptance by Bright View Engineering LLC of any responsibility for jobsite safety.

7.0 UTILITIES:

In the execution of our services, Bright View Engineering LLC will take reasonable precautions in accordance with the professional standard of care to avoid damage or injury to subterranean structures or utilities. The Client agrees to hold Bright View Engineering LLC harmless and defend and indemnify Bright View Engineering LLC for any claims or damages to subterranean structures or utilities, which have not been marked-out under the One-Call system or are not shown or are incorrectly shown on the plans furnished.

8.0 TERMINATION OR SUSPENSION OF SERVICES:

Should Client fail to make payments when due or is otherwise in material breach of this Agreement, Bright View Engineering LLC at their election may suspend services at any time after PROVIDING WRITTEN NOTICE TO THE CLIENT until payments are brought current. Bright View Engineering LLC shall have no liability whatsoever to the Client for any costs or damages as a result of such suspension and the Client agrees to indemnify and hold Bright View Engineering LLC harmless from any claim or liability resulting from such suspension.

This Agreement may be terminated by either party upon seven (7) days written notice in the event of substantial failure by the other party to perform in accordance with the terms hereof. Such termination shall not be effective if that substantial failure has been remedied before expiration of the period specified in the written notice. In the event of termination, Bright View Engineering LLC shall be paid for service performed to the termination notice date plus reasonable termination expenses.

In the event of termination, or suspension for more than three (3) months, prior to completion of all services contemplated by the Agreement, Bright View Engineering LLC may complete such analyses and records as are necessary to complete its files and may also complete a report on the services performed to the date of notice of termination or suspension. The expenses of termination or suspension shall include all direct costs of Bright View Engineering LLC in completing such analyses, records, and reports.

9.0 SUBCONTRACTORS:

Bright View Engineering LLC prefers that its Clients directly retain other contractors whose services are required in connection with field services for a project (e.g., drillers, analytical laboratories, transporters, etc.), except in unusual circumstances. As a service, we will advise Clients with respect to selecting other such contractors and will assist Clients in coordinating and monitoring their performance. In no event will we assume any liability or responsibility for the work performed by other contractors, or for their failure to perform any work, regardless of whether we hire them directly as subcontractors, or only coordinate and monitor their work. When Bright View Engineering LLC does engage a subcontractor on behalf of the Client, the expenses incurred, including rental of special equipment necessary for the work, will be billed as they are incurred, at cost plus an up-charge not to exceed 20 percent of the invoice. By engaging us to perform services, you agree to defend, indemnify, and hold Bright View Engineering LLC its directors, officers, employees, and other agents harmless from and against any and all claims, losses, liabilities, damages, demands, costs, or judgments arising out of or relating in any way to the performance or non-performance of work by another contractor or subcontractor. In addition, Client agrees to pursue recovery of and assert any claims based upon its loss, expenses and/or damages solely and directly against those contractors or subcontractors. In consideration of such indemnity and waiver, Bright View Engineering LLC agrees to assign its rights and/or claims against those contractors or subcontractors pursuant to the contractors' or subcontractors' agreements with Bright View Engineering LLC to the Client.

10.0 AGREED REMEDY:

Bright View Engineering LLC shall be liable to the Client only for direct damages to the extent caused by Bright View Engineering LLC 's negligence in the performance of its services. UNDER NO CIRCUMSTANCES SHALL BRIGHT VIEW ENGINEERING LLC BE LIABLE FOR INDIRECT, CONSEQUENTIAL, PUNITIVE, SPECIAL, OR EXEMPLARY DAMAGES, OR FOR DAMAGES CAUSED BY THE CLIENT'S FAILURE TO PERFORM ITS OBLIGATIONS. With regard to services involving hazardous substances, Bright View Engineering LLC has neither created nor contributed to the creation or existence of any actually or potentially hazardous, radioactive, toxic, or otherwise dangerous substance or condition at any site, and its compensation is in no way commensurate with the potential liability that may be associated with a substance or site.

To the fullest extent permitted by law, the total liability, in the aggregate, of Bright View Engineering LLC and Bright View Engineering LLC 's officers, directors, employees, agents and consultants to Client and anyone claiming by, through or under Client, for any and all injuries, claims, losses, expenses, or damages whatsoever arising out of in any way related to Bright View Engineering LLC 's services, the Project or this Agreement, from any cause or causes whatsoever, including but not limited to, negligence, strict liability, breach of contract or breach of warranty shall not exceed the total compensation received by Bright View Engineering LLC under this Agreement, not including reimbursable expenses and any sub consultant fees rendered on the project.

It is intended by the parties to this Agreement that Bright View Engineering LLC 's services in connection with the project shall not subject Bright View Engineering LLC 's individual employees, officers, or directors to any personal legal exposure for the risks associated with this project. Therefore, the Client agrees that as the Client's sole and exclusive remedy, any claim, demand, or suit shall be directed and/or asserted only against Bright View Engineering LLC, a New Jersey corporation, and not against any of Bright View Engineering LLC 's employees, officers or directors.

11.0 LIABILITY TO THIRD PARTIES:

The Client agrees to be solely responsible for, and to defend, indemnify, and hold Bright View Engineering LLC harmless from any and all liabilities, claims, damages and costs (including reasonable attorney's fees and defense costs) by third parties arising out of, or in any way related to, our performance or non-performance of services, except claims for personal injury, death, or personal property damage to the extent caused by the sole negligence, gross negligence or willful misconduct of employees of Bright View Engineering LLC

12.0 INDEMNIFICATION:

Bright View Engineering LLC shall maintain, at its own expense, Workers Compensation Insurance, Comprehensive General Liability Insurance, and Professional Liability Insurance at all times and will, upon request, furnish insurance certificates to the Client.

To the fullest extent permitted by law, Client shall indemnify, defend and hold harmless Bright View Engineering LLC and its agents, officers, directors and employees, subcontracts or consultants (herein for the remainder of this section collectively referred to as Bright View Engineering LLC) from and against all claims, damages, losses and expenses, whether direct, indirect or consequential or punitive, including but not limited to fees and charges of attorneys and court and arbitration costs, arising out of or resulting from the services of Bright View Engineering LLC or any claims against Bright View Engineering LLC arising from the acts, omissions or work of others,

unless it is proven in a court of competent jurisdiction that Bright View Engineering LLC is guilty of negligence, gross negligence, or willful misconduct in connection with the services and such negligence, gross negligence, or willful misconduct was the sole cause of the damages, claims, and liabilities.

Client agrees to defend, indemnify and hold harmless Bright View Engineering LLC from and against all claims, damages, losses and expenses, direct or indirect, and consequential damages, including but not limited to fees and charges of attorneys and court, and arbitration costs, brought by any person or entity, or claims against Bright View Engineering LLC which arise out of, are related to, or are based upon, the actual or threatened dispersal, discharge, escape, release, or saturation of smoke, vapors, soot, fumes, acids, alkalis, toxic chemical, radioactive materials, liquids, gases, or any other material, upon it or into the surface or subsurface soil, water or watercourse, objects, or any tangible or intangible matter.

To the fullest extent permitted by law, such indemnification shall apply regardless of the fault, negligence breach of warranty or contract, or strict liability of Bright View Engineering LLC This indemnification shall not apply to claims, damages, losses, or expenses which are determined by a court of competent jurisdiction to be the sole result of negligence or willful misconduct by Bright View Engineering LLC of obligations under this Agreement.

13.0 ASSIGNS:

The Client may not delegate, assign, sublet, or transfer his duties or interest in the Agreement without written consent of Bright View Engineering LLC Bright View Engineering LLC shall not, in connection with any such assignment by the Client, be required to execute any documents that in any way might, in the sole judgment of Bright View Engineering LLC, increase Bright View Engineering LLC 's contractual or legal obligations or risks, or the availability or costs of its professional or general liability insurance.

The Agreement shall not create any rights or benefits to parties other than the Client and Bright View Engineering LLC , and nothing contained in this Agreement shall create a contractual relationship with, or a cause of action in favor of, a third party against either the Client or Bright View Engineering LLC Bright View Engineering LLC 's services hereunder are being performed solely for the benefit of the Client, and no other entity shall have any claim against Bright View Engineering LLC because of this Agreement of Bright View Engineering LLC 's performance or nonperformance of services hereunder.

14.0 OWNERSHIP AND RESTRICTION ON REUSE OF DOCUMENTS:

All drawings, calculations, reports, plans, specifications, computer files, field data, notes, and other documents and instruments ("Documents") prepared by Bright View Engineering LLC are and remain the property of Bright View Engineering LLC as instruments of service. The Documents may not be copied by the Client or others on extensions of this project or on any other project. The Client agrees not to use Bright View Engineering LLC 's Documents for marketing purposes, for projects other than the project for which the Documents were prepared by Bright View Engineering LLC, or for future modifications to this project, without Bright View Engineering LLC 's express written permission. Any reuse or distribution to third parties without such express written permission or project-specific adaptation by Bright View Engineering LLC will be at the Client's sole risk and without liability to Bright View Engineering LLC or its employees, subsidiaries, independent professional associates, sub consultants, and subcontractors. The Client shall, to the fullest extent permitted by law, indemnify, defend, and hold harmless Bright View Engineering LLC from and against any and all expenses, fees, demands, liabilities, suits, actions, claims, damages, or losses including attorneys' fees and costs, arising out of, or resulting from such unauthorized distribution or reuse of Documents.

Computer files are not considered part of deliverables unless specifically requested or required by the signed contract. If computer files are required, Bright View Engineering LLC shall provide Client files subject to the following conditions:

The Client must execute our standard Electronic Media Release form prior to any distribution of files. The Client recognizes that data, plans, specifications, reports, documents, or other information recorded on or transmitted as electronic media are subject to undetectable alteration, either intentional or unintentional due to, among other causes, transmission, conversion, media degradation, software error, or human alteration. Accordingly, it is understood that electronic files provided to the Client are for informational purposes only and are not intended as an end-product. Bright View Engineering LLC makes no representation of any warranties, either expressed or implied, regarding the fitness or suitability of the electronic documents. Accordingly, the Client agrees to waive any and all claims against Bright View Engineering LLC and Bright View Engineering LLC 's consultants relating in any way to the unauthorized use, reuse or alteration of the electronic documents. Any unlicensed use or reuse of the documents without our written consent will constitute a violation of our copyright. Only original plans and reports of the most recent date bearing the signature and the embossed seal of the professional will be considered documents of record.

Bright View Engineering LLC shall maintain in its storage facility, samples collected as part of their services provided for a period of three (3) months after issuance of final reports. After the three (3) month time limit, all samples will be disposed of in accordance with appropriate regulations at the time. Extended storage of samples can be arranged at an additional cost to be established on a project-by-project basis.

15.0 GENERAL CONDITIONS:

Bright View Engineering LLC shall not be responsible for the delays caused by factors beyond its reasonable control, including but not limited to delay due to accidents, an act of God, fire, hurricane, flood, explosions, strike, boycott or other labor dispute, failure of the Client to furnish timely information or approve or disapprove of Bright View Engineering LLC 's services or work product, delays caused by faulty performance by the Client or contractors of any level, or by acts of Government, which, in the opinion of Bright View Engineering LLC , could not have been reasonably foreseen and provided for, such delay will entitle Bright View Engineering LLC to an extension of time in performing its Services. If there is any increase in the total cost of providing Services by reason of any such delay, Bright View Engineering LLC will notify Client of particulars, and Client will pay for such increase. When such delays beyond Bright View Engineering LLC 's reasonable control occur, the Client agrees that Bright View Engineering LLC shall not be responsible for damages, nor shall Bright View Engineering LLC be deemed in default of this Agreement.

The fees quoted in this proposal assume that upon authorization, this project will commence through to completion without a stop work order from the Client. Should a stop work order be received from the Client before completion of the project or any task, additional fees may be required to restart the project.

16.0 ENTIRE AGREEMENT:

This Agreement comprises the final and complete Agreement between the Client and Bright View Engineering LLC It supersedes all prior or contemporaneous communications, representations, or Agreements, whether oral or written, relating to the subject matter of this Agreement. Execution of this Agreement signifies that each party has read the document thoroughly, has had the opportunity to have questions explained by independent counsel and is satisfied with the terms and conditions contained herein. Amendments to this Agreement shall not be binding unless made in writing and signed by both the Client and Bright View Engineering LLC

To the extent Client provides its own Agreement and that Agreement conflicts with or is silent with respect to any term or condition expressed herein, these conditions shall prevail and shall be binding upon the parties.

2024 RATE SCHEDULE
TECHNICAL STAFF RATES

BILLING TITLES	HOURLY RATES
Principal	185.00
Senior Technical Director	185.00
Senior Project Professional	175.00
Senior Project Manager	170.00
Project Professional	165.00
Technical Director	160.00
Project Manager	160.00
Senior Project Specialist	155.00
Senior Technical Professional	150.00
Project Specialist	150.00
Senior Technical Specialist	145.00
Technical Professional	140.00
Senior Specialist	135.00
Technical Specialist	135.00
Specialist	120.00
Senior Data Technician	105.00
Senior Technical Assistant	95.00
Technical Assistant	85.00
Data / Field Technician	75.00
Survey Crew – 2 Man	190.00
Survey Crew – 1 Man	160.00
Expert	260.00
Sr. LSRP	235.00
LSRP	200.00

REIMBURSABLE EXPENSES

General Expenses	Cost + 15%
Travel (Hotel, Airfare, Meals)	Cost + 15%
Sub-Consultants/Sub-Contractors	Cost + 15%
Mileage Reimbursement*	0.67 / Per Mile
Plotting	3.50 / Each
Computer Mylars / Color Plots	45.00 / Each
Photo Copies	0.25 / Each
Color Photo Copies	1.50 / Each
Document Binding	3.00 / Each
Compact Disk CD/DVD	75.00 / Each
Exhibit Lamination (24” x 36” or larger)	50.00 / Each

* Mileage reimbursement subject to change based upon IRS standard mileage rate.
RATES ARE EFFECTIVE THROUGH DECEMBER 31, 2024

SECTION IV – CLIENT CONTRACT AUTHORIZATION

I hereby declare that I am duly authorized to sign binding contractual documents. I also declare that I have read, understand, and accept this contract.

Signature	Date
Printed Name	Title

If you find this proposal acceptable, **please sign where indicated above in Section IV, return one signed copy** to this office as a formal notice-to-proceed**.** Invoices are due within 30 days. This proposal is valid until January 30, 2025.

We appreciate the opportunity of submitting this proposal and look forward to working with you on this project.

Very truly yours,

BRIGHT VIEW ENGINEERING

John Jahr, P.T.P., T.S.O.S.
Principal
(732) 236-7557

jaf:JJJ

https://bvengr.sharepoint.com/sites/bvengr/proj/240344-WOT-GregoryAve/1-Proposals/240344-gregory-ave-proposal-r1.docx

352-24
December 10, 2024

RESOLUTION

WHEREAS, the Township of West Orange seeks to award a contract for recreational, social, informational, and educational services for the older adults of the Township of West Orange (the "Township"), and for the period commencing January 1, 2024 and ending December 31, 2024; and

WHEREAS, Eagle Rock Senior Citizens Housing Association – Tenant Services, a housing association providing social and educational services for older adults has agreed to provide such services, including, but not limited to a minimum of six (6) gatherings designed to service the educational, recreational, informational and/or social needs of the older adults of the Township consistent with the terms of the agreement annexed hereto as Exhibit **"A"** (the "Agreement"); and

WHEREAS, the aggregate of public funds to be expended for the provision of such services is **Two Hundred Fifty Dollars ($250.00)** which falls below the bid threshold allowing award of the Agreement without public advertisements for bids.

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that the Township is hereby authorized to enter into the Agreement, annexed hereto as Exhibit **"A"** with Eagle Rock Senior Citizens Housing Association – Tenant Services for recreational, social, informational, and educational services for older adults of the Township; and be if further

RESOLVED, that the Mayor be and is hereby authorized to execute the Agreement annexed hereto as Exhibit **"A"** and the Township Clerk be and is hereby authorized to attest to the Mayor's signature; and be it further

RESOLVED that a copy of this resolution shall be made available in the Clerk's Office for reasonable inspection in accordance with applicable law.

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

Adopted: December 10, 2024

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

John Ditinyak, Chief Financial Officer

AGREEMENT

THIS AGREEMENT, made this _____ day of December 2024, by and between: the 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 the "Township;" and Eagle Rock Senior Citizens Housing Association – Tenant Services, a housing association providing social and educational services for older adults, hereinafter referred to as the "EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION – TENANT SERVICES."

W I T N E S S E T H:

WHEREAS, the Township desires to provide certain recreational, social, informational, and education services to the older adults of the Township; and

WHEREAS, it is the purpose of this agreement to recite the terms and conditions under which the foregoing shall be provided.

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

1. For the period of January 1, 2024 to December 31, 2024, the EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES hereby agrees to organize and make available to the Township, a minimum of **six (6) gatherings** designed to service the educational, recreational, informational and/or social needs of the older adults of the Township.

2. The referenced services shall be supervised and operated by personnel provided by EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES, whose personnel shall be solely the employees or volunteers of EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES who is responsible to pay them, where appropriate, at the sole discretion of the EAGLE ROCK

SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES.

3. The EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES agrees to indemnify the Township and hold it harmless, including Township's employees, agents and servants, from and against any and all losses, claims, liabilities and expenses which may arise or be claimed against the Township, its agents, servants or employees in connection with any phase of this Agreement.

4. Neither this Agreement nor the monies granted hereunder may be assigned.

5. The EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES acknowledges that it has read and reviewed N.J.S.A. 10:2-1, et seq., of the Revised Statutes of the State of New Jersey (Discrimination in Employment on Public Works, Contract Provisions), the terms of which are incorporated herein as though expressly set forth at length. EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES agrees to comply with and be bound by the provisions thereof to the extent held applicable to volunteer organizations.

6. It is understood that this Agreement shall be deemed effective as of January 1, 2024.

7. Township shall pay to the EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES, for the services to be provided hereunder for the full one-year term, the sum of **Two Hundred Fifty Dollars ($250.00)**.

8. The manner of payment shall be as determined jointly by the President of the EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES and Director of the Township’s Department of Senior Services.

9. The parties hereto agree that the provisions of the New Jersey Prevailing Wage Act shall apply hereto the extent held applicable to a volunteer organization. Accordingly, the EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES agrees to comply with the provisions of N.J.S.A. 34:11-56.25

through 34:11-56.33, the provisions of which are hereby incorporated by reference as though stated at length herein. The EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES hereby declares that it is aware of the prevailing wage rates on file in the Township Hall of the Township pursuant to the New Jersey Prevailing Wage Act and agrees to comply therewith to the extent held applicable to volunteer organizations. The EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES further agrees as follows:

A. All covered employees of the EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES performing services hereunder shall be paid not less than the prevailing wage rate as specified.

B. The EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES shall maintain accurate records showing: (i) name, (ii) kind of work performed and (iii) actual hourly rate of wage paid to each covered employee employed hereunder. Such records shall be maintained for three (3) years from date of payment and shall be available for inspection by the Township's Business Administrator or his designee on request.

C. The EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES shall post the prevailing wage rate for each covered employee performing worker hereunder, as determined by the Commissioner of Labor and Industry of the State of New Jersey, including the effective date of any changes thereof, in a prominent and easily accessible place and the principal offices of the EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES.

D. If it is found that any covered employee of the EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES is paid less

than the required wage rates Township may, on written notice to the EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES terminate the EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES's rights to proceed hereunder, or as to such portion of services rendered hereunder as to which there has been a failure to pay the required wages. Township may then arrange to prosecute the rendering of the services hereunder by other means, in which event the EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES shall be liable to the Township for costs and damages incurred by the Township.

E. It is specifically understood that the provisions of this paragraph shall not apply to such persons engaged by the EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES to render services hereunder who are performing such services as volunteers without remuneration.

F. The EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES agrees to be bound by the provisions of **"SCHEDULE A"** attached hereto and made of part hereof.

IN WITNESS WHEREOF, the parties have caused these presents to be signed by their proper corporate officers and their property corporate seals to be hereto affixed the day and year first above written.

ATTEST:

TOWNSHIP OF WEST ORANGE

_____

Karen J. Carnevale
Municipal Clerk

_____

BY: Susan McCartney, Mayor

EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES

_____

BY:
PRESIDENT

"**SCHEDULE A"**

(I) During the performance of this agreement the EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES agrees as follows:

a. The EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES will not discriminate against any employee of applicant for employment because of age, race, creed, color, national, origin, ancestry, marital status or sex. The EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES 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 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 EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES 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 non-discrimination clause;

b. The EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES will, in all solicitations or advertisements for employees placed by or on behalf of the EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES, state that all qualified applicants will receive consideration for employment without regard to age, creed, color, national origin, ancestry, marital status or sex;

c. The EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES 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 worker's representative of the EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

d. The EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES agrees to comply with any regulations promulgated by the Department of Labor and Workforce Development pursuant to P.L. 1975, c.127, as amended and supplemented from time to time.

(II) The EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES agrees to attempt in good faith to employ minority and female workers consistent with the applicable county employment goals prescribed by section 5.2 of the Regulations promulgated by the Department of Labor and Workforce Development pursuant to P.L. 1975, c.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to section 5.2 of the Regulations promulgated by the Department of Labor and Workforce Development pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time.

(III) The EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placements bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect or indirect discriminatory practices.

(IV) The EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT

SERVICES agrees to revise any of its testing procedure, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decision of the State of New Jersey and as established by applicable federal law and applicable federal court decisions.

(V) The EAGLE ROCK SENIOR CITIZENS HOUSING ASSOCIATION - TENANT SERVICES 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 or sex, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable federal law and applicable federal court decisions.

353-24
December 10, 2024

RESOLUTION

WHEREAS, the Township of West Orange seeks to award a contract for recreational, social, informational, and educational services for the older adults of the Township of West Orange (the "Township"), and for the period commencing January 1, 2024 and ending December 31, 2024; and

WHEREAS, JCC Council of Senior Citizens, a social group providing social, recreational, and educational services for older adults has agreed to provide such services, including, but not limited to a minimum of six (6) gatherings designed to service the educational, recreational, informational and/or social needs of the older adults of the Township consistent with the terms of the agreement annexed hereto as Exhibit **"A"** (the "Agreement"); and

WHEREAS, the aggregate of public funds to be expended for the provision of such services is **Two Hundred Fifty Dollars ($250.00)** which falls below the bid threshold allowing award of the Agreement without public advertisements for bids.

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that the Township is hereby authorized to enter into the Agreement, annexed hereto as Exhibit **"A"** with JCC Council of Senior Citizens for recreational, social, informational, and educational services for older adults of the Township; and be if further

RESOLVED, that the Mayor be and is hereby authorized to execute the Agreement annexed hereto as Exhibit **"A"** and the Township Clerk be and is hereby authorized to attest to the Mayor's signature; and be it further

RESOLVED that a copy of this resolution shall be made available in the Clerk's Office for reasonable inspection in accordance with applicable law.

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

Adopted: December 10, 2024

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

John Ditinyak, Chief Financial Officer

353-24

AGREEMENT

THIS AGREEMENT, made this _____ day of December 2024, by and between: the 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 the "Township;"; and JCC Council of Senior Citizens, a social services organization group providing social and educational services for older adults, hereinafter referred to as the "JCC COUNCIL OF SENIOR CITIZENS."

W I T N E S S E T H:

WHEREAS, the Township desires to provide certain recreational, social, informational, and education services to the older adults of the Township; and

WHEREAS, it is the purpose of this agreement to recite the terms and conditions under which the foregoing shall be provided.

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

1. For the period of January 1, 2024 to December 31, 2024, the JCC COUNCIL OF SENIOR CITIZENS hereby agrees to organize and make available to the Township, a minimum of **six (6) gatherings** designed to service the educational, recreational, informational and/or social needs of the older adults of the Township.

2. The referenced services shall be supervised and operated by personnel provided by JCC COUNCIL OF SENIOR CITIZENS, whose personnel shall be solely the employees or volunteers of JCC COUNCIL OF SENIOR CITIZENS who is responsible to pay them, where appropriate, at the sole discretion of the JCC COUNCIL OF SENIOR CITIZENS.

3. The JCC COUNCIL OF SENIOR CITIZENS agrees to indemnify the Township and hold it harmless, including Township's employees, agents and servants,

from and against any and all losses, claims, liabilities and expenses which may arise or be claimed against the Township, its agents, servants or employees in connection with any phase of this Agreement.

4. Neither this Agreement nor the monies granted hereunder may be assigned.

5. The JCC COUNCIL OF SENIOR CITIZENS acknowledges that it has read and reviewed N.J.S.A. 10:2-1, et seq., of the Revised Statutes of the State of New Jersey (Discrimination in Employment on Public Works, Contract Provisions), the terms of which are incorporated herein as though expressly set forth at length. JCC COUNCIL OF SENIOR CITIZENS agrees to comply with and be bound by the provisions thereof to the extent held applicable to volunteer organizations.

6. It is understood that this Agreement shall be deemed effective as of January 1, 2024.

7. Township shall pay to the JCC COUNCIL OF SENIOR CITIZENS, for the services to be provided hereunder for the full one-year term, the sum of **Two Hundred Fifty Dollars ($250.00)**.

8. The manner of payment shall be as determined jointly by the President of the JCC COUNCIL OF SENIOR CITIZENS and Director of the Township's Department of Senior Services.

9. The parties hereto agree that the provisions of the New Jersey Prevailing Wage Act shall apply hereto the extent held applicable to a volunteer organization. Accordingly, the JCC COUNCIL OF SENIOR CITIZENS agrees to comply with the provisions of N.J.S.A. 34:11-56.25 through 34:11-56.33, the provisions of which are hereby incorporated by reference as though stated at length herein. The JCC COUNCIL OF SENIOR CITIZENS hereby declares that it is aware of the prevailing wage rates on file in the Township Hall of the Township pursuant to the New Jersey Prevailing Wage Act and agrees to comply therewith to the extent held applicable to volunteer organizations.

The JCC COUNCIL OF SENIOR CITIZENS further agrees as follows:

A. All covered employees of the JCC COUNCIL OF SENIOR CITIZENS performing services hereunder shall be paid not less than the prevailing wage rate as specified.

B. The JCC COUNCIL OF SENIOR CITIZENS shall maintain accurate records showing: (i) name, (ii) kind of work performed and (iii) actual hourly rate of wage paid to each covered employee employed hereunder. Such records shall be maintained for three (3) years from date of payment and shall be available for inspection by the Township's Business Administrator or his designee on request.

C. The JCC COUNCIL OF SENIOR CITIZENS shall post the prevailing wage rate for each covered employee performing worker hereunder, as determined by the Commissioner of Labor and Industry of the State of New Jersey, including the effective date of any changes thereof, in a prominent and easily accessible place and the principal offices of the JCC COUNCIL OF SENIOR CITIZENS.

D. If it is found that any covered employee of the JCC COUNCIL OF SENIOR CITIZENS is paid less than the required wage rates Township may, on written notice to the JCC COUNCIL OF SENIOR CITIZENS terminate the JCC COUNCIL OF SENIOR CITIZENS's rights to proceed hereunder, or as to such portion of services rendered hereunder as to which there has been a failure to pay the required wages. Township may then arrange to prosecute the rendering of the services hereunder by other means, in which event the JCC COUNCIL OF SENIOR CITIZENS shall be liable to the Township for costs and damages incurred by the Township.

E. It is specifically understood that the provisions of this paragraph shall not

apply to such persons engaged by the JCC COUNCIL OF SENIOR CITIZENS to render services hereunder who are performing such services as volunteers without remuneration.

F. The JCC COUNCIL OF SENIOR CITIZENS agrees to be bound by the provisions of **"SCHEDULE A"** attached hereto and made of part hereof.

IN WITNESS WHEREOF, the parties have caused these presents to be signed by their proper corporate officers and their property corporate seals to be hereto affixed the day and year first above written.

ATTEST:

TOWNSHIP OF WEST ORANGE

_____

Karen J. Carnevale
Municipal Clerk

_____

BY: Susan McCartney, Mayor

JCC COUNCIL OF SENIOR CITIZENS

_____

BY:
PRESIDENT

"SCHEDULE A"

(I) During the performance of this agreement the JCC COUNCIL OF SENIOR CITIZENS agrees as follows:

a. The JCC COUNCIL OF SENIOR CITIZENS will not discriminate against any employee of applicant for employment because of age, race, creed, color, national, origin, ancestry, marital status or sex. The JCC COUNCIL OF SENIOR CITIZENS 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 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 JCC COUNCIL OF SENIOR CITIZENS 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 non-discrimination clause;

b. The JCC COUNCIL OF SENIOR CITIZENS will, in all solicitations or advertisements for employees placed by or on behalf of the JCC COUNCIL OF SENIOR CITIZENS, state that all qualified applicants will receive consideration for employment without regard to age, creed, color, national origin, ancestry, marital status or sex;

c. The JCC COUNCIL OF SENIOR CITIZENS 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 worker's representative of the JCC COUNCIL OF SENIOR CITIZENS's commitments under this act and shall post copies of the

notice in conspicuous places available to employees and applicants for employment.

d. The JCC COUNCIL OF SENIOR CITIZENS agrees to comply with any regulations promulgated by the Department of Labor and Workforce Development pursuant to P.L. 1975, c.127, as amended and supplemented from time to time.

(II) The JCC COUNCIL OF SENIOR CITIZENS agrees to attempt in good faith to employ minority and female workers consistent with the applicable county employment goals prescribed by section 5.2 of the Regulations promulgated by the Department of Labor and Workforce Development pursuant to P.L. 1975, c.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to section 5.2 of the Regulations promulgated by the Department of Labor and Workforce Development pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time.

(III) The JCC COUNCIL OF SENIOR CITIZENS agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placements bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect or indirect discriminatory practices.

(IV) The JCC COUNCIL OF SENIOR CITIZENS agrees to revise any of its testing procedure, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decision of the State of New Jersey and as established by applicable federal law and applicable federal court decisions.

(V) The JCC COUNCIL OF SENIOR CITIZENS 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 or sex, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable federal law and applicable federal court decisions.

354-24
December 10, 2024

RESOLUTION

WHEREAS, the Township of West Orange seeks to award a contract for recreational, social, informational, and educational services for the older adults of the Township of West Orange (the "Township"), and for the period commencing January 1, 2024 and ending December 31, 2024; and

WHEREAS, Pleasantdale Senior Citizens, a social group providing social, recreational, and educational services for older adults has agreed to provide such services, including, but not limited to a minimum of six (6) gatherings designed to service the educational, recreational, informational and/or social needs of the older adults of the Township consistent with the terms of the agreement annexed hereto as Exhibit **"A"** (the "Agreement"); and

WHEREAS, the aggregate of public funds to be expended for the provision of such services is **Two Hundred Fifty Dollars ($250.00)** which falls below the bid threshold allowing award of the Agreement without public advertisements for bids.

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that the Township is hereby authorized to enter into the Agreement, annexed hereto as Exhibit **"A"** with Pleasantdale Senior Citizens for recreational, social, informational, and educational services for older adults of the Township; and be if further

RESOLVED, that the Mayor be and is hereby authorized to execute the Agreement annexed hereto as Exhibit **"A"** and the Township Clerk be and is hereby authorized to attest to the Mayor's signature; and be it further

RESOLVED that a copy of this resolution shall be made available in the Clerk's Office for reasonable inspection in accordance with applicable law.

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

Adopted: December 10, 2024

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

John Ditinyak, Chief Financial Officer

354-24

AGREEMENT

THIS AGREEMENT, made this _____ day of December 2024, by and between: the 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 the "Township;"; and Pleasantdale Senior Citizens, a social group providing social and educational services for older adults, hereinafter referred to as the "PLEASANTDALE SENIOR CITIZENS."

W I T N E S S E T H:

WHEREAS, the Township desires to provide certain recreational, social, informational, and education services to the older adults of the Township; and

WHEREAS, it is the purpose of this agreement to recite the terms and conditions under which the foregoing shall be provided.

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

1. For the period of January 1, 2024 to December 31, 2024, the PLEASANTDALE SENIOR CITIZENS hereby agrees to organize and make available to the Township, a minimum of **six (6) gatherings** designed to service the educational, recreational, informational and/or social needs of the older adults of the Township.

2. The referenced services shall be supervised and operated by personnel provided by PLEASANTDALE SENIOR CITIZENS, whose personnel shall be solely the employees or volunteers of PLEASANTDALE SENIOR CITIZENS who is responsible to pay them, where appropriate, at the sole discretion of the PLEASANTDALE SENIOR CITIZENS.

3. The PLEASANTDALE SENIOR CITIZENS agrees to indemnify the Township and hold it harmless, including Township's employees, agents and servants,

from and against any and all losses, claims, liabilities and expenses which may arise or be claimed against the Township, its agents, servants or employees in connection with any phase of this Agreement.

4. Neither this Agreement nor the monies granted hereunder may be assigned.

5. The PLEASANTDALE SENIOR CITIZENS acknowledges that it has read and reviewed N.J.S.A. 10:2-1, et seq., of the Revised Statutes of the State of New Jersey (Discrimination in Employment on Public Works, Contract Provisions), the terms of which are incorporated herein as though expressly set forth at length. PLEASANTDALE SENIOR CITIZENS agrees to comply with and be bound by the provisions thereof to the extent held applicable to volunteer organizations.

6. It is understood that this Agreement shall be deemed effective as of January 1, 2024.

7. Township shall pay to the PLEASANTDALE SENIOR CITIZENS, for the services to be provided hereunder for the full one-year term, the sum of **Two Hundred Fifty Dollars ($250.00)**.

8. The manner of payment shall be as determined jointly by the President of the PLEASANTDALE SENIOR CITIZENS and Director of the Township's Department of Senior Services.

9. The parties hereto agree that the provisions of the New Jersey Prevailing Wage Act shall apply hereto the extent held applicable to a volunteer organization. Accordingly, the PLEASANTDALE SENIOR CITIZENS agrees to comply with the provisions of N.J.S.A. 34:11-56.25 through 34:11-56.33, the provisions of which are hereby incorporated by reference as though stated at length herein. The PLEASANTDALE SENIOR CITIZENS hereby declares that it is aware of the prevailing wage rates on file in the Township Hall of the Township pursuant to the New Jersey Prevailing Wage Act and agrees to comply therewith to the extent held applicable to

volunteer organizations. The PLEASANTDALE SENIOR CITIZENS further agrees as follows:

A. All covered employees of the PLEASANTDALE SENIOR CITIZENS performing services hereunder shall be paid not less than the prevailing wage rate as specified.

B. The PLEASANTDALE SENIOR CITIZENS shall maintain accurate records showing: (i) name, (ii) kind of work performed and (iii) actual hourly rate of wage paid to each covered employee employed hereunder. Such records shall be maintained for three (3) years from date of payment and shall be available for inspection by the Township's Business Administrator or his designee on request.

C. The PLEASANTDALE SENIOR CITIZENS shall post the prevailing wage rate for each covered employee performing worker hereunder, as determined by the Commissioner of Labor and Industry of the State of New Jersey, including the effective date of any changes thereof, in a prominent and easily accessible place and the principal offices of the PLEASANTDALE SENIOR CITIZENS.

D. If it is found that any covered employee of the PLEASANTDALE SENIOR CITIZENS is paid less than the required wage rates Township may, on written notice to the PLEASANTDALE SENIOR CITIZENS terminate the PLEASANTDALE SENIOR CITIZENS's rights to proceed hereunder, or as to such portion of services rendered hereunder as to which there has been a failure to pay the required wages. Township may then arrange to prosecute the rendering of the services hereunder by other means, in which event the PLEASANTDALE SENIOR CITIZENS shall be liable to the Township for costs and damages incurred by the Township.

E. It is specifically understood that the provisions of this paragraph shall not apply to such persons engaged by the PLEASANTDALE SENIOR CITIZENS to render services hereunder who are performing such services as volunteers without remuneration.

F. The PLEASANTDALE SENIOR CITIZENS agrees to be bound by the provisions of **"SCHEDULE A"** attached hereto and made of part hereof.

IN WITNESS WHEREOF, the parties have caused these presents to be signed by their proper corporate officers and their property corporate seals to be hereto affixed the day and year first above written.

ATTEST:

TOWNSHIP OF WEST ORANGE

_____

Karen J. Carnevale
Municipal Clerk

_____

BY: Susan McCartney, Mayor

PLEASANTDALE SENIOR CITIZENS

_____

BY:
PRESIDENT

“SCHEDULE A”

(I) During the performance of this agreement the PLEASANTDALE SENIOR CITIZENS agrees as follows:

a. The PLEASANTDALE SENIOR CITIZENS will not discriminate against any employee of applicant for employment because of age, race, creed, color, national, origin, ancestry, marital status or sex. The PLEASANTDALE SENIOR CITIZENS 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 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 PLEASANTDALE SENIOR CITIZENS 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 non-discrimination clause;

b. The PLEASANTDALE SENIOR CITIZENS will, in all solicitations or advertisements for employees placed by or on behalf of the PLEASANTDALE SENIOR CITIZENS, state that all qualified applicants will receive consideration for employment without regard to age, creed, color, national origin, ancestry, marital status or sex;

c. The PLEASANTDALE SENIOR CITIZENS 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 worker's representative of the PLEASANTDALE SENIOR CITIZENS’s commitments under this act and shall

post copies of the notice in conspicuous places available to employees and applicants for employment.

d. The PLEASANTDALE SENIOR CITIZENS agrees to comply with any regulations promulgated by the Department of Labor and Workforce Development pursuant to P.L. 1975, c.127, as amended and supplemented from time to time.

(II) The PLEASANTDALE SENIOR CITIZENS agrees to attempt in good faith to employ minority and female workers consistent with the applicable county employment goals prescribed by section 5.2 of the Regulations promulgated by the Department of Labor and Workforce Development pursuant to P.L. 1975, c.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to section 5.2 of the Regulations promulgated by the Department of Labor and Workforce Development pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time.

(III) The PLEASANTDALE SENIOR CITIZENS agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placements bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect or indirect discriminatory practices.

(IV) The PLEASANTDALE SENIOR CITIZENS agrees to revise any of its testing procedure, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decision of the State of New Jersey and as established by applicable federal law and applicable federal court decisions.

(V) The PLEASANTDALE SENIOR CITIZENS 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 or sex, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable federal law and applicable federal court decisions.

355-24
December 10, 2024

RESOLUTION

WHEREAS, the Township of West Orange seeks to award a contract for recreational, social, informational, and educational services for the older adults of the Township of West Orange (the "Township"), and for the period commencing January 1, 2024 and ending December 31, 2024; and

WHEREAS, Prime Timers, an organization providing social and educational services for older adults has agreed to provide such services, including, but not limited to a minimum of six (6) gatherings designed to service the educational, recreational, informational and/or social needs of the older adults of the Township consistent with the terms of the agreement annexed hereto as Exhibit **"A"** (the "Agreement"); and

WHEREAS, the aggregate of public funds to be expended for the provision of such services is **Two Hundred Fifty Dollars ($250.00)** which falls below the bid threshold allowing award of the Agreement without public advertisements for bids.

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that the Township is hereby authorized to enter into the Agreement, annexed hereto as Exhibit **"A"** with Prime Timers for recreational, social, informational, and educational services for older adults of the Township; and be if further

RESOLVED, that the Mayor be and is hereby authorized to execute the Agreement annexed hereto as Exhibit **"A"** and the Township Clerk be and is hereby authorized to attest to the Mayor's signature; and be it further

RESOLVED that a copy of this resolution shall be made available in the Clerk's Office for reasonable inspection in accordance with applicable law.

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

Adopted: December 10, 2024

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

John Ditinyak, Chief Financial Officer

355-24

AGREEMENT

THIS AGREEMENT, made this _____ day of December 2024, by and between: the 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 the "Township;"; and Prime Timers, an organization providing social and educational services for older adults, hereinafter referred to as the "PRIME TIMERS."

W I T N E S S E T H:

WHEREAS, the Township desires to provide certain recreational, social, informational, and education services to the older adults of the Township; and

WHEREAS, it is the purpose of this agreement to recite the terms and conditions under which the foregoing shall be provided.

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

1. For the period of January 1, 2024 to December 31, 2024, the PRIME TIMERS hereby agrees to organize and make available to the Township, a minimum of **six (6) gatherings** designed to service the educational, recreational, informational and/or social needs of the older adults of the Township.

2. The referenced services shall be supervised and operated by personnel provided by PRIME TIMERS, whose personnel shall be solely the employees or volunteers of PRIME TIMERS who is responsible to pay them, where appropriate, at the sole discretion of the PRIME TIMERS.

3. The PRIME TIMERS agrees to indemnify the Township and hold it harmless, including Township's employees, agents and servants, from and against any and all losses, claims, liabilities and expenses which may arise or be claimed against the

Township, its agents, servants or employees in connection with any phase of this Agreement.

4. Neither this Agreement nor the monies granted hereunder may be assigned.

5. The PRIME TIMERS acknowledges that it has read and reviewed N.J.S.A. 10:2-1, et seq., of the Revised Statutes of the State of New Jersey (Discrimination in Employment on Public Works, Contract Provisions), the terms of which are incorporated herein as though expressly set forth at length. PRIME TIMERS agrees to comply with and be bound by the provisions thereof to the extent held applicable to volunteer organizations.

6. It is understood that this Agreement shall be deemed effective as of January 1, 2024.

7. Township shall pay to the PRIME TIMERS, for the services to be provided hereunder for the full one-year term, the sum of **Two Hundred Fifty Dollars ($250.00)**.

8. The manner of payment shall be as determined jointly by the President of the PRIME TIMERS and Director of the Township's Department of Senior Services.

9. The parties hereto agree that the provisions of the New Jersey Prevailing Wage Act shall apply hereto the extent held applicable to a volunteer organization. Accordingly, the PRIME TIMERS agrees to comply with the provisions of N.J.S.A. 34:11-56.25 through 34:11-56.33, the provisions of which are hereby incorporated by reference as though stated at length herein. The PRIME TIMERS hereby declares that it is aware of the prevailing wage rates on file in the Township Hall of the Township pursuant to the New Jersey Prevailing Wage Act and agrees to comply therewith to the extent held applicable to volunteer organizations. The PRIME TIMERS further agrees as follows:

A. All covered employees of the PRIME TIMERS performing services hereunder shall be paid not less than the prevailing wage rate as specified.

B. The PRIME TIMERS shall maintain accurate records showing: (i) name, (ii) kind of work performed and (iii) actual hourly rate of wage paid to each

covered employee employed hereunder. Such records shall be maintained for three (3) years from date of payment and shall be available for inspection by the Township's Business Administrator or his designee on request.

C. The PRIME TIMERS shall post the prevailing wage rate for each covered employee performing worker hereunder, as determined by the Commissioner of Labor and Industry of the State of New Jersey, including the effective date of any changes thereof, in a prominent and easily accessible place and the principal offices of the PRIME TIMERS.

D. If it is found that any covered employee of the PRIME TIMERS is paid less than the required wage rates Township may, on written notice to the PRIME TIMERS terminate the PRIME TIMERS's rights to proceed hereunder, or as to such portion of services rendered hereunder as to which there has been a failure to pay the required wages. Township may then arrange to prosecute the rendering of the services hereunder by other means, in which event the PRIME TIMERS shall be liable to the Township for costs and damages incurred by the Township.

E. It is specifically understood that the provisions of this paragraph shall not apply to such persons engaged by the PRIME TIMERS to render services hereunder who are performing such services as volunteers without remuneration.

F. The PRIME TIMERS agrees to be bound by the provisions of **"SCHEDULE A"** attached hereto and made of part hereof.

IN WITNESS WHEREOF, the parties have caused these presents to be signed by their proper corporate officers and their property corporate seals to be hereto affixed the day and year first above written.

ATTEST:

TOWNSHIP OF WEST ORANGE

_____

Karen J. Carnevale
Municipal Clerk

_____

BY: Susan McCartney, Mayor

PRIME TIMERS

_____

BY:
PRESIDENT

"SCHEDULE A"

(I) During the performance of this agreement the PRIME TIMERS agrees as follows:

a. The PRIME TIMERS will not discriminate against any employee of applicant for employment because of age, race, creed, color, national, origin, ancestry, marital status or sex. The PRIME TIMERS 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 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 PRIME TIMERS 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 non-discrimination clause;

b. The PRIME TIMERS will, in all solicitations or advertisements for employees placed by or on behalf of the PRIME TIMERS, state that all qualified applicants will receive consideration for employment without regard to age, creed, color, national origin, ancestry, marital status or sex;

c. The PRIME TIMERS 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 worker's representative of the PRIME TIMERS's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

d. The PRIME TIMERS agrees to comply with any regulations promulgated by the Department of Labor and Workforce Development pursuant to P.L. 1975,

c.127, as amended and supplemented from time to time.

(II) The PRIME TIMERS agrees to attempt in good faith to employ minority and female workers consistent with the applicable county employment goals prescribed by section 5.2 of the Regulations promulgated by the Department of Labor and Workforce Development pursuant to P.L. 1975, c.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to section 5.2 of the Regulations promulgated by the Department of Labor and Workforce Development pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time.

(III) The PRIME TIMERS agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placements bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect or indirect discriminatory practices.

(IV) The PRIME TIMERS agrees to revise any of its testing procedure, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decision of the State of New Jersey and as established by applicable federal law and applicable federal court decisions.

(V) The PRIME TIMERS 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 or sex, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable federal law and applicable federal court decisions.

356-24
December 10, 2024

RESOLUTION

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

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

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

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

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

WHEREAS, YERRR CANNA LLC (the "Applicant') has submitted a request for Local Support from the Township for a proposed cannabis manufacturing business with the proposed location at **82 Ashland Avenue** by way of the submission of an application to the Township (the "Application"); and

WHEREAS, the Township Council has evaluated to Application and has determined to adopt this resolution declaring Local Support consistent with the Commission Regulations; and

WHEREAS, the Local Support as set forth in this resolution does not constitute a declaration or promise that the Applicant shall receive any required approvals from any of the Township's land use boards, but shall be required to proceed with any such application and approval process as needed; and

WHEREAS, the Local Support as set forth in this resolution does not constitute a declaration or promise that the Applicant shall be issued a license by the Township to operate a cannabis related business, but shall be required to apply for such a license with the Township as set forth in the Cannabis Ordinance; and

WHEREAS, the Local Support as set forth in this resolution does not constitute a declaration or promise that the Applicant shall receive any approvals as needed from any department of the Township, but shall be required to apply for such approvals consistent with all applicable laws.

NOW THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Township declares its Local Support for the proposed location of the Applicant's proposed cannabis manufacturing business; and be it further

RESOLVED, that the Local Support as declared in this Resolution does **NOT**: (1) constitute a declaration or promise that the Applicant shall receive any required approvals from any of the Township's land use boards, but the Applicant shall be required to proceed with any

such application and approval process as needed; (2) constitute a declaration or promise that the Applicant shall be issued a license by the Township to operate a cannabis related business, but the Applicant shall be required to apply for such a license with the Township as set forth in the Cannabis Ordinance; and (3) constitute a declaration or promise that the Applicant shall receive any approvals as needed from any department of the Township, but the Applicant shall be required to apply for such approvals consistent with all applicable laws; and be it further

RESOLVED, that a copy of this Resolution shall be made available in the Clerk's office in accordance with applicable law and shall be forwarded to the Applicant for inclusion in its application to the Commission.

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

Adopted: December 10, 2024

357-24
December 10, 2024

RESOLUTION

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

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

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

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

WHEREAS, on July 13, 2021, the Township Council for the Township of West Orange (the "Township") adopted Ordinance 2647-21 (the "Cannabis Ordinance") which establishes both the zoning requirements and the Township's licensing requirements for Licensed Cannabis

Entities which seek to operate within the Township; and

WHEREAS, BLUE VIOLET GROW LLC (the "Applicant') has submitted a request for Local Support from the Township for a proposed cannabis cultivation or manufacturing business with the proposed location at **76 Ashland Avenue** by way of the submission of an application to the Township (the "Application"); and

WHEREAS, the Township Council has evaluated to Application and has determined to adopt this resolution declaring Local Support consistent with the Commission Regulations; and

WHEREAS, the Local Support as set forth in this resolution does not constitute a declaration or promise that the Applicant shall receive any required approvals from any of the Township's land use boards, but shall be required to proceed with any such application and approval process as needed; and

WHEREAS, the Local Support as set forth in this resolution does not constitute a declaration or promise that the Applicant shall be issued a license by the Township to operate a cannabis related business, but shall be required to apply for such a license with the Township as set forth in the Cannabis Ordinance; and

WHEREAS, the Local Support as set forth in this resolution does not constitute a declaration or promise that the Applicant shall receive any approvals as needed from any department of the Township, but shall be required to apply for such approvals consistent with all applicable laws.

NOW THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Township declares its Local Support for the proposed location of the Applicant's proposed cannabis cultivation or manufacturing business; and be it further

RESOLVED, that the Local Support as declared in this Resolution does **NOT**: (1) constitute a declaration or promise that the Applicant shall receive any required approvals from

any of the Township's land use boards, but the Applicant shall be required to proceed with any such application and approval process as needed; (2) constitute a declaration or promise that the Applicant shall be issued a license by the Township to operate a cannabis related business, but the Applicant shall be required to apply for such a license with the Township as set forth in the Cannabis Ordinance; and (3) constitute a declaration or promise that the Applicant shall receive any approvals as needed from any department of the Township, but the Applicant shall be required to apply for such approvals consistent with all applicable laws; and be it further

RESOLVED, that a copy of this Resolution shall be made available in the Clerk's office in accordance with applicable law and shall be forwarded to the Applicant for inclusion in its application to the Commission.

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

Adopted: December 10, 2024

358-24
December 10, 2024

RESOLUTION

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

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

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

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

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

WHEREAS, SWEETES SWEETS LLC (the "Applicant') has submitted a request for Local Support from the Township for a proposed cannabis cultivation or manufacturing business with the proposed location at **10 Park Avenue** by way of the submission of an application to the Township (the "Application"); and

WHEREAS, the Township Council has evaluated to Application and has determined to adopt this resolution declaring Local Support consistent with the Commission Regulations; and

WHEREAS, the Local Support as set forth in this resolution does not constitute a declaration or promise that the Applicant shall receive any required approvals from any of the Township's land use boards, but shall be required to proceed with any such application and approval process as needed; and

WHEREAS, the Local Support as set forth in this resolution does not constitute a declaration or promise that the Applicant shall be issued a license by the Township to operate a cannabis related business, but shall be required to apply for such a license with the Township as set forth in the Cannabis Ordinance; and

WHEREAS, the Local Support as set forth in this resolution does not constitute a declaration or promise that the Applicant shall receive any approvals as needed from any department of the Township, but shall be required to apply for such approvals consistent with all applicable laws.

NOW THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Township declares its Local Support for the proposed location of the Applicant's proposed cannabis cultivation or manufacturing business; and be it further

RESOLVED, that the Local Support as declared in this Resolution does **NOT**: (1) constitute a declaration or promise that the Applicant shall receive any required approvals from

any of the Township's land use boards, but the Applicant shall be required to proceed with any such application and approval process as needed; (2) constitute a declaration or promise that the Applicant shall be issued a license by the Township to operate a cannabis related business, but the Applicant shall be required to apply for such a license with the Township as set forth in the Cannabis Ordinance; and (3) constitute a declaration or promise that the Applicant shall receive any approvals as needed from any department of the Township, but the Applicant shall be required to apply for such approvals consistent with all applicable laws; and be it further

RESOLVED, that a copy of this Resolution shall be made available in the Clerk's office in accordance with applicable law and shall be forwarded to the Applicant for inclusion in its application to the Commission.

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

Adopted: December 10, 2024

359-24

RESOLUTION-CURRENT FUND APPROPRIATIONS
PURSUANT TO N.J.S.A 40A:4-58

WHEREAS , N.J.S. 40A:4-58 provides for transfers between budget appropriations:

NOW, THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange (not less than two thirds of the governing body affirmatively concurring) that transfers between Budget Appropriations made as attached:

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

Bill Rutherford
Council President

Adopted: December 10, 2024

			359-24	
2024 Transfer	Resolution			
	-	1,905,500.00	1,905,500.00	-
DATE	Acct # & Description	From	To	
12/10/2024	00-1601 MUNICIPAL ELECTION S&W	-	6,000.00	
12/10/2024	00-1602 MUNICIPAL ELECTION O/E	-	42,000.00	
12/10/2024	00-1932 WASTE MANAGEM O/E	200,000.00	-	
12/10/2024	00-2302 CENTRAL COPY/PRINT O/E	-	15,000.00	
12/10/2024	00-2304 CENTRAL MAILING O/E	-	30,000.00	
12/10/2024	00-2305 CENTRAL INFORMATION TECHNOLOGY O/E		15,000.00	
12/10/2024	00-2532 CENTRAL INSURANCE - HEALTH	175,000.00	-	
12/10/2024	00-2534 CENTRAL INSURANCE- LIABILITY	800,000.00	-	
12/10/2024	00-2952 COMPTROLLER O/E	-	125,000.00	
12/10/2024	00-3101 HOUSING CODE S&W	-	75,000.00	
12/10/2024	00-4002 TAX ASSESSOR O/E	-	7,500.00	
12/10/2024	00-5001 POLICE S&W	530,500.00	-	
12/10/2024	00-6001 FIRE S&W	-	215,000.00	
12/10/2024	00-6002 FIRE O/E	-	75,000.00	
12/10/2024	00-7101 BUILDING & PROPERTY O/E	-	125,000.00	
12/10/2024	00-7502 STREET SALT & CHLORIDE O/E	-	150,000.00	
12/10/2024	00-7505 STREET SERVICE & TRAFFIC O/E		25,000.00	
12/10/2024	00-7803 SEWER & PUMP STATIONS O/E	-	20,000.00	
12/10/2024	00-7902 CENTRAL AUTOMOTIVE O/E	-	400,000.00	
12/10/2024	00-8601 SEN CITIZEN HEALTH CTR S&W		200,000.00	
12/10/2024	00-9101 PARKS & PLAYGROUNDS S&W	-	90,000.00	
12/10/2024	00-9402 CONSTRUCTION O/E	-	15,000.00	
12/10/2024	00-9501 STREET LIGHTING - IN C O/E	-	190,000.00	
12/10/2024	00-9502 FUEL O/E		85,000.00	
12/10/2024	00-9505 FIRE HYDRANT SERVICE O/E	125,000.00		
12/10/2024	00-9613 MEDICAL TRANSPORT BILLING SERV	75,000.00		

			359-24	
2024 Transfer Resolution				
	-	1,905,500.00	1,905,500.00	-
DATE	Acct # & Description	From	To	
12/10/2024	00-1601 MUNICIPAL ELECTION S&W	-	6,000.00	
12/10/2024	00-1602 MUNICIPAL ELECTION O/E	-	42,000.00	
12/10/2024	00-1932 WASTE MANAGEM O/E	200,000.00	-	
12/10/2024	00-2302 CENTRAL COPY/PRINT O/E	-	15,000.00	
12/10/2024	00-2304 CENTRAL MAILING O/E	-	30,000.00	
12/10/2024	00-2305 CENTRAL INFORMATION TECHNOLOGY O/E		15,000.00	
12/10/2024	00-2532 CENTRAL INSURANCE - HEALTH	175,000.00	-	
12/10/2024	00-2534 CENTRAL INSURANCE- LIABILITY	800,000.00	-	
12/10/2024	00-2952 COMPTROLLER O/E	-	125,000.00	
12/10/2024	00-3101 HOUSING CODE S&W	-	75,000.00	
12/10/2024	00-4002 TAX ASSESSOR O/E	-	7,500.00	
12/10/2024	00-5001 POLICE S&W	530,500.00	-	
12/10/2024	00-6001 FIRE S&W	-	215,000.00	
12/10/2024	00-6002 FIRE O/E	-	75,000.00	
12/10/2024	00-7101 BUILDING & PROPERTY O/E	-	125,000.00	
12/10/2024	00-7502 STREET SALT & CHLORIDE O/E	-	150,000.00	
12/10/2024	00-7505 STREET SERVICE & TRAFFIC O/E		25,000.00	
12/10/2024	00-7803 SEWER & PUMP STATIONS O/E	-	20,000.00	
12/10/2024	00-7902 CENTRAL AUTOMOTIVE O/E	-	400,000.00	
12/10/2024	00-8601 SEN CITIZEN HEALTH CTR S&W		200,000.00	
12/10/2024	00-9101 PARKS & PLAYGROUNDS S&W	-	90,000.00	
12/10/2024	00-9402 CONSTRUCTION O/E	-	15,000.00	
12/10/2024	00-9501 STREET LIGHTING - IN C O/E	-	190,000.00	
12/10/2024	00-9502 FUEL O/E		85,000.00	
12/10/2024	00-9505 FIRE HYDRANT SERVICE O/E	125,000.00		
12/10/2024	00-9613 MEDICAL TRANSPORT BILLING SERV	75,000.00		

360-24
December 10, 2024

RESOLUTION

WHEREAS, the Township of West Orange requires the services of a Township Engineer; and

WHEREAS, Zayibeth Carballo has the skill and experience to perform the responsibilities of the Township Engineer and Director of Engineering in an exceptional manner; and

WHEREAS, the Township seeks to appoint Zayibeth Carballo as the Township Engineer for a term of beginning January 1, 2025 until December 31, 2027 in accordance with N.J.S.A. 40A:9-140; and

WHEREAS, the terms of Ms. Carballo's employment as the Township Engineer are set forth in an Employment Agreement, annexed hereto as Exhibit **"A,"** and

WHEREAS, Ms. Carballo 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., Municipal Clerk **Bill Rutherford, Council President**

Adopted: December 10, 2024

TOWNSHIP OF WEST ORANGE

EMPLOYMENT AGREEMENT

THIS AGREEMENT, effective on January 1, 2025 is made by and between the **TOWNSHIP OF WEST ORANGE ("Township")** having municipal offices located at 66 Main Street, West Orange, New Jersey 07052 and **ZAYIBETH CARBALLO** (hereinafter called "Employee")**.**

WITNESSETH

WHEREAS the Township is desirous of employing the Employee; and

WHEREAS the Township is desirous of filling the position of Township Engineer; and

WHEREAS the Township has considered and determined that Employee is competent and qualified to perform the duties assigned to the position of ; and

WHEREAS the employment of Employee to serve as Township Engineer is necessary for the efficient operation of the Township.

NOW, THEREFORE, it is agreed by and between the parties hereto, as follows:

1. **APPOINTMENT AND EMPLOYMENT**

Upon the consent of the Township Council for the Township, the Employee is designated as the Township Engineer, subject to the terms and conditions of this Agreement.

2. **ACCEPTANCE/EMPLOYEE MANUAL**

Employee accepts the appointment and agrees to perform the duties and obligations set forth in this agreement and all governing statutes, provisions of the municipal code for the Township, and any additional administrative and managerial duties which may be imposed by the Mayor for the Township from time to time. Employee hereby accepts and agrees to comply with all terms and provisions of the Township Employee Policy and Procedures Manual and any other written directive or memoranda issued from time to time.

3. **TERM**

It is hereby agreed that the employment term of Employee by the Township as Township Engineer and Director of Engineering shall be for a period commencing on January 1, 2025, and ending December 31, 2027.

4. **SALARY**

Employee's annual salary as Township Engineer is $195,000 payable in weekly or bi-weekly increments as determined by the Township in its sole discretion ("Salary"). Employee shall receive a step increase on January 1, 2026, and then annually on January 1st until the maximum step is reached. Salary includes but is not limited to longevity and any other compensation or fee. Employee shall serve as Director of Engineering with no additional compensation. Employee will also receive the same Cost of Living Adjustments "COLA" as all other Department Directors not represented by a collective bargaining agreement.

Employee will not receive Township sponsored health benefits in retirement. In recognition of this and consistent with the uniformed collective bargaining agreements, on a bi-weekly basis, the Township will fund a Pensionable deferred compensation salary bi-weekly contribution to a 457-Deferred Compensation account designated by Employee in an amount equal to 10.50% of Employee's base salary.

5. **DUTIES**

Employee's responsibilities shall be consistent with those set forth in the applicable statutes, the Municipal Code for the Township, and any additional duties and responsibilities as directed by the mayor.

6. **WORK HOURS**

The regular work schedule shall be a minimum of eight (8) hours per day with an hour for lunch. In addition, Employee shall be required to attend all meetings of the Township Council and committee meetings and agency meetings as required by the Mayor for the Township. There shall be no additional compensation paid by the Township for any additional hours worked as required to accomplish the duties and responsibilities of Township Engineer. Any compensation by any other party shall be approved in advance in writing by the Township.

7. **FULL TIME**

During the term of this agreement, Employee agrees that he/she shall devote his/her full time and attention to the performance of his/her duties He/she may accept part-time employment, provided that there is no Township business which would otherwise require his/her presence or attention at those specific times and provided further, that a request for approval to do so shall first, be submitted to the Mayor in writing, which approval shall not be unreasonably withheld. In no event shall any such employment conflict with the interests of the Township, nor shall it create the appearance of such a conflict. The prohibition extends to the holding of any professional or community offices, unless approved in writing in advance by the mayor.

8. **BENEFITS**

During the term of this agreement, Employee and the members of his/her family who qualify shall be provided with all health benefits provided to the Township's employees during that time as may be modified from time to time as determined by the Township including but not limited to applicable co-pay obligations. The benefits shall include hospitalization, dental, prescription and life insurance. Employee shall also have coverage under the Public Employee Retirement System. Upon retirement, Employee shall be entitled to any accumulated sick and

vacation days as well as any other benefits generally received by other Township employees as per the Township's policies and governing state regulations. The Township further agrees to defend and indemnify Employee against all claims arising solely within the scope of his/her employment with the Township. The Township, at its sole discretion, shall determine all decisions regarding selection of counsel, strategy and other aspects of these benefits including but not limited to indemnification.

9. **VACATION DAYS**

Employee shall be entitled to receive twenty (20) vacation days per year which shall be used annually and may not be carried over to the following year without the express written consent of the mayor. Employee shall receive 4 personal days annually. Employee shall also receive the same time off for Township recognized holidays as all other Township employees.

10. **SICK TIME**

Employee shall be entitled to fifteen (15) paid sick days each year as per Township policy. At any time, the Township may require him/her to submit to an independent medical examination for the purpose of verifying the nature and extent of any sickness, illness or condition.

11. **PERFORMANCE EVALUATION**

The Township reserves the right to conduct periodic performance evaluations. Both parties agree that the renewal of this Agreement is at the sole discretion of the Township Council.

12. **EXPENSES**

The Township shall reimburse Employee for reasonable and occasional expenses incurred in connection with the duties of Township Engineer provided that such expenses are approved by the mayor. Any reimbursement for mileage shall be strictly in accordance with the Internal Revenue Service Guidelines. No travel more than fifty (50) miles from the Municipal Building at 66 Main Street, West Orange, New Jersey shall be permitted unless approved in advance in writing by the mayor or the Mayor’s designee. Any expense reimbursement must be sought within thirty (30) days of its incurrence or be forfeited. Any expense reimbursement request must be accompanied by full and complete documentation, in the Township's sole discretion, accompanied by a certification that the travel was solely for the Township's purposes.

13. **REMOVAL/TERMINATION OF AGREEMENT**

The following provisions shall govern the termination of this Agreement:

a. Death. This Agreement shall terminate immediately upon the death of Employee. In such event, Township shall pay to Employee’s surviving spouse or estate (i) the portion of Salary earned through the date of death; and (ii) business expenses, if any, advanced by Employee but not yet reimbursed, pursuant to the policy of Township.

b. Disability. This Agreement shall terminate upon the good faith determination by Township, after consultation with a physician selected by Township, that Employee has incurred a "permanent and total disability," as such term is defined in Section 22(e)(3) of the Internal Revenue Code of 1986, as amended. In such event, Township shall pay to Employee (or his spouse or estate, if appropriate) (i) the portion of his Salary earned through the date of the determination of permanent and total disability; and (ii) business expenses, if any, advanced by Employee but not yet reimbursed, pursuant to policy of Township.

c. Termination for Cause Notwithstanding anything in the contrary contained herein, Township may discharge Employee at any time, without notice, for (i) Employee's negligent conduct or willful misconduct in connection with the performance of the Services, including but not limited to dishonesty, embezzlement or misappropriation of funds, (ii) Employee being convicted of a felony (whether or not related to the performance of the Services), (iii) any violation of any express direction or any reasonable rule or regulation established by Township from time to time regarding the conduct of the Business which is not cured within thirty (30) days following the receipt by Township of a written notice with respect thereto, or (iv) any violation by Employee of the terms and conditions of this Agreement which is not cured within thirty (30) days following the receipt by Employee of a written notice with respect thereto (collectively, "Cause"). In such an event, the Township shall pay Employee (i) the portion of his Salary earned through the date of termination of this Agreement; and (ii) reimbursable expenses, if any, advanced by Employee but not yet reimbursed, pursuant to policy of Township.

d. Voluntary Termination by Employee. If Employee voluntarily terminates this Agreement, Township shall pay Employee (i) the portion of his Salary earned through the date of termination; and (ii) business expenses, if any, advanced by him but not yet reimbursed, pursuant to policy of Township. Employee shall provide the Township with fourteen (14) days notice prior to voluntary termination by Employee.

14. BOOKS AND RECORDS/CONFIDENTIAL INFORMATION

At the termination or this agreement, Employee shall turn over to the Township all books, records and other property that may belong to the Township and be in his/her custody and possession. All books and records maintained during employment are the sole property of the Township and shall be maintained at the Township's place of business.

a. Employee acknowledges that Township currently has and may subsequently develop certain confidential information, including without limitation employee records, personnel information, HIPAA protected information, investigative files and information, and any other materials or data of any kind that have been or may be furnished to Employee by Township or developed by Employee on behalf of Township or at Township's direction or for Township's use or otherwise in connection with Employee's employment hereunder, whether written or oral, tangible or intangible, electronic or verbal, whether machine readable or otherwise, which Township holds confidential and that is not disclosed to and is not generally known by the public (collectively, the "Confidential Information").

b. Employee acknowledges that, while Employee is employed by Township, Employee may have access to such Confidential Information and agrees that all Confidential Information that Employee previously obtained while employed by Township, and that Employee may obtain, acquire or have access to, both during and after any expiration or termination of Employee's employment, and for all purposes, shall be regarded and maintained by Employee

in the strictest confidence, and shall not be disclosed, communicated or divulged, directly or indirectly, to any unauthorized person without the prior written consent of Township, except as may otherwise be required by law. Employee agrees that all written materials and documents constituting Confidential Information are and shall remain the sole property of Township. Upon any expiration or termination of Employee's employment with the Township for any reason whatsoever, or at such other time as may be requested by Township, Employee shall immediately return all such materials and all copies thereof in Employee's possession or under Employee's control to Township.

c. In the event of a breach or threatened breach by Employee of this agreement, Township shall be entitled to injunctive relief restraining and prohibiting Employee from utilizing or disclosing, in whole or in part, such material, or from rendering any service to any person, firm, corporation, association, or other entity to which such material might be divulged, without the necessity of posting any bond. Nothing herein shall be construed as prohibiting Township from pursuing any other remedies available to it for such breach or threatened breach, including the recovery of damages from Employee, and an equitable accounting of all earnings, profits and other benefits arising from such violation, which rights shall be cumulative and in addition to any other rights or remedies to which Township may be entitled.

15. **PRIOR AGREEMENTS**

Employee represents to Township (a) that there are no restrictions, agreements or understandings whatsoever to which Employee is a party which would prevent or make unlawful Employee’s execution of this Agreement or Employee's employment hereunder (b) that Employee’s execution of this Agreement and Employee's employment hereunder shall not constitute a breach of any contract, agreement or understanding, oral or written, to which Employee is a party or by which Employee is bound and (c) that Employee is free and able to execute this Agreement and fully understands all the terms and conditions contained herein.

16. **MISCELLANEOUS**

a. Neither the failure nor any delay on the part of Township to exercise any right, remedy, power or privilege under this Agreement shall operate as a waiver thereof, nor shall any single or partial exercise of any right, remedy, power or privilege preclude any other or further exercise of the same or of any other right, remedy, power or privilege, nor shall any waiver of any right, remedy, power or privilege with respect to any occurrence be construed as a waiver of such right, remedy, power or privilege with respect to any other occurrence. No waiver shall be effective unless it is in writing and is signed by the party asserted to have granted such waiver.

b. Controlling Law. This Agreement and all questions relating to its validity, interpretation, performance and enforcement (including, without limitation, provisions concerning limitations of actions), shall be governed by and construed in accordance with the laws of the State of New Jersey, notwithstanding any conflict-of-laws doctrines of such state or other jurisdiction to the contrary, and without the aid of any canon, custom or rule of law requiring construction against the draftsman.

c. Waiver of Right To Jury. Employee waives the right to trial by jury to the fullest extent provided by law.

d. Notices. All notices hereunder shall be sufficiently given for all purposes hereunder if in writing and delivered personally, sent by documented overnight delivery service or, to the extent receipt is confirmed, telecopy, telefax or other electronic transmission service to the appropriate address or number as set forth below:

If to the Company:

Township of West Orange
66 Main Street
West Orange, NJ 07052
Attention: Municipal Clerk

If to Employee:

To the address specified for Employee in the Company's records.

Any party may alter the address to which communications or copies are to be sent by giving notice of such change of address in conformity with the provisions of this paragraph for the giving of notice.

e. Binding Nature of Agreement. This Agreement shall be binding upon and inure to the benefit of Township and its successors, assigns and legal representatives, and Employee and Employee's heirs, permitted assigns and legal representatives.

f. Provisions Separable. The provisions of this Agreement are independent of and separable from each other, and no provision shall be affected or rendered invalid or unenforceable by virtue of the fact that for any reason any other or others of them may be invalid or unenforceable in whole or in part.

g. Entire Agreement. This Agreement contains the entire understanding among the parties hereto with respect to the subject matter hereof, and supersedes all prior and contemporaneous agreements and understandings, inducements or conditions. express or implied, oral or written, except as herein contained. The express terms hereof control and supersede any course of performance and/or usage of the trade inconsistent with any of the terms hereof.

h. Paragraph Headings. The paragraph headings in this Agreement are for convenience only; they form no part of this Agreement and shall not affect its interpretation.

i. Modifications. This Agreement may not be modified or amended orally but only by written agreement signed by Township and Employee.

j. No Assignment by Employee. Employee acknowledges that the services to be rendered by Employee are unique and personal. Accordingly, Employee may not assign or delegate any of his rights or obligations hereunder without the prior written consent of Township.

k. Counterparts. This Agreement may be executed and delivered by facsimile in two or more counterparts, each of which shall be deemed to be an original, but all of which together shall constitute one and the same agreement.

WITNESS:

_____	_____
	ZAYIBETH CARBALLO
ATTEST:	**TOWNSHIP OF WEST ORANGE**
_____	By:_____
KAREN J. CARNEVALE	**SUSAN McCARNTEY.**
Township Clerk	Mayor

361-24
December 10, 2024

RESOLUTION

WHEREAS, Chapter 25, Section 24.7 of Municipal Code of the Township of West Orange (the "Township") sets forth the requirements for obtaining a film permit for the filming of television or motion pictures within the Township; and

WHEREAS, the fees for obtaining a film permit under the application provisions of the Municipal Code provide that the fees shall be set by Resolution adopted by the Township Council; and

WHEREAS, the New Jersey Motion Picture and Television Development Commission has provided a model fee schedule as part of the statewide "NJ Film Ready Community" program identifying municipalities within the State of New Jersey welcoming of the filming of movies and television; and

WHEREAS, the Township seeks to establish the permit fee schedule for the issuance of a film permit for the filming of television and motion pictures within the Township as follows:

1. Basic filming permit: $100. Where an applicant requests a waiver of the provision of Chapter 25, Section 24.7, Subsection **d(8)** of the Township Municipal Code requiring expedited processing of a permit application within seven (7) days of the filming date, the basic filming permit fee for processing the application on an expedited basis shall be $200.
2. Daily filming fee payable in addition to the basic filming permit when filming entirely on public property: $150 per day.
3. Daily filming fee payable for major motion picture when filming entirely on public property: $500 per day.

4. Filming permit for nonprofit applicants filming for educational purposes, including student films (no daily rate required): $25.

5. Filming on private property: no daily filming fee will be imposed.

(the "Proposed Film Permit Fee Schedule"); and

WHEREAS, the Township seeks to maintain this Proposed Film Permit Fee Schedule until such time as a new film permit fee schedule is established by resolution of the Township Council.

NOW, BE IT HEREBY RESOLVED, by the Township Council of the Township of West Orange that the Township hereby sets the permits fees required for the issuance of a film permit from the Township consistent with the Film Permit Fee Schedule described herein; and it is further

RESOLVED that the Film Permit Fee Schedule shall remain in place until such time as the film permit fee schedule is amended or changed by further resolution of the Township Council.

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

Adopted: December 10, 2024

362-24
December 10, 2024

TOWNSHIP OF WEST ORANGE

ESSEX COUNTY, NEW JERSEY

ADOPTING MEMORANDUM OF AGREEMENT BETWEEN THE TOWNSHIP OF WEST ORANGE AND AFSCME NEW JERSEY COUNCIL 63, LOCAL 3476

WHEREAS, the Township of West Orange ("Township") is the employer of the employees in the collective negotiations unit represented by the AFSCME New Jersey Council 63, Local 3476 ("AFSCME"); and

WHEREAS, the Township and AFSCME negotiation committees have been involved in negotiations for a successor collective bargaining agreement, which expired on December 31, 2023; and

WHEREAS, the Township's negotiating committee has entered into a Memorandum of Agreement ("MOA") with AFSCME which amends the terms and conditions of the collective negotiations agreement to cover an effective term of January 1, 2024 through December 31, 2029;

WHEREAS, it is the desire of the Township to memorialize these terms and to approve the attached Memorandum of Agreement modifying the current collective bargaining agreement.

NOW, THEREFORE, BE IT RESOLVED,

1. The Township hereby approves the MOA by and between the Township and AFSCME; and

2. The Township's Business Administrator is authorized and directed to make all necessary changes and revisions to the collective bargaining agreement in order to reflect the terms and conditions agreed upon in the MOA, and further authorized to execute the collective bargaining agreement on behalf of the Township once revised.

   This resolution shall take effect immediately upon passage.

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

Bill Rutherford,
Council President

Adopted: December 10, 2024

362-24

MEMORANDUM OF AGREEMENT
BETWEEN TOWNSHIP OF WEST ORANGE
AND AFSCME NEW JERSEY COUNCIL 63, LOCAL 3476 ("AFSCME")

The TOWNSHIP OF WEST ORANGE ("TOWNSHIP") and AFSCME NEW JERSEY COUNCIL 63, LOCAL 3476 ("AFSCME") hereby agree to recommend for ratification and approval the following for a new contract between the TOWNSHIP and AFSCME for the period from January 1, 2024 to December 31, 2029:

1. DURATION: January 1, 2024 to December 31, 2029.

2. ARTICLE XVII, Wages:

January 1, 2024 –	1.5%;
July 1, 2024 –	1.5%;
January 1, 2025 –	3%;
January 1, 2026 –	3%;
January 1, 2027 –	3%;
January 1, 2028 –	3%; and
January 1, 2029 –	3%.

Amend to provide that the Township shall be able to move to a bi-monthly or semi-monthly payroll at its discretion.

3. ARTICLE III, Grievance Procedure:
   a. Revise Step Three to provide for a hearing within 15 calendar days instead of 10 working days and a decision from the hearing in 10 calendar days instead of 7 working days.
   b. Revise Step Four: "In the event that the Union is not satisfied with the decision at Step Three, no hearing is held within 15 calendar days, or no decision has been rendered within 10 calendar days…"
   c. Add new Section G. – The above Grievance Procedure may be modified or relaxed either permanently or on a case-by-case basis if the parties agree to do so in writing.

4. ARTICLES IV/XXX: Merge both Articles Union Business and Workplace Democracy Act into a single Article and renumerate Agreement Articles as applicable.

5. ARTICLE XXI, Sick Leave: Amend the Article to add the following: "Employees who are out on leave shall not accrue any additional leave time until they return to work."

The terms of this MOA are subject to ratification by AFSCME and the approval of the Council of the TOWNSHIP OF WEST ORANGE. All prior agreements and all other provisions of the Parties' existing collective bargaining agreement not modified by this MOA shall remain in effect and otherwise unchanged. All issues not included in this MOA shall be considered withdrawn.

AFSCME NEW JERSEY
COUNCIL 63, LOCAL 3476
("AFSCME")

Dated: 12/4/24

President, AFSCME 3476
12/4/24

Vice President, AFSCME 3476
12/4/24

TOWNSHIP OF WEST ORANGE

Dated: 04 Dec 2024

363-24
December 10, 2024

RESOULTION APPROVING MEMORANDUM OF AGREEMENT BETWEEN WEST ORANGE PBA LOCAL 25 AND THE TOWNSHIP OF WEST ORANGE

WHEREAS, the Township of West Orange ("Township") and West Orange PBA Local 25 ("PBA"), have an existing Collective Bargaining Agreement; and

WHEREAS, the existing Collective Bargaining Agreement expired on December 31, 2023; and

WHEREAS, the township and PBA have negotiated in good faith; and

WHEREAS, on or about December 4, 2024, the Township and PBA entered into a Memorandum of Agreement containing the terms for a new Collective Bargaining Agreement for the Period of January 1, 2024 through December 31, 2028; and

WHEREAS, James P. Abbott, Interim Business Administrator, executed the Memorandum of Agreement subject to the Township Council's consideration and approval; and

WHEREAS, upon formal approval, it is anticipated that a formal Collective Bargaining Agreement will be drafted and executed between the parties;

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Memorandum of Agreement dated December 4, 2024 between PBA and the Township of West Orange, annexed hereto as Exhibit **"A,"** be and is hereby approved, and be it further

RESOLVED, that the Township Clerk shall make available during normal business hours the annexed Memorandum of Agreement subject to the terms and conditions set forth in a formal agreement.

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

Bill Rutherford,
Council President

Adopted: December 10, 2024

2024-2028 MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE TOWNSHIP OF WEST ORANGE
AND
WEST ORANGE PBA LOCAL #25

363-24

WHEREAS, the Township of West Orange (Township) and the West Orange PBA Local #25 (PBA) are parties to a series of successive collective negotiations agreements (CNAs), the most recent of which covered the period of January 1, 2018 through December 31, 2022 as well as a one (1) year extension through December 31, 2023;

WHEREAS, the parties have engaged in good faith negotiations re the terms of a successor collective negotiations agreement for the years 2024 through 2028;

WHEREAS, the parties have agreed upon the terms and conditions set forth below, subject to the ratification by the PBA's membership as well as the Township's Governing Body;

WHEREAS, all terms set forth below shall be retroactive to January 1, 2024 unless otherwise stipulated below. Moreover, again unless otherwise stipulated below, the terms set forth herein shall apply to any member who retired on or after January 1, 2024 and prior to the ratification of this Agreement by both parties. Lastly, all terms set forth in the parties' 2018 - 2022 CNA and one (1) year extension for 2023 shall be retained, unchanged, in the successor agreement unless otherwise stipulated below.

NOW, THEREFORE BE IT RESOLVED, the parties tentatively agree as follows:

DURATION. Five (5) years: January 1,2024 through December 31, 2028.

ARTICLE V – RETIREMENT (pg. 6).
The current text shall be replaced with the following:

> "Consistent with the provisions of Article XXI, Paragraph G, with respect to those members employed prior to February 15, 2022 as well as those who retired prior February 15, 2022, the Township shall pay 100% of the premiums for Medical and Prescription benefits upon Retirement for Retirees, Spouse and Eligible Dependents for life, the premiums for said benefits to be paid 100% by the Township.
>
> Members hired after February 15, 2022 shall not be eligible for Township paid medical and prescription benefits in retirement. Rather, as per Article XXI, Paragraph G, the Township shall contribute 10.5% of those members' gross salary (defined as base salary, holiday pay, longevity pay, detective stipend and stipends set forth in Article XX herein combined) every pay period throughout the year for the duration of those members' employment with the Township, into a tax deferred compensation plan to be utilized for the prospective purchase of any health and prescription benefits needed by the member upon severance of employment from the Township.

A.P

Notwithstanding any of the above, if an active member dies, regardless of date of hire, or is awarded a PFRS accidental disability pension for actions taken on duty or while performing police duties of duty, the Township shall pay 100% of the Health and Prescription benefits premiums for the member and the surviving spouse for his/her life and eligible dependents.

Moreover, all other existing retirement rights set forth in current Township Ordinance shall not be unilaterally reduced or modified by the Township."

ARTICLE VII – WORK WEEK OVERTIME (pg. 8).
Section 3.
Effective January 1, 2025, the annual stipends for Line Detectives and Administrative Detectives shall be increased by $500 to $2,500 and $1,500, respectively.

The parties' settlement re the PBA's On-Call compensation grievance (NJSBM Case No. 21-0062) dated October 3, 2022 shall be incorporated herein, replacing the existing text reference to 4 hours On-Call time off for each 24 hour period with the following:

"1. Effective January 1, 2022, each on-call assignment shall be deemed to have excluded not only those hours the on-call Detectives and Detective Supervisors worked his/her regular tour of duty but also those hours other CID personnel worked their regular tour of duty. For example, if the on-call Detective and or Detective Supervisor worked his/her regular tour of duty from 8am – 4pm and other CID personnel worked their regular tour of duty from 4pm – Midnight, then the Detective and/or Detective Supervisor was on-call for eight (8) hours (Midnight to 8am) and is entitled to one (1) hour at the rate of time and one-half (1 ½) – or one and one-half (1 ½) hours total – in cash or compensatory time at his/her option. Again, if the on-call Detective and or Detective Supervisor utilized paid leave other than sick leave and did not work his/her regular tour of duty, then he/she shall have remained on-call for those hours that no other CID personnel worked their regular tour of duty.

2. Effective October 3, 2022 each on-call assignment shall be eight (8) hours in duration as per a weekly schedule posted by the Chief or his designee. Said schedule shall be posted at least three (3) weeks in advance. The PBA and SOA recognize the Township's managerial prerogative to include one or both of Detectives and/or Detective Supervisors for a given on-call assignment when setting the schedule.

3. In the event the Township reduces or increases the duration of any on-call assignment to an amount other than eight (8) hours, the parties shall meet and negotiate the appropriate compensation for same before there is any reduction in compensation for any on-call assignment.

4. The one (1) hour on-call compensation referred to above shall be due and owing even if the on-call officer is called into duty during the on-call assignment while otherwise off-duty."

A.P

ARTICLE IX – HOLIDAYS (pg. 11).
Section 1. Revise list of holidays so as to reflect current practice by: (1) adding Juneteenth; and (2) substituting Lincoln's and Washington's Birthdays with Presidents' Day.

ARTICLE X – INJURY LEAVE (pg. 12).
The current text shall be replaced with the following:

> "In the event a member is injured or becomes ill on duty or as a result of performance of his or her duties while off duty and is unable to report for duty, the Township shall compensate said member 100% of his/her compensation, inclusive of stipends, and other benefits until said member is cleared for return to duty. No paid leave shall be deducted from the member's accrued paid leave as a result of his/her absence. It is understood that any injury, illness, exposure or incident shall be compensable under this provision when same would qualify the member for temporary Workers Compensation benefits. It is further understood that any amount received by the member in temporary Workers Compensation benefits shall be credited against the amount paid by the Township so the member is at 100% of compensation. This does not affect any permanent Workers Compensation award/benefit.
>
> In the event there is an initial dispute about the eligibility for temporary Workers Compensation benefits the member shall receive injury on duty payments set forth above until there is a determination that such absence is not eligible for Workers Compensation benefits at which time injury on duty benefits will prospectively cease and shall not be reinstated unless the determination is later revised; and, if such determination is reversed reimbursement to the member shall be retroactive to date of initial rescission, unless otherwise stated."

ARTICLE XI – SICK LEAVE (pg. 13).
Add the following paragraph to the existing text:

> "D. Each member shall be afforded fifteen (15) sick days annually. Earned and unused sick leave shall accumulate year to year with no limitation. Upon retirement, each member shall be compensated for all such accumulated leave pursuant to the existing Township practice. However, such compensation due and owing to all officers hired on or after May 21, 2010 shall not exceed $15,000 and shall be payable only at retirement, as per N.J.S.A. 11A:6-19.2."

ARTICLE XIII – CLOTHING ALLOWANCE (pg. 15).
Section 1. Increase annual clothing allowance from $900 to:

2024	$950
2025	$1,000
2026, 2027 & 2028	$1,050

A.P

ARTICLE XVI – GRIEVANCE PROCEDURE (pg. 16).
Paragraph 4, subparagraph C. Replace New Jersey State Board of Mediation with New Jersey Public employment Relations Commission.

ARTICLE XVII – QUALIFICATION OF EMPLOYMENT (pg. 20).
Add to existing text:

> "The Township to assume all fees and costs re each officer's initial licensing and all subsequent renewals."

ARTICLE XX – BASE SALARY (pg. 23).
Paragraph 1. Annual across-the-board salary increases for 2024 through 2028 shall be effective (and retroactive) as follows:

January 1, 2024:	1.5%
July 1, 2024:	1.5%
January 1, 2025:	3.0%
January 1, 2026:	3.0%
January 1, 2027:	3.0%
January 1, 2028:	3.0%

Paragraph 2. The salary guide for all officers hired before February 28, 2014 shall be eliminated as all are at top step.

Paragraph 3. The caption of the salary guide shall be revised so as to apply to all officers regardless of date of hire. The 2024-2028 salary guide is attached hereto as Exhibit A.

Paragraph 4. The caption shall be revised so as to apply to all officers regardless of date of hire and the base training salary for the years 2024 – 2028 by the same percentages as set forth in Paragraph 1 above. Same is also set forth in attached Exhibit A.

Paragraph 5. Revise to add the following:

> A bi-monthly payroll may be implemented provided that: (1) the Township provides the PBA at least sixty (60) days' advance notice; (2) same is implemented in January of a given contract year; and (3) the Township tenders each member's annual salary in full for the calendar year immediately preceding the switch to a bi-monthly payroll.

Paragraph 6.
Subparagraph A through E shall be replaced with the following:

> "A. All members of the bargaining unit shall receive a $4,500 annual allowance as part of their pensionable base salary. Said allowance annual allowance shall be increased to $5,000 for years 2025, 2026, 2027 and 2028."

A.P

Existing subparagraph F shall be re-labeled "B".

Paragraph 7 (new). The parties' existing Longevity pay entitlement, which shall be payable upon the member's completion of the years set forth below, shall be codified as follows:

Year 5	2%
Year 10	4%
Year 15	6%
Year 20	8%
Year 24	10%

ARTICLE XXI – HEALTH BENEFITS (pg. 27).
Paragraphs D, E and F. Identify specific Aetna Health Plan; Prescription Plan and Dental Plan and attach summary of coverage for each plan to the CNA as exhibits.

Paragraph G. Current text must be revised so as to replace several references to "……signing of this Agreement……." with "….prior to February 15, 2022……."

ARTICLE XXIII – SCHOOLING (pg. 31).
Replace current annual $400 (Associates) and $800 (Bachelors) lump sum allowances payable each August by: (1) expressly identifying the below dollar amounts payable to officers possessing the applicable degree(s); and (2) effective January 1, 2025, distributing same on a prorated basis each pay period along with base salary. Said payment shall be applicable to any such Degree, not just police administration, from an accredited institution of higher learning and payable upon production of sufficient proof to the Business Administrator of said Degree:

Associates	$500
Bachelors	$1,000

The signatories below agree to recommend to their respective constituents that the above terms be ratified and otherwise approved.

TOWNSHIP OF WEST ORANGE

DATE: 04 Dec. 2024

WEST ORANGE PBA LOCAL #25

President PBA

DATE: 12/2/2024

A.P

West Orange -and- PBA 2024-2028 MOA

EXHIBIT A – Salary Guide

	2023 Salary	1/1/2024	7/1/2024	1/1/2025	1/1/2026	1/1/2027	1/1/2028
MAXIMUM STEP	102,940	$104,484.00	$106,051.00	$109,233.00	$112,510.00	$115,885.00	$119,362.00
STEP 7	97,825	$99,292.00	$100,781.00	$103,804.00	$106,918.00	$110,126.00	$113,430.00
STEP 6	92,709	$94,100.00	$95,512.00	$98,377.00	$101,328.00	$104,368.00	$107,499.00
STEP 5	87,593	$88,907.00	$90,241.00	$92,948.00	$95,736.00	$98,608.00	$101,566.00
STEP 4	82,478	$83,715.00	$84,971.00	$87,520.00	$90,146.00	$92,850.00	$95,636.00
STEP 3	77,362	$78,522.00	$79,700.00	$82,091.00	$84,554.00	$87,091.00	$89,704.00
STEP 2	72,247	$73,331.00	$74,431.00	$76,664.00	$78,964.00	$81,333.00	$83,773.00
STEP 1	67,131	$68,138.00	$69,160.00	$71,235.00	$73,372.00	$75,573.00	$77,840.00
MINIMUM STEP	62,016	$62,946.00	$63,890.00	$65,807.00	$67,781.00	$69,814.00	$71,908.00
BASE TRAINING	50,452	$51,209.00	$51,977.00	$53,536.00	$55,142.00	$56,796.00	$58,500.00

364-24
December 10, 2024

RESOULTION APPROVING MEMORANDUM OF AGREEMENT BETWEEN WEST ORANGE PBA LOCAL 25 SUPERIOR OFFICERS ASSOCIATION AND THE TOWNSHIP OF WEST ORANGE

WHEREAS, the Township of West Orange ("Township") and West Orange PBA Local 25 Superior Officers Association ("SOA"), have an existing Collective Bargaining Agreement; and

WHEREAS, the existing Collective Bargaining Agreement expired on December 31, 2023; and

WHEREAS, the township and SOA have negotiated in good faith; and

WHEREAS, on or about December 4, 2024, the Township and SOA entered into a Memorandum of Agreement containing the terms for a new Collective Bargaining Agreement for the Period of January 1, 2024 through December 31, 2028; and

WHEREAS, James P. Abbott, Interim Business Administrator, executed the Memorandum of Agreement subject to the Township Council's consideration and approval; and

WHEREAS, upon formal approval, it is anticipated that a formal Collective Bargaining Agreement will be drafted and executed between the parties;

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Memorandum of Agreement dated December 4, 2024 between SOA and the Township of West Orange, annexed hereto as Exhibit **"A,"** be and is hereby approved, and be it further

RESOLVED, that the Township Clerk shall make available during normal business hours the annexed Memorandum of Agreement subject to the terms and conditions set forth in a formal agreement.

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

Adopted: December 10, 2024

364-24

January 1, 2024- December 31, 2028
Memorandum of Agreement Between
The Township of West Orange
and
West Orange PBA Local #25, Superiors Officers Association (SOA)

Whereas, the Township of West Orange (Township) and the West Orange PBA Local #25, Superiors Officers Association (SOA) are parties to a series of successive collective negotiations agreements (CNAs), the most recent of which covered the period of January 1, 2018 through December 31, 2022 as well as a one (1) year extension through December 31, 2023; and

Whereas, the parties have engaged in good faith negotiations regarding the terms of a successor collective negotiations agreement for the years 2024 through 2028 and have agreed that all terms set forth in the parties' 2018 - 2022 CNA and one (1) year extension for 2023 shall be retained, unchanged, in the successor agreement unless otherwise modified by the terms stated below;[1] and

Whereas, all terms set forth below shall be retroactive to January 1, 2024 unless otherwise stipulated below and the terms set forth herein shall apply to any member who retired on or after January 1, 2024 and prior to the ratification of this Agreement by both parties; and

Whereas, the parties have agreed upon the terms and conditions set forth below, subject to the ratification by the SOA's membership as well as the Township's Governing Body; and

NOW, THEREFORE BE IT RESOLVED, the parties agree as follows:

[1] Dates may be updated to reflect the current term of agreement if applicable.

DURATION.

Five (5) years: January 1, 2024 through December 31, 2028.

ARTICLE 5- RETIREMENT

Add: Retiree Medical Benefits are set forth in Article 21.

ARTICLE 7 - WORK WEEK OVERTIME

Divide #3 into two subparts, A and B, with B reflecting grievance settlement:

Section 3:

A: Stipends – Retain existing language for stipends.

Add: Effective January 1, 2025, the stipend for Line Detective, Administrative Detective, and Captains shall be increased by $500.

B. On Call – Add language from the on-call grievance settlement and replace 4 hours on-call time off for 24-hour period language with the following:

1. Effective January 1, 2022, each on-call assignment shall be deemed to have excluded not only those hours the on-call Detectives and Detective Supervisors worked his/her regular tour of duty but also those hours other CID personnel worked their regular tour of duty. For example, if the on-call Detective and or Detective Supervisor worked his/her regular tour of duty from 8am – 4pm and other CID personnel worked their regular tour of duty from 4pm – Midnight, then the Detective and / or Detective Supervisor was on-call for eight (8) hours (Midnight to 8am) and is entitled to one (1) hour at the rate of time and one-half (1 ½) – or one and one-half (1 ½) hours total – in cash or compensatory time at his/her option. Again, if the on-call Detective and or Detective Supervisor utilized paid leave other than sick leave and did not work his/her regular tour of duty, then he/she shall have remained on-call for those hours

that no other CID personnel worked their regular tour of duty.

2. Effective October 3, 2022 each on-call assignment shall be eight (8) hours in duration as per a weekly schedule posted by the Chief or his designee. Said schedule shall be posted at least three (3) weeks in advance. The PBA and SOA recognize the Township's managerial prerogative to include one or both of Detectives and/or Detective Supervisors for a given on-call assignment when setting the schedule.

3. In the event the Township reduces or increases the duration of any on-call assignment to an amount other than eight (8) hours, the parties shall meet and negotiate the appropriate compensation for same before there is any reduction in compensation for any on-call assignment.

4. The one (1) hour on-call compensation referred to above shall be due and owing even if the on-call officer is called into duty during the on-call assignment while otherwise off-duty."

ARTICLE 9 – HOLIDAYS

Add Juneteenth and Presidents' Day to listing: delete Lincoln's Birthday and Washington's Birthday from listed holidays.

ARTICLE 10 - INJURY LEAVE (pg. 12).

The current text shall be replaced with the following language to conform to practice:

In the event a member is injured on duty or as a result of performance of his or her duties while off duty and is unable to report for duty the Township shall compensate said member 100% of their compensation inclusive of stipends and other benefits until said

member is cleared for return to duty. No paid leave shall be deducted from the members accrued paid leave as a result of their absence. It is understood that any injury, exposure, or incident shall be compensable under this provision when such injury, exposure, or incident would qualify the member for temporary Workers Compensation benefits. It is further understood that any amount received by the member in temporary Workers Compensation benefits shall be credited against the amount paid by the Township so the member is at 100% of compensation. This does not affect any permanent Workers Compensation award/benefit.

In the event there is an initial dispute about the eligibility for temporary Workers Compensation benefits the member shall receive injury on duty payments set forth above until there is a determination that such absence is not eligible for Workers Compensation benefits at which time injury on duty benefits will prospectively cease and shall not be reinstated unless the determination is later revised; and, if such determination is reversed reimbursement to the member shall be retroactive to date of initial rescission, unless otherwise stated.

ARTICLE 11 – SICK LEAVE

Replace the current text with the following:

> "Each member shall be afforded fifteen (15) sick days annually. Earned and unused sick leave shall accumulate year to year with no limitation. Upon retirement, each member shall be compensated for all such accumulated leave pursuant to the existing Township practice. However, such compensation due and owing to all officers hired on or after May 21, 2010 shall not exceed $15,000 and be subject to limitations of N.J.S.A. 11A:6-19.2."

ARTICLE 13 – CLOTHING ALLOWANCE

Section l. Increase annual clothing allowance from $900 to:

2024:	$950 per year
2025:	$1,000 per year
2026, 2027, and 2028:	$1,050 per year

ARTICLE 16 – GRIEVANCE PROCEDURE

Clarify #2: After "Civil Service Commission" add the phrase "as major discipline."

Clarify #4c: Replace State Board of Mediation with reference to PERC selection process.

Modify #5 as follows:

- Replace 1st paragraph with: Charges or complaints against any member of the Police Department shall be investigated pursuant to New Jersey Attorney General Guidelines on Internal Affairs.
- Revise subpart b to add: Any adverse decision on minor discipline may be submitted to arbitration by the Union pursuant to 4c.

ARTICLE 20 – BASE SALARY

Section 1. Annual across-the-board salary increases for 2024 through 2028 shall be effective (and retroactive) as follows:

January 1, 2024:	1.5%
July 1, 2024:	1.5%
January 1, 2025:	3.0%
January 1, 2026:	3.0%
January 1, 2027:	3.0%
January 1, 2028:	3.0%

The Salary Guide shall be attached.

Section 3: Subparagraph A through E shall be replaced with the following:

"A. All members of the bargaining unit shall receive a $4,500 annual allowance as part of their pensionable base salary in 2024. Said allowance annual

allowance shall be increased to $5,000 for years 2025, 2026,2027 and 2028."

Existing subparagraph F shall be re-labeled "B".

Section 5: Revise to add the following:

A bi-monthly payroll may be implemented provided that: (1) the Township provides the SOA at least sixty (60) days' advance notice; (2) same is implemented in January of a given contract year; and (3) the Township tenders each member's annual salary in full for the calendar year immediately preceding the switch to a bi-monthly payroll.

Section 6 (new). The parties' existing Longevity pay entitlement, which shall be payable upon the member's completion of the years set forth below, shall be codified as follows:

Year 5:	2%
Year 10:	4%
Year 15:	6%
Year 20:	8%
Year 24:	10%

ARTICLE 21 – HEALTH BENEFITS

Sections 4, 5, and 6. Identify specific Aetna Health Plan; Prescription Plan and Dental Plan and attach summary of coverage for each plan as appendices.

Section 7.

Revise current text to replace all references to "signing of this agreement" with "February 15, 2022" as applicable.

ARTICLE 23 - SCHOOLING

Effective January 1, 2025 replace current annual $400 (Associates) and $800 (Bachelors) lump sum allowances payable each August by: (1) expressly identifying the below dollar amounts payable to members possessing the applicable degree(s); and (2) distributing same on a prorated basis each pay period along with base salary. Said payment shall be applicable to any such Degree, not just police administration, from an accredited institution of higher learning and

payable upon production of sufficient proof to the Business Administrator of said Degree:

Associates $500

Bachelors $1,000

ARTICLE 24 MISCELLANEOUS

Licensing: Any cost for police licensing or renewal is to be paid for by the Township or reimbursed to the employee.

The signatories below agree to recommend to their respective constituents that the above terms be ratified and otherwise approved.

TOWNSHIP OF WEST ORANGE

DATE: 04 Dec 2024

WEST ORANGE PBA LOCAL #25, SOA

SOA PRESIDENT

DATE: 12/03/24

West Orange Township -and- West Orange PBA Local 25 Superior Officers Association SOA 2024-2028 MOA

EXHIBIT A – Salary Guide

	2023 Salary	1/1/2024	7/1/2024	1/1/2025	1/1/2026	1/1/2027	1/1/2028
CAPTAINS		1.50%	1.50%	3.00%	3.00%	3.00%	3.00%
Max. Step	147,306	$149,516.00	$151,759.00	$156,312.00	$161,001.00	$165,831.00	$170,806.00
LIEUTENANTS							
Max. Step.	130,361	$132,316.00	$134,301.00	$138,330.00	$142,480.00	$146,754.00	$151,157.00
Min. Step	121,503	$123,326.00	$125,176.00	$128,931.00	$132,799.00	$136,783.00	$140,886.00
SERGEANTS							
Max. Step	115,369	$117,100.00	$118,857.00	$122,423.00	$126,096.00	$129,879.00	$133,775.00
Min. Step	108,490	$110,117.00	$111,769.00	$115,122.00	$118,576.00	$122,133.00	$125,797.00

365-24
December 10, 2024

RESOLUTION APPROVING MEMORANDUM OF AGREEMENT BETWEEN THE WEST ORANGE FIREFIGHTERS' MUTUAL BENEVOLENT ASSOCIATION, LOCAL 28 ("FMBA") AND THE TOWNSHIP OF WEST ORANGE

WHEREAS, the Township of West Orange ("Township") and The West Orange Firefighters Mutual Benevolent Association, Local 28 ("FMBA") have an existing Collective Bargaining Agreement; and

WHEREAS, the existing Collective Bargaining Agreement expired on December 31, 2023; and

WHEREAS, the township and FMBA have negotiated in good faith; and

WHEREAS, on or about December 4, 2024, the Township and FMBA entered into a Memorandum of Agreement containing the terms for a new Collective Bargaining Agreement for the Period of January 2024 through December 31, 2028; and

WHEREAS, James P. Abbott, Interim Business Administrator, executed the Memorandum of Agreement subject to the Township Council's consideration and approval; and

WHEREAS, upon formal approval, it is anticipated that a formal Collective Bargaining Agreement will be drafted and executed between the parties;

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Memorandum of Agreement dated December 4, 2024 between FMBA, and the Township annexed hereto as Exhibit "A," be and is hereby approved, and be it further

RESOLVED, that the Township Clerk shall make available during normal business hours the annexed Memorandum of Agreement subject to the terms and conditions set forth in a formal agreement.

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

Bill Rutherford,
Council President

Adopted: December 10, 2024

365-24

MEMORANDUM OF AGREEMENT
BETWEEN TOWNSHIP OF WEST ORANGE
AND THE WEST ORANGE FIREFIGHTERS MUTUAL BENEVOLENT ASSOCIATION, LOCAL NO. 28 ("FMBA")

The TOWNSHIP OF WEST ORANGE ("TOWNSHIP") and WEST ORANGE FIREFIGHTERS MUTUAL BENEVOLENT ASSOCIATION, LOCAL NO. 28 ("FMBA") hereby agree to recommend for ratification and approval the following for a new contract between the TOWNSHIP and FMBA for the period from January 1, 2024 to December 31, 2028:

1. DURATION: January 1, 2024 to December 31, 2028.

2. ARTICLE 9, Salaries:

January 1, 2024 –	1.5%;
July 1, 2024 –	1.5%;
January 1, 2025 –	3%;
January 1, 2026 –	3%;
January 1, 2027 –	3%; and
January 1, 2028 –	3%.

Amend Paragraph B to provide that the Township shall be able to move to a semi-monthly payroll at its discretion.

Amend Paragraph E to provide that effective 2025, the EMT stipend shall be increased by $500 to a total of $5,000.

In the event that the Township agrees to a higher salary increase with another bargaining unit during the term of this agreement, the parties agree to meet for the purpose of negotiating the same increase for the FMBA.

3. ARTICLE 11, Scholastic Credit Compensation: Amend to provide that permanent regular members of the Fire Department who obtain a bachelor's degree from an accredited institution of higher learning shall be entitled to receive, in any calendar year, eight hundred dollars ($800.00) upon proof of obtaining a degree submitted to the Business Administrator. Compensation shall no longer be offered for credits less than a full degree.

4. ARTICLE 14, Sick Leave: Amend the Article to add the following: "Pursuant to N.J.S.A. 11A:6-19.2, Employees hired on or after May 21, 2010 shall be entitled to payment for sick leave under this Article of up to a maximum of $15,000 and only upon retirement from a pension system."

5. ARTICLE 24, Uniform Allowance:

   a. Unform allowance for all West Orange Firefighters shall be increased as follows:
      i. 2025 - $850
      ii. 2026 - $900
      iii. 2027 - $950
      iv. 2028 - $1,000

   b. The Township shall replace, at its own expense, any clothing and equipment which may be damaged in the performance of duty, provided that said damage was not the result of the member's abuse, misuse, or gross negligence.

The terms of this MOA are subject to ratification by the FMBA and the approval of the Council of the TOWNSHIP OF WEST ORANGE. All prior agreements and all other provisions of the Parties' existing collective bargaining agreement not modified by this MOA shall remain in effect and otherwise unchanged. All issues not included in this MOA shall be considered withdrawn.

WEST ORANGE FIREFIGHTERS MUTUAL BENEVOLENT ASSOCIATION, LOCAL NO. 28 ("FMBA")

Dated: 11/26/24

TOWNSHIP OF WEST ORANGE

Dated: 11/26/24

366-24
December 10, 2024

RESOLUTION APPROVING MEMORANDUM OF AGREEMENT BETWEEN THE WEST ORANGE FIRE SUPERIOR OFFICERS ASSOCIATION AND THE TOWNSHIP OF WEST ORANGE

WHEREAS, the Township of West Orange ("Township") and The West Orange Fire Superior Officers Association, (WOFDSOA) have an existing Collective Bargaining Agreement; and

WHEREAS, the existing Collective Bargaining Agreement expired on December 31, 2023; and

WHEREAS, the township and WOFDSOA have negotiated in good faith; and

WHEREAS, on or about December 4, 2024, the Township and WOFDSOA entered into a Memorandum of Agreement containing the terms for a new Collective Bargaining Agreement for the Period of January 2024 through December 31, 2028; and

WHEREAS, James P. Abbott, Interim Business Administrator, executed the Memorandum of Agreement subject to the Township Council's consideration and approval; and

WHEREAS, upon formal approval, it is anticipated that a formal Collective Bargaining Agreement will be drafted and executed between the parties;

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Memorandum of Agreement dated December 4, 2024 between WOFDSOA, and the Township annexed hereto as Exhibit "A," be and is hereby approved, and be it further

RESOLVED, that the Township Clerk shall make available during normal business hours the annexed Memorandum of Agreement subject to the terms and conditions set forth in a formal agreement.

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

Bill Rutherford,
Council President

Adopted: December 10, 2024

366-24

2024-2028 MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE TOWNSHIP OF WEST ORANGE
AND
WEST ORANGE FIRE SUPERIOR OFFICERS ASSOCIATION

WHEREAS, the Township of West Orange (Township) and the West Orange Fire Superior Officers Association (SOA) are parties to a series of successive collective negotiations agreements (CNAs), the most recent of which covered the period of January 1, 2018 through December 31, 2023;

WHEREAS, the parties have engaged in good faith negotiations re the terms of a successor collective negotiations agreement for the years 2024 through 2028;

WHEREAS, the parties have agreed upon the terms and conditions set forth below, subject to the ratification by the SOA's membership as well as the Township's Governing Body;

WHEREAS, all terms set forth below shall be retroactive to January 1, 2024 unless otherwise stipulated below. Moreover, again unless otherwise stipulated below, the terms set forth herein shall apply to any member who retired on or after January 1, 2024 and prior to the ratification of this Agreement by both parties. Lastly, all terms set forth in the parties' 2018 - 2023 CNA shall be retained, unchanged, in the successor agreement unless otherwise stipulated below.

NOW, THEREFORE BE IT RESOLVED, the parties tentatively agree as follows:

DURATION. Five (5) years: January 1,2024 through December 31, 2028.

ARTICLE VIII – SALARIES (pg. 10).
Paragraph A.
The first two sentences shall be revised as follows:

> "Upon promotion to any Officer's Rank, the individual shall go to minimum salary for that rank. If said promotion occurred prior to September 1st, he/she shall progress to maximum on the following January 1st. If said promotion occurred on or after September 1st, he/she shall progress to maximum on their first anniversary date."

Annual across-the-board salary increases 2024 through 2028 shall be as follows:

January 1, 2024:	1.5%
July 1, 2024:	1.5%
January 1, 2025:	3.0%
January 1, 2026:	3.0%
January 1, 2027:	3.0%
January 1, 2028:	3.0%

Effective January 1, 2025, annual Inspector Stipend, to be distributed as part of base pay, and contingent upon said member maintaining his/her license: $500.

EN

Effective January 1, 2025, annual Administrative Stipend, to be distributed as part of base pay to those members assigned to Admin: $2,500.

A bi-monthly payroll may be implemented provided that: (1) the Township provides the SOA at least sixty (60) days' advance notice; (2) same is implemented in January of a given contract year; and (3) the Township tenders each member's annual salary in full for the calendar year immediately preceding the switch to a bi-monthly payroll.

ARTICLE IX – SCHOLASTIC CREDIT COMPENSATION (pg. 13).

New Paragraph C. The following clause shall be added to this paragraph:

> 6. Effective January 1, 2025, Article IX, Section A shall no longer be applicable. Instead, permanent regular members of the uniformed Fire Department possessing a Bachelor's Degree in any field of study from an accredited institution shall be entitled to receive $1,200 annually after submitting proof of said Bachelor's Degree to the Business Administrator. Said lump sum compensation shall be tendered annually each August.

ARTICLE X – OVERTIME (pg. 15).

The following shall be added to the second paragraph:

> "Effective January 1, 2025, once a member's compensatory time bank reaches three hundred fifty (350) hours in a given calendar year, the Chief may disapprove any further accumulation of compensatory time for the remainder of said calendar year. The aforementioned three hundred fifty (350) hours shall not include or otherwise apply to compensatory time earned for attendance at any Department-approved training."

ARTICLE XII – VACATIONS (pg. 8).

Paragraph B(7). This paragraph shall be revised as follows:

> "As per N.J.A.C. 4A:6-1.2, vacation leave not used in a calendar year because of Business necessity shall be used during the next succeeding year only except as otherwise provided by law."

ARTICLE XIII – SICK LEAVE (pg. 20).

Subparagraph 3 shall be added and shall state as follows:

> "Notwithstanding the above, payments to fire superior officers hired on or after May 21, 2010, shall only be payable upon retirement and shall not exceed $15,000."

ARTICLE XIV – INJURY AND ILLNESS LEAVE (pg. 21).

The existing text in this article shall be revised as follows:

> "In the event a member is injured or becomes ill on duty or as a result of performance of his or her duties while off duty and is unable to report for duty, the Township shall compensate said member 100% of his/her compensation, inclusive of stipends, and other benefits for up to one (1) year or until said member is cleared for return to duty, whichever event occurs first. No paid leave shall be deducted from the member's accrued paid leave as a result of his/her absence.

FN

It is understood that any injury, illness, exposure or incident shall be compensable under this provision when same would qualify the member for temporary Workers Compensation benefits. It is further understood that any amount received by the member in temporary Workers Compensation benefits shall be credited against the amount paid by the Township so the member is at 100% of compensation. This does not affect any permanent Workers Compensation award/benefit.

In the event there is an initial dispute about the eligibility for temporary Workers Compensation benefits the member shall receive injury on duty payments set forth above until there is a determination that such absence is not eligible for Workers Compensation benefits at which time injury on duty benefits will prospectively cease and shall not be reinstated unless the determination is later revised; and, if such determination is reversed reimbursement to the member shall be retroactive to date of initial rescission, unless otherwise stated."

ARTICLE XX – GRIEVANCE PROCEDURE (pg. 30): Moving forward from this MOA, the parties shall submit to the Public Employment Relations Commission for Arbitration instead of the New Jersey State Board of Mediation. Revise to replace references to NJSBM with PERC.

ARTICLE XXVIII – UNIFORM ALLOWANCE (pg. 40).
The annual uniform allowance shall be increased as follows:

2024	$850
2025	$900
2026	$950
2027 & 2028	$1,000

Also, the Township shall be obligated to replace, at its own expense, any clothing and equipment which may be damaged in the performance of duty, provided that said damage was not the result of the member's abuse, misuse or gross negligence.

The signatories below agree to recommend to their respective constituents that the above terms be ratified and otherwise approved.

TOWNSHIP OF WEST ORANGE

DATE: 04 Dec 2024

WEST ORANGE FIRE SUPERIOR OFFICERS ASSN.

DATE: 12/3/2024

FN

West Orange -and- FSOA 2024-2028 MOA

EXHIBIT A – Salary Guide

	2023 Salary	1/1/2024	7/1/2024	1/1/2025	1/1/2026	1/1/2027	1/1/2028
CAPTAINS		1.50%	1.50%	3.00%	3.00%	3.00%	3.00%
Max. Step	121,359	$123,179.00	$125,027.00	$128,778.00	$132,641.00	$136,620.00	$140,719.00
Min. Step	111,124	$112,791.00	$114,483.00	$117,917.00	$121,455.00	$125,099.00	$128,852.00
CAPTAINS - WITH EMT CERT							
Max. Step	125,859	$127,679.00	$129,527.00	$133,278.00	$137,141.00	$141,120.00	$145,219.00
Min. Step	115,624	$117,291.00	$118,983.00	$122,417.00	$125,955.00	$129,599.00	$133,352.00
FIRE DEPUTY CHIEF							
Max. Step.	146,840	$149,043.00	$151,279.00	$155,817.00	$160,492.00	$165,307.00	$170,266.00
Min. Step	130,399	$132,355.00	$134,340.00	$138,370.00	$142,521.00	$146,797.00	$151,201.00
FIRE DEPUTY CHIEF - WITH EMT CERT							
Max. Step	151,340	$153,543.00	$155,779.00	$160,317.00	$164,992.00	$169,807.00	$174,766.00
Min. Step	134,899	$136,855.00	$138,840.00	$142,870.00	$147,021.00	$151,297.00	$155,701.00

FN

367-24
December 10, 2024

RESOLUTION APPROVING MEMORANDUM OF AGREEMENT BETWEEN TEAMSTERS LOCAL 560, PUBLIC SAFETY TELECOMMUNICATION OPERATORS AND THE TOWNSHIP OF WEST ORANGE

WHEREAS, the Township of West Orange ("Township") and Teamsters Local 560, Public Safety Telecommunication Operators, have an existing Collective Bargaining Agreement; and

WHEREAS, the existing Collective Bargaining Agreement expired on December 31, 2023; and

WHEREAS, the township and Teamsters Local 560, Public Safety Telecommunication Operators have negotiated in good faith; and

WHEREAS, on or about December 4, 2024, the Township and Teamsters Local 560, Public Safety Telecommunication Operators entered into a Memorandum of Agreement containing the terms for a new Collective Bargaining Agreement for the Period of January 1, 2024 through December 31, 2028; and

WHEREAS, James P. Abbott, Interim Business Administrator, executed the Memorandum of Agreement subject to the Township Council's consideration and approval; and

WHEREAS, upon formal approval, it is anticipated that a formal Collective Bargaining Agreement will be drafted and executed between the parties;

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Memorandum of Agreement dated December 4, 2024 between Teamsters Local 560, Public Safety Telecommunication Operators and the Township of West Orange, annexed hereto as Exhibit **"A,"** be and is hereby approved, and be it further

RESOLVED, that the Township Clerk shall make available during normal business hours the annexed Memorandum of Agreement subject to the terms and conditions set forth in a formal agreement.

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

Bill Rutherford,
Council President

Adopted: December 10, 2024

367-24

MEMORANDUM OF AGREEMENT
BETWEEN TOWNSHIP OF WEST ORANGE
AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 560
COMMUNICATIONS PERSONNEL ("IBT")

The TOWNSHIP OF WEST ORANGE ("TOWNSHIP") and INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 560 COMMUNICATIONS PERSONNEL ("IBT") hereby agree to recommend for ratification and approval the following for a new contract between the TOWNSHIP and IBT for the period from January 1, 2024 to December 31, 2028:

1. DURATION: January 1, 2024 to December 31, 2028.

2. ARTICLE XVII, WAGES:

January 1, 2024 –	1.5%;
July 1, 2024 –	1.5%;
January 1, 2025 –	3%;
January 1, 2026 –	3%;
January 1, 2027 –	3%; and
January 1, 2028 –	3%.

3. ARTICLE IX, CLOTHING – Effective January 1, 2025, the clothing allowance shall be increased to one thousand dollars ($1,000.00) per year for all bargaining unit employees.

The terms of this MOA are subject to ratification by the IBT and the approval of the Council of the TOWNSHIP OF WEST ORANGE. All prior agreements and all other provisions of the Parties' existing collective bargaining agreement not modified by this MOA shall remain in effect and otherwise unchanged. All issues not included in this MOA shall be considered withdrawn.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 560 COMMUNICATIONS PERSONNEL

Dated: 12/4/24

TOWNSHIP OF WEST ORANGE

Dated: 04 Dec 2024

368-24
December 10, 2024

RESOLUTION APPROVING MEMORANDUM OF AGREEMENT BETWEEN THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 560, PUBLIC WORKS SUPERVISORS ("IBT") AND THE TOWNSHIP OF WEST ORANGE

WHEREAS, the Township of West Orange ("Township") and International Brotherhood of Teamsters Local 560, Public Works Supervisors ("IBT"), have an existing Collective Bargaining Agreement; and

WHEREAS, the existing Collective Bargaining Agreement expired on December 31, 2023; and

WHEREAS, the township and IBT have negotiated in good faith; and

WHEREAS, on or about December 6, 2024, the Township and IBT entered into a Memorandum of Agreement containing the terms for a new Collective Bargaining Agreement for the Period of January 1, 2024 through December 31, 2028; and

WHEREAS, James P. Abbott, Interim Business Administrator, executed the Memorandum of Agreement subject to the Township Council's consideration and approval; and

WHEREAS, upon formal approval, it is anticipated that a formal Collective Bargaining Agreement will be drafted and executed between the parties;

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Memorandum of Agreement dated December 6, 2024 between The International Brotherhood of Teamsters Local 560, Public Works Supervisors ("IBT") and the Township of West Orange, annexed hereto as Exhibit **"A,"** be and is hereby approved, and be it further

RESOLVED, that the Township Clerk shall make available during normal business hours the annexed Memorandum of Agreement subject to the terms and conditions set forth in a formal agreement.

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

Bill Rutherford,
Council President

Adopted: December 10, 2024

368-24

MEMORANDUM OF AGREEMENT
BETWEEN TOWNSHIP OF WEST ORANGE
AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 560
PUBLIC WORKS SUPERVISORS ("IBT")

The TOWNSHIP OF WEST ORANGE ("TOWNSHIP") and INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 560 PUBLIC WORKS SUPERVISORS ("IBT") hereby agree to recommend for ratification and approval the following for a new contract between the TOWNSHIP and IBT for the period from January 1, 2024 to December 31, 2028:

1. DURATION: January 1, 2024 to December 31, 2028.

2. ARTICLE XVII, WAGES:

January 1, 2024 –	1.5%;
July 1, 2024 –	1.5%;
January 1, 2025 –	3%;
January 1, 2026 –	3%;
January 1, 2027 –	3%; and
January 1, 2028 –	3%.

3. ARTICLE IX, CLOTHING – Effective January 1, 2025, the clothing allowance shall be increased to one thousand dollars ($1,000.00) per year for all bargaining unit employees.

The terms of this MOA are subject to ratification by the IBT and the approval of the Council of the TOWNSHIP OF WEST ORANGE. All prior agreements and all other provisions of the Parties' existing collective bargaining agreement not modified by this MOA shall remain in effect and otherwise unchanged. All issues not included in this MOA shall be considered withdrawn.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 560 PUBLIC WORKS SUPERVISORS

Dated: 12/6/24

TOWNSHIP OF WEST ORANGE

Dated: 06 Dec. 2024

TOWNSHIP OF WEST ORANGE

ORDINANCE NUMBER 2881-24

ORDINANCE OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY PROVIDING FOR A SPECIAL EMERGENCY APPROPRIATION IN AN AMOUNT NOT TO EXCEED $1,800,000 TO FUND CONTRACTUALLY REQUIRED SEVERANCE LIABILITIES RESULTING FROM THE RETIREMENT OF EMPLOYEES IN THE TOWNSHIP

WHEREAS, N.J.S.A. 40A:4-53h provides that a local unit such as the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), may adopt an ordinance authorizing a special emergency appropriation for the payoff of contractually required severance liabilities resulting from the layoff or retirement of employees of the Township; and

WHEREAS, pursuant to N.J.S.A. 40A:4-53h, the Township desires to authorize a special emergency appropriation in the amount of $1,800,000 to fund the cost of contractually required severance liabilities resulting from the retirement of employees of the Township.

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 the majority of all members thereof affirmatively concurring) AS FOLLOWS:

SECTION 1. Pursuant to N.J.S.A. 40A:4-53h, the amount of $1,800,000 (i) is hereby appropriated to fund the cost of contractually required severance liabilities resulting from the retirement of employees of the Township, and (ii) shall be deemed a special emergency appropriation as defined and provided for in N.J.S.A. 40A:4-53h.

SECTION 2. To finance the appropriation authorized hereunder, and described in Section 1 hereof, special emergency notes of the Township (the "Notes") shall be authorized by a resolution of the Township Council of the Township to be adopted in accordance with the provisions of N.J.S.A. 40A:4-55.

SECTION 3. A certified copy of this ordinance as finally adopted will be filed with the Director of the Division of Local Government Services, in the New Jersey Department of Community Affairs.

SECTION 4. This ordinance shall take effect twenty (20) days after final adoption and approval by the Mayor.

ADOPTED ON FIRST READING
DATED: November 25, 2024

KAREN J. CARNEVALE, R.M.C.
Municipal Clerk

BILL RUTHERFORD, Council President

#14088282.2

ADOPTED ON SECOND READING
DATED: December 10, 2024

KAREN J. CARNEVALE, R.M.C.
Municipal Clerk

BILL RUTHERFORD, Council President

APPROVAL BY THE MAYOR ON THIS ____ DAY OF _____, 2024.

SUSAN MCCARTNEY, Mayor

TOWNSHIP OF WEST ORANGE

PUBLIC NOTICE

NOTICE OF PENDING ORDINANCE

The ordinance, the title of which is published herewith, was introduced and approved 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, held on November 12, 2024, and will be further considered for final passage, after public hearing thereon, at a meeting of said Township Council to be held on November 25, 2024 at 7:00 p.m.

The purpose of this ordinance is to authorize a special emergency appropriation in an amount not to exceed $1,800,000 to fund the cost of contractually required severance liabilities resulting from the retirement of employees of the Township.

A copy of said ordinance may be obtained from the Office of the Clerk of the Township during regular municipal office hours at Township Municipal Building, 66 Main Street, West Orange, in said County.

ORDINANCE NUMBER XXXX-24

ORDINANCE OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY PROVIDING FOR A SPECIAL EMERGENCY APPROPRIATION IN AN AMOUNT NOT TO EXCEED $1,800,000 TO FUND CONTRACTUALLY REQUIRED SEVERANCE LIABILITIES RESULTING FROM THE RETIREMENT OF EMPLOYEES IN THE TOWNSHIP

_____

KAREN J. CARNEVALE, R.M.C.

TOWNSHIP OF WEST ORANGE

PUBLIC NOTICE

NOTICE OF THE DATE OF PASSAGE OF ORDINANCE

The ordinance, the title of which is published herewith, has been finally adopted by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey on November 25, 2024

The purpose of this ordinance is to authorize a special emergency appropriation in an amount not to exceed $1,800,000 to fund the cost of contractually required severance liabilities resulting from the retirement of employees of the Township within the Township.

ORDINANCE NUMBER XXXX-24

ORDINANCE OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY PROVIDING FOR A SPECIAL EMERGENCY APPROPRIATION IN AN AMOUNT NOT TO EXCEED $1,800,000 TO FUND CONTRACTUALLY REQUIRED SEVERANCE LIABILITIES RESULTING FROM THE RETIREMENT OF EMPLOYEES IN THE TOWNSHIP

_____

KAREN J. CARNEVALE, R.M.C.

CERTIFICATE OF INTRODUCTION

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey, DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a regular meeting of the governing body of the Township duly called and held on November 12, 2024 at 7:00 p.m., in said County, 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 this 12th day of November, 2024.

(SEAL)

_____

KAREN J. CARNEVALE, R.M.C.
Clerk of the Township of West Orange

CERTIFICATE OF FINAL ADOPTION

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey, DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a regular meeting of the governing body of the Township duly called and held on November 25, 2024 at 7:00 p.m., in said County, 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 this 25th day of November, 2024.

(SEAL)

_____

KAREN J. CARNEVALE, R.M.C.
Clerk of the Township of West Orange

CLERK'S CERTIFICATE

I, KAREN J. CARNEVALE, R.M.C., 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 ordinance introduced on November 12, 2024, finally adopted on November 25, 2024 and approved by the Mayor on November 25, 2024.

(2) After introduction, the ordinance was published as required by applicable law on November 14, 2024 in the West Orange Chronicle.

(3) Following the passage of the 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 or summary of said ordinance and a notice that copies of the 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 ordinance by the governing body. Copies of the ordinance were made available to all who requested same.

(4) After final passage, the ordinance was duly published as required by law on December 5, 2024 in the West Orange Chronicle.

(5) The ordinance has not been amended, added to, altered or repealed and said ordinance is now in full force and effect.

(6) A certified copy of the ordinance has been filed with the Director of the Division of Local Government Services, New Jersey Department of Community Affairs.

(7) The official seal of the Township is the seal, an impression of which is affixed, imprinted or reproduced opposite my signature on this Certificate.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed, imprinted or reproduced the official seal of the Township this XX day of XXXX 2024.

(SEAL)

_____

KAREN J. CARNEVALE, R.M.C.
Clerk of the Township of West Orange

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

Introduced: November 25, 2024

Adopted:

Approved as to form and legality on the basis of the facts set forth.

Karen J. Carnevale, Municipal, Clerk

LEGISLATIVE HISTORY

Amend AFSCME Tier	Senior Field Rep/Property Improvement/Bi-Lingual	Add Title - Equal to Non-Bi-Lingual Salary Guide
Amend AFSCME Tier	Keyboarding Clerk 2 - Asst. Senior Citizen Program Aide	Add Title
Amend AFSCME Tier	Admin Clerk/HR Coordinator/Sec. to the Ins. Commission	Combine Title -

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Administrative Clerk/HR Coordinator/Secretary to the Insurance Commission															
AU10045	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
AU10045	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
AU10045	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
AU10045	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
AU10045	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
AU10045	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
AU10045	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
AU10045	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
AU10045	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
AU10045	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
AU10045	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
AU10045	3.00%	1/1/2023	12/31/2023	56,298	61,887	67,476	73,065	78,653	84,242	89,831	6	5,589	1,820	30.93	49.36
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME										Ordinance 2882-24					
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME										Ordinance 2882-24					
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME										Ordinance 2882-24					
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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 2/Asst. Senior Citizen Program Aide-															
AU10476	0.00%	1/1/2018	12/31/2018	23,285	28,197	33,109	38,022	42,934	47,846	52,758	6	4,912	1,820	12.79	28.99
AU10476	1.00%	1/1/2019	12/31/2019	23,518	28,479	33,440	38,402	43,363	48,324	53,286	6	4,961	1,820	12.92	29.28
AU10476	1.50%	1/1/2020	6/30/2020	23,871	28,906	33,942	38,978	44,014	49,049	54,085	6	5,036	1,820	13.12	29.72
AU10476	1.50%	7/1/2020	12/31/2020	24,229	29,340	34,451	39,562	44,674	49,785	54,896	6	5,111	1,820	13.31	30.16
AU10476	1.50%	1/1/2021	6/30/2021	24,592	29,780	34,968	40,156	45,344	50,532	55,720	6	5,188	1,820	13.51	30.62
AU10476	1.50%	7/1/2021	12/31/2021	33,933	37,704	41,474	45,244	49,015	52,785	56,555	6	3,770	1,820	18.64	31.07
AU10476	1.50%	1/1/2022	6/30/2022	34,442	38,269	42,096	45,923	49,750	53,577	57,404	6	3,827	1,820	18.92	31.54
AU10476	1.50%	7/1/2022	12/31/2022	34,959	38,843	42,728	46,612	50,496	54,381	58,265	6	3,884	1,820	19.21	32.01
AU10476	3.00%	1/1/2023	12/31/2023	36,008	40,009	44,009	48,010	52,011	56,012	60,013	6	4,001	1,820	19.78	32.97

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME										Ordinance 2882-24					
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME										Ordinance 2882-24					
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME										Ordinance 2882-24					
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
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
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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 Field Rep/Property Improvement Bilingual															
AU10855	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
AU10855	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
AU10855	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
AU10855	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
AU10855	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
AU10855	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
AU10855	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
AU10855	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
AU10855	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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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										Ordinance 2882-24					
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME										Ordinance 2882-24					
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
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										Ordinance 2882-24					
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME										Ordinance 2882-24					
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME										Ordinance 2882-24					
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
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	on 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

ASSISTANT PROGRAM COORDINATOR AGING/DISABILITIES	4822		C	215
ASSISTANT PROGRAM COORDINATOR NON EMERGENCY TRANSPORTATION	659		C	216
ASSISTANT PROSECUTOR	664		U	217
ASSISTANT PUBLIC DEFENDER	6244		U	218
ASSISTANT PUBLIC HEALTH COORDINATOR	666		C	219
ASSISTANT PUBLIC HEALTH NURSE SUPERVISOR	667		C	220
ASSISTANT PUBLIC INFORMATION MANAGER	6074		U	221
ASSISTANT PUBLIC INFORMATION OFFICER	668		C	222
ASSISTANT PUBLIC WORKS INSPECTOR	6012		C	223
ASSISTANT PUBLIC WORKS SUPERINTENDENT	671		C	224
ASSISTANT PURCHASING AGENT	673		C	225
ASSISTANT RECREATION SUPERVISOR	00682@		C	226
ASSISTANT RECREATION SUPERVISOR HANDICAPPED PROGRAM	6954		C	227
ASSISTANT SECRETARY BOARD OF EDUCATION	7648		U	228
ASSISTANT SECRETARY BOARD/COMMISSION	7445		C	229
ASSISTANT SEWAGE PLANT OPERATOR	5523		N	230
ASSISTANT SEWAGE PLANT OPERATOR/ASSISTANT WATER TREATMENT PLANT OPERATOR	5814		N	231
ASSISTANT SEWAGE PLANT SUPERINTENDENT	699		C	232
ASSISTANT SEWER SUPERINTENDENT	702		C	233
ASSISTANT SEWER SUPERINTENDENT/ASST WATER SUPINTENDENT	5915		C	234
ASSISTANT SLUDGE PLANT OPERATOR AND REPAIRER	4743		N	235
ASSISTANT SOCIAL CASE WORK SUPERVISOR	706		C	236
ASSISTANT STOREKEEPER	709		C	237
ASSISTANT SUPERINTENDENT JUVENILE DETENTION FACILITY	5069		C	238
ASSISTANT SUPERINTENDENT MOSQUITO EXTERMINATION	724		C	239
ASSISTANT SUPERINTENDENT OF ELECTRIC GENERATION	725		C	240
ASSISTANT SUPERINTENDENT OF PUBLIC BUILDINGS MARKETS AND DOCKS	7732		C	241
ASSISTANT SUPERINTENDENT OF RECREATION	733		C	242
ASSISTANT SUPERINTENDENT OF WATER DISTRIBUTION	736		C	243
ASSISTANT SUPERINTENDENT OF WEIGHTS AND MEASURES	445		C	244

ASSISTANT SUPERINTENDENT OF WEIGHTS AND MEASURES BILINGUAL IN SPANISH AND ENGLISH	9063		C	245
ASSISTANT SUPERVISING BRIDGE REPAIRER	6593		C	246
ASSISTANT SUPERVISING CARPENTER	6601		C	247
ASSISTANT SUPERVISING ELECTRICIAN	6608		C	248
ASSISTANT SUPERVISING GREENSKEEPER	6730		C	249
ASSISTANT SUPERVISING HEATING AND AIR CONDITIONING MECHANIC	7103		C	250
ASSISTANT SUPERVISING HEAVY EQUIPMENT OPERATOR	6686		C	251
ASSISTANT SUPERVISING MAINTENANCE REPAIRER	7337		C	252
ASSISTANT SUPERVISING MAINTENANCE REPAIRER LOW PRESSURE LICENSE	7347		C	253
ASSISTANT SUPERVISING MECHANIC	6728		C	254
ASSISTANT SUPERVISING OMNIBUS OPERATOR	5580		C	255
ASSISTANT SUPERVISING PLUMBER	7609		C	256
ASSISTANT SUPERVISOR BUILDING SERVICE	6467		C	257
ASSISTANT SUPERVISOR CRIMINAL INFORMATION UNIT	45054		C	258
ASSISTANT SUPERVISOR FOOD SERVICE	6459		C	259
ASSISTANT SUPERVISOR MOSQUITO EXTERMINATION	6440		C	260
ASSISTANT SUPERVISOR OF ACCOUNTS	755		C	261
ASSISTANT SUPERVISOR OF BILLING AND COLLECTING	4825		C	262
ASSISTANT SUPERVISOR OF CUSTOMER SERVICE	764		C	263
ASSISTANT SUPERVISOR OF GARAGE SERVICES	6609		C	264
ASSISTANT SUPERVISOR OF MOTOR POOL	7417		C	265
ASSISTANT SUPERVISOR OF MOTORS	768		C	266
ASSISTANT SUPERVISOR OF NURSES	769		C	267
ASSISTANT SUPERVISOR OF PATIENT ACCOUNTS	771		C	268
ASSISTANT SUPERVISOR OF RECREATION	3552		C	269
ASSISTANT SUPERVISOR OF SENIOR CITIZENS ACTIVITIES	777		C	270
ASSISTANT SUPERVISOR OF VETERANS INTERMENT	783		N	271
ASSISTANT SUPERVISOR OF WATER DISTRIBUTION	787		C	272
ASSISTANT SUPERVISOR OF WATER METER READING	788		C	273
ASSISTANT SUPERVISOR PUBLIC WORKS	6651		C	274

ASSISTANT SUPERVISOR RECREATION MAINTENANCE	6763		C	275
ASSISTANT SUPERVISOR RECYCLING OPERATIONS	7722		C	276
ASSISTANT SUPERVISOR SANITATION	6447		C	277
ASSISTANT SUPERVISOR TRADES	6785		C	278
ASSISTANT SUPERVISOR TRAFFIC MAINTENANCE	6817		C	279
ASSISTANT SUPERVISOR WATER METER REPAIR	6843		C	280
ASSISTANT TO COUNCIL MEMBER	7357		C	281
ASSISTANT TRAFFIC ENGINEER	795		C	282
ASSISTANT TRAINING SUPERVISOR COUNTY WELFARE AGENCY	801		C	283
ASSISTANT TREE SUPERINTENDENT	803		C	284
ASSISTANT VETERANS SERVICE OFFICER	805		N	285
ASSISTANT VIOLATIONS CLERK	806		C	286
ASSISTANT VIOLATIONS CLERK TYPING	4462		C	287
ASSISTANT WAREHOUSE SUPERVISOR	4459		C	288
ASSISTANT WATER AND SEWER UTILITIES SUPERINTENDENT	811		C	289
ASSISTANT WATER SUPERINTENDENT	816		C	290
ASSISTANT WATER TREATMENT PLANT OPERATOR	5479		N	291
ASSISTANT WATER TREATMENT PLANT SUPERINTENDENT	4829		C	292
ASSISTANT YOUTH OPPORTUNITY COORDINATOR	821		C	293
ASSISTANT ZONING OFFICER	00822@		C	294
ASSISTANT ZONING OFFICER/TECHNICAL ASSISTANT TO THE CONSTRUCTION OFFICIAL	6451		C	295
ATTENDANCE COUNSELOR	829		N	296
ATTENDANCE COUNSELOR	830	BILINGUAL IN SPANISH AND 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

AUXILIARY OPERATOR	850		C	306
BATTALION FIRE CHIEF	00856@		C	307
BEACH MAINTENANCE SUPERINTENDENT/CHIEF LIFEGUARD	7299		C	308
BEACH SUPERVISOR	863		C	309
BEACH SUPERVISOR/MAINTENANCE REPAIRER	7438		C	310
BINDING SPECIALIST 1	888		C	311
BINDING SPECIALIST 2	03202@		C	312
BINDING SPECIALIST 3	6476		C	313
BIOLOGIST MOSQUITO EXTERMINATION	869		C	314
BIOLOGIST TRAINEE	1750		N	315
BOARDWALK SUPERINTENDENT	00876@		C	316
BODY AND FENDER MECHANIC	5133		C	317
BODY AND FENDER MECHANIC/MECHANIC	5352		C	318
BOILER OPERATOR	880		C	319
BOILER OPERATOR/MAINTENANCE REPAIRER	7483		C	320
BOILER ROOM MECHANIC	883		C	321
BOILER ROOM SPECIALIST	884		C	322
BOROUGH CLERK	00896@		U	323
BOROUGH TREASURER	897		U	324
BRIDGE ATTENDANT	902		C	325
BRIDGE CONSTRUCTION INSPECTOR/ROAD INSPECTOR	5292		C	326
BRIDGE CONSTRUCTION WORKER	908		C	327
BRIDGE INSPECTOR	3083		C	328
BRIDGE OPERATOR	40350		N	329
BRIDGE OPERATOR TRAINEE	40349		N	330
BRIDGE OPERATOR/PUBLIC WORKS REPAIRER	8008		C	331
BRIDGE REPAIRER	913		N	332
BUDGET EXAMINER	918		C	333
BUDGET OFFICER	919		C	334
BUILDING INSPECTOR	924		C	335
BUILDING INSPECTOR APPRENTICE	6269		N	336
BUILDING INSPECTOR/CODE ENFORCEMENT OFFICER	5768		C	337
BUILDING INSPECTOR/CODE ENFORCEMENT OFFICER/ELECTRICAL SUBCODE OFFICIAL	7857		C	338
BUILDING INSPECTOR/FIRE PROTECTION INSPECTOR	5582		C	339
BUILDING INSPECTOR/FIRE PROTECTION SUBCODE OFFICIAL	5753		C	340

BUILDING INSPECTOR/HOUSING INSPECTOR	7662		C	341
BUILDING INSPECTOR/MECHANICAL INSPECTOR	7968		C	342
BUILDING INSPECTOR/PLUMBING INSPECTOR	922		C	343
BUILDING INSPECTOR/PLUMBING SUBCODE OFFICIAL	7068		C	344
BUILDING INSPECTOR/ZONING OFFICER	926		C	345
BUILDING MAINTENANCE INSPECTOR	928		C	346
BUILDING MAINTENANCE WORKER	929		N	347
BUILDING MAINTENANCE WORKER LOW PRESSURE LICENSE	933		N	348
BUILDING MAINTENANCE WORKER/MAINTENANCE REPAIRER	6756		N	349
BUILDING MAINTENANCE WORKER/MAINTENANCE WORKER 1 GROUNDS	6825		N	350
BUILDING MAINTENANCE WORKER/MESSENGER	5350		N	351
BUILDING MAINTENANCE WORKER/SECURITY GUARD	6552		N	352
BUILDING MANAGEMENT SERVICES SPECIALIST 1	52572		C	353
BUILDING SERVICE WORKER	938		N	354
BUILDING SERVICE WORKER/MAINTENANCE WORKER 1 GROUNDS	6830		N	355
BUILDING SUBCODE OFFICIAL	5048		C	356
BUILDING SUBCODE OFFICIAL/CODE ENFORCEMENT OFFICER	6287		C	357
BUILDING SUBCODE OFFICIAL/CODE ENFORCEMENT OFFICER/ ZONING OFFICER	7834		C	358
BUILDING SUBCODE OFFICIAL/ELECTRICAL SUBCODE OFFICIAL	7973		C	359
BUILDING SUBCODE OFFICIAL/FIRE PROTECTION SUBCODE OFFICIAL	6630		C	360
BUILDING SUBCODE OFFICIAL/PLUMBING SUBCODE OFFICIAL	7771		C	361
BUILDING SUBCODE OFFICIAL/ZONING OFFICER	5798		C	362
BUILDING SUPERINTENDENT	940		C	363
BUS ATTENDANT	946		N	364
BUSINESS ADMINISTRATOR	951		C	365
BUSINESS ADMINISTRATOR	6310		U	366
BUSINESS MANAGER	952		C	367
BUSINESS MANAGER UFD	7839		C	368

BUYER	960		C	369
CABINET MAKER	961		C	370
CAFETERIA MANAGER	962		C	371
CAMP DIRECTOR	6869		C	372
CAMPUS POLICE OFFICER	32271		C	373
CANTEEN CLERK	964		C	374
CAPTAIN OF COUNTY INVESTIGATORS	7097		U	375
CARPENTER	970		C	376
CARPENTER/LOCKSMITH	971		C	377
CARPENTER/MASON	5071		C	378
CARPENTER/PUBLIC WORKS REPAIRER	7672		C	379
CARPENTERS HELPER	974		N	380
CASE MONITOR JUVENILE OFFENDER	2867		N	381
CASHIER	976		N	382
CASHIER	978	BILINGUAL IN SPANISH AND ENGLISH	N	383
CASHIER/FOOD SERVICE WORKER	6153		N	384
CEMETERY CARETAKER	983		N	385
CENTRAL SUPPLY AIDE	985		N	386
CERTIFIED COUNTY FINANCE OFFICER	7806		U	387
CHAIRPERSON BOARD OF ELECTIONS	987		U	388
CHAIRPERSON MUNICIPAL UTILITIES AUTHORITY	988		U	389
CHAPLAIN	990		U	390
CHAPLAIN FIRE DEPARTMENT	991		U	391
CHAPLAIN POLICE DEPARTMENT	992		U	392
CHEMIST 1	1552		C	393
CHEMIST 1/SEWAGE PLANT OPERATOR	7558		C	394
CHEMIST 2	1553		C	395
CHEMIST 3	1554		C	396
CHEMIST 4	1555		C	397
CHEMIST TRAINEE	1550		N	398
CHIEF ACCOUNTANT	1005		C	399
CHIEF ARCHITECT	4389		C	400
CHIEF ASSISTANT ASSESSOR	1016		C	401
CHIEF AUDITOR	1017		C	402
CHIEF BRIDGE OPERATOR	1021		C	403
CHIEF CHEMIST WATER ANALYSIS	5631		C	404
CHIEF CLERK	1037		C	405
CHIEF CLERK BOARD OF ELECTION	6550		U	406

CHIEF CLERK SURROGATES	1094		U	407
CHIEF CLINICAL PSYCHOLOGIST	1102		C	408
CHIEF CODE ENFORCEMENT OFFICER	7381		C	409
CHIEF CODE ENFORCEMENT OFFICER/MUNICIPAL 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

CHIEF OF FINANCE AND ACCOUNTS	1166		C	441
CHIEF OF FIRE APPARATUS	5422		C	442
CHIEF OF FIRE APPARATUS U F D	1167		C	443
CHIEF OF HOUSING PRODUCTION	5241		C	444
CHIEF OF LAND ACQUISITION AND DESIGN	5331		C	445
CHIEF OF MAINTENANCE SERVICES	1171		C	446
CHIEF OF MODERNIZATION OPERATIONS	4450		C	447
CHIEF OF PERSONNEL AND LABOR RELATIONS	1174		C	448
CHIEF OF STAFF	99977		U	449
CHIEF OF SURVEY PARTY	1177		C	450
CHIEF OF THERAPEUTIC SERVICES	5189		C	451
CHIEF OF TRAFFIC MAINTENANCE OPERATIONS	4840		C	452
CHIEF PARK NATURALIST	1183		C	453
CHIEF PARKING ENFORCEMENT OFFICER	15400		C	454
CHIEF PHARMACIST	1186		C	455
CHIEF PHYSICAL THERAPIST	1188		C	456
CHIEF POLICE INSTRUCTOR	5281		C	457
CHIEF POLICE INSTRUCTOR/CURRICULUM DEVELOPMENT SPECIALIST POLICE SCHOOL	6014		C	458
CHIEF PROBATE CLERK	1192		C	459
CHIEF PROJECT COORDINATOR CONSTRUCTION	5609		C	460
CHIEF PSYCHIATRIC SOCIAL WORKER	1195		C	461
CHIEF PUBLIC HEALTH INVESTIGATOR	1196		C	462
CHIEF PUBLIC SAFETY TELECOMMUNICATOR	6984		C	463
CHIEF PUMPING STATION OPERATOR	1198		C	464
CHIEF RECREATION THERAPIST	5170		C	465
CHIEF RECREATION THERAPIST/COORDINATOR OF VOLUNTEERS	7832		C	466
CHIEF REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	1205		C	467
CHIEF SANITATION INSPECTOR	1209		C	468
CHIEF SECURITY GUARD	6267		C	469
CHIEF SEWAGE PLANT OPERATOR	1213		C	470
CHIEF STATIONARY ENGINEER	1215		C	471
CHIEF TRANSPORTATION INSPECTOR	5919		C	472

CHIEF WARRANT OFFICER	5851		U	473
CHIEF WATER TREATMENT PLANT OPERATOR	1220		C	474
CHILD CARE SITE EVALUATOR	7932		N	475
CHILDRENS SUPERVISOR	1226		N	476
CITY CLERK	1229		U	477
CITY ENGINEER	1231		U	478
CITY MANAGER	1233		U	479
CITY TREASURER	1237		U	480
CIVIL ENGINEER TRAINEE	14090		N	481
CLAIMS ADJUSTER	1238		C	482
CLAIMS EXAMINER WORKERS COMPENSATION/GRADUATE NURSE	7849		C	483
CLAIMS EXAMINER WORKMENS COMPENSATION	1241		C	484
CLAIMS INVESTIGATOR	1243		C	485
CLAIMS INVESTIGATOR 2	56373		C	486
CLAIMS INVESTIGATOR 3	56374		C	487
CLAIMS INVESTIGATOR 4	56375		C	488
CLASSIFICATION OFFICER 1	61392		C	489
CLASSIFICATION OFFICER 2	61393		C	490
CLASSIFICATION OFFICER APPRENTICE	61395		C	491
CLEAN NEIGHBORHOOD PROGRAM AIDE	1244		C	492
CLERK 1	1245		N	493
CLERK 1	1248	BILINGUAL IN SPANISH AND ENGLISH	N	494
CLERK 1/CLERK STENOGRAPHER 3	6813		C	495
CLERK 1/COMMUNITY SERVICE AIDE	6491		N	496
CLERK 1/TELEPHONE OPERATOR	7448		N	497
CLERK 2	3247		C	498
CLERK 2	3248	BILINGUAL IN SPANISH AND ENGLISH	C	499
CLERK 3	2773		C	500
CLERK 3	2774	BILINGUAL IN SPANISH AND ENGLISH	C	501
CLERK 3/FIRE PREVENTION SPECIALIST	7268		C	502
CLERK 3/SENIOR PURCHASING ASSISTANT	5974		C	503
CLERK 4	3859		C	504

CLERK 4	15401	BILINGUAL IN SPANISH AND ENGLISH	C	505
CLERK BOARD OF COUNTY COMMISSIONERS	1252		U	506
CLERK BOARD OF COUNTY COMMISSIONERS/COUNTY ADMINISTRATOR	6612		U	507
CLERK BOARD OF ELECTIONS	1251		C	508
CLERK BOARD OF ELECTIONS	6313		U	509
CLERK DRIVER	1257		N	510
CLERK DRIVER/CLERK 1	6240		N	511
CLERK DRIVER/SECURITY GUARD	7228		C	512
CLERK DRIVER/STOCK CLERK	5624		N	513
CLERK DRIVER/STOCK HANDLER	6486		N	514
CLERK STENOGRAPHER 1	1260		N	515
CLERK STENOGRAPHER 2	3253		C	516
CLERK STENOGRAPHER 2	3254	BILINGUAL IN SPANISH AND ENGLISH	C	517
CLERK STENOGRAPHER 3	2777		C	518
CLERK STENOGRAPHER 3	2778	BILINGUAL IN SPANISH AND ENGLISH	C	519
CLERK STENOGRAPHER 3/REGISTRAR OF VITAL STATISTIC	7018		C	520
CLERK STENOGRAPHER 4	03862@		C	521
CLERK TO COUNTY CONSTITUTIONAL OFFICER	6978		U	522
CLERK TRANSCRIBER	1266		N	523
CLERK TRANSCRIBER	4835	BILINGUAL IN SPANISH AND ENGLISH	N	524
CLERK TYPIST 2 EVIDENCE HANDLING	23241		C	525
CLIENT SERVICES REPRESENTATIVE	5643		C	526
CLIENT SERVICES REPRESENTATIVE	6301	BILINGUAL IN SPANISH AND ENGLISH	C	527
CLINIC ATTENDANT	1273		C	528
CLINIC ATTENDANT	1274	BILINGUAL IN SPANISH AND ENGLISH	C	529
CLINIC DENTIST	1276		U	530
CLINIC NURSE	1277		N	531
CLINIC PHYSICIAN	1278		U	532
CLINICAL NUTRITIONIST	44782		C	533

CLINICAL PSYCHOLOGIST	1280		C	534
CLINICAL PSYCHOLOGIST	5559	BILINGUAL IN SPANISH AND ENGLISH	C	535
CLINICAL SPECIALIST NURSING	01283@		C	536
CODE ENFORCEMENT OFFICER	1285		C	537
CODE ENFORCEMENT OFFICER TRAINEE	7594		N	538
CODE ENFORCEMENT OFFICER/CONSTRUCTION OFFICIAL/ZONING OFFICER	6288		C	539
CODE ENFORCEMENT OFFICER/ZONING OFFICER	5897		C	540
COLLECTION REPRESENTATIVE	01286@		C	541
COLLECTOR OF DELINQUENT ACCOUNTS	1288		C	542
COMMISSIONER	01290@		U	543
COMMISSIONER BOARD OF ELECTIONS	01292@		U	544
COMMISSIONER PASSAIC VALLEY WATER COMMISSION	01293@		U	545
COMMUNICATIONS MANAGER	6075		U	546
COMMUNICATIONS OFFICER	01295@		C	547
COMMUNICATIONS OPERATOR SECURED FACILITIES	40805		C	548
COMMUNICATIONS SYSTEMS TECHNICIAN 1	43652		C	549
COMMUNICATIONS SYSTEMS TECHNICIAN 2	43651		C	550
COMMUNICATIONS TECHNICIAN	1298		C	551
COMMUNITY AIDE SCHOOLS	1300		N	552
COMMUNITY AIDE SCHOOLS	6261	BILINGUAL IN SPANISH AND ENGLISH	N	553
COMMUNITY AIDE SCHOOLS/TEACHER AIDE	6894		N	554
COMMUNITY INTERPRETER	7974	BILINGUAL IN SPANISH AND ENGLISH	C	555
COMMUNITY LIAISON OFFICER SCHOOLS	7679		C	556
COMMUNITY LIBRARY ASSISTANT	1301		N	557
COMMUNITY ORGANIZATION SPECIALIST	1303		C	558
COMMUNITY RELATIONS SPECIALIST	1306		C	559
COMMUNITY RELATIONS SPECIALIST LAW ENFORCEMENT	5543		C	560
COMMUNITY SERVICE AIDE	1313		N	561
COMMUNITY SERVICE AIDE	1314	BILINGUAL IN SPANISH AND ENGLISH	N	562

COMMUNITY SERVICE AIDE/CLERK 2	7632		C	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

CONSTRUCTION OFFICIAL/MUNICIPAL ENGINEER	7658		C	594
CONSTRUCTION OFFICIAL/ZONING OFFICER	5247		C	595
CONSULTANT ON AGING	1340		C	596
CONTRACT ADMINISTRATOR 1	51254		C	597
CONTRACT ADMINISTRATOR 2	51252		C	598
CONTRACT ADMINISTRATOR 3	51250		C	599
CONTRACT COMPLIANCE REPRESENTATIVE	4883		C	600
CONTROL ROOM OPERATOR	1345		C	601
COOK	1347		C	602
COORDINATOR CHILD DAY CARE PROGRAM	7359		C	603
COORDINATOR CHILD SUPPORT AND PATERNITY PROGRAM	4503		C	604
COORDINATOR COMMUNITY HEALTH SERVICES	5632		C	605
COORDINATOR COMMUNITY LIBRARY PROGRAM	4386		C	606
COORDINATOR EMERGENCY MEDICAL SERVICES	4570		C	607
COORDINATOR EMPLOYMENT AND TRAINING PROGRAMS	64855		C	608
COORDINATOR FOR FEDERAL AND STATE AID	1355		C	609
COORDINATOR HEALTH PROJECTS 3	348		C	610
COORDINATOR OF CONTRACTUAL OPERATIONS	5606		C	611
COORDINATOR OF DENTAL HEALTH SERVICES	1358		C	612
COORDINATOR OF HOSPITAL SERVICES	1362		C	613
COORDINATOR OF LONG TERM AND ALTERNATE CARE FOR THE ELDERLY	5154		C	614
COORDINATOR OF MAINTENANCE SERVICES	01363@		C	615
COORDINATOR OF MONITORING AND EVALUATION	4716		C	616
COORDINATOR OF MOTOR VEHICLE REPAIR	7607		C	617
COORDINATOR OF NURSE EXAMINERS (VICTIMS OF SEXUAL ASSAULT PROGRAM)	7861		C	618
COORDINATOR OF SAFETY PROGRAMS	03094@		C	619
COORDINATOR OF SCHOOL TRANSPORTATION SERVICES	01366@		C	620
COORDINATOR OF SOCIAL SERVICES	1368		C	621
COORDINATOR OF SPECIAL TRANSPORTATION	1369		C	622
COORDINATOR OF VOLUNTEERS	1371		C	623
COORDINATOR SPECIAL CHILD HEALTH SERVICES PROGRAM	7494		C	624

COORDINATOR YOUTH ACTIVITIES	4727		C	625
CORPORATION COUNSEL	01377@		U	626
COST ESTIMATOR PROPERTY IMPROVEMENT	1379		C	627
COUNCIL MEMBER	1381		U	628
COUNCIL PRESIDENT	1380		U	629
COUNSELOR ADOLESCENT UNIT	01385@		N	630
COUNSELOR JUVENILE FAMILY CRISIS INTERVENTION	6122		C	631
COUNSELOR PENAL INSTITUTION	1387		C	632
COUNSELOR RAPE VICTIMIZATION AND PREVENTION PROGRAM	4815		C	633
COUNTY 911 COORDINATOR	7681		C	634
COUNTY ADMINISTRATOR	5268		U	635
COUNTY ALCOHOLISM COORDINATOR	5508		C	636
COUNTY AUDITOR	01391@		U	637
COUNTY CLERK	01392@		U	638
COUNTY COMMUNICATIONS COORDINATOR EMERGENCY MANAGEMENT	5074		C	639
COUNTY COMPTROLLER	01394@		U	640
COUNTY CORRECTIONAL DEPUTY POLICE WARDEN	4572		C	641
COUNTY CORRECTIONAL POLICE CAPTAIN	1397		C	642
COUNTY CORRECTIONAL POLICE LIEUTENANT	01398@		C	643
COUNTY CORRECTIONAL POLICE OFFICER	1400		C	644
COUNTY CORRECTIONAL POLICE OFFICER	01403@	BILINGUAL IN SPANISH AND ENGLISH	C	645
COUNTY CORRECTIONAL POLICE SERGEANT	01405@		C	646
COUNTY CORRECTIONAL POLICE WARDEN	4571		C	647
COUNTY CORRECTIONAL POLICE WARDEN	7452		U	648
COUNTY COUNSEL	01407@		U	649
COUNTY CRITICAL INFRASTRUCTURE COORDINATOR	4919		U	650
COUNTY DEPARTMENT HEAD	5306		U	651
COUNTY DIVISION HEAD	5498		U	652
COUNTY EMERGENCY MANAGEMENT COORDINATOR	5291		U	653
COUNTY EMERGENCY MANAGEMENT PLANNER	7360		C	654
COUNTY ENGINEER	1409		U	655
COUNTY EXECUTIVE	6790		U	656
COUNTY FIRE COORDINATOR EMERGENCY MANAGEMENT	7606		U	657

COUNTY INVESTIGATOR	1410		U	658
COUNTY MANAGER	1411		U	659
COUNTY MEDICAL EXAMINER	1412		U	660
COUNTY PARK MANAGER	1413		C	661
COUNTY PARK RANGER	1414		C	662
COUNTY PARK SUPERINTENDENT	1415		C	663
COUNTY POLICE CAPTAIN	1416		C	664
COUNTY POLICE CHIEF	1417		C	665
COUNTY POLICE LIEUTENANT	1419		C	666
COUNTY POLICE OFFICER	1420		C	667
COUNTY POLICE OFFICER	8055	BILINGUAL IN KOREAN AND ENGLISH	C	668
COUNTY POLICE SERGEANT	1421		C	669
COUNTY PROSECUTOR	1422		U	670
COUNTY RADIOLOGICAL DEFENSE COORDINATOR EMERGENCY MANAGEMENT	5075		N	671
COUNTY ROAD SUPERVISOR	1426		U	672
COUNTY SUPERINTENDENT OF BRIDGES	5033		U	673
COUNTY SUPERINTENDENT OF BUILDINGS AND GROUNDS	6139		U	674
COUNTY TAX ADMINISTRATOR	5242		U	675
COUNTY TAX ASSESSOR	8049		U	676
COUNTY TREASURER	1429		U	677
COUNTY VICTIM WITNESS COORDINATOR	7297		U	678
COURT AIDE	5332		N	679
COURT ATTENDANT	1430		N	680
COURT CLERK	1434		C	681
COURT CLERK PROBATE TYPING	7408		C	682
COURT CLERK TYPING	1438		C	683
COURT INTERPRETER IN SPANISH & ENGLISH/MUNICIPAL COURT ATTENDANT BILINGUAL IN SPANISH & ENGLISH	7978		C	684
COURT INTERPRETER SPANISH & ENGLISH	7959		C	685
COURT REPRESENTATIVE BOARD OF EDUCATION	1440		C	686
CREW SUPERVISOR BUILDING MAINTENANCE WORKERS	44135		N	687
CREW SUPERVISOR LOCKSMITHS	41636		C	688
CREW SUPERVISOR PLUMBERS AND STEAMFITTERS	41315		C	689
CRIME PREVENTION SPECIALIST	03287@		C	690
CULTURAL ARTS CENTER DIRECTOR	1450		C	691

CUSTODIAL WORKER	1453		N	692
CUSTODIAL WORKER LOW PRESSURE LICENSE	1454		N	693
CUSTODIAN	1455		C	694
CUSTODIAN OF FUNDS	5558		U	695
CUSTODIAN OF SCHOOL MONIES	1457		U	696
CUSTOMER SERVICE REPRESENTATIVE	1459		C	697
CUSTOMER SERVICE REPRESENTATIVE	8033	BILINGUAL IN SPANISH AND ENGLISH	C	698
DANCE THERAPIST/SUPERVISOR OF SENIOR CITIZENS ACTIVITIES	6534		C	699
DATA CONTROL CLERK	1468		C	700
DATA ENTRY MACHINE OPERATOR	4649		C	701
DATA ENTRY OPERATOR 1	53292		N	702
DATA ENTRY OPERATOR 2	53293		C	703
DATA ENTRY OPERATOR 3	53294		C	704
DATA ENTRY OPERATOR 4	53295		C	705
DATA PROCESSING COORDINATOR	1472		C	706
DATA PROCESSING COORDINATOR/SENIOR ACCOUNTING PROCEDURES ANALYST	6719		C	707
DATA PROCESSING PROGRAMMER	1474		N	708
DATA PROCESSING PROGRAMMER TECHNICIAN	53255		N	709
DATA PROCESSING PROGRAMMER TRAINEE	1475		N	710
DATA PROCESSING PROGRAMMER/SYSTEMS ANALYST	5463		N	711
DATA PROCESSING SYSTEMS PROGRAMMER	5252		N	712
DATA PROCESSING TECHNICIAN	4866		N	713
DATABASE ADMINISTRATOR 2	53161		C	714
DATABASE ANALYST 2	53003		C	715
DAY CARE CENTER SUPERVISOR	1477		C	716
DAY CARE CENTER WORKER	7010	BILINGUAL IN SPANISH AND ENGLISH	C	717
DENTAL ASSISTANT	1483		C	718
DENTIST	1487		U	719
DEPUTY CHIEF EMERGENCY MEDICAL TECHNICIAN	8043		C	720
DEPUTY CHIEF OF COUNTY INVESTIGATORS	7104		U	721
DEPUTY CLERK BOARD OF COUNTY COMMISSIONERS	1492		C	722

DEPUTY COUNTY ADMINISTRATOR	5805		U	723
DEPUTY COUNTY CLERK	1495		U	724
DEPUTY COUNTY EMERGENCY MANAGEMENT COORDINATOR	5076		C	725
DEPUTY COUNTY MANAGER	5501		U	726
DEPUTY COUNTY MEDICAL EXAMINER	5774		U	727
DEPUTY COUNTY TAX ASSESSOR	8050		U	728
DEPUTY DIRECTOR OF CAFETERIAS	1500		C	729
DEPUTY DIRECTOR OF HUMAN SERVICES	5478		C	730
DEPUTY DIRECTOR OF PUBLIC SAFETY	1502		C	731
DEPUTY DIRECTOR OF WELFARE	1503		C	732
DEPUTY EXECUTIVE DIRECTOR HOUSING AUTHORITY ADMINISTRATIVE SERVICES	4609		C	733
DEPUTY FIRE CHIEF	1506		C	734
DEPUTY FIRE DISTRICT ADMINISTRATOR	8067		U	735
DEPUTY MAYOR	6245		U	736
DEPUTY MUNICIPAL ADMINISTRATOR	1508		C	737
DEPUTY MUNICIPAL CLERK	1509		U	738
DEPUTY MUNICIPAL COURT ADMINISTRATOR	7796		N	739
DEPUTY MUNICIPAL COURT ADMINISTRATOR	7903	BILINGUAL IN SPANISH AND ENGLISH	N	740
DEPUTY MUNICIPAL DEPARTMENT HEAD	7026		U	741
DEPUTY MUNICIPAL DEPARTMENT HEAD/MUNICIPAL TREASURER	7035		U	742
DEPUTY MUNICIPAL EMERGENCY MANAGEMENT COORDINATOR	5077		C	743
DEPUTY MUNICIPAL MANAGER	7584		U	744
DEPUTY POLICE CHIEF	1517		C	745
DEPUTY POLICE DIRECTOR	7859		U	746
DEPUTY REGISTER OF DEEDS AND MORTGAGES	1519		U	747
DEPUTY REGISTRAR OF VITAL STATISTICS	1520		C	748
DEPUTY REGISTRAR OF VITAL STATISTICS	7810	BILINGUAL IN SPANISH AND ENGLISH	C	749
DEPUTY REGISTRAR OF VITAL STATISTICS/KEYBOARDING CLERK 3	5367		C	750
DEPUTY SUPERINTENDENT OF ELECTIONS	5778		U	751
DEPUTY SUPERINTENDENT OF WEIGHTS AND MEASURES	1498		C	752

DEPUTY SURROGATE	1524		U	753
DEPUTY TAX ASSESSOR	5780		U	754
DETENTION ALTERNATIVES OFFICER APPRENTICE	8081		N	755
DIETITIAN	1534		C	756
DIETITIAN HELPER	1535		C	757
DIRECTOR BUREAU OF NARCOTICS	7762		U	758
DIRECTOR COMMUNICATIONS CENTER	6004		C	759
DIRECTOR COMMUNITY DEVELOPMENT PROGRAM	5333		C	760
DIRECTOR ECONOMIC DEVELOPMENT PROGRAM	1573		C	761
DIRECTOR FIRE ACADEMY	7708		C	762
DIRECTOR INTOXICATED DRIVER RESOURCE CENTER	6127		C	763
DIRECTOR JUVENILE FAMILY CRISIS INTERVENTION PROGRAM	6123		C	764
DIRECTOR MOTORIZED EQUIPMENT	4661		C	765
DIRECTOR OF ADMINISTRATION AND PROGRAM DEVELOPMENT	1582		C	766
DIRECTOR OF ADMINISTRATION HOUSING AUTHORITY	6597		U	767
DIRECTOR OF AUTOMOTIVE SERVICES	7161		C	768
DIRECTOR OF CAFETERIAS	1585		C	769
DIRECTOR OF CHILD CARE CENTER	6092	BILINGUAL IN SPANISH AND ENGLISH	C	770
DIRECTOR OF COMMUNITY IMPROVEMENTS	1588		C	771
DIRECTOR OF COMMUNITY RELATIONS AND SOCIAL SERVICES	1589		C	772
DIRECTOR OF CUSTODIAL SERVICES	01592@		C	773
DIRECTOR OF DATA PROCESSING	8015		C	774
DIRECTOR OF ECONOMIC AND INDUSTRIAL DEVELOPMENT	01595@		C	775
DIRECTOR OF FAMILY COUNSELING	1596		C	776
DIRECTOR OF FINANCE	7084		C	777
DIRECTOR OF FIRE SERVICES	8054		U	778
DIRECTOR OF FOOD SERVICES	1599		C	779
DIRECTOR OF HEALTH AND WELFARE	6558		C	780
DIRECTOR OF HEALTH EDUCATION	472		C	781
DIRECTOR OF INSPECTIONS	01607@		C	782
DIRECTOR OF LICENSES	7163		C	783
DIRECTOR OF MAINTENANCE	1611		C	784

DIRECTOR OF MAINTENANCE SERVICES	1612		C	785
DIRECTOR OF MANAGEMENT	1613		C	786
DIRECTOR OF NARCOTICS CLINIC	1620		C	787
DIRECTOR OF NEIGHBORHOOD PRESERVATION PROGRAM	2569		C	788
DIRECTOR OF NURSING	1621		C	789
DIRECTOR OF OPERATIONS AND MAINTENANCE MUNICIPAL UTILITY AUTHORITY	7549		U	790
DIRECTOR OF PERSONAL HEALTH SERVICES	5481		C	791
DIRECTOR OF PUBLIC HEALTH NURSING SERVICE	1629		C	792
DIRECTOR OF PUBLIC SAFETY	7183		U	793
DIRECTOR OF PUBLIC WORKS	7160		C	794
DIRECTOR OF PURCHASING	01632@		C	795
DIRECTOR OF REDEVELOPMENT	1635		C	796
DIRECTOR OF REDEVELOPMENT HOUSING AUTHORITY	6319		U	797
DIRECTOR OF SECURITY	6268		C	798
DIRECTOR OF SOCIAL REHABILITATION SERVICES	1639		C	799
DIRECTOR OF SOCIAL WORK SERVICES	5424		C	800
DIRECTOR OF SOLID WASTE MANAGEMENT	1557		C	801
DIRECTOR OF SPECIAL TRANSPORTATION SERVICES	5376		C	802
DIRECTOR OF STAFF OPERATIONS	6595		U	803
DIRECTOR OF TELECOMMUNICATIONS	7534		C	804
DIRECTOR OF THERAPEUTIC SERVICES	5104		C	805
DIRECTOR OF TRAFFIC AND TRANSPORTATION	1647		C	806
DIRECTOR OF WELFARE	1650		C	807
DIRECTOR OF YOUTH SERVICES	1651		C	808
DIRECTOR OFFICE OF THE HANDICAPPED	5667		C	809
DIRECTOR PARKS AND RECREATION	1652		C	810
DIRECTOR POLICE SCHOOL	5284		C	811
DIRECTOR PROPERTY IMPROVEMENT	1658		C	812
DIRECTOR PUBLIC HEALTH LABORATORY	1659		C	813
DIRECTOR RECREATION/COMMUNITY CENTER	2990		C	814
DIRECTOR REPAIR AND MAINTENANCE	1661		C	815
DIRECTOR TRAILSIDE NATURE AND SCIENCE CENTER	4693		C	816
DISTRICT RECYCLING COORDINATOR	7404		C	817

DOCK MASTER	1672		N	818
DOMESTIC WORKER	4469		N	819
DRAFTING TECHNICIAN	6559		N	820
DRAFTING TECHNICIAN/CLERK 3	6563		C	821
DRAFTING TECHNICIAN/ENGINEERING AIDE	6902		C	822
DRAFTING TECHNICIAN/PUBLIC WORKS INSPECTOR	7559		C	823
EARLY CHILDHOOD SPECIALIST	4539		C	824
EARLY CHILDHOOD SPECIALIST	7424	BILINGUAL IN SPANISH AND ENGLISH	C	825
ECOLOGIST	7957		C	826
ECONOMIC DEVELOPMENT REPRESENTATIVE 1	55565		C	827
ECONOMIC DEVELOPMENT REPRESENTATIVE 2	55503		C	828
ECONOMIC DEVELOPMENT REPRESENTATIVE 3	55502		C	829
ECONOMIC DEVELOPMENT REPRESENTATIVE 4	55513		C	830
EDITORIAL ASSISTANT NEWARK SCHOOL DISTRICT	1690		C	831
ELECTED OFFICIAL	5273		U	832
ELECTIONS CLERK	6823		U	833
ELECTRIC METER REPAIRER	1697		C	834
ELECTRIC METER REPAIRER/LINE WORKER	7577		C	835
ELECTRIC METER TECHNICIAN	1703		C	836
ELECTRIC METER WORKER	1698		C	837
ELECTRICAL ENGINEER TRAINEE	16690		N	838
ELECTRICAL INSPECTOR	1699		C	839
ELECTRICAL MECHANIC ELECTRIC UTILITY	1701		C	840
ELECTRICAL SUBCODE OFFICIAL	5046		C	841
ELECTRICAL SUBCODE OFFICIAL/FIRE PROTECTION SUBCODE OFFICIAL	7918		C	842
ELECTRICAL SUBCODE OFFICIAL/HOUSING INSPECTOR	7991		C	843
ELECTRICIAN	1706		C	844
ELECTRICIAN ELECTRIC UTILITY	7677		C	845
ELECTRICIAN/HEATING AND AIR CONDITIONING MECHANIC	7436		C	846
ELECTRICIAN/TRAFFIC MAINTENANCE WORKER	6571		C	847
ELECTRICIANS HELPER	1710		N	848
ELECTRONIC SYSTEMS TECHNICIAN 1	1714		C	849

ELECTRONIC SYSTEMS TECHNICIAN 2	3311		C	850
ELEVATOR INSPECTOR	1717		C	851
ELEVATOR MECHANIC	1718		C	852
ELEVATOR MECHANICS HELPER	1720		N	853
ELEVATOR SUBCODE OFFICIAL	7928		C	854
EMERGENCY MEDICAL TECHNICIAN	1724		N	855
EMERGENCY MEDICAL TECHNICIAN DISPATCHER	5510		C	856
EMERGENCY MEDICAL TECHNICIAN TRAINEE	8084		N	857
EMERGENCY MEDICAL TECHNICIAN UFD	1726		C	858
EMERGENCY MEDICAL TECHNICIAN/HAZARDOUS MATERIALS RESPONDER	8052		C	859
EMERGENCY RESPONSE SPECIALIST	333		U	860
EMPLOYEE AGRICULTURE EXTENSION SERVICE	5964		U	861
EMPLOYEE BENEFITS CLERK	4731		N	862
EMPLOYEE BENEFITS SPECIALIST	1728		C	863
EMPLOYEE BOARD OF ELECTIONS	5502		U	864
EMPLOYEE OFFICE OF THE SUPERINTENDENT OF ELECTIONS AND COMMISSIONER OF REGISTRATION	7030		U	865
EMPLOYEE RELATIONS OFFICER	63280		C	866
EMPLOYMENT COUNSELOR	1729		C	867
EMPLOYMENT COUNSELOR	64762		C	868
EMPLOYMENT COUNSELOR	64762C	BILINGUAL IN SPANISH AND ENGLISH	C	869
EMPLOYMENT SERVICES AIDE	2240		C	870
EMPLOYMENT SPECIALIST	1731		C	871
EMPLOYMENT SPECIALIST	6345	BILINGUAL IN SPANISH AND ENGLISH	C	872
EMPLOYMENT TEST MONITOR	6190		C	873
ENGINEERING AIDE	1733		N	874
ENTOMOLOGIST MOSQUITO EXTERMINATION	1737		C	875
ENVIRONMENTAL CENTER MANAGER	1738		C	876
ENVIRONMENTAL COMPLIANCE INVESTIGATOR	59960		C	877
ENVIRONMENTAL ENGINEER 1	16302		C	878
ENVIRONMENTAL ENGINEER 1	16312		C	879
ENVIRONMENTAL ENGINEER 2	16303		C	880
ENVIRONMENTAL ENGINEER 2	16313		C	881

ENVIRONMENTAL ENGINEER 3	16304		C	882
ENVIRONMENTAL ENGINEER 3	16314		C	883
ENVIRONMENTAL ENGINEER 4	16297		C	884
ENVIRONMENTAL ENGINEER 4	16305		C	885
ENVIRONMENTAL ENGINEER TRAINEE	54247		N	886
ENVIRONMENTAL HEALTH AIDE 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

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

FIELD REPRESENTATIVE HOUSING INSPECTION	1817		C	946
FIELD REPRESENTATIVE HOUSING INSPECTION	5236	BILINGUAL IN SPANISH AND ENGLISH	C	947
FIELD REPRESENTATIVE HOUSING REHABILITATION	1818		C	948
FIELD REPRESENTATIVE HOUSING, HOUSING ASSISTANCE PROGRAM	64392		C	949
FIELD REPRESENTATIVE NARCOTICS EDUCATION	1822		C	950
FIELD REPRESENTATIVE NEIGHBORHOOD PRESERVATION PROGRAM	6647		C	951
FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	1823		C	952
FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	7597	BILINGUAL IN SPANISH AND ENGLISH	C	953
FIELD REPRESENTATIVE SENIOR CITIZENS PROGRAM	1826		C	954
FIELD REPRESENTATIVE SENIOR CITIZENS PROGRAM	5670	BILINGUAL IN SPANISH AND ENGLISH	C	955
FINGERPRINT PROCESSING TECHNICIAN 1	45013		C	956
FINGERPRINT PROCESSING TECHNICIAN 2	45011		C	957
FINGERPRINT PROCESSING TECHNICIAN APPRENTICE	45009		N	958
FIRE ALARM OPERATOR	1833		N	959
FIRE AND AMBULANCE DISPATCHER	1835		C	960
FIRE CAPTAIN	1836		C	961
FIRE CHIEF	1837		C	962
FIRE DISTRICT ADMINISTRATOR	8053		U	963
FIRE FIGHTER	1839		C	964
FIRE FIGHTER	5959	BILINGUAL IN SPANISH AND ENGLISH	C	965
FIRE FIGHTER/EMERGENCY MEDICAL TECHNICIAN	7909		C	966
FIRE INSTRUCTOR	1842		N	967
FIRE LIEUTENANT	1843		C	968
FIRE MARSHAL	1844		U	969
FIRE OFFICER 1	9010		C	970
FIRE OFFICER 2	9011		C	971
FIRE OFFICER 3	9012		C	972
FIRE OFFICER 4	9013		C	973
FIRE OFFICIAL	6350		C	974
FIRE OFFICIAL UFD	6351		C	975

FIRE OFFICIAL/FIRE PROTECTION SUBCODE OFFICIAL	6966		C	976
FIRE OFFICIAL/FIRE PROTECTION SUBCODE OFFICIAL UFD	6362		C	977
FIRE OFFICIAL/HOUSING INSPECTOR	6555		C	978
FIRE PREVENTION SPECIALIST	6356		N	979
FIRE PREVENTION SPECIALIST UFD	6357		C	980
FIRE PREVENTION SPECIALIST UFD/FIRE PROTECTION INS PECTOR	6363		C	981
FIRE PREVENTION SPECIALIST/FIRE PROTECTION INSPECTOR	7038		C	982
FIRE PROTECTION INSPECTOR	5053		C	983
FIRE PROTECTION SUBCODE OFFICIAL	5013		C	984
FIRE PROTECTION SUBCODE OFFICIAL UFD	6037		C	985
FIRE PROTECTION SUBCODE OFFICIAL/PLUMBING SUBCODE OFFICIAL	5200		C	986
FIRE SIGNAL SYSTEM REPAIRER/MAINTENANCE REPAIRER	7188		C	987
FIRE SIGNAL SYSTEM SUPERINTENDENT	1848		C	988
FIRE SIGNAL SYSTEM TECHNICIAN 1	1846		C	989
FIRE SIGNAL SYSTEM TECHNICIAN 1/LOCKSMITH	6062		C	990
FIRE SURGEON/POLICE SURGEON	6822		U	991
FIRST ASSISTANT PROSECUTOR	1856		U	992
FISCAL ANALYST	5448		C	993
FISCAL OFFICER	1857		C	994
FOOD SERVICE MANAGER	6456		C	995
FOOD SERVICE WORKER	1864		N	996
FORENSIC ANALYST INFORMATION TECHNOLOGY	9054		C	997
FORENSIC CHEMIST	1869		C	998
FORENSIC SCIENTIST 1	1592		C	999
FORENSIC SCIENTIST 2	1593		C	1000
FORENSIC SCIENTIST 3	1594		C	1001
FORESTER	1870		C	1002
FORESTRY AIDE	1871		N	1003
FORK LIFT OPERATOR	1872		N	1004
FOUR-H CLUB AGENT	1873		U	1005
FOUR-H PROGRAM ASSISTANT	5503		U	1006
FUND RAISER	5092		C	1007
GARAGE ATTENDANT	40012		N	1008
GARDENER	1883		C	1009

GARMENT WORKER	3126		N	1010
GENERAL MANAGER OF GOLF COURSES	5286		C	1011
GENERAL OPERATIONS SUPERVISOR ELECTRICAL GENERATION	8072		C	1012
GENERAL STOREKEEPER	5775		U	1013
GENERAL SUPERVISING MAINTENANCE REPAIRER	7346		C	1014
GENERAL SUPERVISOR BRIDGE REPAIR	6590		C	1015
GENERAL SUPERVISOR BUILDING SERVICE	6465		C	1016
GENERAL SUPERVISOR COMPOST PROJECT	6506		C	1017
GENERAL SUPERVISOR DEMOLITION	6911		C	1018
GENERAL SUPERVISOR ELECTRIC DISTRIBUTION	6915		C	1019
GENERAL SUPERVISOR LABORING	6635		C	1020
GENERAL SUPERVISOR MOSQUITO EXTERMINATION	6442		C	1021
GENERAL SUPERVISOR OF GARAGE SERVICES	6610		C	1022
GENERAL SUPERVISOR PARKS	6699		C	1023
GENERAL SUPERVISOR PLUMBING	7690		C	1024
GENERAL SUPERVISOR PUBLIC WORKS	6652		C	1025
GENERAL SUPERVISOR ROADS	6656		C	1026
GENERAL SUPERVISOR SANITATION	6449		C	1027
GENERAL SUPERVISOR STREETS	6526		C	1028
GENERAL SUPERVISOR TRADES	6786		C	1029
GENERAL SUPERVISOR TRAFFIC MAINTENANCE	6818		C	1030
GENERAL SUPERVISOR TREES	6481		C	1031
GENERAL SUPERVISOR WATER	6659		C	1032
GENERATING STATION TECHNICIAN	1917		C	1033
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 1	3177		N	1034
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 2	3163		N	1035
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 3	3176		N	1036
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST TRAINEE	3174		N	1037
GLAZIER	1919		C	1038
GOLF RANGER	01922@		N	1039
GOLF STARTER	01923@		N	1040
GOLF SUPERINTENDENT	01924@		C	1041
GRADUATE NURSE	01926@		N	1042
GRADUATE NURSE PUBLIC HEALTH	01930@		N	1043
GRAPHIC ARTIST 1	54593		C	1044

GRAPHIC ARTIST 1/PUBLIC INFORMATION OFFICER	6306		C	1045
GRAPHIC ARTIST 2	54604		C	1046
GRAPHIC ARTIST 3	54594		C	1047
GREENS SUPERINTENDENT	01936@		C	1048
GREENSKEEPER	1937		C	1049
HAIRSTYLIST 1	40923		N	1050
HAIRSTYLIST 2	40922		N	1051
HAZARDOUS MATERIALS RESPONDER	7952		C	1052
HAZARDOUS MATERIALS SPECIALIST	7953		C	1053
HAZARDOUS MATERIALS TECHNICIAN 1	7955		C	1054
HAZARDOUS MATERIALS TECHNICIAN 2	7954		C	1055
HAZARDOUS WASTE OPERATIONS SUPERVISOR	7989		C	1056
HAZARDOUS WASTE OPERATIONS TECHNICIAN	7988		C	1057
HEAD CLINIC NURSE	1951		C	1058
HEAD COOK	01952@		C	1059
HEAD CUSTODIAN	01954@		C	1060
HEAD NURSE	1960		C	1061
HEAD TEACHER	1970		C	1062
HEAD TEACHER/TEACHER EARLY CHILDHOOD EDUCATION	7619		C	1063
HEALTH AIDE	1971		C	1064
HEALTH AIDE	1972	BILINGUAL IN SPANISH AND ENGLISH	C	1065
HEALTH AIDE SUPERVISOR	1973		C	1066
HEALTH EDUCATOR	1981		C	1067
HEALTH INSURANCE BENEFITS CLERK	1985		C	1068
HEALTH INSURANCE BENEFITS CLERK TYPING	5520	BILINGUAL IN SPANISH AND ENGLISH	C	1069
HEALTH OFFICER	1988		N	1070
HEALTH OFFICER/REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	7852		C	1071
HEALTH OFFICER/REGISTRAR OF VITAL STATISTICS	1990		C	1072
HEARING OFFICER	7742		C	1073
HEARING OFFICER INMATE DISCIPLINARY PROGRAM	61414		C	1074
HEARING OFFICER RENT REGULATION	5701		C	1075
HEATING AND AIR CONDITIONING MECHANIC	1998		C	1076
HEATING AND AIR CONDITIONING MECHANIC LOW PRESSURE LICENSE	5556		C	1077

HEATING SYSTEM SPECIALIST	2000		C	1078
HEAVY EQUIPMENT OPERATOR	02001@		C	1079
HEAVY EQUIPMENT OPERATOR	42023C	HIGHWAY MARKING	C	1080
HEAVY EQUIPMENT OPERATOR/INSPECTOR MOSQUITO EXTERMINATION	02002@		C	1081
HEAVY EQUIPMENT OPERATOR/INSPECTOR TRAINEE MOSQUITO EXTERMINATION	10051		C	1082
HEAVY EQUIPMENT OPERATOR/MECHANIC	5357		C	1083
HEAVY EQUIPMENT OPERATOR/WELDER	10073		C	1084
HISTORIAN	2038		C	1085
HISTORIC PRESERVATION SPECIALIST 1	15679		C	1086
HISTORIC PRESERVATION SPECIALIST 2	15680		C	1087
HISTORIC PRESERVATION SPECIALIST 3	15681		C	1088
HISTORIC PRESERVATION SPECIALIST 4	15682		C	1089
HISTORIC SITE INTERPRETER	7826		C	1090
HOME ECONOMIST	7313		U	1091
HOME SERVICE AIDE	2041		N	1092
HOMEMAKER SERVICE SUPERVISOR	5535		C	1093
HORTICULTURIST	2044		C	1094
HOSPITAL ADMINISTRATOR	2045		C	1095
HOSPITAL ADMINISTRATOR	7433		U	1096
HOSPITAL ATTENDANT	2046		N	1097
HOSPITAL COMPTROLLER	2048		C	1098
HOSPITAL CREDIT INVESTIGATOR	2052		C	1099
HOSPITAL MAINTENANCE SUPERVISOR	2055		C	1100
HOSPITAL SUPERINTENDENT	5769		U	1101
HOSPITAL UTILIZATION REVIEW COORDINATOR	2060		C	1102
HOUSEKEEPER 1	44102		N	1103
HOUSEKEEPER 2	44104		C	1104
HOUSEKEEPING SUPERVISOR 2	44255		C	1105
HOUSING & ZONING INSPECTOR	10057		N	1106
HOUSING & ZONING INSPECTOR TRAINEE	10056		N	1107
HOUSING AIDE	2063		C	1108
HOUSING ASSISTANCE TECHNICIAN	4534		C	1109
HOUSING ASSISTANCE TECHNICIAN	4947	BILINGUAL IN SPANISH AND ENGLISH	C	1110
HOUSING COORDINATOR	2065		C	1111

HOUSING DEVELOPMENT ANALYST	2066		C	1112
HOUSING INSPECTOR	2071		C	1113
HOUSING INSPECTOR	4921	BILINGUAL IN SPANISH AND ENGLISH	C	1114
HOUSING INSPECTOR TRAINEE	2074		N	1115
HOUSING INSPECTOR/ZONING OFFICER	5860		C	1116
HOUSING MANAGER	2075		C	1117
HOUSING MANAGER/HOUSING ASSISTANCE TECHNICIAN	6517		C	1118
HUMAN RESOURCE COORDINATOR	6419		C	1119
HUMAN SERVICES AIDE	2085		N	1120
HUMAN SERVICES AIDE	4352	BILINGUAL IN SPANISH AND ENGLISH	N	1121
HUMAN SERVICES AIDE	8063	BILINGUAL IN HINDI AND ENGLISH	N	1122
HUMAN SERVICES AIDE	8064	MULTILINGUAL HINDI GUJARATI & ENGLISH	N	1123
HUMAN SERVICES AIDE	8068	BILINGUAL IN ARABIC AND ENGLISH	N	1124
HUMAN SERVICES AIDE	8069	BILINGUAL IN URDU AND ENGLISH	N	1125
HUMAN SERVICES COORDINATOR	4912		C	1126
HUMAN SERVICES SPECIALIST 1	5542	BILINGUAL IN KOREAN AND ENGLISH	C	1127
HUMAN SERVICES SPECIALIST 1	7994		C	1128
HUMAN SERVICES SPECIALIST 1	8037	BILINGUAL IN HINDI AND ENGLISH	C	1129
HUMAN SERVICES SPECIALIST 1	9000	BILINGUAL IN SPANISH AND ENGLISH	C	1130
HUMAN SERVICES SPECIALIST 1	9016	BILINGUAL IN VIETNAMESE AND ENGLISH	C	1131
HUMAN SERVICES SPECIALIST 2	7995		C	1132
HUMAN SERVICES SPECIALIST 2	9001	BILINGUAL IN SPANISH AND ENGLISH	C	1133

HUMAN SERVICES SPECIALIST 2	9005	BILINGUAL IN RUSSIAN AND ENGLISH	C	1134
HUMAN SERVICES SPECIALIST 2	9017	BILINGUAL IN VIETNAMESE AND ENGLISH	C	1135
HUMAN SERVICES SPECIALIST 2	80836	BILINGUAL IN HINDI AND ENGLISH	C	1136
HUMAN SERVICES SPECIALIST 3	7996		C	1137
HUMAN SERVICES SPECIALIST 3	9002	BILINGUAL IN SPANISH AND ENGLISH	C	1138
HUMAN SERVICES SPECIALIST 4	7997		C	1139
HUMAN SERVICES SPECIALIST 4	9003	BILINGUAL IN SPANISH AND ENGLISH	C	1140
ICE RINK MAINTENANCE WORKER	2079		C	1141
IDENTIFICATION OFFICER	2081		C	1142
INCOME MAINTENANCE TECHNICIAN	2089		C	1143
INCOME MAINTENANCE WORKER	4924		C	1144
INDUSTRIAL HYGIENIST	5394		C	1145
INDUSTRIAL REPRESENTATIVE	2095		C	1146
INFECTION CONTROL NURSE	4385		C	1147
INMATE ADVOCATE PENAL INSTITUTION	6924		C	1148
INSPECTOR MOSQUITO EXTERMINATION	2105		C	1149
INSPECTOR ROAD OPENINGS	2106		C	1150
INSPECTOR TRAINEE MOSQUITO EXTERMINATION	7032		N	1151
INSTITUTIONAL ATTENDANT	2111		N	1152
INSTITUTIONAL ATTENDANT	9060	BILINGUAL IN SPANISH AND ENGLISH	N	1153
INSTITUTIONAL TRADE INSTRUCTOR 1	40624H	LANDSCAPING	C	1154
INSTRUCTOR EMPLOYMENT AND TRAINING	4517		C	1155
INSTRUCTOR OF IN-SERVICE NURSING	02153@		C	1156
INSURANCE MANAGER	4422		C	1157
INTERMITTENT BRIDGE OPERATOR	9030		N	1158
INTERMITTENT CASE MONITOR JUVENILE OFFENDER	9028		N	1159
INTERMITTENT CLERK TYPIST	9027		N	1160
INTERMITTENT EMERGENCY MEDICAL TECHNICIAN	9050		N	1161

INTERMITTENT GOLF RANGER	9024		N	1162
INTERMITTENT GOLF STARTER	9034		N	1163
INTERMITTENT GROUNDSKEEPER	9032		N	1164
INTERMITTENT HEAD NURSE	9026		N	1165
INTERMITTENT MAIL CLERK	9025		N	1166
INTERMITTENT PARK ATTENDANT	9033		N	1167
INTERMITTENT RECREATION AIDE	9031		N	1168
INTERMITTENT TELEPHONE OPERATOR	9029		N	1169
INTERMITTENT TRAINING OFFICER LAW ENFORCEMENT	9061		N	1170
INTERNIST	5197		U	1171
INTERVIEWER COUNTY ADJUSTERS	2166		C	1172
INTERVIEWER COURTS	6207		C	1173
INTERVIEWER COURTS	7573	BILINGUAL IN SPANISH AND ENGLISH	C	1174
INTERVIEWER VETERANS SERVICE BUREAU	1449	BILINGUAL IN SPANISH AND ENGLISH	C	1175
INTERVIEWER VETERANS SERVICE BUREAU	2172		C	1176
INVENTORY CONTROL CLERK	2174		C	1177
INVENTORY CONTROL CLERK/PRINCIPAL ACCOUNT CLERK TYPING	7190		C	1178
INVESTIGATOR 1	56782		C	1179
INVESTIGATOR 1	56782H	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1180
INVESTIGATOR 1	56805C	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1181
INVESTIGATOR 2	56783		C	1182
INVESTIGATOR 2	56783G	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1183
INVESTIGATOR 2	56806C	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1184
INVESTIGATOR 3	56774		C	1185
INVESTIGATOR 3	56774C	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1186

INVESTIGATOR 3	56807C	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1187
INVESTIGATOR ALCOHOLIC BEVERAGE CONTROL	2175		C	1188
INVESTIGATOR COMMUNICABLE DISEASE	2207	BILINGUAL IN ENGLISH AND HINDI	C	1189
INVESTIGATOR COMMUNICABLE DISEASES	7427		C	1190
INVESTIGATOR COMMUNICABLE DISEASES	7429	BILINGUAL IN SPANISH AND ENGLISH	C	1191
INVESTIGATOR CONSUMER PROTECTION	2181		C	1192
INVESTIGATOR CONSUMER PROTECTION	4923	BILINGUAL IN SPANISH AND ENGLISH	C	1193
INVESTIGATOR COUNTY ADJUSTERS OFFICE	2182		C	1194
INVESTIGATOR COUNTY MEDICAL EXAMINERS OFFICE	2183		C	1195
INVESTIGATOR COUNTY WELFARE AGENCY	2185		C	1196
INVESTIGATOR COUNTY WELFARE AGENCY	4353	BILINGUAL IN SPANISH AND ENGLISH	C	1197
INVESTIGATOR COUNTY WELFARE AGENCY	8062	BILINGUAL IN HINDI AND ENGLISH	C	1198
INVESTIGATOR ELECTIONS	7640		C	1199
INVESTIGATOR ELECTIONS	7641		U	1200
INVESTIGATOR LAW DEPARTMENT	2190		C	1201
INVESTIGATOR POLICE DEPARTMENT	2195		C	1202
INVESTIGATOR PROBATION	2196		C	1203
INVESTIGATOR PUBLIC WORKS	5217		C	1204
INVESTIGATOR SECURED FACILITIES	32647		C	1205
INVESTIGATOR SERGEANT PENAL INSTITUTION	4479		C	1206
INVESTIGATOR TRAINEE	8058		N	1207
INVESTIGATOR TRAINEE	56798	OFFICE OF CHIEF STATE MEDICAL EXAMINER	N	1208
INVESTMENT SPECIALIST	2210		C	1209
JAIL PHYSICIAN	2212		U	1210
JOB DEVELOPER	2217		C	1211
JUDGE OF THE MUNICIPAL COURT	2219		U	1212
JUVENILE DETENTION OFFICER	5008		N	1213

JUVENILE DETENTION OFFICER	5222	BILINGUAL IN SPANISH AND ENGLISH	N	1214
JUVENILE OFFICER	2230		C	1215
JUVENILE OFFICER	5414	BILINGUAL IN SPANISH AND ENGLISH	C	1216
KEYBOARDING CLERK 1	1268		N	1217
KEYBOARDING CLERK 1	1271	BILINGUAL IN SPANISH AND ENGLISH	N	1218
KEYBOARDING CLERK 1	7807	BILINGUAL IN ENGLISH AND VIETNAMESE	N	1219
KEYBOARDING CLERK 1	7844	MULTI PORTUGUESE SPANISH AND ENGLISH	N	1220
KEYBOARDING CLERK 2	03256@		C	1221
KEYBOARDING CLERK 2	3258	BILINGUAL IN SPANISH AND ENGLISH	C	1222
KEYBOARDING CLERK 2/PUBLIC WORKS INSPECTOR	6828		C	1223
KEYBOARDING CLERK 2/TELEPHONE OPERATOR	5204		C	1224
KEYBOARDING CLERK 3	2781		C	1225
KEYBOARDING CLERK 3	4838	BILINGUAL IN SPANISH AND ENGLISH	C	1226
KEYBOARDING CLERK 3/PURCHASING ASSISTANT	6886		C	1227
KEYBOARDING CLERK 3/REGISTRAR OF VITAL STATISTICS	4538		C	1228
KEYBOARDING CLERK 3/TELEPHONE OPERATOR	7277		C	1229
KEYBOARDING CLERK 4	03864@		C	1230
KEYBOARDING CLERK 4	6150	BILINGUAL IN SPANISH AND ENGLISH	C	1231
LABOR RELATIONS ASSISTANT	2238		C	1232
LABOR RELATIONS SPECIALIST	2236		C	1233
LABOR RELATIONS SPECIALIST/PERSONNEL DIRECTOR	7801		C	1234
LABORATORY AIDE	4992		C	1235
LABORATORY ASSISTANT	1943		N	1236
LABORATORY TECHNICIAN	2242		C	1237
LABORATORY TECHNICIAN WATER ANALYSIS	5078		C	1238

LABORATORY TECHNICIAN WATER ANALYSIS/KEYBOARDING CLERK 3	7439		C	1239
LABORATORY TECHNICIAN/SENIOR SEWAGE PLANT OPERATOR	5259		C	1240
LABORER 1	2248		N	1241
LABORER 1/MOTOR BROOM DRIVER	7189		C	1242
LABORER 2	6634		C	1243
LABORER 3	6633		C	1244
LABORER/CLERK 2	5491		C	1245
LAND SURVEYOR	2255		N	1246
LAND SURVEYOR/PRINCIPAL PLANNER	7734		C	1247
LANDSCAPE ARCHITECT	02256@		C	1248
LAUNDRY MANAGER	6426		C	1249
LAUNDRY WORKER	02261@		N	1250
LAW INTERN	5764		U	1251
LAW SECRETARY	2266		U	1252
LAWNMOWER REPAIRER	2267		C	1253
LEAD POISONING INSPECTOR	2268		N	1254
LEAD POISONING INSPECTOR/SENIOR REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	5858		C	1255
LEGAL ANALYST	2272		C	1256
LEGAL ASSISTANT	2275		C	1257
LEGAL ASSISTANT	6323		U	1258
LEGAL SECRETARY	7675		C	1259
LEGAL SECRETARY	9018	BILINGUAL IN SPANISH AND ENGLISH	C	1260
LEGAL SECRETARY 1	24832		C	1261
LEGAL SECRETARY 2	24831		C	1262
LEGAL STENOGRAPHER	2279		C	1263
LEGISLATIVE RESEARCH OFFICER	6250		U	1264
LIBRARIAN 1	7569		N	1265
LIBRARIAN 2	3406		C	1266
LIBRARIAN 2/TECHNICAL SUPPORT SPECIALIST 2	6942		C	1267
LIBRARIAN 3	2820		C	1268
LIBRARIAN 4	3902		C	1269
LIBRARIAN 4/DATA PROCESSING COORDINATOR	5750		C	1270
LIBRARY ASSISTANT	7467		N	1271

LIBRARY ASSISTANT	7469	BILINGUAL IN SPANISH AND ENGLISH	N	1272
LIBRARY ASSISTANT/SENIOR ACCOUNT CLERK	7735		C	1273
LIBRARY ASSOCIATE	2288		N	1274
LIBRARY DIRECTOR	2283		C	1275
LIBRARY DIRECTOR	6327		U	1276
LIBRARY EXHIBIT ARTIST	2284		C	1277
LIBRARY PAGE	2289		N	1278
LICENSE INSPECTOR	2292		C	1279
LICENSE INSPECTOR	5785	BILINGUAL IN SPANISH AND ENGLISH	C	1280
LICENSED WATER TREATMENT PLANT OPERATOR	10052		C	1281
LIEUTENANT OF COUNTY DETECTIVES	2295		C	1282
LIEUTENANT OF COUNTY INVESTIGATORS	7096		U	1283
LIFEGUARD	2297		N	1284
LIFEGUARD/MAINTENANCE REPAIRER	6093		N	1285
LINE SUPERINTENDENT	7057		C	1286
LINE WORKER	7052		C	1287
LINE WORKER HELPER	7051		N	1288
LINE WORKER/PUBLIC WORKS REPAIRER	7263		C	1289
LINEN ROOM ATTENDANT	2310		N	1290
LITERACY PROGRAM COORDINATOR	5792		C	1291
LOAN ADVISOR	5136		C	1292
LOCKSMITH	41633		C	1293
LOCKSMITH/SENIOR MAINTENANCE REPAIRER LOW PRESSURE LICENSE	6068		C	1294
LUNCHEON AIDE	5678		N	1295
MACHINIST	2317		C	1296
MAIL CLERK	20432		N	1297
MAINTENANCE REPAIRER	2328		N	1298
MAINTENANCE REPAIRER /SENIOR LIFEGUARD	7300		C	1299
MAINTENANCE REPAIRER ELECTRICAL HEATING AND AIR CONDITIONING	2336		N	1300
MAINTENANCE REPAIRER LOW PRESSURE LICENSE	2365		C	1301
MAINTENANCE REPAIRER REFRIGERATION AND AIR CONDITIONING	02374@		N	1302
MAINTENANCE REPAIRER WELDER	2380		C	1303

MAINTENANCE REPAIRER/MAINTENANCE WORKER 1 GROUNDS	6061		C	1304
MAINTENANCE REPAIRER/MECHANIC	5354		C	1305
MAINTENANCE SUPERINTENDENT	2384		C	1306
MAINTENANCE SUPERVISOR	2387		C	1307
MAINTENANCE SUPERVISOR GROUNDS	6731		C	1308
MAINTENANCE SUPERVISOR GROUNDS/TREE MAINTENANCE SUPERVISOR	6714		C	1309
MAINTENANCE WORKER 1 GROUNDS	01940@		N	1310
MAINTENANCE WORKER 1 GROUNDS/MAINTENANCE REPAIRER	5555		N	1311
MAINTENANCE WORKER 2 GROUNDS	3349		C	1312
MAINTENANCE WORKER 3 GROUNDS	6732		C	1313
MANAGEMENT ASSISTANT	56492		C	1314
MANAGEMENT INFORMATION SYSTEMS COORDINATOR	53105		C	1315
MANAGEMENT INFORMATION SYSTEMS SPECIALIST	4354		C	1316
MANAGEMENT SPECIALIST	2390		C	1317
MANAGEMENT SPECIALIST/SUPERVISING LIBRARY ASSISTANT	7323		C	1318
MANAGER 1 INFORMATION PROCESSING	64775		C	1319
MANAGER ABATEMENT AND SPECIAL TAXES	7922		C	1320
MANAGER ANIMAL CONTROL FACILITY	5340		C	1321
MANAGER GOLF FACILITIES	4588		C	1322
MANAGER INDOOR ARTIFICIAL ICE ARENA/RECREATION SUPERVISORSWIMMING	6553		C	1323
MANAGER MOBILE MEALS PROGRAM	02402@		C	1324
MANAGER MOTORS	7137		C	1325
MANAGER PARKS AND GROUNDS	7138		C	1326
MANAGER PUBLIC PROPERTY	7139		C	1327
MANAGER RIDING STABLES	4664		C	1328
MANAGER SANITATION	7141		C	1329
MANAGER TRAFFIC AND SIGNALS	7144		C	1330
MARINA SUPERVISOR	5483		C	1331
MARINA WORKER	7920		C	1332
MASON	2420		C	1333
MASON/PLASTERER	2421		C	1334
MASON/SENIOR CARPENTER	2422		C	1335
MASONS HELPER	2426		N	1336

MASONS HELPER/PLASTERERS HELPER	6389		C	1337
MATERIAL MANAGEMENT COORDINATOR	5702		C	1338
MAYOR	2428		U	1339
MAYOR/MUNICIPAL DEPARTMENT HEAD	6958		U	1340
MECHANIC	2434		C	1341
MECHANIC DIESEL	2440		C	1342
MECHANIC DIESEL/MECHANIC HYDRAULICS	6397		C	1343
MECHANIC FIRE APPARATUS	2441		C	1344
MECHANIC GOLF FACILITIES	8070		C	1345
MECHANIC HYDRAULICS	2444		C	1346
MECHANIC UFD	2445		C	1347
MECHANIC/HEATING AND AIR CONDITIONING MECHANIC LPL	6622		C	1348
MECHANIC/PUBLIC WORKS REPAIRER	7538		C	1349
MECHANIC/ROAD REPAIRER 1	6752		C	1350
MECHANIC/SENIOR PUBLIC WORKS REPAIRER	6503		C	1351
MECHANIC/SENIOR SEWAGE PLANT REPAIRER	7195		C	1352
MECHANIC/SENIOR TRAFFIC MAINTENANCE WORKER	7205		C	1353
MECHANIC/SUPERVISOR RECLAMATION PLANT	7824		C	1354
MECHANIC/TRUCK DRIVER	7820		C	1355
MECHANIC/WELDER	5096		C	1356
MECHANICAL ENGINEER TRAINEE	16890		N	1357
MECHANICAL INSPECTOR	7967		C	1358
MECHANICAL INSPECTOR/PLUMBING SUBCODE OFFICIAL	7860		C	1359
MECHANICAL REPAIRER LIGHT EQUIPMENT	02451@		C	1360
MECHANICAL STORES CLERK	2455		C	1361
MECHANICS HELPER	02456@		N	1362
MECHANICS HELPER/TRUCK DRIVER	7369		N	1363
MEDIA TECHNICIAN 1	81542		C	1364
MEDIA TECHNICIAN 3	81544		C	1365
MEDICAL CLAIMS REVIEW CLERK	21231		C	1366
MEDICAL CONSULTANT	02460@		U	1367
MEDICAL DIRECTOR	2461		U	1368
MEDICAL RECORD ADMINISTRATOR	4957		C	1369
MEDICAL RECORD CLERK	2469		C	1370
MEDICAL RECORDS SUPERVISOR	21055		C	1371
MEDICAL RECORDS TECHNICIAN	21054		N	1372

MEDICAL SOCIAL SERVICE ASSISTANT COUNTY WELFARE AGENCY	2472		C	1373
MEDICAL SOCIAL WORK SUPERVISOR	02474@		C	1374
MEDICAL SOCIAL WORKER	02475@		C	1375
MEDICAL TRANSCRIBER	2480		C	1376
MEMBER AND DIRECTOR BOARD OF COUNTY COMMISSIONERS	02483@		U	1377
MEMBER AND SECRETARY BOARD OF ELECTIONS AND COMMISSIONER OF REGISTRATION	7517		U	1378
MEMBER BOARD OF ADJUSTMENT	02486@		U	1379
MEMBER BOARD OF ASSESSORS	2487		U	1380
MEMBER BOARD OF COUNTY COMMISSIONERS	2488		U	1381
MEMBER BOARD OF ELECTIONS	5777		U	1382
MEMBER BOARD OF FIRE COMMISSIONERS	7117		U	1383
MEMBER BOARD OF HEALTH	2489		U	1384
MEMBER CONSTRUCTION BOARD OF APPEALS	5267		U	1385
MEMBER MUNICIPAL UTILITIES AUTHORITY	2492		U	1386
MEMBER PLANNING BOARD	6247		U	1387
MEMBER TAXICAB COMMISSION	6252		U	1388
MENTAL HEALTH ADMINISTRATOR	02493@		U	1389
MENTAL HEALTH WORKER	02498@		N	1390
MENTAL HEALTH WORKER	7879	BILINGUAL IN SPANISH AND ENGLISH	N	1391
MESSENGER	2499		N	1392
METER WORKER 1	2500		C	1393
METER WORKER 1/WATER METER REPAIRER	5742		C	1394
METER WORKER 2	3641		C	1395
METER WORKER 2/WATER METER REPAIRER	7119		C	1396
METER WORKER SUPERVISOR	6844		C	1397
METER WORKER SUPERVISOR/SUPERVISOR WATER METER REPAIR	6866		C	1398
MICROBIOLOGIST 1	2002		C	1399
MICROBIOLOGIST 2	2003		C	1400
MICROBIOLOGIST 3	2004		C	1401
MICROBIOLOGIST 4	2005		C	1402
MICROBIOLOGIST TRAINEE	2001		N	1403
MICROFILM SYSTEMS SUPERVISOR	2506		C	1404
MILLWRIGHT/WELDER	6490		C	1405

MILLWRIGHT/WELDERS HELPER	5666		C	1406
MONITOR	24912		U	1407
MORGUE ATTENDANT	2512		N	1408
MORGUE CUSTODIAN	2513		N	1409
MORGUE KEEPER	5227		U	1410
MORTICIAN	2514		N	1411
MOSQUITO IDENTIFICATION SPECIALIST	2515		C	1412
MOTOR BROOM DRIVER	5565		C	1413
MOTOR BROOM DRIVER/PUBLIC WORKS REPAIRER	6196		C	1414
MOTOR BROOM DRIVER/TRUCK DRIVER	1122		C	1415
MOTOR VEHICLE OPERATOR ELDERLY AND HANDICAPPED PERSONS	2516		N	1416
MUNICIPAL ADMINISTRATOR	2519		U	1417
MUNICIPAL ATTORNEY	7027		U	1418
MUNICIPAL AUDITOR	6856		U	1419
MUNICIPAL BOND SPECIALIST/SENIOR BUDGET EXAMINER	7646		C	1420
MUNICIPAL CLERK	2521		U	1421
MUNICIPAL COURT ADMINISTRATOR	7795		N	1422
MUNICIPAL COURT ATTENDANT	2524		N	1423
MUNICIPAL COURT DIRECTOR	7786		U	1424
MUNICIPAL DEPARTMENT HEAD	5895		U	1425
MUNICIPAL DIRECTOR OF WELFARE	6826		U	1426
MUNICIPAL EMERGENCY MANAGEMENT COORDINATOR	5079		U	1427
MUNICIPAL ENGINEER	6328		U	1428
MUNICIPAL IMPROVEMENT SEARCH OFFICER	5852		U	1429
MUNICIPAL MANAGER	2533		U	1430
MUNICIPAL PARKS SUPERINTENDENT	6775		C	1431
MUNICIPAL PARKS SUPERINTENDENT/SUPERINTENDENT OF RECREATION	6777		C	1432
MUNICIPAL PROSECUTOR	2534		U	1433
MUNICIPAL RECYCLING COORDINATOR	7622		C	1434
MUNICIPAL SURVEYOR	5191		C	1435
MUNICIPAL TREASURER	2537		C	1436
MUNICIPAL TREASURER	7100		U	1437
MUNICIPAL TREASURER/TAX COLLECTOR	5894		U	1438
MUSEUM ATTENDANT	2539		N	1439
MUSEUM CURATOR	2540		C	1440
MUSEUM CURATOR HISTORY	5484		C	1441

NARCOTICS CLINIC AIDE	2548		C	1442
NARCOTICS CLINIC SUPERVISOR	2549		C	1443
NAUTICAL PARK MANAGER	5926		C	1444
NETWORK ADMINISTRATOR 1	10107		C	1445
NETWORK ADMINISTRATOR 2	10108		C	1446
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

PARALEGAL SPECIALIST STENOGRAPHY	4785		C	1475
PARALEGAL TECHNICIAN 2	30462		C	1476
PARK ATTENDANT	02598@		N	1477
PARK NATURALIST	2606		N	1478
PARK POLICE CHIEF	2608		C	1479
PARK POLICE OFFICER	2610		C	1480
PARK POLICE SERGEANT	2612		C	1481
PARKING ATTENDANT	2614		N	1482
PARKING ENFORCEMENT OFFICER	7305		N	1483
PARKING ENFORCEMENT OFFICER	10055	BILINGUAL IN SPANISH AND ENGLISH	N	1484
PARKING ENFORCEMENT OFFICER/PARKING METER COLLECTOR	7310		N	1485
PARKING ENFORCEMENT OFFICER/PARKING METER COLLECTOR/ PARKING METER REPAIRER	6735		C	1486
PARKING ENFORCEMENT OFFICER/TOW TRUCK OPERATOR	7308		N	1487
PARKING METER COLLECTOR	2615		N	1488
PARKING METER COLLECTOR/PARKING METER REPAIRER/SENIOR TRAFFIC MAINTENANCE WORKER	6965		C	1489
PARKING METER COLLECTOR/TRAFFIC MAINTENANCE WORKER	6172		N	1490
PATIENT ACTIVITIES COORDINATOR	6197		C	1491
PAYROLL CLERK	2634		N	1492
PAYROLL SUPERVISOR	2636		C	1493
PAYROLL SUPERVISOR/CLERK 1	2637		C	1494
PAYROLL SUPERVISOR/CLERK 4	6298		C	1495
PAYROLL SUPERVISOR/PENSION FUND SUPERVISOR	6102		C	1496
PEDIATRICIAN	2638		U	1497
PENSION FUND SUPERVISOR	2639		C	1498
PERSONNEL AIDE	2645		C	1499
PERSONNEL ASSISTANT	02648@		C	1500
PERSONNEL ASSISTANT	7567	BILINGUAL IN SPANISH AND ENGLISH	C	1501
PERSONNEL DIRECTOR	02650@		C	1502
PERSONNEL OFFICER	02653@		C	1503
PERSONNEL OFFICER/PURCHASING AGENT	5258		C	1504

PERSONNEL TECHNICIAN	02655@		C	1505
PHOTOGRAPHER	02664@		C	1506
PHOTOGRAPHER/PRINTING MACHINE OPERATOR 1	5534		C	1507
PHOTOGRAPHY PROCESSOR AND DEVELOPER	4826		C	1508
PHYSICAL EDUCATION INSTRUCTOR	2669		N	1509
PHYSICAL THERAPIST	02671@		N	1510
PHYSICAL THERAPIST ASSISTANT	4810		N	1511
PHYSICAL THERAPY AIDE	02673@		C	1512
PHYSICIAN	2674		U	1513
PILOT AND AIRCRAFT MECHANIC INSECT EXTERMINATION	5704		C	1514
PILOT AND INSPECTOR INSECT EXTERMINATION	2677		C	1515
PLANNER TRAINEE	16470		N	1516
PLANNER/SCHEDULER COMPUTERIZED MAINTENANCE MANAGEMENT PROGRAM	42443		C	1517
PLANNING AIDE	2685		N	1518
PLANNING DIRECTOR	2686		C	1519
PLASTERER	2688		C	1520
PLUMBER	2693		C	1521
PLUMBER AND STEAMFITTER	2694		C	1522
PLUMBERS HELPER	2701		N	1523
PLUMBING INSPECTOR	2704		C	1524
PLUMBING INSPECTOR/PLUMBING SUBCODE OFFICIAL	6340		C	1525
PLUMBING SUBCODE OFFICIAL	5056		C	1526
PODIATRIST	2707		U	1527
POLICE AIDE	2709		C	1528
POLICE AIDE	5473	BILINGUAL IN SPANISH AND ENGLISH	C	1529
POLICE AND FIRE CHAPLAIN	5094		U	1530
POLICE AND FIRE SIGNAL SYSTEM TECHNICAN 1	5886		C	1531
POLICE AND FIRE SIGNAL SYSTEMS SUPERINTENDENT	5882		C	1532
POLICE ASSISTANT	8034		C	1533
POLICE CAPTAIN	2718		C	1534
POLICE CHIEF	2719		C	1535
POLICE CHIEF	6330		U	1536
POLICE COMMUNICATIONS CLERK	2720		N	1537
POLICE INSPECTOR	2725		C	1538
POLICE LIEUTENANT	2727		C	1539
POLICE OFFICER	2728		C	1540

POLICE OFFICER	2729	BILINGUAL IN SPANISH AND ENGLISH	C	1541
POLICE OFFICER	7776	BILINGUAL IN ENGLISH AND KOREAN	C	1542
POLICE SERGEANT	2739		C	1543
POLICE SERGEANT	7586	BILINGUAL IN SPANISH AND ENGLISH	C	1544
POUNDKEEPER	2747		U	1545
POWER PLANT HELPER	2749		N	1546
PRACTICAL NURSE	2750		N	1547
PRESIDENT OF COUNCIL	02753@		U	1548
PRINCIPAL ACCOUNT CLERK	2755		C	1549
PRINCIPAL ACCOUNT CLERK STENOGRAPHY	2756		C	1550
PRINCIPAL ACCOUNT CLERK TYPING	5823	BILINGUAL IN SPANISH AND ENGLISH	C	1551
PRINCIPAL ACCOUNTANT	2758		C	1552
PRINCIPAL ALCOHOLISM COUNSELOR	4424		C	1553
PRINCIPAL ASSISTANT ASSESSOR	02764@		C	1554
PRINCIPAL AUDITOR	02765@		C	1555
PRINCIPAL BUYER	2770		C	1556
PRINCIPAL CASHIER	2771		C	1557
PRINCIPAL CASHIER/TAX SEARCHER	5648		C	1558
PRINCIPAL CLERK TRANSCRIBER	2779		C	1559
PRINCIPAL CLERK TRANSCRIBER	7908	BILINGUAL IN SPANISH AND ENGLISH	C	1560
PRINCIPAL CLINICAL PSYCHOLOGIST	02783@		C	1561
PRINCIPAL COMMUNITY ORGANIZATION SPECIALIST	02785@		C	1562
PRINCIPAL COUNTY PARK RANGER	2787		C	1563
PRINCIPAL COURT CLERK PROBATE	2788		C	1564
PRINCIPAL COURT CLERK PROBATE TYPING	5773		C	1565
PRINCIPAL CUSTODIAN	2789		C	1566
PRINCIPAL DATA CONTROL CLERK	4646		C	1567
PRINCIPAL DATA CONTROL CLERK TYPING	4711		C	1568
PRINCIPAL DATA ENTRY MACHINE OPERATOR	5178		C	1569
PRINCIPAL DATA PROCESSING PROGRAMMER	2790		C	1570

PRINCIPAL DATA PROCESSING SYSTEMS PROGRAMMER	4697		C	1571
PRINCIPAL DRAFTING TECHNICIAN	6561		C	1572
PRINCIPAL DRAFTING TECHNICIAN/WATER SYSTEMS DISTRIBUTION TECHNICIAN	7769		C	1573
PRINCIPAL EMPLOYEE BENEFITS CLERK	4936		C	1574
PRINCIPAL EMPLOYEE BENEFITS CLERK/SUPERVISOR OF ACCOUNTS	10050		C	1575
PRINCIPAL ENGINEER	02794@		C	1576
PRINCIPAL ENGINEER BRIDGES	02795@		C	1577
PRINCIPAL ENGINEER CIVIL	02796@		C	1578
PRINCIPAL ENGINEER HIGHWAY	02797@		C	1579
PRINCIPAL ENGINEER HYDRAULIC	2798		C	1580
PRINCIPAL ENGINEER TRAFFIC	02803@		C	1581
PRINCIPAL ENGINEERING AIDE	2804		C	1582
PRINCIPAL ENGINEERING AIDE/TRAFFIC ANALYST	4698		C	1583
PRINCIPAL ENGINEERING CLERK	2806		C	1584
PRINCIPAL FISCAL ANALYST	50534		C	1585
PRINCIPAL FORENSIC PHOTOGRAPHER	44924		C	1586
PRINCIPAL HOUSING MANAGER	2816		C	1587
PRINCIPAL INVESTIGATOR PAROLE AND SECURED FACILITIES	32646		C	1588
PRINCIPAL LABORATORY TECHNICIAN WATER ANALYSIS	5450		C	1589
PRINCIPAL LEGAL STENOGRAPHER	2819		C	1590
PRINCIPAL LIBRARY ASSISTANT	2822		C	1591
PRINCIPAL LIBRARY ASSISTANT/TECHNICAL ASSISTANT MANAGEMENT INFORMATION SYSTEMS	9015		C	1592
PRINCIPAL MAIL CLERK	20434		C	1593
PRINCIPAL MEDICAL RECORD CLERK	2824		C	1594
PRINCIPAL OFFICE APPLIANCE OPERATOR	2826		C	1595
PRINCIPAL PARK NATURALIST	5654		C	1596
PRINCIPAL PAYROLL CLERK	2831		C	1597
PRINCIPAL PAYROLL CLERK/CLERK 3	4939		C	1598
PRINCIPAL PERSONNEL CLERK STENOGRAPHY	2834		C	1599
PRINCIPAL PERSONNEL TECHNICIAN	2835		C	1600
PRINCIPAL PERSONNEL TECHNICIAN	6282	BILINGUAL IN SPANISH AND ENGLISH	C	1601

PRINCIPAL PLANNER	16491		C	1602
PRINCIPAL PLANNER ENVIRONMENTAL	4566		C	1603
PRINCIPAL PLANNER TRANSPORTATION	12494		C	1604
PRINCIPAL PLANNING AIDE	2840		C	1605
PRINCIPAL PLANNING ENGINEER	2842		C	1606
PRINCIPAL PROGRAM DEVELOPMENT SPECIALIST CRIMINAL JUSTICE	6947		C	1607
PRINCIPAL PSYCHIATRIC SOCIAL WORKER	2846		C	1608
PRINCIPAL PURCHASING ASSISTANT	2847		C	1609
PRINCIPAL REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	2848		C	1610
PRINCIPAL STOREKEEPER	2852		C	1611
PRINCIPAL SYSTEMS ANALYST	2853		C	1612
PRINCIPAL TECHNICAL AIDE PUBLIC WORKS	5525		C	1613
PRINCIPAL TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	53101		C	1614
PRINCIPAL TENANT INTERVIEWER AND INVESTIGATOR	2857		C	1615
PRINCIPAL TIMEKEEPER/SENIOR JUVENILE DETENTION OFFICER	6368		C	1616
PRINCIPAL TRAFFIC ANALYST	2859		C	1617
PRINTER	02862@		C	1618
PRINTING MACHINE OPERATOR 1	2571		C	1619
PRINTING MACHINE OPERATOR 2	22533		C	1620
PRINTING MACHINE OPERATOR 3	22534		C	1621
PRINTING MACHINE OPERATOR 4	22535		C	1622
PRINTING MACHINE OPERATOR TRAINEE	22530		N	1623
PRINTING OPERATIONS MANAGER	22457		C	1624
PRINTING OPERATIONS TECHNICIAN 1	41441		C	1625
PRINTING OPERATIONS TECHNICIAN 2	41442		C	1626
PRINTING OPERATIONS TECHNICIAN 3	22545		C	1627
PRINTING OPERATIONS TECHNICIAN 4	22536		C	1628
PRIVATE CLERK	5228		U	1629
PRIVATE SECRETARY	5235		U	1630
PROBATE ASSISTANT	02864@		C	1631
PROBATE CLERK	2865		C	1632

PROBATE CLERK	4782	BILINGUAL IN SPANISH AND ENGLISH	C	1633
PROBATE CLERK TYPING	02866@		C	1634
PROCEDURES ANALYST	54242		C	1635
PROCESS SERVER	2870		C	1636
PROGRAM ANALYST	2871		C	1637
PROGRAM COORDINATOR AGING/DISABILITIES	2879		C	1638
PROGRAM COORDINATOR AIR POLLUTION CONTROL	5705		C	1639
PROGRAM COORDINATOR ALTERNATIVES TO DOMESTIC VIOLENCE	7759		C	1640
PROGRAM COORDINATOR COMMUNITY CENTER	7808		C	1641
PROGRAM COORDINATOR DEMOLITION	5679		C	1642
PROGRAM COORDINATOR DRUG AND ALCOHOL ABUSE	5406		C	1643
PROGRAM COORDINATOR LEAD POISONING CONTROL PROGRAM	2875		C	1644
PROGRAM COORDINATOR MENTAL HEALTH	2876		C	1645
PROGRAM COORDINATOR NON-EMERGENCY TRANSPORTATION	2877		C	1646
PROGRAM COORDINATOR PUBLIC HEALTH ACTIVITIES	5708		C	1647
PROGRAM COORDINATOR SENIOR CITIZENS TRANSPORTATION	4547		C	1648
PROGRAM COORDINATOR SOLID WASTE	5709		C	1649
PROGRAM COORDINATOR SPECIAL EVENTS	4399		C	1650
PROGRAM COORDINATOR WATER POLLUTION CONTROL	5710		C	1651
PROGRAM DEVELOPMENT AIDE COMMUNITY SERVICE	6950		C	1652
PROGRAM DEVELOPMENT SPECIALIST 1 CORRECTIONS	8099		C	1653
PROGRAM DEVELOPMENT SPECIALIST AGING	6407		C	1654
PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERVICE	6930		C	1655
PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERVICE/ PUBLIC HOUSING MODERNIZATION SPECIALIST	7644		C	1656
PROGRAM DEVELOPMENT SPECIALIST CULTURAL AND HERITAGE AFFAIRS	6403		C	1657
PROGRAM DEVELOPMENT SPECIALIST HUMAN RESOURCES	6925		C	1658
PROGRAM DEVELOPMENT SPECIALIST YOUTH SERVICES	7541		C	1659
PROGRAM DIRECTOR HOUSING ASSISTANCE	4638		C	1660

PROGRAM DIRECTOR JUVENILE REBAHILITATION	7916		C	1661
PROGRAM MANAGER DISEASE PREVENTION/CONTROL	234		C	1662
PROGRAM MANAGER DISEASE PREVENTION/CONTROL	61637		C	1663
PROGRAM MONITOR	4700		C	1664
PROGRAM MONITOR	7382	BILINGUAL IN SPANISH AND ENGLISH	C	1665
PROGRAM MONITOR AMERICANS WITH DISABILITY ACT	60301		C	1666
PROGRAM NUTRITIONIST	7298		N	1667
PROGRAM SPECIALIST 2	64483		C	1668
PROGRAM SPECIALIST 3	64485		C	1669
PROGRAM SPECIALIST ALCOHOL ABUSE ACTIVITIES	2881		C	1670
PROGRAM SPECIALIST SPECIAL CHILD HEALTH SERVICES	5711		C	1671
PROJECT COORDINATOR CONSTRUCTION	2883		C	1672
PROJECT COORDINATOR JUVENILE COUNSELING AND REHABILITATION	2886		C	1673
PROJECT COORDINATOR REDEVELOPMENT	2888		C	1674
PROJECT DIRECTOR NUTRITION PROGRAM	2890		C	1675
PROJECT DIRECTOR URBAN RODENT AND INSECT CONTROL	2891		C	1676
PROJECT ENGINEER MAINTENANCE	11684		C	1677
PROJECT MAINTENANCE SUPERINTENDENT	2892		C	1678
PROJECT MANAGER DATA PROCESSING	53023		C	1679
PROPERTY CLERK	2894		C	1680
PROPERTY CLERK	4987	BILINGUAL IN SPANISH AND ENGLISH	C	1681
PROPERTY CLERK/KEYBOARDING CLERK 1	5927		C	1682
PROSECUTORS AGENT	5765		U	1683
PSYCHIATRIC CHARGE TECHNICIAN	2897		C	1684
PSYCHIATRIC SOCIAL SERVICE ASSISTANT	2898		C	1685
PSYCHIATRIC SOCIAL WORK SUPERVISOR	2900		C	1686
PSYCHIATRIC SOCIAL WORKER	2901		C	1687
PSYCHIATRIC SOCIAL WORKER	5003	BILINGUAL IN SPANISH AND ENGLISH	C	1688
PSYCHIATRIST	5310		U	1689

PUBLIC DEFENDER	5303		U	1690
PUBLIC HEALTH CONSULTANT 1	62865D	HEALTH EDUCATION	C	1691
PUBLIC HEALTH COORDINATOR	2907		C	1692
PUBLIC HEALTH DENTIST	2908		U	1693
PUBLIC HEALTH EMERGENCY NOTIFICATION SYSTEM COORDINATOR	7319		C	1694
PUBLIC HEALTH EPIDEMIOLOGIST	1745		C	1695
PUBLIC HEALTH INVESTIGATOR	2910		C	1696
PUBLIC HEALTH INVESTIGATOR	7678	BILINGUAL IN SPANISH AND ENGLISH	C	1697
PUBLIC HEALTH INVESTIGATOR/REGISTRAR OF VITAL_STATISTICS	7838		C	1698
PUBLIC HEALTH NURSE	2912		C	1699
PUBLIC HEALTH NURSE	7186	BILINGUAL IN SPANISH AND ENGLISH	C	1700
PUBLIC HEALTH NURSE CONSULTANT	2913		C	1701
PUBLIC HEALTH NURSE PEDIATRICS	2914		C	1702
PUBLIC HEALTH NURSE SUPERVISOR	2915		C	1703
PUBLIC HEALTH NUTRITIONIST	2916		C	1704
PUBLIC HEALTH PHYSICIAN	2917		U	1705
PUBLIC HEALTH PLANNER	2684		C	1706
PUBLIC HEALTH PRACTICE STANDARDS PARTNERSHIP COORDINATOR	432		C	1707
PUBLIC HEALTH REPRESENTATIVE 2	62924C	COMMUNICABLE DISEASE	C	1708
PUBLIC HEALTH REPRESENTATIVE 3	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

PUBLIC SAFETY TELECOMMUNICATOR TRAINEE	7418	BILINGUAL IN SPANISH AND ENGLISH	N	1719
PUBLIC SAFETY TELECOMMUNICATOR/CLERK 3	6989		C	1720
PUBLIC SAFETY TELECOMMUNICATOR/RECORDS SUPPORT TECHNICIAN 3	7407		C	1721
PUBLIC UTILITIES SUPERINTENDENT/ROAD REPAIR SUPERINTENDENT	7221		C	1722
PUBLIC WORKS INSPECTOR	2933		C	1723
PUBLIC WORKS REPAIRER	2935		C	1724
PUBLIC WORKS SUPERINTENDENT	2936		C	1725
PUBLIC WORKS SUPERINTENDENT/ZONING OFFICER	7278		C	1726
PUMP ROOM ATTENDANT	2939		N	1727
PUMPING STATION ATTENDANT	2942		N	1728
PUMPING STATION OPERATOR	2945		N	1729
PUMPING STATION OPERATOR/SEWER REPAIRER 1	6026		C	1730
PUMPING STATION REPAIRER	2946		C	1731
PUMPING STATION REPAIRER/WATER REPAIRER	7280		C	1732
PURCHASING AGENT	2948		C	1733
PURCHASING AGENT	7059		U	1734
PURCHASING ASSISTANT	2952		C	1735
PURCHASING ASSISTANT/STOCK CLERK	6406		C	1736
PURCHASING EXPEDITOR	2956		C	1737
QUALITY ASSURANCE COORDINATOR	55955		C	1738
QUALITY ASSURANCE COORDINATOR HEALTH CARE FACILITY	7413		C	1739
QUALITY ASSURANCE SPECIALIST HEALTH SERVICES	55954		C	1740
RADIO DISPATCHER	2958		C	1741
RADIO DISPATCHER	4718	BILINGUAL IN SPANISH AND ENGLISH	C	1742
RADIO DISPATCHER TYPING	2959		C	1743
RADIO DISPATCHER/KEYBOARDING CLERK 2	5832		C	1744
RADIO DISPATCHER/SECURITY GUARD	6281		C	1745
RADIO REPAIRER	2961		C	1746
RADIO TECHNICIAN	2965		C	1747
RANGE INSTRUCTOR	7963		N	1748
RANGE MASTER	5287		C	1749
REAL ESTATE MANAGER	2973		C	1750

REAL ESTATE OFFICER	2974		C	1751
RECEPTIONIST	2976		N	1752
RECEPTIONIST	5755	BILINGUAL IN SPANISH AND ENGLISH	N	1753
RECEPTIONIST	7744	BILINGUAL IN ENGLISH AND VIETNAMESE	N	1754
RECEPTIONIST/TELEPHONE OPERATOR	5718		N	1755
RECEPTIONIST/TELEPHONE OPERATOR BILINGUAL IN SPANISH AND ENGLISH	7676		N	1756
RECORDER OPERATOR COURTS	4873		C	1757
RECORDER OPERATOR COURTS TYPING	5417		C	1758
RECORDS ANALYST 3	74201		C	1759
RECORDS MANAGEMENT ANALYST	5429		C	1760
RECORDS MANAGER	6382		C	1761
RECORDS SUPPORT TECHNICIAN 1	56562		N	1762
RECORDS SUPPORT TECHNICIAN 2	8006	BILINGUAL IN SPANISH AND ENGLISH	C	1763
RECORDS SUPPORT TECHNICIAN 2	56563		C	1764
RECORDS SUPPORT TECHNICIAN 3	56564		C	1765
RECORDS SUPPORT TECHNICIAN 4	56565		C	1766
RECOVERY ASSISTANT DETOXIFICATION UNIT	4362		C	1767
RECREATION AIDE	2983		N	1768
RECREATION DIRECTOR	6935		U	1769
RECREATION LEADER	2993		N	1770
RECREATION LEADER HANDICAPPED	3005		N	1771
RECREATION PROGRAM ADMINISTRATOR SENIOR CITIZENS	03016@		C	1772
RECREATION PROGRAM COORDINATOR	3018		C	1773
RECREATION PROGRAM SPECIALIST	3019		C	1774
RECREATION SUPERVISOR	3020		C	1775
RECREATION SUPERVISOR HANDICAPPED PROGRAM	3026		C	1776
RECREATION SUPERVISOR SWIMMING	3038		C	1777
RECREATION THERAPIST	3040		C	1778
RECREATION THERAPY AIDE	03042@		N	1779
RECYCLING OPERATOR	7719		C	1780
RECYCLING PROGRAM AIDE	03043@		N	1781

REDEVELOPMENT ASSISTANT	3044		C	1782
REFRIGERATION ENGINEER LOW PRESSURE LICENSE	7039		C	1783
REFRIGERATION MECHANIC	03047@		C	1784
REGIONAL STAFF NURSE MEDICAL ASSISTANT/HEALTH SERVICES	9023		C	1785
REGISTER OF DEEDS AND MORTGAGES	3049		U	1786
REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	3096	BILINGUAL IN KOREAN AND ENGLISH	C	1787
REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	3097		C	1788
REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	8061	BILINGUAL IN SPANISH AND ENGLISH	C	1789
REGISTERED ENVIRONMENTAL HEALTH SPECIALIST TRAINEE PUBLIC HEALTH	3101		N	1790
REGISTRAR OF VITAL STATISTICS	03050@		C	1791
REGISTRAR OF VITAL STATISTICS	5493	BILINGUAL IN SPANISH AND ENGLISH	C	1792
REGISTRAR OF VITAL STATISTICS	7523		U	1793
REGISTRAR OF VITAL STATISTICS/SECRETARY BOARD/COMMISSION	7423		C	1794
REGISTRAR OF VITAL STATISTICS/SENIOR REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	5956		C	1795
REHABILITATION COUNSELOR	03054@		C	1796
REHABILITATION SUPERVISOR	03055@		C	1797
RELOCATION ASSISTANT	03057@		C	1798
RELOCATION OFFICER	03060@		C	1799
RENT AND HOUSING COORDINATOR WELFARE	8021		C	1800
RENT REGULATION OFFICER	5681		C	1801
RENT REGULATION OFFICER	7831	BILINGUAL IN SPANISH AND ENGLISH	C	1802
REPAIRER BREATHING EQUIPMENT	7936		C	1803
REPAIRER ELECTRIC UTILITY	7513		C	1804
REPAIRER STATIONARY EQUIPMENT	7600		C	1805
REPRESENTATIVE CITIZENS COMPLAINTS	7668		C	1806
REPRESENTATIVE RENT REGULATION	5682		C	1807
RESEARCH AIDE	3068		C	1808

RESEARCH ASSISTANT	3069		C	1809
RESEARCH ASSISTANT CRIMINAL INFORMATION	03070@		C	1810
RESEARCH ECONOMIST 3	54005		C	1811
RESEARCH SCIENTIST	1768		U	1812
RESEARCH SUPERVISOR	03072@		C	1813
RESIDENTIAL SERVICES WORKER	4142		N	1814
RESOURCE INTERPRETIVE SPECIALIST 1	54406D	HISTORIC RESOURCES	C	1815
RESOURCE RECOVERY UTILITIES OPERATOR 1	7983		C	1816
RESOURCE RECOVERY UTILITIES OPERATOR 2	7984		C	1817
RESOURCE RECOVERY UTILITIES OPERATOR 3	7982		C	1818
RESOURCE RECOVERY UTILITIES OPERATOR 4	7981		C	1819
RIGHT TO KNOW PROJECT SPECIALIST	7756		C	1820
RISK MANAGER	7390		C	1821
ROAD INSPECTOR	3088		C	1822
ROAD INSPECTOR/ROAD REPAIR SUPERVISOR	6829		C	1823
ROAD REPAIR SUPERINTENDENT	3091		C	1824
ROAD REPAIR SUPERVISOR	6654		C	1825
ROAD REPAIRER 1	3090		C	1826
ROAD REPAIRER 2	3567		C	1827
ROAD REPAIRER 2/SIGN MAKER 2	7393		C	1828
ROAD REPAIRER 3	6655		C	1829
ROOFER	03093@		C	1830
SAFETY AND INSURANCE COORDINATOR	5122		C	1831
SAFETY INSPECTOR	3095		C	1832
SAFETY OFFICER MENTAL HEALTH	61484		C	1833
SANITATION DRIVER	3108		C	1834
SANITATION INSPECTOR	3110		C	1835
SANITATION SUPERINTENDENT	03112@		C	1836
SANITATION WORKER	3113		N	1837
SCHOOL AIDE	03114@		N	1838
SCHOOL BUS DRIVER	3115		N	1839
SCHOOL NURSE	3120		N	1840
SCHOOL NURSE	7491		U	1841
SCHOOL NURSES AIDE	3121		C	1842
SCHOOL PHYSICIAN	3122		U	1843
SCHOOL TRAFFIC GUARD	3125		U	1844
SECRETARIAL ASSISTANT	3127		C	1845

SECRETARIAL ASSISTANT	5132	BILINGUAL IN SPANISH AND ENGLISH	C	1846
SECRETARIAL ASSISTANT STENOGRAPHY	3128		C	1847
SECRETARIAL ASSISTANT TRANSCRIBING	4918		C	1848
SECRETARY	7086		U	1849
SECRETARY BOARD OF EDUCATION	3131		U	1850
SECRETARY BOARD/COMMISSION	7419		C	1851
SECRETARY BOARD/COMMISSION	7548		U	1852
SECRETARY MOSQUITO EXTERMINATION COMMISSION	5274		U	1853
SECRETARY MUNICIPAL UTILITIES AUTHORITY	6367		U	1854
SECRETARY TO DEPARTMENT HEAD	3149		U	1855
SECRETARY TO DIVISION HEAD	5499		U	1856
SECRETARY TO JUDGE	03153@		U	1857
SECRETARY TO MAYOR	03154@		U	1858
SECRETARY TO PRINCIPAL EXECUTIVE OFFICER	7225		U	1859
SECRETARY TO SHERIFF	03157@		U	1860
SECRETARY TO THE BOARD OF ALCOHOLIC BEVERAGE CONTROL	6982		U	1861
SECRETARY TO THE INSURANCE FUND COMMISSION	7126		U	1862
SECTION SUPERVISOR ENVIRONMENTAL COMPLIANCE	7804		C	1863
SECURITY GUARD	6124		N	1864
SECURITY GUARD	6273	BILINGUAL IN SPANISH AND ENGLISH	N	1865
SECURITY SYSTEMS OPERATOR	8040		N	1866
SENIOR ACCOUNT CLERK	03165@		C	1867
SENIOR ACCOUNT CLERK/SENIOR RECEPTIONIST	6492		C	1868
SENIOR ACCOUNTANT	03169@		C	1869
SENIOR ACCOUNTING PROCEDURES ANALYST	03170@		C	1870
SENIOR ADMINISTRATIVE ANALYST	03173@		C	1871
SENIOR ADMISSIONS AND RECORDS OFFICER	7775		C	1872
SENIOR ADULT DAY CARE CENTER WORKER	6437		C	1873
SENIOR ANIMAL ATTENDANT	6228		C	1874
SENIOR ANIMAL KEEPER	03183@		C	1875
SENIOR ARCHITECT	4406		C	1876
SENIOR ART THERAPIST	4568		C	1877

SENIOR ARTIFICIAL ICE RINK REFRIGERATION ENGINEER	03186@		C	1878
SENIOR ASSESSING AIDE	03188@		C	1879
SENIOR ASSISTANT ASSESSOR	03192@		C	1880
SENIOR AUDIO VISUAL AIDS CLERK	03195@		C	1881
SENIOR AUDITOR	03196@		C	1882
SENIOR BODY AND FENDER MECHANIC	6391		C	1883
SENIOR BOILER OPERATOR	6791		C	1884
SENIOR BOILER OPERATOR/SENIOR MAINTENANCE REPAIRER	7873		C	1885
SENIOR BRIDGE CONSTRUCTION INSPECTOR/SENIOR ROAD INSPECTOR	6551		C	1886
SENIOR BRIDGE CONSTRUCTION WORKER	3220		C	1887
SENIOR BRIDGE OPERATOR	3221		C	1888
SENIOR BRIDGE REPAIRER	3222		C	1889
SENIOR BUDGET EXAMINER	3223		C	1890
SENIOR BUILDING INSPECTOR	3224		C	1891
SENIOR BUILDING MAINTENANCE WORKER	3227		N	1892
SENIOR BUILDING MAINTENANCE WORKER LOW PRESSURE LICENSE	3228		N	1893
SENIOR BUILDING MAINTENANCE WORKER/SENIOR SECURITY GUARD	9065		C	1894
SENIOR BUILDING SERVICE WORKER	3229		C	1895
SENIOR BUYER	3232		C	1896
SENIOR CANTEEN CLERK	3235		C	1897
SENIOR CARPENTER	5009		C	1898
SENIOR CASE MONITOR JUVENILE OFFENDER	3529		C	1899
SENIOR CASHIER	3236		C	1900
SENIOR CASHIER TYPING	5114	BILINGUAL IN SPANISH AND ENGLISH	C	1901
SENIOR CEMETERY CARETAKER	3238		C	1902
SENIOR CITIZEN PROGRAM AIDE	3244		N	1903
SENIOR CLAIMS EXAMINER	3246		C	1904
SENIOR CLERK DRIVER	03251@		C	1905
SENIOR CLERK TRANSCRIBER	3255		C	1906
SENIOR CLERK TRANSCRIBER	6718	BILINGUAL IN SPANISH AND ENGLISH	C	1907
SENIOR CLINICAL PSYCHOLOGIST	3259		C	1908

SENIOR CODE ENFORCEMENT OFFICER	7379		C	1909
SENIOR COMMUNICATIONS OFFICER	4895		C	1910
SENIOR COMMUNICATIONS TECHNICIAN	5642		C	1911
SENIOR COMMUNITY AIDE SCHOOLS	5636		C	1912
SENIOR COMMUNITY RELATIONS SPECIALIST	03265@		C	1913
SENIOR COMMUNITY RELATIONS SPECIALIST	03266@	BILINGUAL IN SPANISH AND ENGLISH	C	1914
SENIOR COMMUNITY SERVICE AIDE	3267		C	1915
SENIOR COMMUNITY SERVICE WORKER	03269@		C	1916
SENIOR COMMUNITY SERVICE WORKER	4366	BILINGUAL IN SPANISH AND ENGLISH	C	1917
SENIOR COMPUTER OPERATOR	03271@		C	1918
SENIOR COMPUTER SERVICE TECHNICIAN	7691		C	1919
SENIOR CONSTRUCTION INSPECTOR	03273@		C	1920
SENIOR CONSTRUCTION INSPECTOR/ZONING OFFICER	03272@		C	1921
SENIOR COOK	03274@		C	1922
SENIOR COST ESTIMATOR PROPERTY IMPROVEMENT	03276@		C	1923
SENIOR COUNSELOR ADOLESCENT UNIT	3277		C	1924
SENIOR COUNSELOR PENAL INSTITUTION	3278		C	1925
SENIOR COUNTY PARK MANAGER	3279		C	1926
SENIOR COUNTY PARK RANGER	3280		C	1927
SENIOR COURT CLERK	3282		C	1928
SENIOR COURT CLERK PROBATE	3284		C	1929
SENIOR CUSTODIAL WORKER	03289@		C	1930
SENIOR CUSTODIAN	3290		C	1931
SENIOR CUSTOMER SERVICE REPRESENTATIVE	7450		C	1932
SENIOR DATA CONTROL CLERK	3294		C	1933
SENIOR DATA PROCESSING PROGRAMMER	3295		C	1934
SENIOR DATA PROCESSING SYSTEMS PROGRAMMER	4703		C	1935
SENIOR DETENTION ALTERNATIVES OFFICER	8082		C	1936
SENIOR DIETITIAN	6046		C	1937
SENIOR DRAFTING TECHNICIAN	6560		C	1938
SENIOR ELECTIONS CLERK INVESTIGATOR	3304		C	1939
SENIOR ELECTRICAL INSPECTOR	3306		C	1940

SENIOR ELECTRICIAN	3308		C	1941
SENIOR EMERGENCY MEDICAL TECHNICIAN	3312		C	1942
SENIOR EMERGENCY MEDICAL TECHNICIAN INSTRUCTOR	8039		C	1943
SENIOR EMPLOYEE BENEFITS CLERK	4730		C	1944
SENIOR EMPLOYMENT SPECIALIST	4367		C	1945
SENIOR ENGINEER	3314		C	1946
SENIOR ENGINEER BRIDGES	4611		C	1947
SENIOR ENGINEER CIVIL	3315		C	1948
SENIOR ENGINEER ELECTRIC UTILITY	3316		C	1949
SENIOR ENGINEER ENVIRONMENTAL	7758		C	1950
SENIOR ENGINEER HIGHWAY	3317		C	1951
SENIOR ENGINEER TRAFFIC	3319		C	1952
SENIOR ENGINEERING AIDE	3320		C	1953
SENIOR ENVIRONMENTAL HEALTH SPECIALIST	7529		C	1954
SENIOR ENVIRONMENTAL HEALTH SPECIALIST HAZARDOUS SUBSTANCES	7503		C	1955
SENIOR ENVIRONMENTAL HEALTH SPECIALIST WASTEWATER PRETREATMENT	7537		C	1956
SENIOR ENVIRONMENTAL TECHNICIAN	59988F	WATER RESOURCES	C	1957
SENIOR ENVIRONMENTAL THERAPY AIDE	3324		C	1958
SENIOR EXECUTION CLERK	3325		C	1959
SENIOR EXTERMINATOR	3326		C	1960
SENIOR FAMILY AND NEIGHBORHOOD COUNSELOR	3327		C	1961
SENIOR FIELD REPRESENTATIVE COUNTY BOARD OF TAXATION	3330		C	1962
SENIOR FIELD REPRESENTATIVE DISEASE CONTROL	3331		C	1963
SENIOR FIELD REPRESENTATIVE HEALTH EDUCATION	4468		C	1964
SENIOR FIELD REPRESENTATIVE HOUSING	64393C	HOUSING ASSISTANCE PROGRAM	C	1965
SENIOR FIELD REPRESENTATIVE HOUSING, HOUSING ASSISTANCE PROGRAM	64393		C	1966
SENIOR FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	3333		C	1967
SENIOR FIRE INSTRUCTOR	3336		C	1968
SENIOR FIRE PREVENTION SPECIALIST	6354		C	1969
SENIOR FIRE PREVENTION SPECIALIST/FIRE PROTECTION INSPECTOR	8098		C	1970

SENIOR FISCAL ANALYST	50533		C	1971
SENIOR FOOD SERVICE WORKER	7291		C	1972
SENIOR FORENSIC CHEMIST	3339		C	1973
SENIOR GARAGE ATTENDANT	40013		N	1974
SENIOR GARDENER	3341		C	1975
SENIOR GOLF RANGER	3344		N	1976
SENIOR GOLF STARTER	3345		N	1977
SENIOR GREENSKEEPER	3348		C	1978
SENIOR HEALTH AIDE	3351		C	1979
SENIOR HOME SERVICE AIDE	3361		C	1980
SENIOR HORTICULTURIST	2452		C	1981
SENIOR HOSPITAL ATTENDANT	3362		N	1982
SENIOR HOUSING ASSISTANCE TECHNICIAN	7463		C	1983
SENIOR HOUSING INSPECTOR	3368		C	1984
SENIOR HOUSING INSPECTOR/ZONING OFFICER	9035		C	1985
SENIOR HOUSING MANAGER	3370		C	1986
SENIOR IDENTIFICATION OFFICER	3373		C	1987
SENIOR INSPECTOR MOSQUITO EXTERMINATION	3380		C	1988
SENIOR INSPECTOR ROAD OPENINGS	3381		C	1989
SENIOR INSTITUTIONAL ATTENDANT	03383@		N	1990
SENIOR INSTRUCTOR OF IN SERVICE NURSING	03386@		C	1991
SENIOR INVESTIGATOR COMMUNICABLE DISEASES	7428		C	1992
SENIOR INVESTIGATOR CONSUMER PROTECTION	3390		C	1993
SENIOR INVESTIGATOR COUNTY ADJUSTERS	3391		C	1994
SENIOR INVESTIGATOR COUNTY MEDICAL EXAMINERS OFFICE	3392		C	1995
SENIOR INVESTIGATOR COUNTY WELFARE AGENCY	3393		C	1996
SENIOR INVESTIGATOR COUNTY WELFARE AGENCY	4370	BILINGUAL IN SPANISH AND ENGLISH	C	1997
SENIOR INVESTIGATOR LAW DEPARTMENT	5683		C	1998
SENIOR INVESTIGATOR PAROLE AND SECURED FACILITIES	32645		C	1999
SENIOR JUVENILE DETENTION OFFICER	5109		C	2000
SENIOR JUVENILE DETENTION OFFICER/SENIOR TRAINING TECHNICIAN	6762		C	2001
SENIOR JUVENILE DETENTION OFFICER/SENIOR YOUTH AIDE	6751		C	2002
SENIOR LABORATORY TECHNICIAN	3401		C	2003

SENIOR LABORATORY TECHNICIAN WATER ANALYSIS	5084		C	2004
SENIOR LABORATORY TECHNICIAN WATER ANALYSIS/SENIOR SEWAGE PLANT OPERATOR	7561		C	2005
SENIOR LANDSCAPE ARCHITECT	4407		C	2006
SENIOR LAUNDRY WORKER	7444		C	2007
SENIOR LEGAL STENOGRAPHER	3405		C	2008
SENIOR LIBRARIAN ELECTRONIC DATA PROCESSING	4995		C	2009
SENIOR LIBRARY ASSISTANT	3416		C	2010
SENIOR LIBRARY ASSISTANT	4832	BILINGUAL IN SPANISH AND ENGLISH	C	2011
SENIOR LIBRARY EXHIBIT ARTIST	3419		C	2012
SENIOR LINE WORKER	7054		C	2013
SENIOR LOAN ADVISOR	5138		C	2014
SENIOR MACHINIST	5255		C	2015
SENIOR MAIL CLERK	20433		C	2016
SENIOR MAINTENANCE REPAIRER	3425		C	2017
SENIOR MAINTENANCE REPAIRER CARPENTER	3426		C	2018
SENIOR MAINTENANCE REPAIRER ELECTRICIAN	3430		C	2019
SENIOR MAINTENANCE REPAIRER FIRE EQUIPMENT	3431		C	2020
SENIOR MAINTENANCE REPAIRER HEATING AND AIR CONDITIONING	3436		C	2021
SENIOR MAINTENANCE REPAIRER LOW PRESSURE LICENSE	3439		C	2022
SENIOR MAINTENANCE REPAIRER MASON	3441		C	2023
SENIOR MAINTENANCE REPAIRER PAINTER	3444		C	2024
SENIOR MAINTENANCE REPAIRER PLUMBER	3445		C	2025
SENIOR MAINTENANCE REPAIRER REFRIGERATION AND AIR CONDITIONING	3447		C	2026
SENIOR MAINTENANCE REPAIRER WELDER	3453		C	2027
SENIOR MAINTENANCE REPAIRER/WATER REPAIRER 1	7269		C	2028
SENIOR MANAGEMENT ASSISTANT	56493		C	2029
SENIOR MASON	7539		C	2030
SENIOR MECHANIC	3459		C	2031
SENIOR MECHANIC DIESEL	4561		C	2032
SENIOR MEDICAL CLAIMS REVIEW CLERK	21234		C	2033
SENIOR MEDICAL RECORD CLERK	3467		C	2034

SENIOR MEDICAL SOCIAL WORKER	3469		C	2035
SENIOR MEDICAL TRANSCRIBER	3472		C	2036
SENIOR MESSENGER	5736		C	2037
SENIOR MOTOR VEHICLE OPERATOR ELDERLY AND HANDICAPPED PERSONS	5597		C	2038
SENIOR MUSIC THERAPIST	3480		C	2039
SENIOR NATURALIZATION CLERK	3482		C	2040
SENIOR OCCUPATIONAL THERAPY AIDE	3484		C	2041
SENIOR OFFICE APPLIANCE OPERATOR	3485		C	2042
SENIOR PAINTER	3488		C	2043
SENIOR PARK NATURALIST	3491		C	2044
SENIOR PARKING ATTENDANT	3492		C	2045
SENIOR PAYROLL CLERK	3496		C	2046
SENIOR PAYROLL CLERK/RECORDS SUPPORT TECHNICIAN 3	4958		C	2047
SENIOR PERSONNEL ASSISTANT	4982		C	2048
SENIOR PERSONNEL TECHNICIAN	3502		C	2049
SENIOR PERSONNEL TECHNICIAN	7254	BILINGUAL IN SPANISH AND ENGLISH	C	2050
SENIOR PHARMACIST	3503		C	2051
SENIOR PHARMACY AIDE	5989		C	2052
SENIOR PHYSICAL THERAPIST	3507		C	2053
SENIOR PHYSICAL THERAPY AIDE	3508		C	2054
SENIOR PHYSICIAN	5312		U	2055
SENIOR PLANNER	16490		C	2056
SENIOR PLANNER ENVIRONMENTAL	4565		C	2057
SENIOR PLANNER TRANSPORTATION	12493		C	2058
SENIOR PLANNING AIDE	3512		C	2059
SENIOR PLUMBER	3515		C	2060
SENIOR PLUMBING INSPECTOR	3517		C	2061
SENIOR PRACTICAL NURSE	3524		C	2062
SENIOR PROBATE CLERK	3527		C	2063
SENIOR PROBATE CLERK TYPING	3528		C	2064
SENIOR PROGRAM ANALYST	5160		C	2065
SENIOR PROGRAM DEVELOPMENT SPECIALIST AGING	6408		C	2066
SENIOR PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERVICE	6931		C	2067
SENIOR PROGRAM MONITOR	5399		C	2068

SENIOR PROGRAM SPECIALIST SPECIAL CHILD HEALTH SERVICES	7493		C	2069
SENIOR PSYCHIATRIC SOCIAL WORKER	3532		C	2070
SENIOR PSYCHIATRIC SOCIAL WORKER	5439	BILINGUAL IN SPANISH AND ENGLISH	C	2071
SENIOR PUBLIC HEALTH INVESTIGATOR	4426		C	2072
SENIOR PUBLIC HEALTH NURSE	3536		C	2073
SENIOR PUBLIC INFORMATION ASSISTANT	3538		C	2074
SENIOR PUBLIC SAFETY TELECOMMUNICATOR	03262@		C	2075
SENIOR PUBLIC WORKS INSPECTOR	3539		C	2076
SENIOR PUBLIC WORKS REPAIRER	03541@		C	2077
SENIOR PUMP ROOM ATTENDANT	03542@		C	2078
SENIOR PUMPING STATION OPERATOR	3544		C	2079
SENIOR PUMPING STATION REPAIRER	3545		C	2080
SENIOR PURCHASING ASSISTANT	3547		C	2081
SENIOR RADIO DISPATCHER	3549		C	2082
SENIOR RADIO REPAIRER	03550@		C	2083
SENIOR RECEPTIONIST	03552@		C	2084
SENIOR RECEPTIONIST	4884	BILINGUAL IN SPANISH AND ENGLISH	C	2085
SENIOR RECEPTIONIST	8047	BILINGUAL IN ENGLISH AND PORTUGUESE	C	2086
SENIOR RECEPTIONIST BILINGUAL IN VIETNAMESE AND ENGLISH	7370		C	2087
SENIOR RECEPTIONIST/TELEPHONE OPERATOR	03553@		C	2088
SENIOR RECEPTIONIST/TELEPHONE OPERATOR BILINGUAL IN SPANISH/ENGLISH	3614		C	2089
SENIOR RECREATION THERAPIST	3559		C	2090
SENIOR RECREATION THERAPY AIDE	3560		C	2091
SENIOR RECYCLING OPERATOR	7720		C	2092
SENIOR REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	3569		C	2093
SENIOR REHABILITATION COUNSELOR	3562		C	2094
SENIOR REPAIRER ELECTRIC UTILITY	7512		C	2095

SENIOR REPAIRER STATIONARY EQUIPMENT	7601		C	2096
SENIOR REPRESENTATIVE CITIZENS COMPLAINTS	7669		C	2097
SENIOR RESEARCH ASSISTANT	3565		C	2098
SENIOR RIGHT OF WAY NEGOTIATOR	4677		C	2099
SENIOR ROAD INSPECTOR	3566		C	2100
SENIOR SANITATION INSPECTOR	3572		C	2101
SENIOR SECURITY GUARD	6257		C	2102
SENIOR SECURITY GUARD	7884	BILINGUAL IN SPANISH AND ENGLISH	C	2103
SENIOR SEWAGE METER REPAIRER	5452		C	2104
SENIOR SEWAGE PLANT OPERATOR	3578		C	2105
SENIOR SEWAGE PLANT OPERATOR LOW PRESSURE LICENSE	5468		C	2106
SENIOR SEWAGE PLANT OPERATOR/SEWER REPAIRER 2	5261		C	2107
SENIOR SEWAGE PLANT REPAIRER	3581		C	2108
SENIOR SOCIAL SERVICE AIDE	62133		C	2109
SENIOR SOCIAL WORKER INSTITUTIONS	4968		C	2110
SENIOR SOCIAL WORKER JUVENILE REHABILITATION	5685		C	2111
SENIOR SOCIAL WORKER NURSING HOME	7915		C	2112
SENIOR STOCK CLERK	3597		C	2113
SENIOR STOREKEEPER	3600		C	2114
SENIOR SYSTEMS ANALYST	3604		C	2115
SENIOR TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	53100		C	2116
SENIOR TELEPHONE OPERATOR	3612		C	2117
SENIOR TRAFFIC ANALYST	3622		C	2118
SENIOR TRAFFIC ENUMERATOR	3623		C	2119
SENIOR TRAFFIC MAINTENANCE WORKER	3625		C	2120
SENIOR TRAFFIC MAINTENANCE WORKER/SIGN MAKER 2	4624		C	2121
SENIOR TRAFFIC SIGNAL ELECTRICIAN	3626		C	2122
SENIOR TRAINING TECHNICIAN	5614		C	2123
SENIOR TRAINING TECHNICIAN	7966	BILINGUAL IN SPANISH AND ENGLISH	C	2124
SENIOR TRANSPORTATION INSPECTOR	3629		C	2125
SENIOR VENEREAL DISEASE ATTENDANT	3636		C	2126

SENIOR WATER INSPECTOR	5930		C	2127
SENIOR WATER METER REPAIRER	03642@		C	2128
SENIOR WATER METER REPAIRER/WATER REPAIRER 2	5737		C	2129
SENIOR WATER TREATMENT PLANT OPERATOR	3647		C	2130
SENIOR WATER TREATMENT PLANT OPERATOR/SENIOR WATER TREATMENT PLANT REPAIRER	5931		C	2131
SENIOR WATER TREATMENT PLANT REPAIRER	3648		C	2132
SENIOR WELDER	5598		C	2133
SENIOR WELFARE INVESTIGATOR	03652@		C	2134
SENIOR WETLANDS SPECIALIST MOSQUITO EXTERMINATION	64987		C	2135
SENIOR YOUTH AIDE	4732		C	2136
SENIOR YOUTH GROUP WORKER	3657		C	2137
SENIOR YOUTH SERVICES COUNSELOR	3658		C	2138
SENIOR YOUTH WORKER	66000		C	2139
SERGEANT OF COUNTY INVESTIGATORS	7095		U	2140
SEWAGE METER REPAIRER	5431		C	2141
SEWAGE PLANT ATTENDANT	5115		N	2142
SEWAGE PLANT OPERATOR	03672@		C	2143
SEWAGE PLANT OPERATOR/SEWAGE PLANT REPAIRER	5264		C	2144
SEWAGE PLANT OPERATOR/SEWER REPAIRER 1	5265		C	2145
SEWAGE PLANT OPERATOR/WATER TREATMENT PLANT OPERATOR	5943		C	2146
SEWAGE PLANT REPAIRER	3677		C	2147
SEWAGE PLANT SUPERINTENDENT	3678		C	2148
SEWAGE PLANT SUPERINTENDENT/SEWER SUPERINTENDENT	5934		C	2149
SEWER INSPECTOR	3681		C	2150
SEWER MAINTENANCE INSPECTOR	3684		N	2151
SEWER REPAIRER 1	03686@		C	2152
SEWER REPAIRER 1/STREET REPAIRER	5762		C	2153
SEWER REPAIRER 1/WATER REPAIRER 1	5875		C	2154
SEWER REPAIRER 1/WATER REPAIRER 1/WATER TREATMENT PLANT OPERATOR	7123		C	2155
SEWER REPAIRER 2	3585		C	2156
SEWER REPAIRER 2/WATER REPAIRER 2	5295		C	2157

SEWER REPAIRER 2/WATER REPAIRER 2/SENIOR WATER TREATMENT PLANT OPERATOR	7187		C	2158
SEWER REPAIRER 2/WATER REPAIRER 3	6705		C	2159
SEWER REPAIRER SUPERVISOR	6702		C	2160
SEWER REPAIRER SUPERVISOR/ROAD REPAIR SUPERVISOR	6706		C	2161
SEWER REPAIRER SUPERVISOR/WATER REPAIR SUPERVISOR	6707		C	2162
SEWER SUPERINTENDENT	03687@		C	2163
SEWER SUPERINTENDENT/STREET SUPERINTENDENT	5759		C	2164
SEWER SUPERINTENDENT/WATER SUPERINTENDENT	5945		C	2165
SHEET METAL WORKER	03688@		C	2166
SHERIFF	03693@		U	2167
SHERIFFS INVESTIGATOR	7270		U	2168
SHERIFFS OFFICER	03694@		C	2169
SHERIFFS OFFICER	03695@	BILINGUAL IN SPANISH AND ENGLISH	C	2170
SHERIFFS OFFICER CAPTAIN	03696@		C	2171
SHERIFFS OFFICER CHIEF	7595		U	2172
SHERIFFS OFFICER LIEUTENANT	3699		C	2173
SHERIFFS OFFICER SERGEANT	3700		C	2174
SHERIFFS OFFICER SERGEANT/TRAINING OFFICER	5770		C	2175
SIGN MAKER 1	3706		C	2176
SIGN MAKER 2	3705		C	2177
SIGN MAKER 3	3588		C	2178
SIGN MAKER 4	6514		C	2179
SIGN MAKER WOOD AND METAL	6515		C	2180
SIGNAL SYSTEM SUPERINTENDENT	03715@		C	2181
SIGNAL SYSTEMS MAINTENANCE WORKER	3713		C	2182
SIGNAL SYSTEMS TECHNICIAN 1	3714		C	2183
SIGNAL SYSTEMS TECHNICIAN 2	3589		C	2184
SIGNAL SYSTEMS TECHNICIAN 3	00704@		C	2185
SITE MANAGER NUTRITION PROGRAM	3716		C	2186
SLUDGE DEWATERING MACHINE OPERATOR	5615		C	2187
SLUDGE PLANT OPERATOR AND REPAIRER	4747		C	2188
SOCIAL CASE WORK SUPERVISOR	4378		C	2189

SOCIAL CASE WORKER	3724	BILINGUAL IN SPANISH AND ENGLISH	C	2190
SOCIAL CASE WORKER	4377		C	2191
SOCIAL REHABILITATION THERAPIST PENAL INSTITUTION	4967		C	2192
SOCIAL SERVICE AIDE	3728		C	2193
SOCIAL SERVICE AIDE	4647	BILINGUAL IN SPANISH AND ENGLISH	C	2194
SOCIAL SERVICE ASSISTANT	4623		C	2195
SOCIAL SERVICE ASSISTANT	4634	BILINGUAL IN SPANISH AND ENGLISH	C	2196
SOCIAL SERVICE COORDINATOR NUTRITION PROGRAM FOR THE ELDERLY	3731		C	2197
SOCIAL SERVICE TECHNICIAN	3729		C	2198
SOCIAL SERVICE TECHNICIAN	3730	BILINGUAL IN SPANISH AND ENGLISH	C	2199
SOCIAL SERVICE TECHNICIAN	8080	MULTILINGUAL IN HINDI GUJARATI & ENG	C	2200
SOCIAL WORK SPECIALIST	3732		C	2201
SOCIAL WORK SPECIALIST	5206	BILINGUAL IN SPANISH AND ENGLISH	C	2202
SOCIAL WORK SUPERVISOR	3733		C	2203
SOCIAL WORK SUPERVISOR	6495	BILINGUAL IN SPANISH AND ENGLISH	C	2204
SOCIAL WORK SUPERVISOR JUVENILE REHABILITATION	5686		C	2205
SOCIAL WORKER	3734		C	2206
SOCIAL WORKER	3735	BILINGUAL IN SPANISH AND ENGLISH	C	2207
SOCIAL WORKER AGING	5019		C	2208
SOCIAL WORKER CHILDRENS SHELTER	3736		C	2209
SOCIAL WORKER HEALTH	3740		C	2210
SOCIAL WORKER HEALTH	7515	BILINGUAL IN SPANISH AND ENGLISH	C	2211
SOCIAL WORKER INSTITUTIONS	4577		C	2212

SOCIAL WORKER INSTITUTIONS	4596	BILINGUAL IN SPANISH AND ENGLISH	C	2213
SOCIAL WORKER JUVENILE REHABILITATION	3741		C	2214
SOCIAL WORKER NURSING HOME	7913		C	2215
SOCIAL WORKER POLICE SOCIAL SERVICES	4669		C	2216
SOCIAL WORKER SUBSTANCE ABUSE	3738		C	2217
SOCIAL/FAMILY SERVICE WORKER TRAINEE	8059		N	2218
SOCIAL/FAMILY SERVICE WORKER TRAINEE	8060	BILINGUAL IN SPANISH & ENGLISH	N	2219
SOFTWARE DEVELOPMENT SPECIALIST 1	10237		N	2220
SOFTWARE DEVELOPMENT SPECIALIST 2	10246		C	2221
SOFTWARE DEVELOPMENT SPECIALIST 3	10235		C	2222
SOLICITOR	3742		U	2223
SPECIAL DEPUTY CLERK	3744		U	2224
SPECIAL DEPUTY SURROGATE	3745		U	2225
SPECIAL LAW ENFORCEMENT OFFICER	6895		U	2226
SPECIAL PROBATE CLERK	3747		U	2227
SPECIFICATION WRITER PURCHASING	3751		C	2228
SPEECH PATHOLOGIST	4766		N	2229
STABLE WORKER	3761		N	2230
STAFF PHYSICIAN	3764		U	2231
STATIONARY ENGINEER	3766		C	2232
STATISTICAL TYPIST	3769		C	2233
STEAMFITTER	3772		C	2234
STOCK CLERK	3777		N	2235
STOCK HANDLER	3778		N	2236
STOREKEEPER	3779		C	2237
STOREKEEPER 1	40142		C	2238
STOREKEEPER 2	40143		C	2239
STOREKEEPER 3	40144		C	2240
STOREKEEPER AUTOMOTIVE	3781		C	2241
STOREKEEPER ELECTRIC UTILITY	5455		C	2242
STREET INSPECTOR	3796		C	2243
STUDENT ASSISTANT	29037		U	2244
STUDENT ASSISTANT INTERN PROGRAM	3807		N	2245
SUBSTANCE ABUSE COUNSELOR 1	63114		N	2246
SUBSTANCE ABUSE COUNSELOR 1	63114D	BILINGUAL IN SPANISH & ENGLISH	N	2247

SUBSTANCE ABUSE COUNSELOR 2	63115		C	2248
SUBSTANCE ABUSE COUNSELOR INTERN	63117		N	2249
SUPERINTENDENT JUVENILE DETENTION FACILITY	5042		C	2250
SUPERINTENDENT MOSQUITO EXTERMINATION	3818		C	2251
SUPERINTENDENT OF ELECTIONS AND COMMISSIONER OF REGISTRATION	3821		U	2252
SUPERINTENDENT OF ELECTRIC GENERATION	3822		C	2253
SUPERINTENDENT OF ELECTRICAL DISTRIBUTION	3825		C	2254
SUPERINTENDENT OF PUBLIC PROPERTY	3832		C	2255
SUPERINTENDENT OF PUBLIC WORKS	7109		U	2256
SUPERINTENDENT OF RECREATION	03834@		C	2257
SUPERINTENDENT OF WATER DISTRIBUTION	3838		C	2258
SUPERINTENDENT OF WATER INTAKE AND SUPPLY MAINS	3840		C	2259
SUPERINTENDENT OF WEIGHTS AND MEASURES	1428		C	2260
SUPERINTENDENT RECLAMATION CENTER	03844@		C	2261
SUPERINTENDENT RECYCLING OPERATIONS	7721		C	2262
SUPERVISING ACCOUNT CLERK	3848		C	2263
SUPERVISING ACCOUNTANT	5657		C	2264
SUPERVISING ADMINISTRATIVE ANALYST	03850@		C	2265
SUPERVISING ADMISSIONS AND RECORDS OFFICER	7495		C	2266
SUPERVISING ADVOCATE VICTIM-WITNESS PROGRAM	7878		C	2267
SUPERVISING ANIMAL ATTENDANT	5486		C	2268
SUPERVISING ANIMAL CONTROL OFFICER	5999		C	2269
SUPERVISING ANIMAL KEEPER	6580		C	2270
SUPERVISING BRIDGE CONSTRUCTION INSPECTOR/SUPERVISING ROAD INSPECTOR	7562		C	2271
SUPERVISING BRIDGE CONSTRUCTION WORKER	6585		C	2272
SUPERVISING BRIDGE REPAIRER	6592		C	2273
SUPERVISING BRIDGE REPAIRER/ROAD REPAIR SUPERVISOR	7316		C	2274
SUPERVISING BUILDING INSPECTOR	5049		C	2275
SUPERVISING CARPENTER	6600		C	2276
SUPERVISING CASHIER	03857@		C	2277
SUPERVISING CLERK TRANSCRIBER	03863@		C	2278

SUPERVISING CLINICAL NUTRITIONIST	44784		C	2279
SUPERVISING CODE ENFORCEMENT OFFICER	7380		C	2280
SUPERVISING CODE ENFORCEMENT OFFICER/ZONING OFFICER	9052		C	2281
SUPERVISING COMMUNICATIONS TECHNICIAN	5599		C	2282
SUPERVISING COMMUNITY SERVICE OFFICER ADDICTIONS	63155		C	2283
SUPERVISING COMMUNITY YOUTH WORKER	4670		C	2284
SUPERVISING COMPUTER OPERATOR	5061		C	2285
SUPERVISING COUNSELOR PENAL INSTITUTION	7821		C	2286
SUPERVISING COUNTY PARK RANGER	3870		C	2287
SUPERVISING DATA CONTROL CLERK	3872		C	2288
SUPERVISING DETENTION ALTERNATIVES OFFICER	8083		C	2289
SUPERVISING DIETITIAN	7603		C	2290
SUPERVISING DRAFTING TECHNICIAN	6562		C	2291
SUPERVISING ELECTRICIAN	6605		C	2292
SUPERVISING ELECTRICIAN/SUPERVISOR OF ELECTRONICS REPAIR	7728		C	2293
SUPERVISING EMERGENCY MEDICAL TECHNICIAN	4587		C	2294
SUPERVISING EMPLOYMENT SPECIALIST	4368		C	2295
SUPERVISING ENGINEER	3879		C	2296
SUPERVISING ENGINEER HIGHWAY AND BRIDGES	4671		C	2297
SUPERVISING ENGINEERING AIDE	3881		C	2298
SUPERVISING ENVIRONMENTAL HEALTH SPECIALIST	7530		C	2299
SUPERVISING EQUIPMENT OPERATOR	6664		C	2300
SUPERVISING EQUIPMENT OPERATOR/SUPERVISING MECHANIC	7013		C	2301
SUPERVISING FIELD REPRESENTATIVE DISEASE CONTROL	5658		C	2302
SUPERVISING FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	3885		C	2303
SUPERVISING FIRE AND AMBULANCE DISPATCHER	6001		C	2304
SUPERVISING FIRE PREVENTION SPECIALIST	6352		C	2305
SUPERVISING FIRE PREVENTION SPECIALIST UFD	6353		C	2306
SUPERVISING GARAGE ATTENDANT	6611		C	2307

SUPERVISING GLAZIER	7702		C	2308
SUPERVISING GREENSKEEPER	6729		C	2309
SUPERVISING HEALTH INSURANCE BENEFITS CLERK	03887@		C	2310
SUPERVISING HEATING AND AIR CONDITIONING MECHANIC	7102		C	2311
SUPERVISING HEAVY EQUIPMENT OPERATOR	6675		C	2312
SUPERVISING HOUSING ASSISTANCE TECHNICIAN	7496		C	2313
SUPERVISING INTERCONNECTION TECHNICIAN ELECTRIC 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

SUPERVISING MUNICIPAL COURT ATTENDANT	5569		C	2337
SUPERVISING OFFICE APPLIANCE OPERATOR	03912@		C	2338
SUPERVISING OFFSET MACHINE OPERATOR	03913@		C	2339
SUPERVISING OMNIBUS OPERATOR	5600		C	2340
SUPERVISING PAINTER	6722		C	2341
SUPERVISING PARAMEDIC	4770		C	2342
SUPERVISING PARKING ENFORCEMENT OFFICER	7306		C	2343
SUPERVISING PARKING ENFORCEMENT OFFICER/METER WORKER SUPERVISOR	7311		C	2344
SUPERVISING PAYROLL CLERK	26995		C	2345
SUPERVISING PLANNER	16492		C	2346
SUPERVISING PLANNER TRANSPORTATION	12495		C	2347
SUPERVISING PLUMBER	7328		C	2348
SUPERVISING PRINCIPAL PERSONNEL TECHNICIAN	3925		C	2349
SUPERVISING PROCUREMENT SPECIALIST	52629		C	2350
SUPERVISING PROGRAM ANALYST	3927		C	2351
SUPERVISING PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERVICE	6932		C	2352
SUPERVISING PROGRAM DEVELOPMENT SPECIALIST CRIMINAL JUSTICE	6946		C	2353
SUPERVISING PROGRAM SPECIALIST SUBSTANCE ABUSE/AIDS	63004		C	2354
SUPERVISING PROPERTY CLERK	5519		C	2355
SUPERVISING PUBLIC SAFETY TELECOMMUNICATOR	03865@		C	2356
SUPERVISING PUBLIC WORKS INSPECTOR	7699		C	2357
SUPERVISING PUMPING STATION OPERATOR	7552		C	2358
SUPERVISING PUMPING STATION OPERATOR/SEWER REPAIRER SUPERVISOR	7848		C	2359
SUPERVISING RADIO DISPATCHER	8048		C	2360
SUPERVISING RECEPTIONIST	03933@		C	2361
SUPERVISING RECEPTIONIST	6395	BILINGUAL IN SPANISH AND ENGLISH	C	2362
SUPERVISING REPRESENTATIVE CITIZENS COMPLAINTS	7670		C	2363
SUPERVISING ROAD INSPECTOR	3936		C	2364
SUPERVISING SCHOOL BUS DRIVER	5601		C	2365
SUPERVISING SCHOOL TRAFFIC GUARD	3937		U	2366

SUPERVISING SECURITY GUARD	6256		C	2367
SUPERVISING SECURITY SYSTEMS OPERATOR	8041		C	2368
SUPERVISING SEWAGE PLANT OPERATOR	6538		C	2369
SUPERVISING SEWAGE PLANT OPERATOR/SEWER REPAIRER SUPERVISOR	6792		C	2370
SUPERVISING SEWAGE PLANT REPAIRER	6645		C	2371
SUPERVISING STEAMFITTER	7329		C	2372
SUPERVISING SUBSTANCE ABUSE COUNSELOR	63116		C	2373
SUPERVISING TELEPHONE OPERATOR	03942@		C	2374
SUPERVISING TRAFFIC INVESTIGATOR	7706		C	2375
SUPERVISING WATER TREATMENT PLANT OPERATOR	6544		C	2376
SUPERVISING WATER TREATMENT PLANT OPERATOR/WATER REPAIR SUPERVISOR	8009		C	2377
SUPERVISING WATER TREATMENT PLANT REPAIRER	6543		C	2378
SUPERVISING WEIGHMASTER	7510		C	2379
SUPERVISING WELDER	6810		C	2380
SUPERVISING YOUTH GROUP WORKER	03945@		C	2381
SUPERVISOR BATHS AND POOLS	3949		C	2382
SUPERVISOR BODY AND FENDER SHOP	6901		C	2383
SUPERVISOR BOILER ROOM	1852		C	2384
SUPERVISOR BUILDING SERVICE	6466		C	2385
SUPERVISOR BUILDING SERVICE LOW PRESSURE LICENSE	6468		C	2386
SUPERVISOR BUILDING SERVICE/MAINTENANCE SUPERVISOR GROUNDS	6864		C	2387
SUPERVISOR CENTRAL MAILING ROOM	3951		C	2388
SUPERVISOR COMPOST PROJECT	6505		C	2389
SUPERVISOR CRIMINAL INFORMATION RECORDS	03954@		C	2390
SUPERVISOR DEMOLITION	6910		C	2391
SUPERVISOR EXTERMINATION	6507		C	2392
SUPERVISOR FISCAL OPERATIONS HOSPITAL	3959		C	2393
SUPERVISOR FOOD SERVICE	6457		C	2394
SUPERVISOR GREENHOUSE	6917		C	2395
SUPERVISOR HISTORICAL SITE	5409		C	2396
SUPERVISOR INFORMATION TECHNOLOGY	53318		C	2397
SUPERVISOR INFORMATION TECHNOLOGY	61454		C	2398

SUPERVISOR INFORMATION TECHNOLOGY HELP DESK	70348		C	2399
SUPERVISOR LANDSCAPE	5669		C	2400
SUPERVISOR MOSQUITO EXTERMINATION	6441		C	2401
SUPERVISOR OF ACCOUNTS	3969		C	2402
SUPERVISOR OF AUTOMOTIVE EQUIPMENT MAINTENANCE	7596		C	2403
SUPERVISOR OF BILLING AND COLLECTING	3980		C	2404
SUPERVISOR OF BUILDINGS AND GROUNDS	03987@		C	2405
SUPERVISOR OF CLINIC NURSES	3991		C	2406
SUPERVISOR OF COLLECTION OF REVENUE	3992		C	2407
SUPERVISOR OF COLLECTION REPRESENTATIVES	3993		C	2408
SUPERVISOR OF CUSTODIANS	3998		C	2409
SUPERVISOR OF CUSTOMER SERVICE	3999		C	2410
SUPERVISOR OF DATA PROCESSING OPERATIONS	4002		C	2411
SUPERVISOR OF DATA PROCESSING PROGRAMMING	4748		C	2412
SUPERVISOR OF DATA PROCESSING SYSTEMS AND PROGRAMMING	4004		C	2413
SUPERVISOR OF ELECTRONICS REPAIR	5457		C	2414
SUPERVISOR OF ENVIRONMENTAL THERAPEUTIC SERVICES	4006		C	2415
SUPERVISOR OF FAMILY AND NEIGHBORHOOD COUNSELING	4017		C	2416
SUPERVISOR OF GARAGE SERVICES	4019		C	2417
SUPERVISOR OF GENERAL SERVICES	63383		C	2418
SUPERVISOR OF HOUSING REHABILITATION	4709		C	2419
SUPERVISOR OF INVESTIGATIONS	56793		C	2420
SUPERVISOR OF LABORATORIES CLINICAL AND WATER ANALYSIS	5434		C	2421
SUPERVISOR OF MOTOR POOL	5971		C	2422
SUPERVISOR OF MOTORS	4040		C	2423
SUPERVISOR OF NURSES	4041		C	2424
SUPERVISOR OF PATIENT ACCOUNTS	4048		C	2425
SUPERVISOR OF PUPIL TRANSPORTATION	4056		C	2426
SUPERVISOR OF RADIO MAINTENANCE	4058		C	2427
SUPERVISOR OF REAL ESTATE SALES	4060		C	2428
SUPERVISOR OF RENT COLLECTIONS	4575		C	2429
SUPERVISOR OF SENIOR CITIZENS ACTIVITIES	4069		C	2430

SUPERVISOR OF TELEPHONE SYSTEMS	4080		C	2431
SUPERVISOR OF TRANSPORTATION AND VEHICLE MAINTENANCE	4084		C	2432
SUPERVISOR OF VETERANS INTERMENT	4087		C	2433
SUPERVISOR OF WATER DISTRIBUTION	4093		C	2434
SUPERVISOR PUBLIC WORKS	6650		C	2435
SUPERVISOR RECLAMATION PLANT	6835		C	2436
SUPERVISOR RECORDS MANAGEMENT	74206		C	2437
SUPERVISOR RECYCLING OPERATIONS	7723		C	2438
SUPERVISOR REPAIR AND MAINTENANCE	4108		C	2439
SUPERVISOR SANITARY LANDFILL	6509		C	2440
SUPERVISOR SANITATION	6448		C	2441
SUPERVISOR SENIOR CITIZEN OUTREACH AND REFERRAL PROGRAM	4880		C	2442
SUPERVISOR SEWAGE METER REPAIRER	7703		C	2443
SUPERVISOR TOWING OPERATIONS	5638		C	2444
SUPERVISOR TRADES	6784		C	2445
SUPERVISOR TRAFFIC MAINTENANCE	6816		C	2446
SUPERVISOR WATER MANAGEMENT MOSQUITO EXTERMINATION	7960		C	2447
SUPERVISOR WATER METER REPAIR	6842		C	2448
SURROGATE	04114@		U	2449
SYSTEMS ANALYST	04116@		N	2450
TAX ASSESSOR	4120		U	2451
TAX COLLECTOR	4124		U	2452
TAX COLLECTOR AND TAX SEARCH OFFICER	4126		U	2453
TAX RESEARCH EXAMINER AND INVESTIGATOR	4129		C	2454
TAX SEARCH OFFICER	5647		U	2455
TAX SEARCHER	4130		C	2456
TAX SEARCHER	6334		U	2457
TEACHER	04134@		N	2458
TEACHER AIDE	4135		N	2459
TEACHER AIDE	4778	BILINGUAL IN SPANISH AND ENGLISH	N	2460
TEACHER AIDE	7507	BILINGUAL IN GUJARATI AND ENGLISH	N	2461

TEACHER AIDE	7508	BILINGUAL IN ARABIC AND ENGLISH	N	2462
TEACHER AIDE	7664	BILINGUAL IN PORTUGUESE AND ENGLISH	N	2463
TEACHER AIDE	7950	BILINGUAL IN URDU AND ENGLISH	N	2464
TEACHER AIDE HANDICAPPED PROGRAM	4589		N	2465
TEACHER AIDE HEAD START PROGRAM	8065		N	2466
TEACHER EARLY CHILDHOOD EDUCATION	7574		N	2467
TEACHER EARLY CHILDHOOD EDUCATION	7598	BILINGUAL IN SPANISH AND ENGLISH	N	2468
TEACHER JUVENILE FACILITIES	4582		N	2469
TEACHER PENAL INSTITUTION	4581		N	2470
TEACHER SPECIAL EDUCATION	4136		N	2471
TECHNICAL ASSISTANT	51329		C	2472
TECHNICAL ASSISTANT 1 LABOR	65352		C	2473
TECHNICAL ASSISTANT CONTRACT ADMINISTRATION	62844		C	2474
TECHNICAL ASSISTANT LAND USE	6904		C	2475
TECHNICAL ASSISTANT MANAGEMENT INFORMATION SYSTEMS	53096		C	2476
TECHNICAL ASSISTANT PERSONNEL	41135		C	2477
TECHNICAL ASSISTANT TO THE CONSTRUCTION OFFICIAL	5193		C	2478
TECHNICAL ASSISTANT TO THE CONSTRUCTION OFFICIAL STENOGRAPHY	7271		C	2479
TECHNICAL SUPPORT SPECIALIST 1	53063		C	2480
TECHNICAL SUPPORT SPECIALIST 2	53061		C	2481
TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	53099		C	2482
TELECOMMUNICATIONS SYSTEMS ANALYST	7604		C	2483
TELEPHONE OPERATOR	04145@		N	2484
TELEPHONE OPERATOR	4375	BILINGUAL IN SPANISH AND ENGLISH	N	2485
TELEPHONE SYSTEM INSTALLER AND REPAIRER	7618		C	2486
TENANT ADVISOR TYPING	7683	BILINGUAL IN SPANISH AND ENGLISH	C	2487

TENANT INTERVIEWER	04153@		C	2488
TENANT INTERVIEWER	04155@	BILINGUAL IN SPANISH AND ENGLISH	C	2489
TENANT INTERVIEWER/TENANT INVESTIGATOR	6218		C	2490
TENANT INTERVIEWER/TENANT INVESTIGATOR BILINGUAL IN SPANISH AND ENGLISH	6258		C	2491
TENANT RELATIONS ASSISTANT	4998		N	2492
TENANT SELECTION SUPERVISOR	4160		C	2493
TENTATIVE TITLE LOCAL GOVERNMENTS	10103		C	2494
THERAPEUTIC TECHNICIAN	5158		C	2495
THERAPIST MOVEMENT	3715		C	2496
THERAPIST MUSIC	3662		N	2497
TIRE SERVICE REPAIRER	4673		N	2498
TOURISM REPRESENTATIVE	4170		C	2499
TOURISM REPRESENTATIVE 1	55594		C	2500
TOURISM REPRESENTATIVE 2	55593		C	2501
TOURISM REPRESENTATIVE 3	55592		C	2502
TOW TRUCK OPERATOR	4456		N	2503
TOWN CLERK	04172@		U	2504
TOWNSHIP CLERK	4174		U	2505
TOWNSHIP COMMITTEE MEMBER	7361		U	2506
TOWNSHIP PHYSICIAN	4176		U	2507
TOWNSHIP TREASURER	4177		U	2508
TRACTOR TRAILER DRIVER	4179		C	2509
TRAFFIC ANALYST	4180		C	2510
TRAFFIC CONTROL OFFICER	4455		N	2511
TRAFFIC ENGINEER	04184@		C	2512
TRAFFIC ENUMERATOR	04185@		N	2513
TRAFFIC INVESTIGATOR	4186		C	2514
TRAFFIC MAINTENANCE WORKER	4189		N	2515
TRAFFIC SAFETY COORDINATOR	4191		C	2516
TRAFFIC SIGNAL ELECTRICIAN	4192		C	2517
TRAFFIC SIGNAL SUPERINTENDENT 1	799		C	2518
TRAFFIC SIGNAL SUPERINTENDENT_2	4196		C	2519
TRAFFIC SIGNAL SUPERVISOR 1	6819		C	2520
TRAFFIC SIGNAL SUPERVISOR 2	4082		C	2521
TRAFFIC SIGNAL TECHNICIAN 1	4195		C	2522
TRAFFIC SIGNAL TECHNICIAN 2	5219		C	2523

TRAINING COORDINATOR	4202		C	2524
TRAINING OFFICER	4203		C	2525
TRAINING OFFICER CORRECTIONS	5571		C	2526
TRAINING OFFICER LAW ENFORCEMENT	5572		C	2527
TRAINING SUPERVISOR COUNTY WELFARE AGENCY	4206		C	2528
TRAINING TECHNICIAN	4207		C	2529
TRAINING TECHNICIAN	5691	BILINGUAL IN SPANISH AND ENGLISH	C	2530
TRAINING TECHNICIAN	63562F	COMPUTER TECHNOLOGY	C	2531
TRANSFORMER AND ELECTROMOBILE EQUIPMENT MAINTAINER	4208		C	2532
TRANSPORTATION ANALYST	4209		C	2533
TRANSPORTATION INSPECTOR	4211		C	2534
TREE CLIMBER ELECTRIC UTILITY	4216		C	2535
TREE CLIMBER/WELDER	6079		C	2536
TREE MAINTENANCE SUPERVISOR	6482		C	2537
TREE MAINTENANCE WORKER 1	4220		N	2538
TREE MAINTENANCE WORKER 2	3631		C	2539
TREE MAINTENANCE WORKER 3	6483		C	2540
TREE SUPERINTENDENT	4218		C	2541
TRUCK DRIVER	4222		N	2542
TRUCK DRIVER HEAVY	4226		N	2543
TRUCK DRIVER HEAVY/ROAD REPAIRER 1	5723		C	2544
TRUCK DRIVER/WELDER	4224		C	2545
TURBINE OPERATOR	4228		C	2546
UNCLASSIFIED APPOINTMENT UNDER RULES OF THE COURT	5309		U	2547
UNCLASSIFIED UTILITIES AUTHORITY EMPLOYEE	5531		U	2548
UNDERSHERIFF	4230		U	2549
URBAN DESIGNER 1	8077		C	2550
URBAN DESIGNER 2	8078		C	2551
URBAN DESIGNER 3	8079		C	2552
URBAN DESIGNER TRAINEE	8076		C	2553
URBAN INITIATIVES COORDINATOR HOUSING AUTHORITY	6840		U	2554
URBAN RENEWAL SUPERVISOR	4234		C	2555
VERMIN CONTROL SPECIALIST	4241		C	2556
VETERANS SERVICE OFFICER	4242		C	2557
VETERINARIAN	4243		N	2558

VETERINARIAN/ZOO DIRECTOR	70351		C	2559
VIOLATIONS CLERK	4244		C	2560
VIOLATIONS CLERK TYPING	4245		C	2561
VOTING MACHINE TECHNICIAN	2446		C	2562
WAREHOUSE SUPERVISOR	4254		C	2563
WATER AND SEWER ACCOUNT SEARCHER	4258		C	2564
WATER AND SEWER UTILITIES SUPERINTENDENT	4263		C	2565
WATER INSPECTOR	4270		C	2566
WATER METER INSPECTOR	4272		C	2567
WATER METER INSPECTOR/METER WORKER 1	5749		C	2568
WATER METER INSPECTOR/WATER METER REPAIRER	5748		C	2569
WATER METER READER	7041	BILINGUAL IN SPANISH AND ENGLISH	C	2570
WATER METER REPAIRER	4278		C	2571
WATER METER TECHNICIAN	813		C	2572
WATER REPAIR SUPERVISOR	6661		C	2573
WATER REPAIR SUPERVISOR/WATER TREATMENT PLANT OPERATOR	6806		C	2574
WATER REPAIRER 1	4284		C	2575
WATER REPAIRER 1/WATER TREATMENT PLANT OPERATOR	5951		C	2576
WATER REPAIRER 2	03643@		C	2577
WATER REPAIRER 3	6662		C	2578
WATER SAFETY INSTRUCTOR	4288		C	2579
WATER SAMPLE COLLECTOR	4289		N	2580
WATER SUPERINTENDENT	4294		C	2581
WATER TREATMENT PLANT OPERATOR	4296		C	2582
WATER TREATMENT PLANT OPERATOR APPRENTICE	10053		C	2583
WATER TREATMENT PLANT REPAIRER	4299		C	2584
WATER TREATMENT PLANT SUPERINTENDENT	4301		C	2585
WEIGHMASTER	4304		C	2586
WEIGHTS AND MEASURES APPRENTICE	4201		N	2587
WEIGHTS AND MEASURES APPRENTICE BILINGUAL IN SPANISH AND ENGLISH	9064		N	2588
WELDER	4305		C	2589
WELFARE INVESTIGATOR	4311		C	2590
WELFARE INVESTIGATOR	4312	BILINGUAL IN SPANISH AND ENGLISH	C	2591

WETLANDS SPECIALIST MOSQUITO EXTERMINATION	2419		N	2592
WIC LACTATION CONSULTANT	9055		N	2593
WIC PEER COUNSELOR	9051		N	2594
WORK LEADER ELECTRICAL MECHANIC	4319		C	2595
WORK LEADER ELECTRICAL METERING AND RELAY MECHANIC	70353		C	2596
WORK LEADER MAINTENANCE	4321		C	2597
WORK PROGRAM SPECIALIST 1	60200		C	2598
WORK RELEASE ADMINISTRATOR	4324		C	2599
WORK SUPERVISOR SHELTERED WORKSHOP	5460		C	2600
X-RAY TECHNICIAN	4327		N	2601
YARD SUPERVISOR	5640		C	2602
YARD WORKER	4330		C	2603
YOUTH AIDE	4332		C	2604
YOUTH GROUP WORKER	4333		C	2605
YOUTH GROUP WORKER	4334	BILINGUAL IN SPANISH AND ENGLISH	C	2606
YOUTH OPPORTUNITY COORDINATOR	4335		C	2607
YOUTH SERVICES COUNSELOR	4336		C	2608
YOUTH WORK SUPERVISOR	66003		C	2609
YOUTH WORKER	66002		N	2610
ZONING OFFICER	4338		C	2611
ZOO CURATOR	4341		C	2612
ZOO DIRECTOR	4342		C	2613
ZOO REGISTRAR	8097		C	2614

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AN ORDINANCE AMENDING CHAPTER 25, SECTION 24.7 GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE (FILMING)

BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY that Chapter 25, Sections 24.7 of the Revised General Ordinances of the Township of West Orange be and are hereby amended as follows:

I. PURPOSE

The purpose of this ordinance is to modify the Township of West Orange's requirements for film permits based upon the proposed requirements and fee schedules proposed and recommended by the New Jersey Motion Picture and Television Development Commission as part of the statewide "NJ Film Ready Community" program identifying municipalities within the State of New Jersey welcoming of the filming of movies and television.

II. CHAPTER 25 SECTIONS 24.2(f) AND 24.2(g) SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:

25-24.7 Filming.

a. Purpose. The purpose of this section is to insure the safety, health and welfare of all persons when filming operations are sought to occur within the Township. The Township desires to encourage filming within the Township in an organized, efficient and controlled manner.

b. Definitions. For the purpose of this section, the following terms, phrases, words and their derivations shall have the meanings set forth below:

FILMING

Shall mean the taking of motion pictures and television shows either on film or videotape or similar recording medium, for commercial or educational purposes intended for viewing on television, in theaters or for institutional uses. Filming shall also include all rehearsals, preparations and assembly and dismantling of all equipment and structures, including but not limited to scaffolding, lights, backdrops, tools and food, and the loading and unloading of vehicles containing the equipment, structures and food. Under this Section of the Municipal Code, "Filming" shall not include video recordings performed by news media outlets within the Township.

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MAJOR MOTION PICTURE

Shall mean any film or series of filmings for which the budget is greater than $5,000,000.

PUBLIC LAND

Shall mean any and every public street, highway, sidewalk, square, public park or playground or any other public places in the Township.

c. Permit Required.

1. No person or organization shall film or permit filming on public land or on private property where such filming involves the use of public property for the operation, placement or temporary storage of vehicles or equipment utilized in such filming, including, but not limited to, any temporary structure, barricade or device intended to restrict or block off pedestrian or vehicular traffic, without first having obtained a permit from the Director of the Department of Planning, (Director) which permit shall set forth the approved location of such filming and the approved duration of such filming by specific reference by day or dates. Said permit must be readily available for inspection by the Township and any of its employees or agents at all times at the site of the filming.

2. All permits shall be applied for and obtained from the Department of Planning during normal business hours. Applications for such permits shall be in a form approved by the Director and shall be accompanied by a permit fee as set forth in Subsection **d**. The applicant shall submit a copy of the completed application to the Chief of Police and Fire Chief simultaneous with the submission to the Planning Director

3. If a permit is issued and, due to inclement weather or other good cause, filming does not in fact take place on the date specified, the Director may, at a request of the applicant, issue an amended permit for filming on other dates subject to full compliance with all other provisions of this chapter. No additional fee shall be paid for this amended permit.

d. Issuance of Permits.:

1. No permit shall be issued by the Director unless applied for prior to seven days before the requested shooting date; provided, however, that the Mayor may waive the seven-day period if, in his or her judgment, the applicant has obtained all related approvals and adjacent property owners or tenants do not need to be notified.

2. No permit shall be issued for filming upon public land unless the applicant shall provide the Township with satisfactory proof of the following:

   (a) Proof of insurance coverage as follows:

      (1) For bodily injury to one person in the amount of $500,000 and any occurrence in the aggregate amount of $1,000,000.

      (2) For property damage for each occurrence and in the aggregate amount of $300,000.

   (b) An agreement in writing whereby the applicant agrees to indemnify and save harmless the Township from any and all liability, expense, claim or damages resulting from use of public land.

   (c) The posting of a cash bond of $2,500 or a maintenance bond of $5,000 running in

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<#>A permit shall be sufficient to authorize outdoor or indoor filming for a period not to exceed three days except in the case of a major motion picture, provided that the maximum number of days of filming authorized in any calendar year for premises located in a residential zone where a waiver has been granted by the Director shall not exceed 10 days.¶

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favor of the Township and insuring the location utilized will be left after filming in a satisfactory condition, free of debris, rubbish and equipment, and that due observance of all Township Ordinances, laws and regulations will be followed. Within seven days of the completion of the filming, the Township will return the bonds if there has been no damage to public property or public land caused by the filming. The amount of this bond is subject to final determination by the Township Attorney and Township Council.

(d) The hiring of an off-duty police officer for the times specified in the permit, as may be deemed necessary or appropriate by the Police Director or Police Chief.

3. The holder of the permit shall take all reasonable steps to minimize interference with the free passage of pedestrians and traffic over public land and shall comply with all lawful directives issued by the Township with respect thereto.

4. The holder of a permit shall conduct filming in such a manner as to minimize the inconvenience or discomfort to adjoining property owners attributable to such filming and shall, to the greatest extent practicable, abate noise and park vehicles associated with such filming off the public streets. The holder shall avoid any interference with previously scheduled activities upon public land and limit, to the extent possible, any interference with normal public activity on such public lands. Where the applicant's production activity by reason of location or otherwise, will directly involve and/or affect any businesses, merchants or residents, these parties shall be given written notice of the filming at least three days prior to the requested shooting date and be informed that objections may be filed with the Director. Said objections shall form a part of the applicant's application and be considered in the review of same. Proof of service and notification to adjacent owners shall be submitted to the Township Clerk at least two days before the requested shooting date.

5.

6. The Director may refuse to issue a permit whenever he or she determines, on the basis of the objective facts and after review of the application and a report thereon by the Police Department and by other Township agencies involved with the proposed filming site, that filming at the location and/or the time set forth in the application will violate any law or ordinance or would unreasonably interfere with the use and enjoyment of adjoining properties, unreasonably impede the free flow vehicular or pedestrian traffic or otherwise endanger the public's health, safety or welfare. Further, the Township reserves the right to require one or more on-site police officers in situations where the proposed productions may impede the proper flow of traffic, the cost of said police officers to be borne by the applicant as a cost of production. Where existing electrical power lines are to be utilized by the production, an on-site licensed electrician may be similarly required if the production company does not have a licensed electrician on staff.

7. Any person aggrieved by a decision of the Director denying or revoking a permit or a person requesting relief under Subsection **d(8)** may appeal to the Township Council. A written notice of appeal setting forth the reasons for the appeal shall be filed with the Municipal Clerk. An appeal from a decision of the Director shall be filed within 10 days of the Director's decision. The Township Council shall set the matter down for a hearing

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Deleted: Filming in residential zones shall be permitted Monday through Friday between the hours of 7:00 a.m. and 9:00 p.m. Any requests for night scenes or weekends shall be approved in the permit or by a waiver to be granted in accordance with this subsection on five days' written notice to all property owners within 200 square feet of the proposed night time filming…

within 30 days of the date on which the notice of appeal was filed. The decision of the Township Council shall be in a form of a resolution supporting the decision of the Director at the first regularly scheduled public meeting of the Township Council after the hearing on appeal, unless the appellant agrees in writing to a later date for the decisions. If such a resolution is not adopted within the time required, the decision of the Director shall be deemed reversed, and a permit shall be issued in conformity with the application or the relief shall be deemed denied.

8. The Director may authorize the waiver of any of the requirements or limitations of this subsection if the Director determines that a waiver thereof may be granted without endangering the public health, safety and welfare. In determining whether to issue a waiver under this section, the Director shall consider the following factors:

   (e) Traffic congestion at the location caused by vehicles to be parked;

   (f) Applicant's ability to remove film and related vehicles off the public streets;

   (g) When the applicant is requesting restrictions on the use of public streets or public parking during the course of the filming;

   (h) Nature of the film shoot itself (e.g., indoor, outdoor, day or night);

   (i) The extent to which the filming may affect adjoining and nearby property owners and occupants;

   (j) Prior experience of the applicant within the Township, if any; and

   (k) Consultation with the Mayor and Council.

9. Copies of the approved permit will be sent to the Police and Fire Departments before filming takes place, and to The New Jersey Motion Picture and Television Commission. The applicant shall permit the Fire Prevention Bureau or other Township inspectors to inspect the site and the equipment to be used at any time, if deemed necessary. The applicant shall comply with all safety instructions issued by the Fire Official or other Township Inspectors and employees.

10. In addition to any other fees or costs mentioned in this subsection, the applicant shall reimburse the Township for any loss of revenue, such as parking meter revenue, repairs to public property or other revenues or expenses that the Township has either incurred or been prevented from earning because of the filming.

11. The permit shall be readily available for inspection at all times at the site of the filming.

e. Fees. In addition to direct reimbursement for all expenses including but not limited to police, fire, public safety, public works, overtime incurred by Township employees and other expenses incurred by the Township for any filming that takes place within the Township, the scheduled fees for the issuance of permits authorized by this subsection shall be as follows:

1. Basic filming permit: an amount to be prescribed by Resolution.

Deleted: , and may authorize filming other than the hours herein described or may permit filming at a particular location in a residential zone for more than three days, to a maximum of 10 days at any one location other than in connection with a major motion picture as further provided for in Subsection e., or may waive any other limitation or requirement of this subsection whenever he or she determines that such a permit may be issued …

Deleted: <#>Special Regulations for Major Motions Pictures.¶
¶
<#>When filming is requested with respect to a major motion picture, the approved location of such filming and approved duration of filming by specific reference by day or date shall not exceed five days in duration or as otherwise determined at the discretion of the Planning Director.¶
¶
<#>Any days necessary to be used for set up and preparation for a major motion picture filming may, in the discretion of the Director, be counted as filming days where such set up is anticipated to involve any of the factors set forth in Subsection **d(8)** above.¶
¶

(a) Where an applicant requests a waiver pursuant to Subsection **d(8)**, and requires expedited processing of the permit application, the basic filming permit shall be double the amount prescribed under the Resolution applicable to subsection **1** of this section.

2. Daily filming fee payable in addition to the basic filming permit are as follows:

   (a) Major motion pictures: an amount to be prescribed by Resolution.

   (b) Other filming: an amount to be prescribed by Resolution.

3. The following groups shall be exempt from the basic filming permit and per diem fees, and instead shall be charged only a meager fee to be prescribed by Resolution, one-time fee for filming:

   (a) Not-for-profit organizations; and

   (b) Students of an educational facility filming for educational purposes only.

f. Violations and Penalties. Any person violating this subsection or these rules and regulations or any instructions provided by the Fire Official or any other Township inspector or official, upon conviction thereof, shall be punished by a fine to be set by Resolution, per day or by imprisonment not exceeding 90 days, or any combination thereof as determined by the Municipal Court Judge.Each day on which a violation of an ordinance exists shall be considered a separate and distinct violation and shall be subject to imposition of a separate penalty for each day of the violation as the Municipal Court Judge may determine.

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Deleted: employee

Deleted: both.

Deleted: A separate defense shall be deemed committed for each day during which the violation occurs or continues. The fines or penalty set forth herein shall be in addition to any other penalties which may be incurred.…

III. REPEAL OF CONFLICTING ORDINANCES

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

IV. SEVERABILITY

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

V. EFFECTIVE DATE

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

SUSAN MCCARTNEY, MAYOR

BILL RUTHERFORD,
COUNCIL PRESIDENT

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

Deleted: ,

INTRODUCED: November 25, 2024

ADOPTED: December 10, 2024

Legislative History

The purpose of this ordinance is to modify the Township of West Orange's requirements for film permits based upon the proposed requirements and fee schedules proposed and recommended by the New Jersey Motion Picture and Television Development Commission as part of the statewide "NJ Film Ready Community" program identifying municipalities within the State of New Jersey welcoming of the filming of movies and television.

2885-24

AN ORDINANCE GRANTING RENEWAL OF MUNICIPAL CONSENT TO COMCAST OF NEW JERSEY, LLC TO CONSTRUCT, CONNECT, OPERA TE AND MAINTAIN A CABLE TELEVISION AND COMMUNICATIONS SYSTEM IN THE MUNICAPALITY OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY

BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY as follows:

I. PURPOSE OF THE ORDINANCE.

The purpose of this ordinance is to grant to Comcast renewal of its non-exclusive Municipal Consent to place in, upon, across, above, over and under highways, streets alleys, sidewalks, easements, public ways and public places in the Township of West Orange, poles, wires, cables, underground conduits, manholes and other television conductors, fixtures, apparatus, and equipment as may be necessary for the construction, operation and maintenance in the Township of West Orange of a cable television and communications system..

II. DEFINITIONS.

For the purpose of this Ordinance, the following terms, phrases, words and their derivations shall have the meaning given herein. Such meaning or definition of terms in supplemental to those definitions of the Federal Communications Commission ("FCC") rules and regulations, 47 C.F.R. Subsection 76.1 et seq., and the Cable Communications Policy Act, 47 U.S.C. Section 521 et seq., as amended, and the Cable Television Act, N.J.S.A. 48:5A-1 et seq., and shall in no way be construed to broaden, alter or conflict with the federal and state definitions:

a. “Township” or “Municipality” is the Township of West Orange, County of Essex, State of New Jersey.

b. “Company” or “Comcast” is the grantee of rights under this Ordinance and is known as Comcast of New Jersey II, LLC.

c. “Act” or “Cable Television Act” is Chapter 186 of the General Laws of New Jersey, and subsequent amendments thereto, N.J.S.A. 48:5A-1, et. seq.

d. “FCC” is the Federal Communications Commission.

e. “Board” or “BPU” is the New Jersey Board of Public Utilities.

f. “Office" or “OCTV” is the Office of Cable Television of the Board.

g. “Basic Cable Service” means any service tier, which includes the retransmission of local television broadcast signals as defined by the FCC.

h. “Application” is the Company's Application for Renewal of Municipal Consent.

i. “Primary Service Area” or “PSA” consists of the area of the Township currently served with existing plant as set forth in the map annexed to the Company's Application for Municipal Consent.

III. STATEMENT OF FINDINGS.

A public hearing concerning the consent herein granted to the Company was held after proper public notice pursuant to the terms and conditions of the Act. Said hearing having been held and fully open to the public, and the municipality having received all comments regarding the qualifications of the Company to receive this consent, and the representations of the Company that the Company possesses the necessary legal, technical, character, financial and other qualifications and that the Company's operating and construction arrangements are adequate and feasible.

IV. DURATION OF FRANCHISE,

The non-exclusive Municipal Consent granted herein shall expire ten years from the date of expiration of the previous Certificate of Approval issued by the Board.

In the event that the Municipality shall find that the Company has not substantially complied with the material terms and conditions of this Ordinance, the Municipality shall have the right to petition the OCTV, pursuant to N.J.S.A. 48:SA-47, for appropriate action, including modification and/or termination of the Certificate of Approval; provided however, that the Municipality shall first have given the Company written notice of all alleged instances of non-compliance and an opportunity to cure same within ninety (90) days of that notification.

V. FRANCHISE FEE.

Pursuant to the terms and conditions of the Act, and, except as where higher payment is otherwise required by the applicable law and regulations (including N.J.S.A. 48:SA-30), the Company shall, during each year of operation under the consent granted herein, pay to the Township two percent (2%) of the gross revenues from all recurring charges in the nature of subscription fees paid by subscribers for cable television reception service in the Township or any higher amount permitted by the Act or otherwise allowable by law.

VI. FRANCHISE TERRITORY.

The consent granted under this Ordinance for the renewal of the franchise shall apply to the entirety of the Township and any property subsequently annexed hereto.

VII. EXTENSION OF SERVICE.

The Company shall be required to proffer service to any residence along any public right-of-way in the Primary Service Area, as set forth in the Company's Application. Any extension of plant beyond the Primary Service Area shall be governed by the Company's Line Extension Policy, as set forth in the Company's Application, with a HPM ("homes-per-mile") of 35 dwellings per linear mile from the nearest active trunk or feeder line.

VIII. CONSTRUCTION REQUIREMENTS.

a. Restoration: In the event that the Company or its agents shall disturb any pavement, street surfaces, sidewalks, driveways, or other surface in the natural topography, the Company shall, at its sole expense, restore and replace such places or things so disturbed in as reasonably good a condition as existed prior to the commencement of said work.

b. Relocation: If at any time during the period of this consent, the Township shall alter or change the grade of any street, alley or other way or place the Company, upon reasonable notice by the Township, shall remove, re-lay or relocate its equipment, at the expense of the Company.

c. Removal or Trimming of Trees: During the exercise of its rights and privileges under this franchise, the Company shall have the authority to trim trees upon and overhanging streets, alleys, sidewalks or other public places of the Township so as to prevent the branches of such trees from coming in contact with the wires and cable of the Company. Such trimming shall be only to the extent necessary to maintain proper clearance of the Company's wire and cables.

IX. CUSTOMER SERVICE.

In providing services to its customers, the Company shall comply with N.J.A.C. 14:18-1, et. seq. and all applicable state and federal statutes and regulations. The Company shall strive to meet or exceed all voluntary company and industry standards in the delivery of customer service.

a. The Company shall continue to comply fully with all applicable state and federal statutes and regulations regarding credit for outages, the reporting of same to regulatory agencies and notification of same to customers.

b. The Company shall continue to fully comply with all applicable state and federal statutes and regulations regarding the availability of devices for the hearing impaired and the notification of same to customers.

c. The company shall use every reasonable effort to meet or exceed applicable FCC customer service regulations.

d. Nothing herein shall impair the right of any subscriber or the Township to express any comment with respect to telephone accessibility to the Complaint Officer, or impair the right of the Complaint Officer to take any action that is permitted under applicable law.

X. MUNICIPAL COMPLAINT OFFICER.

The Office of Cable Television is hereby designated as the Complaint Officer for the Township pursuant to N.J.S.A. 48:5A-26(b). All complaints shall be received and processed in accordance with N.J.A.C. § 14:17-6.5. The Township shall have the right to request copies of records and reports pertaining to complaints by Township customers from the OCTV.

XI. LOCAL OFFICE.

During the term of this franchise, and any renewal thereof, the Company shall maintain a business office or agent in accordance with N.J.A.C. § 14:18-5.1 for the purpose of receiving, investigating and resolving all local complaints regarding the quality of service, equipment malfunctions, and similar matters.

XII. PERFORMANCE BOND.

During the life of the franchise the Company shall give to the Township a bond in the amount of Twenty-Five Thousand Dollars ($25,000). Such bond shall be to insure the faithful performance of all undertakings of the Company as represented in its application for municipal consent incorporated herein.

XIII. SUBSCRIBER RATES.

The rates of the Company shall be subject to regulation as permitted by federal and state law.

XIV. EMERGENCY USES.

a. The Company will comply with the Emergency Alert System ("EAS") rules in accordance with applicable state and federal statutes and regulations.

b. The Company shall in no way be held liable for any injury suffered by the Township or any other person, during an emergency, if for any reason the Township is unable to make full use of the cable television system as contemplated herein.

XV. COMMITMENTS BY THE COMPANY.

a. Upon request the Company shall provide standard installation and basic cable television service, at no charge, on one (1) outlet to Township facilities including the Township Hall building, each police, fire, emergency management facilities, provided they are located with 200 feet of active cable distribution plant. Each additional outlet installed, if any, shall be paid for on a materials plus basis by the Township.

b. Upon request the Company shall provide standard installation and basic cable television service, at no charge, on one **(1)** outlet to each qualified existing school and library in the Township, public and private, elementary, intermediate and secondary, provided the facility is within two hundred (200) feet of active cable distribution plant or through customer owned conduit. Each additional outlet installed, if any, shall be paid for on a materials plus basis by the Township.

c. The Communications Act of 1934, as amended [47 U.S.C. §543 (b)], allows the Company to itemize and/or identify:

(1) the amount on the subscriber bill assessed as a franchise fee and the identity of the governmental authority to which the fee is paid;

(2) the amount on the bill assessed to satisfy any requirements imposed on the Company by the cable franchise to support public, education, and/or governmental access channels or the use of such channels; and

(3) any grants or other fees on the bill or any tax, assessment, or charge of any kind imposed by any governmental authority on the transaction between the operator and the subscriber.

The Company reserves its external cost, pass-through rights to the full extent permitted by law.

d. Within six months of the issuance of a Renewal Certificate of Approval by the BPU, the company shall provide to the Township a one-time E/G Access capitol Grant in the amount of $75,000 (seventy-five thousand dollars) to meet the capitol needs of the community.

XVI. LIABILITY INSURANCE.

The Company shall at all times maintain a comprehensive general liability insurance policy with a single limit amount of One Million Dollars ($1,000,000) covering liability for any death, personal injury, property damages or other liability arising out of its construction and operation of the cable television system, and an excess liability (or "umbrella") policy in the amount of Five Million Dollars ($5,000,000).

XVII. INCORPORATION OF THE APPLICATION.

All of the statements and commitments contained in the Application or annexed thereto and incorporated therein, and any amendment thereto, except as modified herein, are binding upon the Company as terms and conditions of this consent. The Application and other relevant writings submitted by the Company shall be annexed hereto and made a part hereof by reference provided same do not conflict with application State or Federal law.

XVIII. COMPETITIVE EQUITY.

Should the Township grant municipal consent for a franchise to construct, operate and maintain a cable television system to any other person, corporation or entity on terms materially less burdensome or more favorable than the terms contained herein, the Company may substitute such language that is more favorable or less burdensome for the comparable provision of this Ordinance subject to the provisions of N.J.A.C. 14:17-6.7.

XIX. PROPRIETARY INFORMATION.

The Company shall not be required to disclose information which it reasonably deems to be proprietary or confidential in nature. The Township agrees to treat any information disclosed by the Company as confidential and only to disclose it to those employees, representatives, and

agents of the Township that have a need to know in order to enforce this Ordinance Agreement and who agree to maintain the confidentiality of all such information.

The Company shall not be required to provide Customer information in violation of Section 631 of the Cable Act or any other applicable federal or state privacy law. For purposes of this Section, the terms "proprietary or confidential" include, but are not limited to, information relating to the Cable System design, customer lists, marketing plans, financial information unrelated to the calculation of franchise fees or rates pursuant to FCC rules, or other information that is reasonably determined by the Company to be competitively sensitive. The Company may make proprietary or confidential information available for inspection but not copying or removal by the Municipality's representative. In the event that the Municipality has in its possession and receives a request under a state "sunshine," public records, or similar law for the disclosure of information the Company has designated as confidential, trade secret or proprietary, the Township shall notify the Company of such request and cooperate with Company in opposing such request.

XX. FORCE MAJEURE.

The Company shall not be liable or responsible for, in whole or in part, any delay or failure to perform any of its obligations hereunder which may result from accidents, pandemics, floods, fires, earthquakes, tornadoes or other acts of God; war, acts of war (whether or not a declaration of war is made), civil disobedience; civil disturbance, sabotage or vandalism, customer tampering or interference, or act of public enemy; strikes, other labor or job actions or unavailability of materials or equipment; or other events or circumstances beyond the reasonable control of the Company.

XXI. THIRD PARTY BENEFICIARIES.

Nothing in this Franchise or in any prior agreement is or was intended to confer third-party beneficiary status on any member of the public to enforce the terms of such agreements or Franchise.

XXII. NEW DEVELOPMENTS.

The Municipality, for its part, shall endeavor to exercise reasonable efforts to require developers and utility companies to provide the Company with at least fifteen (15) days advance notice of an available open trench for the placement of necessary cable.

XXIII. 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.

XXIV. 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: November 25, 2024

ADOPTED: December 10, 2024

Legislative History

The purpose of this ordinance is to grant to Comcast renewal of its non-exclusive Municipal Consent to place in, upon, across, above, over and under highways, streets alleys, sidewalks, easements, public ways and public places in the Township of West Orange, poles, wires, cables, underground conduits, manholes and other television conductors, fixtures, apparatus, and equipment as may be necessary for the construction, operation and maintenance in the Township of West Orange of a cable television and communications system..

2887-24

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

Introduced: December 10, 2024

Adopted: December 20, 2024

Approved as to form and legality on the basis of the facts set forth.

Karen J. Carnevale, Municipal Clerk

LEGISLATIVE HISTORY

*Reflect Memorandums of Agreement with PBA, SOA, FMBA, FSOA, Teamsters Supervisors, and Teamsters Communications for the contract period January 1, 2024 to December 31, 2028

*Reflect Memorandum of Agreement with AFSCME for the contract period January 1, 2024 to December 31, 2029; and reflect equivalent increases for Management and other unrepresented employees for the period January 1, 2024 to December 31, 2029.

*Insert Management Title K-2 Municipal Engineer - Consistent with Contract

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	1.50%	1/1/2024	6/30/2024	50,123	55,692	61,261	66,830	72,399	77,969	83,538	6	5,569	1,820	27.54	45.90
AU10010	1.50%	7/1/2024	12/31/2024	50,875	56,527	62,180	67,833	73,485	79,138	84,791	6	5,653	1,820	27.95	46.59
AU10010	3.00%	1/1/2025	12/31/2025	52,401	58,223	64,045	69,868	75,690	81,512	87,335	6	5,822	1,820	28.79	47.99
AU10010	3.00%	1/1/2026	12/31/2026	53,973	59,970	65,967	71,964	77,961	83,958	89,955	6	5,997	1,820	29.66	49.43
AU10010	3.00%	1/1/2027	12/31/2027	55,592	61,769	67,946	74,123	80,299	86,476	92,653	6	6,177	1,820	30.55	50.91
AU10010	3.00%	1/1/2028	12/30/2028	57,260	63,622	69,984	76,346	82,708	89,071	95,433	6	6,362	1,820	31.46	52.44
AU10010	3.00%	1/1/2029	12/30/2029	58,978	65,531	72,084	78,637	85,190	91,743	98,296	6	6,553	1,820	32.41	54.01
Account Clerk-															
AU10005	1.50%	1/1/2024	6/30/2024	45,084	50,094	55,103	60,113	65,122	70,131	75,141	6	5,009	1,820	24.77	41.29
AU10005	1.50%	7/1/2024	12/31/2024	45,761	50,845	55,930	61,014	66,099	71,183	76,268	6	5,085	1,820	25.14	41.91
AU10005	3.00%	1/1/2025	12/31/2025	47,134	52,371	57,608	62,845	68,082	73,319	78,556	6	5,237	1,820	25.90	43.16
AU10005	3.00%	1/1/2026	12/31/2026	48,548	53,942	59,336	64,730	70,124	75,518	80,913	6	5,394	1,820	26.67	44.46
AU10005	3.00%	1/1/2027	12/31/2027	50,004	55,560	61,116	66,672	72,228	77,784	83,340	6	5,556	1,820	27.47	45.79
AU10005	3.00%	1/1/2028	12/30/2028	51,504	57,227	62,949	68,672	74,395	80,118	85,840	6	5,723	1,820	28.30	47.16
AU10005	3.00%	1/1/2029	12/30/2029	53,049	58,944	64,838	70,732	76,627	82,521	88,415	6	5,894	1,820	29.15	48.58
Administrative Analyst															
AU10020	1.50%	1/1/2024	6/30/2024	61,752	68,613	75,474	82,335	89,197	96,058	102,919	6	6,861	1,820	33.93	56.55
AU10020	1.50%	7/1/2024	12/31/2024	62,678	69,642	76,606	83,570	90,535	97,499	104,463	6	6,964	1,820	34.44	57.40
AU10020	3.00%	1/1/2025	12/31/2025	64,558	71,731	78,904	86,078	93,251	100,424	107,597	6	7,173	1,820	35.47	59.12
AU10020	3.00%	1/1/2026	12/31/2026	66,495	73,883	81,272	88,660	96,048	103,437	110,825	6	7,388	1,820	36.54	60.89
AU10020	3.00%	1/1/2027	12/31/2027	68,490	76,100	83,710	91,320	98,930	106,540	114,150	6	7,610	1,820	37.63	62.72
AU10020	3.00%	1/1/2028	12/30/2028	70,544	78,383	86,221	94,059	101,898	109,736	117,574	6	7,838	1,820	38.76	64.60
*Insert Manager	3.00%	1/1/2029	12/30/2029	72,661	80,734	88,808	96,881	104,954	113,028	121,101	6	8,073	1,820	39.92	66.54

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
Administrative Clerk															
AU10030	1.50%	1/1/2024	6/30/2024	51,076	56,751	62,427	68,102	73,777	79,452	85,127	6	5,675	1,820	28.06	46.77
AU10030	1.50%	7/1/2024	12/31/2024	51,842	57,603	63,363	69,123	74,884	80,644	86,404	6	5,760	1,820	28.48	47.47
AU10030	3.00%	1/1/2025	12/31/2025	53,398	59,331	65,264	71,197	77,130	83,063	88,996	6	5,933	1,820	29.34	48.90
AU10030	3.00%	1/1/2026	12/31/2026	55,000	61,111	67,222	73,333	79,444	85,555	91,666	6	6,111	1,820	30.22	50.37
AU10030	3.00%	1/1/2027	12/31/2027	56,650	62,944	69,238	75,533	81,827	88,122	94,416	6	6,294	1,820	31.13	51.88
AU10030	3.00%	1/1/2028	12/30/2028	58,349	64,832	71,316	77,799	84,282	90,765	97,249	6	6,483	1,820	32.06	53.43
AU10030	3.00%	1/1/2029	12/30/2029	60,100	66,777	73,455	80,133	86,811	93,488	100,166	6	6,678	1,820	33.02	55.04
Administrative Clerk/HR Coordinator															
AU10040	1.50%	1/1/2024	6/30/2024	54,707	60,785	66,864	72,942	79,021	85,100	91,178	6	6,079	1,820	30.06	50.10
AU10040	1.50%	7/1/2024	12/31/2024	55,527	61,697	67,867	74,037	80,206	86,376	92,546	6	6,170	1,820	30.51	50.85
AU10040	3.00%	1/1/2025	12/31/2025	57,193	63,548	69,903	76,258	82,613	88,967	95,322	6	6,355	1,820	31.42	52.37
AU10040	3.00%	1/1/2026	12/31/2026	58,909	65,455	72,000	78,545	85,091	91,636	98,182	6	6,545	1,820	32.37	53.95
AU10040	3.00%	1/1/2027	12/31/2027	60,676	67,418	74,160	80,902	87,644	94,385	101,127	6	6,742	1,820	33.34	55.56
AU10040	3.00%	1/1/2028	12/31/2028	62,497	69,441	76,385	83,329	90,273	97,217	104,161	6	6,944	1,820	34.34	57.23
AU10040	3.00%	1/1/2029	12/31/2029	64,372	71,524	78,676	85,829	92,981	100,134	107,286	6	7,152	1,820	35.37	58.95
Administrative Clerk/HR Coordinator/Secretary to the Insurance Commission															
AU10045	1.50%	1/1/2024	6/30/2024	57,107	63,185	69,264	75,342	81,421	87,500	93,578	6	6,079	1,820	31.38	51.42
AU10045	1.50%	7/1/2024	12/31/2024	57,927	64,097	70,267	76,437	82,606	88,776	94,946	6	6,170	1,820	31.83	52.17
AU10045	3.00%	1/1/2025	12/31/2025	59,593	65,948	72,303	78,658	85,013	91,367	97,722	6	6,355	1,820	32.74	53.69
AU10045	3.00%	1/1/2026	12/31/2026	61,309	67,855	74,400	80,945	87,491	94,036	100,582	6	6,545	1,820	33.69	55.26
AU10045	3.00%	1/1/2027	12/31/2027	63,076	69,818	76,560	83,302	90,044	96,785	103,527	6	6,742	1,820	34.66	56.88
AU10045	3.00%	1/1/2028	12/31/2028	64,897	71,841	78,785	85,729	92,673	99,617	106,561	6	6,944	1,820	35.66	58.55
AU10045	3.00%	1/1/2029	12/31/2029	66,772	73,924	81,076	88,229	95,381	102,534	109,686	6	7,152	1,820	36.69	60.27

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Administrative Secretary															
AU10050	1.50%	1/1/2024	6/30/2024	45,083	50,092	55,102	60,111	65,120	70,129	75,139	6	5,009	1,820	24.77	41.28
AU10050	1.50%	7/1/2024	12/31/2024	45,759	50,844	55,928	61,013	66,097	71,181	76,266	6	5,084	1,820	25.14	41.90
AU10050	3.00%	1/1/2025	12/31/2025	47,132	52,369	57,606	62,843	68,080	73,317	78,554	6	5,237	1,820	25.90	43.16
AU10050	3.00%	1/1/2026	12/31/2026	48,546	53,940	59,334	64,728	70,122	75,516	80,910	6	5,394	1,820	26.67	44.46
AU10050	3.00%	1/1/2027	12/31/2027	50,003	55,558	61,114	66,670	72,226	77,782	83,338	6	5,556	1,820	27.47	45.79
AU10050	3.00%	1/1/2028	12/31/2028	51,503	57,225	62,948	68,670	74,393	80,115	85,838	6	5,723	1,820	28.30	47.16
AU10050	3.00%	1/1/2029	12/31/2029	53,048	58,942	64,836	70,730	76,624	82,519	88,413	6	5,894	1,820	29.15	48.58
Administrative Secretary/Registrar of Vital Statistics															
AU10060	1.50%	1/1/2024	6/30/2024	54,734	60,815	66,897	72,979	79,060	85,142	91,223	6	6,082	1,820	30.07	50.12
AU10060	1.50%	7/1/2024	12/31/2024	55,555	61,728	67,900	74,073	80,246	86,419	92,591	6	6,173	1,820	30.52	50.87
AU10060	3.00%	1/1/2025	12/31/2025	57,222	63,579	69,937	76,295	82,653	89,011	95,369	6	6,358	1,820	31.44	52.40
AU10060	3.00%	1/1/2026	12/31/2026	58,938	65,487	72,036	78,584	85,133	91,682	98,230	6	6,549	1,820	32.38	53.97
AU10060	3.00%	1/1/2027	12/31/2027	60,706	67,451	74,197	80,942	87,687	94,432	101,177	6	6,745	1,820	33.36	55.59
AU10060	3.00%	1/1/2028	12/31/2028	62,528	69,475	76,423	83,370	90,318	97,265	104,213	6	6,948	1,820	34.36	57.26
AU10060	3.00%	1/1/2029	12/31/2029	64,403	71,559	78,715	85,871	93,027	100,183	107,339	6	7,156	1,820	35.39	58.98
Animal Attendant-															
AU10070	1.50%	1/1/2024	6/30/2024	37,084	41,204	45,324	49,445	53,565	57,686	61,806	6	4,120	1,820	20.38	33.96
AU10070	1.50%	7/1/2024	12/31/2024	37,640	41,822	46,004	50,186	54,369	58,551	62,733	6	4,182	1,820	20.68	34.47
AU10070	3.00%	1/1/2025	12/31/2025	38,769	43,077	47,384	51,692	56,000	60,307	64,615	6	4,308	1,820	21.30	35.50
AU10070	3.00%	1/1/2026	12/31/2026	39,932	44,369	48,806	53,243	57,680	62,117	66,554	6	4,437	1,820	21.94	36.57
AU10070	3.00%	1/1/2027	12/31/2027	41,130	45,700	50,270	54,840	59,410	63,980	68,550	6	4,570	1,820	22.60	37.66
AU10070	3.00%	1/1/2028	12/31/2028	42,364	47,071	51,778	56,485	61,192	65,900	70,607	6	4,707	1,820	23.28	38.79
AU10070	3.00%	1/1/2029	12/31/2029	43,635	48,483	53,332	58,180	63,028	67,877	72,725	6	4,848	1,820	23.98	39.96

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	1.50%	1/1/2024	6/30/2024	46,704	51,893	57,082	62,272	67,461	72,650	77,840	6	5,189	1,820	25.66	42.77
AU10080	1.50%	7/1/2024	12/31/2024	47,404	52,672	57,939	63,206	68,473	73,740	79,007	6	5,267	1,820	26.05	43.41
AU10080	3.00%	1/1/2025	12/31/2025	48,827	54,252	59,677	65,102	70,527	75,952	81,378	6	5,425	1,820	26.83	44.71
AU10080	3.00%	1/1/2026	12/31/2026	50,291	55,879	61,467	67,055	72,643	78,231	83,819	6	5,588	1,820	27.63	46.05
AU10080	3.00%	1/1/2027	12/31/2027	51,800	57,556	63,311	69,067	74,822	80,578	86,333	6	5,756	1,820	28.46	47.44
AU10080	3.00%	1/1/2028	12/31/2028	53,354	59,282	65,211	71,139	77,067	82,995	88,923	6	5,928	1,820	29.32	48.86
AU10080	3.00%	1/1/2029	12/31/2029	54,955	61,061	67,167	73,273	79,379	85,485	91,591	6	6,106	1,820	30.19	50.32
Assistant Animal Control Officer															
AU10090	1.50%	1/1/2024	6/30/2024	40,493	44,992	49,491	53,991	58,490	62,989	67,488	6	4,499	1,820	22.25	37.08
AU10090	1.50%	7/1/2024	12/31/2024	41,100	45,667	50,234	54,800	59,367	63,934	68,501	6	4,567	1,820	22.58	37.64
AU10090	3.00%	1/1/2025	12/31/2025	42,333	47,037	51,741	56,444	61,148	65,852	70,556	6	4,704	1,820	23.26	38.77
AU10090	3.00%	1/1/2026	12/31/2026	43,603	48,448	53,293	58,138	62,983	67,827	72,672	6	4,845	1,820	23.96	39.93
AU10090	3.00%	1/1/2027	12/31/2027	44,911	49,902	54,892	59,882	64,872	69,862	74,852	6	4,990	1,820	24.68	41.13
AU10090	3.00%	1/1/2028	12/31/2028	46,259	51,399	56,538	61,678	66,818	71,958	77,098	6	5,140	1,820	25.42	42.36
AU10090	3.00%	1/1/2029	12/31/2029	47,647	52,941	58,235	63,529	68,823	74,117	79,411	6	5,294	1,820	26.18	43.63
Assistant Construction Official/Building Sub Code Officia															
AU10100	1.50%	1/1/2024	6/30/2024	57,309	63,677	70,044	76,412	82,780	89,147	95,515	6	6,368	1,820	31.49	52.48
AU10100	1.50%	7/1/2024	12/31/2024	58,169	64,632	71,095	77,558	84,021	90,484	96,948	6	6,463	1,820	31.96	53.27
AU10100	3.00%	1/1/2025	12/31/2025	59,914	66,571	73,228	79,885	86,542	93,199	99,856	6	6,657	1,820	32.92	54.87
AU10100	3.00%	1/1/2026	12/31/2026	61,711	68,568	75,425	82,281	89,138	95,995	102,852	6	6,857	1,820	33.91	56.51
AU10100	3.00%	1/1/2027	12/31/2027	63,562	70,625	77,687	84,750	91,812	98,875	105,937	6	7,062	1,820	34.92	58.21
AU10100	3.00%	1/1/2028	12/31/2028	65,469	72,744	80,018	87,292	94,567	101,841	109,115	6	7,274	1,820	35.97	59.95
AU10100	3.00%	1/1/2029	12/31/2029	67,433	74,926	82,418	89,911	97,404	104,896	112,389	6	7,493	1,820	37.05	61.75

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	1.50%	1/1/2024	6/30/2024	50,409	56,010	61,611	67,212	72,813	78,414	84,015	6	5,601	1,820	27.70	46.16
AU10110	1.50%	7/1/2024	12/31/2024	51,165	56,850	62,535	68,220	73,905	79,590	85,275	6	5,685	1,820	28.11	46.85
AU10110	3.00%	1/1/2025	12/31/2025	52,700	58,555	64,411	70,267	76,122	81,978	87,833	6	5,856	1,820	28.96	48.26
AU10110	3.00%	1/1/2026	12/31/2026	54,281	60,312	66,343	72,375	78,406	84,437	90,468	6	6,031	1,820	29.82	49.71
AU10110	3.00%	1/1/2027	12/31/2027	55,909	62,122	68,334	74,546	80,758	86,970	93,182	6	6,212	1,820	30.72	51.20
AU10110	3.00%	1/1/2028	12/31/2028	57,587	63,985	70,384	76,782	83,181	89,579	95,978	6	6,399	1,820	31.64	52.74
AU10110	3.00%	1/1/2029	12/31/2029	59,314	65,905	72,495	79,086	85,676	92,267	98,857	6	6,590	1,820	32.59	54.32
Assistant Health Officer-															
AU10120	1.50%	1/1/2024	6/30/2024	70,856	78,729	86,601	94,474	102,347	110,220	118,093	6	7,873	1,820	38.93	64.89
AU10120	1.50%	7/1/2024	12/31/2024	71,918	79,909	87,900	95,891	103,882	111,873	119,864	6	7,991	1,820	39.52	65.86
AU10120	3.00%	1/1/2025	12/31/2025	74,076	82,307	90,537	98,768	106,999	115,229	123,460	6	8,231	1,820	40.70	67.84
AU10120	3.00%	1/1/2026	12/31/2026	76,298	84,776	93,254	101,731	110,209	118,686	127,164	6	8,478	1,820	41.92	69.87
AU10120	3.00%	1/1/2027	12/31/2027	78,587	87,319	96,051	104,783	113,515	122,247	130,979	6	8,732	1,820	43.18	71.97
AU10120	3.00%	1/1/2028	12/31/2028	80,945	89,939	98,933	107,927	116,920	125,914	134,908	6	8,994	1,820	44.48	74.13
AU10120	3.00%	1/1/2029	12/31/2029	83,373	92,637	101,901	111,164	120,428	129,692	138,955	6	9,264	1,820	45.81	76.35
Assistant Municipal Tax Collector															
AU10140	1.50%	1/1/2024	6/30/2024	50,370	55,967	61,563	67,160	72,757	78,353	83,950	6	5,597	1,820	27.68	46.13
AU10140	1.50%	7/1/2024	12/31/2024	51,126	56,806	62,487	68,167	73,848	79,529	85,209	6	5,681	1,820	28.09	46.82
AU10140	3.00%	1/1/2025	12/31/2025	52,659	58,510	64,361	70,212	76,064	81,915	87,766	6	5,851	1,820	28.93	48.22
AU10140	3.00%	1/1/2026	12/31/2026	54,239	60,266	66,292	72,319	78,345	84,372	90,399	6	6,027	1,820	29.80	49.67
AU10140	3.00%	1/1/2027	12/31/2027	55,866	62,074	68,281	74,488	80,696	86,903	93,111	6	6,207	1,820	30.70	51.16
AU10140	3.00%	1/1/2028	12/31/2028	57,542	63,936	70,329	76,723	83,117	89,510	95,904	6	6,394	1,820	31.62	52.69
AU10140	3.00%	1/1/2029	12/31/2029	59,269	65,854	72,439	79,025	85,610	92,196	98,781	6	6,585	1,820	32.57	54.28

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	1.50%	1/1/2024	6/30/2024	51,308	57,009	62,710	68,411	74,112	79,813	85,514	6	5,701	1,820	28.19	46.99
AU10150	1.50%	7/1/2024	12/31/2024	52,078	57,864	63,651	69,437	75,224	81,010	86,796	6	5,786	1,820	28.61	47.69
AU10150	3.00%	1/1/2025	12/31/2025	53,640	59,600	65,560	71,520	77,480	83,440	89,400	6	5,960	1,820	29.47	49.12
AU10150	3.00%	1/1/2026	12/31/2026	55,249	61,388	67,527	73,666	79,805	85,944	92,082	6	6,139	1,820	30.36	50.59
AU10150	3.00%	1/1/2027	12/31/2027	56,907	63,230	69,553	75,876	82,199	88,522	94,845	6	6,323	1,820	31.27	52.11
AU10150	3.00%	1/1/2028	12/31/2028	58,614	65,127	71,639	78,152	84,665	91,178	97,690	6	6,513	1,820	32.21	53.68
AU10150	3.00%	1/1/2029	12/31/2029	60,373	67,081	73,789	80,497	87,205	93,913	100,621	6	6,708	1,820	33.17	55.29
Assistant Purchasing Agent															
AU10160	1.50%	1/1/2024	6/30/2024	48,260	53,622	58,984	64,346	69,708	75,070	80,433	6	5,362	1,820	26.52	44.19
AU10160	1.50%	7/1/2024	12/31/2024	48,983	54,426	59,869	65,311	70,754	76,197	81,639	6	5,443	1,820	26.91	44.86
AU10160	3.00%	1/1/2025	12/31/2025	50,453	56,059	61,665	67,271	72,877	78,482	84,088	6	5,606	1,820	27.72	46.20
AU10160	3.00%	1/1/2026	12/31/2026	51,967	57,741	63,515	69,289	75,063	80,837	86,611	6	5,774	1,820	28.55	47.59
AU10160	3.00%	1/1/2027	12/31/2027	53,526	59,473	65,420	71,367	77,315	83,262	89,209	6	5,947	1,820	29.41	49.02
AU10160	3.00%	1/1/2028	12/31/2028	55,131	61,257	67,383	73,508	79,634	85,760	91,886	6	6,126	1,820	30.29	50.49
AU10160	3.00%	1/1/2029	12/31/2029	56,785	63,095	69,404	75,714	82,023	88,333	94,642	6	6,309	1,820	31.20	52.00

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Assistant Violations Clerk															
AU10170	1.50%	1/1/2024	6/30/2024	34,738	38,598	42,457	46,317	50,177	54,037	57,896	6	3,860	1,820	19.09	31.81
AU10170	1.50%	7/1/2024	12/31/2024	35,259	39,177	43,094	47,012	50,930	54,847	58,765	6	3,918	1,820	19.37	32.29
AU10170	3.00%	1/1/2025	12/31/2025	36,317	40,352	44,387	48,422	52,458	56,493	60,528	6	4,035	1,820	19.95	33.26
AU10170	3.00%	1/1/2026	12/31/2026	37,406	41,562	45,719	49,875	54,031	58,187	62,344	6	4,156	1,820	20.55	34.25
AU10170	3.00%	1/1/2027	12/31/2027	38,528	42,809	47,090	51,371	55,652	59,933	64,214	6	4,281	1,820	21.17	35.28
AU10170	3.00%	1/1/2028	12/31/2028	39,684	44,094	48,503	52,912	57,322	61,731	66,140	6	4,409	1,820	21.80	36.34
AU10170	3.00%	1/1/2029	12/31/2029	40,875	45,416	49,958	54,500	59,041	63,583	68,125	6	4,542	1,820	22.46	37.43
Building Inspector															
AU10180	1.50%	1/1/2024	6/30/2024	53,714	59,682	65,651	71,619	77,587	83,555	89,524	6	5,968	1,820	29.51	49.19
AU10180	1.50%	7/1/2024	12/31/2024	54,520	60,578	66,635	72,693	78,751	84,809	90,866	6	6,058	1,820	29.96	49.93
AU10180	3.00%	1/1/2025	12/31/2025	56,155	62,395	68,634	74,874	81,113	87,353	93,592	6	6,239	1,820	30.85	51.42
AU10180	3.00%	1/1/2026	12/31/2026	57,840	64,267	70,694	77,120	83,547	89,974	96,400	6	6,427	1,820	31.78	52.97
AU10180	3.00%	1/1/2027	12/31/2027	59,575	66,195	72,814	79,434	86,053	92,673	99,292	6	6,619	1,820	32.73	54.56
AU10180	3.00%	1/1/2028	12/31/2028	61,363	68,181	74,999	81,817	88,635	95,453	102,271	6	6,818	1,820	33.72	56.19
AU10180	3.00%	1/1/2029	12/31/2029	63,203	70,226	77,249	84,271	91,294	98,317	105,339	6	7,023	1,820	34.73	57.88
Building Sub code Official															
AU10190	1.50%	1/1/2024	6/30/2024	58,217	64,685	71,154	77,623	84,091	90,560	97,028	6	6,469	1,820	31.99	53.31
AU10190	1.50%	7/1/2024	12/31/2024	59,090	65,656	72,221	78,787	85,352	91,918	98,484	6	6,566	1,820	32.47	54.11
AU10190	3.00%	1/1/2025	12/31/2025	60,863	67,625	74,388	81,151	87,913	94,676	101,438	6	6,763	1,820	33.44	55.74
AU10190	3.00%	1/1/2026	12/31/2026	62,689	69,654	76,620	83,585	90,550	97,516	104,481	6	6,965	1,820	34.44	57.41
AU10190	3.00%	1/1/2027	12/31/2027	64,569	71,744	78,918	86,093	93,267	100,441	107,616	6	7,174	1,820	35.48	59.13
AU10190	3.00%	1/1/2028	12/31/2028	66,507	73,896	81,286	88,675	96,065	103,455	110,844	6	7,390	1,820	36.54	60.90
AU10190	3.00%	1/1/2029	12/31/2029	68,502	76,113	83,724	91,336	98,947	106,558	114,170	6	7,611	1,820	37.64	62.73

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
Chief REHS Public Health															
AU10200	1.50%	1/1/2024	6/30/2024	60,274	66,971	73,668	80,366	87,063	93,760	100,457	6	6,697	1,820	33.12	55.20
AU10200	1.50%	7/1/2024	12/31/2024	61,178	67,976	74,773	81,571	88,369	95,166	101,964	6	6,798	1,820	33.61	56.02
AU10200	3.00%	1/1/2025	12/31/2025	63,014	70,015	77,017	84,018	91,020	98,021	105,023	6	7,002	1,820	34.62	57.70
AU10200	3.00%	1/1/2026	12/31/2026	64,904	72,116	79,327	86,539	93,750	100,962	108,173	6	7,212	1,820	35.66	59.44
AU10200	3.00%	1/1/2027	12/31/2027	66,851	74,279	81,707	89,135	96,563	103,991	111,419	6	7,428	1,820	36.73	61.22
AU10200	3.00%	1/1/2028	12/31/2028	68,857	76,507	84,158	91,809	99,460	107,110	114,761	6	7,651	1,820	37.83	63.06
AU10200	3.00%	1/1/2029	12/31/2029	70,922	78,803	86,683	94,563	102,443	110,324	118,204	6	7,880	1,820	38.97	64.95
Chief REHS Public Health/Information Technology															
AU10210	1.50%	1/1/2024	6/30/2024	66,936	74,373	81,811	89,248	96,685	104,123	111,560	6	7,437	1,820	36.78	61.30
AU10210	1.50%	7/1/2024	12/31/2024	67,940	75,489	83,038	90,587	98,136	105,684	113,233	6	7,549	1,820	37.33	62.22
AU10210	3.00%	1/1/2025	12/31/2025	69,978	77,754	85,529	93,304	101,080	108,855	116,630	6	7,775	1,820	38.45	64.08
AU10210	3.00%	1/1/2026	12/31/2026	72,078	80,086	88,095	96,103	104,112	112,121	120,129	6	8,009	1,820	39.60	66.01
AU10210	3.00%	1/1/2027	12/31/2027	74,240	82,489	90,738	98,987	107,235	115,484	123,733	6	8,249	1,820	40.79	67.99
AU10210	3.00%	1/1/2028	12/31/2028	76,467	84,963	93,460	101,956	110,452	118,949	127,445	6	8,496	1,820	42.01	70.02
AU10210	3.00%	1/1/2029	12/31/2029	78,761	87,512	96,264	105,015	113,766	122,517	131,269	6	8,751	1,820	43.28	72.13
Chief REHS Public Health/Information Technology/Recycling Coordinator/Clean Community Coordinator															
AU10215	1.50%	1/1/2024	6/30/2024	71,596	79,551	87,507	95,462	103,417	111,372	119,327	6	7,955	1,820	39.34	65.56
AU10215	1.50%	7/1/2024	12/31/2024	72,670	80,745	88,819	96,894	104,968	113,043	121,117	6	8,074	1,820	39.93	66.55
AU10215	3.00%	1/1/2025	12/31/2025	74,850	83,167	91,484	99,800	108,117	116,434	124,751	6	8,317	1,820	41.13	68.54
AU10215	3.00%	1/1/2026	12/31/2026	77,096	85,662	94,228	102,794	111,361	119,927	128,493	6	8,566	1,820	42.36	70.60
AU10215	3.00%	1/1/2027	12/31/2027	79,409	88,232	97,055	105,878	114,702	123,525	132,348	6	8,823	1,820	43.63	72.72
AU10215	3.00%	1/1/2028	12/31/2028	81,791	90,879	99,967	109,055	118,143	127,230	136,318	6	9,088	1,820	44.94	74.90
AU10215	3.00%	1/1/2029	12/31/2029	84,245	93,605	102,966	112,326	121,687	131,047	140,408	6	9,361	1,820	46.29	77.15

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
Code Enforcement Officer															
AU10344	1.50%	1/1/2024	6/30/2024	49,967	55,519	61,071	66,623	72,175	77,727	83,279	6	5,552	1,820	27.45	45.76
AU10344	1.50%	7/1/2024	12/31/2024	50,717	56,352	61,987	67,622	73,258	78,893	84,528	6	5,635	1,820	27.87	46.44
AU10344	3.00%	1/1/2025	12/31/2025	52,238	58,042	63,847	69,651	75,455	81,259	87,064	6	5,804	1,820	28.70	47.84
AU10344	3.00%	1/1/2026	12/31/2026	53,805	59,784	65,762	71,741	77,719	83,697	89,676	6	5,978	1,820	29.56	49.27
AU10344	3.00%	1/1/2027	12/31/2027	55,420	61,577	67,735	73,893	80,050	86,208	92,366	6	6,158	1,820	30.45	50.75
AU10344	3.00%	1/1/2028	12/31/2028	57,082	63,425	69,767	76,110	82,452	88,794	95,137	6	6,342	1,820	31.36	52.27
AU10344	3.00%	1/1/2029	12/31/2029	58,795	65,327	71,860	78,393	84,926	91,458	97,991	6	6,533	1,820	32.30	53.84
Code Enforcement Officer Trainee-															
AU10345	1.50%	1/1/2024	6/30/2024	40,179	44,643	49,108	53,572	58,036	62,501	66,965	6	4,464	1,820	22.08	36.79
AU10345	1.50%	7/1/2024	12/31/2024	40,782	45,313	49,844	54,376	58,907	63,438	67,970	6	4,531	1,820	22.41	37.35
AU10345	3.00%	1/1/2025	12/31/2025	42,005	46,672	51,340	56,007	60,674	65,341	70,009	6	4,667	1,820	23.08	38.47
AU10345	3.00%	1/1/2026	12/31/2026	43,265	48,073	52,880	57,687	62,494	67,302	72,109	6	4,807	1,820	23.77	39.62
AU10345	3.00%	1/1/2027	12/31/2027	44,563	49,515	54,466	59,418	64,369	69,321	74,272	6	4,951	1,820	24.49	40.81
AU10345	3.00%	1/1/2028	12/31/2028	45,900	51,000	56,100	61,200	66,300	71,400	76,500	6	5,100	1,820	25.22	42.03
AU10345	3.00%	1/1/2029	12/31/2029	47,277	52,530	57,783	63,036	68,289	73,542	78,795	6	5,253	1,820	25.98	43.29
Construction Official															
AU10347	1.50%	1/1/2024	6/30/2024	78,314	87,015	95,717	104,418	113,120	121,821	130,523	6	8,702	1,820	43.03	71.72
AU10347	1.50%	7/1/2024	12/31/2024	79,488	88,320	97,152	105,984	114,816	123,648	132,481	6	8,832	1,820	43.67	72.79
AU10347	3.00%	1/1/2025	12/31/2025	81,873	90,970	100,067	109,164	118,261	127,358	136,455	6	9,097	1,820	44.99	74.98
AU10347	3.00%	1/1/2026	12/31/2026	84,329	93,699	103,069	112,439	121,809	131,179	140,549	6	9,370	1,820	46.33	77.22
AU10347	3.00%	1/1/2027	12/31/2027	86,859	96,510	106,161	115,812	125,463	135,114	144,765	6	9,651	1,820	47.72	79.54
AU10347	3.00%	1/1/2028	12/31/2028	89,465	99,405	109,346	119,286	129,227	139,167	149,108	6	9,941	1,820	49.16	81.93
AU10347	3.00%	1/1/2029	12/31/2029	92,149	102,387	112,626	122,865	133,104	143,342	153,581	6	10,239	1,820	50.63	84.39

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
Data Processing Coordinator															
AU10230	1.50%	1/1/2024	6/30/2024	53,177	59,085	64,994	70,903	76,811	82,720	88,628	6	5,909	1,820	29.22	48.70
AU10230	1.50%	7/1/2024	12/31/2024	53,975	59,972	65,969	71,966	77,963	83,960	89,958	6	5,997	1,820	29.66	49.43
AU10230	3.00%	1/1/2025	12/31/2025	55,594	61,771	67,948	74,125	80,302	86,479	92,656	6	6,177	1,820	30.55	50.91
AU10230	3.00%	1/1/2026	12/31/2026	57,262	63,624	69,986	76,349	82,711	89,074	95,436	6	6,362	1,820	31.46	52.44
AU10230	3.00%	1/1/2027	12/31/2027	58,980	65,533	72,086	78,639	85,193	91,746	98,299	6	6,553	1,820	32.41	54.01
AU10230	3.00%	1/1/2028	12/31/2028	60,749	67,499	74,249	80,999	87,748	94,498	101,248	6	6,750	1,820	33.38	55.63
AU10230	3.00%	1/1/2029	12/31/2029	62,571	69,524	76,476	83,428	90,381	97,333	104,286	6	6,952	1,820	34.38	57.30
Data Processing Technician-															
AU10240	1.50%	1/1/2024	6/30/2024	38,052	42,280	46,508	50,736	54,964	59,192	63,420	6	4,228	1,820	20.91	34.85
AU10240	1.50%	7/1/2024	12/31/2024	38,622	42,914	47,205	51,497	55,788	60,079	64,371	6	4,291	1,820	21.22	35.37
AU10240	3.00%	1/1/2025	12/31/2025	39,781	44,201	48,621	53,042	57,462	61,882	66,302	6	4,420	1,820	21.86	36.43
AU10240	3.00%	1/1/2026	12/31/2026	40,975	45,527	50,080	54,633	59,186	63,738	68,291	6	4,553	1,820	22.51	37.52
AU10240	3.00%	1/1/2027	12/31/2027	42,204	46,893	51,582	56,272	60,961	65,650	70,340	6	4,689	1,820	23.19	38.65
AU10240	3.00%	1/1/2028	12/31/2028	43,470	48,300	53,130	57,960	62,790	67,620	72,450	6	4,830	1,820	23.88	39.81
AU10240	3.00%	1/1/2029	12/31/2029	44,774	49,749	54,724	59,699	64,674	69,649	74,623	6	4,975	1,820	24.60	41.00

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Deputy Municipal Clerk-															
AU10250	1.50%	1/1/2024	6/30/2024	51,769	57,521	63,273	69,025	74,777	80,529	86,282	6	5,752	1,820	28.44	47.41
AU10250	1.50%	7/1/2024	12/31/2024	52,545	58,384	64,222	70,061	75,899	81,737	87,576	6	5,838	1,820	28.87	48.12
AU10250	3.00%	1/1/2025	12/31/2025	54,122	60,135	66,149	72,162	78,176	84,189	90,203	6	6,014	1,820	29.74	49.56
AU10250	3.00%	1/1/2026	12/31/2026	55,745	61,939	68,133	74,327	80,521	86,715	92,909	6	6,194	1,820	30.63	51.05
AU10250	3.00%	1/1/2027	12/31/2027	57,418	63,798	70,177	76,557	82,937	89,317	95,696	6	6,380	1,820	31.55	52.58
AU10250	3.00%	1/1/2028	12/31/2028	59,140	65,712	72,283	78,854	85,425	91,996	98,567	6	6,571	1,820	32.49	54.16
AU10250	3.00%	1/1/2029	12/31/2029	60,915	67,683	74,451	81,219	87,988	94,756	101,524	6	6,768	1,820	33.47	55.78
											0				
Deputy Municipal Court Administrator-															
AU10260	1.50%	1/1/2024	6/30/2024	53,341	59,267	65,194	71,121	77,047	82,974	88,901	6	5,927	1,820	29.31	48.85
AU10260	1.50%	7/1/2024	12/31/2024	54,141	60,156	66,172	72,188	78,203	84,219	90,234	6	6,016	1,820	29.75	49.58
AU10260	3.00%	1/1/2025	12/31/2025	55,765	61,961	68,157	74,353	80,549	86,745	92,941	6	6,196	1,820	30.64	51.07
AU10260	3.00%	1/1/2026	12/31/2026	57,438	63,820	70,202	76,584	82,966	89,348	95,730	6	6,382	1,820	31.56	52.60
AU10260	3.00%	1/1/2027	12/31/2027	59,161	65,734	72,308	78,881	85,455	92,028	98,602	6	6,573	1,820	32.51	54.18
AU10260	3.00%	1/1/2028	12/31/2028	60,936	67,706	74,477	81,248	88,018	94,789	101,560	6	6,771	1,820	33.48	55.80
AU10260	3.00%	1/1/2029	12/31/2029	62,764	69,738	76,711	83,685	90,659	97,633	104,606	6	6,974	1,820	34.49	57.48
Deputy Registrar/Keyboarding Clerk 3															
AU10490	1.50%	1/1/2024	6/30/2024	40,592	45,103	49,613	54,123	58,633	63,144	67,654	6	4,510	1,820	22.30	37.17
AU10490	1.50%	7/1/2024	12/31/2024	41,201	45,779	50,357	54,935	59,513	64,091	68,669	6	4,578	1,820	22.64	37.73
AU10490	3.00%	1/1/2025	12/31/2025	42,437	47,153	51,868	56,583	61,298	66,014	70,729	6	4,715	1,820	23.32	38.86
AU10490	3.00%	1/1/2026	12/31/2026	43,710	48,567	53,424	58,280	63,137	67,994	72,851	6	4,857	1,820	24.02	40.03
AU10490	3.00%	1/1/2027	12/31/2027	45,022	50,024	55,027	60,029	65,031	70,034	75,036	6	5,002	1,820	24.74	41.23
AU10490	3.00%	1/1/2028	12/31/2028	46,372	51,525	56,677	61,830	66,982	72,135	77,287	6	5,152	1,820	25.48	42.47
AU10490	3.00%	1/1/2029	12/31/2029	47,764	53,071	58,378	63,685	68,992	74,299	79,606	6	5,307	1,820	26.24	43.74

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Drafting Technician-															
AU10270	1.50%	1/1/2024	6/30/2024	36,056	40,062	44,069	48,075	52,081	56,087	60,094	6	4,006	1,820	19.81	33.02
AU10270	1.50%	7/1/2024	12/31/2024	36,597	40,663	44,730	48,796	52,862	56,929	60,995	6	4,066	1,820	20.11	33.51
AU10270	3.00%	1/1/2025	12/31/2025	37,695	41,883	46,072	50,260	54,448	58,636	62,825	6	4,188	1,820	20.71	34.52
AU10270	3.00%	1/1/2026	12/31/2026	38,826	43,140	47,454	51,768	56,082	60,396	64,710	6	4,314	1,820	21.33	35.55
AU10270	3.00%	1/1/2027	12/31/2027	39,990	44,434	48,877	53,321	57,764	62,207	66,651	6	4,443	1,820	21.97	36.62
AU10270	3.00%	1/1/2028	12/31/2028	41,190	45,767	50,344	54,920	59,497	64,074	68,650	6	4,577	1,820	22.63	37.72
AU10270	3.00%	1/1/2029	12/31/2029	42,426	47,140	51,854	56,568	61,282	65,996	70,710	6	4,714	1,820	23.31	38.85
Drafting Technician/CAD System Operator/Engineering Aide-															
AU10280	1.50%	1/1/2024	6/30/2024	41,543	46,159	50,775	55,391	60,007	64,623	69,239	6	4,616	1,820	22.83	38.04
AU10280	1.50%	7/1/2024	12/31/2024	42,166	46,851	51,537	56,222	60,907	65,592	70,277	6	4,685	1,820	23.17	38.61
AU10280	3.00%	1/1/2025	12/31/2025	43,431	48,257	53,083	57,908	62,734	67,560	72,385	6	4,826	1,820	23.86	39.77
AU10280	3.00%	1/1/2026	12/31/2026	44,734	49,705	54,675	59,646	64,616	69,586	74,557	6	4,970	1,820	24.58	40.97
AU10280	3.00%	1/1/2027	12/31/2027	46,076	51,196	56,315	61,435	66,555	71,674	76,794	6	5,120	1,820	25.32	42.19
AU10280	3.00%	1/1/2028	12/31/2028	47,458	52,732	58,005	63,278	68,551	73,824	79,097	6	5,273	1,820	26.08	43.46
AU10280	3.00%	1/1/2029	12/31/2029	48,882	54,314	59,745	65,176	70,608	76,039	81,470	6	5,431	1,820	26.86	44.76

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-															
AU10290	1.50%	1/1/2024	6/30/2024	39,714	44,127	48,539	52,952	57,365	61,777	66,190	6	4,413	1,820	21.82	36.37
AU10290	1.50%	7/1/2024	12/31/2024	40,310	44,788	49,267	53,746	58,225	62,704	67,183	6	4,479	1,820	22.15	36.91
AU10290	3.00%	1/1/2025	12/31/2025	41,519	46,132	50,745	55,359	59,972	64,585	69,198	6	4,613	1,820	22.81	38.02
AU10290	3.00%	1/1/2026	12/31/2026	42,764	47,516	52,268	57,019	61,771	66,522	71,274	6	4,752	1,820	23.50	39.16
AU10290	3.00%	1/1/2027	12/31/2027	44,047	48,942	53,836	58,730	63,624	68,518	73,412	6	4,894	1,820	24.20	40.34
AU10290	3.00%	1/1/2028	12/31/2028	45,369	50,410	55,451	60,492	65,533	70,574	75,615	6	5,041	1,820	24.93	41.55
AU10290	3.00%	1/1/2029	12/31/2029	46,730	51,922	57,114	62,306	67,499	72,691	77,883	6	5,192	1,820	25.68	42.79
											0				
Electrical Inspector															
AU10300	1.50%	1/1/2024	6/30/2024	53,726	59,695	65,665	71,635	77,604	83,574	89,543	6	5,970	1,820	29.52	49.20
AU10300	1.50%	7/1/2024	12/31/2024	54,532	60,591	66,650	72,709	78,768	84,827	90,886	6	6,059	1,820	29.96	49.94
AU10300	3.00%	1/1/2025	12/31/2025	56,168	62,409	68,649	74,890	81,131	87,372	93,613	6	6,241	1,820	30.86	51.44
AU10300	3.00%	1/1/2026	12/31/2026	57,853	64,281	70,709	77,137	83,565	89,993	96,421	6	6,428	1,820	31.79	52.98
AU10300	3.00%	1/1/2027	12/31/2027	59,588	66,209	72,830	79,451	86,072	92,693	99,314	6	6,621	1,820	32.74	54.57
AU10300	3.00%	1/1/2028	12/31/2028	61,376	68,196	75,015	81,835	88,654	95,474	102,293	6	6,820	1,820	33.72	56.21
AU10300	3.00%	1/1/2029	12/31/2029	63,217	70,241	77,266	84,290	91,314	98,338	105,362	6	7,024	1,820	34.73	57.89
Electrical Sub code Official															
AU10310	1.50%	1/1/2024	6/30/2024	54,318	60,353	66,388	72,423	78,459	84,494	90,529	6	6,035	1,820	29.84	49.74
AU10310	1.50%	7/1/2024	12/31/2024	55,132	61,258	67,384	73,510	79,636	85,761	91,887	6	6,126	1,820	30.29	50.49
AU10310	3.00%	1/1/2025	12/31/2025	56,786	63,096	69,406	75,715	82,025	88,334	94,644	6	6,310	1,820	31.20	52.00
AU10310	3.00%	1/1/2026	12/31/2026	58,490	64,989	71,488	77,987	84,485	90,984	97,483	6	6,499	1,820	32.14	53.56
AU10310	3.00%	1/1/2027	12/31/2027	60,245	66,938	73,632	80,326	87,020	93,714	100,408	6	6,694	1,820	33.10	55.17
AU10310	3.00%	1/1/2028	12/31/2028	62,052	68,947	75,841	82,736	89,631	96,525	103,420	6	6,895	1,820	34.09	56.82
AU10310	3.00%	1/1/2029	12/31/2029	63,914	71,015	78,117	85,218	92,320	99,421	106,523	6	7,102	1,820	35.12	58.53

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
Engineering Aid/w-College Credits															
AU10310	1.50%	1/1/2024	6/30/2024	46,790	51,958	57,125	62,293	67,461	72,628	77,796	6	5,168	1,820	25.71	42.74
AU10310	1.50%	7/1/2024	12/31/2024	47,492	52,737	57,982	63,227	68,473	73,718	78,963	6	5,245	1,820	26.09	43.39
AU10310	3.00%	1/1/2025	12/31/2025	48,917	54,319	59,722	65,124	70,527	75,929	81,332	6	5,402	1,820	26.88	44.69
AU10310	3.00%	1/1/2026	12/31/2026	50,384	55,949	61,513	67,078	72,642	78,207	83,771	6	5,565	1,820	27.68	46.03
AU10310	3.00%	1/1/2027	12/31/2027	51,896	57,627	63,359	69,090	74,822	80,553	86,285	6	5,731	1,820	28.51	47.41
AU10310	3.00%	1/1/2028	12/31/2028	53,453	59,356	65,260	71,163	77,066	82,970	88,873	6	5,903	1,820	29.37	48.83
AU10310	3.00%	1/1/2029	12/31/2029	55,056	61,137	67,217	73,298	79,378	85,459	91,539	6	6,080	1,820	30.25	50.30
Equipment Operator															
AU10315	1.50%	1/1/2024	6/30/2024	45,690	50,767	55,843	60,920	65,997	71,073	76,150	6	5,077	2,080	21.97	36.61
AU10315	1.50%	7/1/2024	12/31/2024	46,375	51,528	56,681	61,834	66,987	72,140	77,292	6	5,153	2,080	22.30	37.16
AU10315	3.00%	1/1/2025	12/31/2025	47,767	53,074	58,381	63,689	68,996	74,304	79,611	6	5,307	2,080	22.96	38.27
AU10315	3.00%	1/1/2026	12/31/2026	49,200	54,666	60,133	65,600	71,066	76,533	81,999	6	5,467	2,080	23.65	39.42
AU10315	3.00%	1/1/2027	12/31/2027	50,676	56,306	61,937	67,568	73,198	78,829	84,459	6	5,631	2,080	24.36	40.61
AU10315	3.00%	1/1/2028	12/31/2028	52,196	57,995	63,795	69,595	75,394	81,194	86,993	6	5,800	2,080	25.09	41.82
AU10315	3.00%	1/1/2029	12/31/2029	53,762	59,735	65,709	71,682	77,656	83,629	89,603	6	5,974	2,080	25.85	43.08
Equipment Operator/Truck Driver															
AU10318	1.50%	1/1/2024	6/30/2024	47,367	52,630	57,893	63,156	68,419	73,682	78,945	6	5,263	2,080	22.77	37.95
AU10318	1.50%	7/1/2024	12/31/2024	48,077	53,419	58,761	64,103	69,445	74,787	80,129	6	5,342	2,080	23.11	38.52
AU10318	3.00%	1/1/2025	12/31/2025	49,520	55,022	60,524	66,026	71,528	77,030	82,533	6	5,502	2,080	23.81	39.68
AU10318	3.00%	1/1/2026	12/31/2026	51,005	56,672	62,340	68,007	73,674	79,341	85,009	6	5,667	2,080	24.52	40.87
AU10318	3.00%	1/1/2027	12/31/2027	52,535	58,373	64,210	70,047	75,884	81,722	87,559	6	5,837	2,080	25.26	42.10
AU10318	3.00%	1/1/2028	12/31/2028	54,111	60,124	66,136	72,148	78,161	84,173	90,186	6	6,012	2,080	26.02	43.36
AU10318	3.00%	1/1/2029	12/31/2029	55,735	61,927	68,120	74,313	80,506	86,698	92,891	6	6,193	2,080	26.80	44.66

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
Field Representative/Health Education-															
AU10320	1.50%	1/1/2024	6/30/2024	48,667	54,074	59,482	64,889	70,296	75,704	81,111	6	5,407	1,820	26.74	44.57
AU10320	1.50%	7/1/2024	12/31/2024	49,397	54,885	60,374	65,862	71,351	76,839	82,328	6	5,489	1,820	27.14	45.24
AU10320	3.00%	1/1/2025	12/31/2025	50,879	56,532	62,185	67,838	73,491	79,144	84,798	6	5,653	1,820	27.96	46.59
AU10320	3.00%	1/1/2026	12/31/2026	52,405	58,228	64,051	69,873	75,696	81,519	87,342	6	5,823	1,820	28.79	47.99
AU10320	3.00%	1/1/2027	12/31/2027	53,977	59,975	65,972	71,969	77,967	83,964	89,962	6	5,997	1,820	29.66	49.43
AU10320	3.00%	1/1/2028	12/31/2028	55,596	61,774	67,951	74,129	80,306	86,483	92,661	6	6,177	1,820	30.55	50.91
AU10320	3.00%	1/1/2029	12/31/2029	57,264	63,627	69,990	76,352	82,715	89,078	95,441	6	6,363	1,820	31.46	52.44
Field Representative/Housing Inspection															
AU10330	1.50%	1/1/2024	6/30/2024	44,440	49,377	54,315	59,253	64,190	69,128	74,066	6	4,938	1,820	24.42	40.70
AU10330	1.50%	7/1/2024	12/31/2024	45,106	50,118	55,130	60,142	65,153	70,165	75,177	6	5,012	1,820	24.78	41.31
AU10330	3.00%	1/1/2025	12/31/2025	46,459	51,621	56,784	61,946	67,108	72,270	77,432	6	5,162	1,820	25.53	42.55
AU10330	3.00%	1/1/2026	12/31/2026	47,853	53,170	58,487	63,804	69,121	74,438	79,755	6	5,317	1,820	26.29	43.82
AU10330	3.00%	1/1/2027	12/31/2027	49,289	54,765	60,242	65,718	71,195	76,671	82,148	6	5,477	1,820	27.08	45.14
AU10330	3.00%	1/1/2028	12/31/2028	50,767	56,408	62,049	67,690	73,331	78,971	84,612	6	5,641	1,820	27.89	46.49
AU10330	3.00%	1/1/2029	12/31/2029	52,290	58,100	63,910	69,721	75,531	81,341	87,151	6	5,810	1,820	28.73	47.88
Field Representative/Property Improvement															
AU10340	1.50%	1/1/2024	6/30/2024	50,660	56,289	61,918	67,547	73,176	78,804	84,433	6	5,629	1,820	27.84	46.39
AU10340	1.50%	7/1/2024	12/31/2024	51,420	57,133	62,847	68,560	74,273	79,986	85,700	6	5,713	1,820	28.25	47.09
AU10340	3.00%	1/1/2025	12/31/2025	52,962	58,847	64,732	70,617	76,501	82,386	88,271	6	5,885	1,820	29.10	48.50
AU10340	3.00%	1/1/2026	12/31/2026	54,551	60,613	66,674	72,735	78,796	84,858	90,919	6	6,061	1,820	29.97	49.96
AU10340	3.00%	1/1/2027	12/31/2027	56,188	62,431	68,674	74,917	81,160	87,403	93,646	6	6,243	1,820	30.87	51.45
AU10340	3.00%	1/1/2028	12/31/2028	57,874	64,304	70,734	77,165	83,595	90,025	96,456	6	6,430	1,820	31.80	53.00
AU10340	3.00%	1/1/2029	12/31/2029	59,610	66,233	72,856	79,480	86,103	92,726	99,350	6	6,623	1,820	32.75	54.59

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	1.50%	1/1/2024	6/30/2024	50,660	56,289	61,918	67,547	73,176	78,804	84,433	6	5,629	1,820	27.84	46.39
AU10350	1.50%	7/1/2024	12/31/2024	51,420	57,133	62,847	68,560	74,273	79,986	85,700	6	5,713	1,820	28.25	47.09
AU10350	3.00%	1/1/2025	12/31/2025	52,962	58,847	64,732	70,617	76,501	82,386	88,271	6	5,885	1,820	29.10	48.50
AU10350	3.00%	1/1/2026	12/31/2026	54,551	60,613	66,674	72,735	78,796	84,858	90,919	6	6,061	1,820	29.97	49.96
AU10350	3.00%	1/1/2027	12/31/2027	56,188	62,431	68,674	74,917	81,160	87,403	93,646	6	6,243	1,820	30.87	51.45
AU10350	3.00%	1/1/2028	12/31/2028	57,874	64,304	70,734	77,165	83,595	90,025	96,456	6	6,430	1,820	31.80	53.00
AU10350	3.00%	1/1/2029	12/31/2029	59,610	66,233	72,856	79,480	86,103	92,726	99,350	6	6,623	1,820	32.75	54.59
Fire Prevention Specialist-															
AU10360	1.50%	1/1/2024	6/30/2024	46,819	52,021	57,223	62,425	67,627	72,829	78,031	6	5,202	1,820	25.72	42.87
AU10360	1.50%	7/1/2024	12/31/2024	47,521	52,801	58,081	63,361	68,641	73,921	79,201	6	5,280	1,820	26.11	43.52
AU10360	3.00%	1/1/2025	12/31/2025	48,947	54,385	59,824	65,262	70,701	76,139	81,578	6	5,439	1,820	26.89	44.82
AU10360	3.00%	1/1/2026	12/31/2026	50,415	56,017	61,618	67,220	72,822	78,423	84,025	6	5,602	1,820	27.70	46.17
AU10360	3.00%	1/1/2027	12/31/2027	51,927	57,697	63,467	69,236	75,006	80,776	86,546	6	5,770	1,820	28.53	47.55
AU10360	3.00%	1/1/2028	12/31/2028	53,485	59,428	65,371	71,314	77,256	83,199	89,142	6	5,943	1,820	29.39	48.98
AU10360	3.00%	1/1/2029	12/31/2029	55,090	61,211	67,332	73,453	79,574	85,695	91,816	6	6,121	1,820	30.27	50.45
Fire Protection Sub code Official															
AU10370	1.50%	1/1/2024	6/30/2024	53,719	59,688	65,656	71,625	77,594	83,563	89,531	6	5,969	1,820	29.52	49.19
AU10370	1.50%	7/1/2024	12/31/2024	54,525	60,583	66,641	72,699	78,758	84,816	90,874	6	6,058	1,820	29.96	49.93
AU10370	3.00%	1/1/2025	12/31/2025	56,160	62,400	68,640	74,880	81,120	87,361	93,601	6	6,240	1,820	30.86	51.43
AU10370	3.00%	1/1/2026	12/31/2026	57,845	64,272	70,700	77,127	83,554	89,981	96,409	6	6,427	1,820	31.78	52.97
AU10370	3.00%	1/1/2027	12/31/2027	59,580	66,201	72,821	79,441	86,061	92,681	99,301	6	6,620	1,820	32.74	54.56
AU10370	3.00%	1/1/2028	12/31/2028	61,368	68,187	75,005	81,824	88,643	95,461	102,280	6	6,819	1,820	33.72	56.20
AU10370	3.00%	1/1/2029	12/31/2029	63,209	70,232	77,255	84,279	91,302	98,325	105,348	6	7,023	1,820	34.73	57.88

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	1.50%	1/1/2024	6/30/2024	32,947	36,608	40,269	43,929	47,590	51,251	54,912	6	3,661	2,080	15.84	26.40
AU10380	1.50%	7/1/2024	12/31/2024	33,441	37,157	40,873	44,588	48,304	52,020	55,735	6	3,716	2,080	16.08	26.80
AU10380	3.00%	1/1/2025	12/31/2025	34,444	38,272	42,099	45,926	49,753	53,580	57,407	6	3,827	2,080	16.56	27.60
AU10380	3.00%	1/1/2026	12/31/2026	35,478	39,420	43,362	47,304	51,246	55,188	59,130	6	3,942	2,080	17.06	28.43
AU10380	3.00%	1/1/2027	12/31/2027	36,542	40,602	44,663	48,723	52,783	56,843	60,904	6	4,060	2,080	17.57	29.28
AU10380	3.00%	1/1/2028	12/31/2028	37,638	41,820	46,003	50,185	54,367	58,549	62,731	6	4,182	2,080	18.10	30.16
AU10380	3.00%	1/1/2029	12/31/2029	38,768	43,075	47,383	51,690	55,998	60,305	64,613	6	4,308	2,080	18.64	31.06
Graduate Nurse, Public Health Nurse-															
AU10390	1.50%	1/1/2024	6/30/2024	45,645	50,717	55,789	60,860	65,932	71,004	76,075	6	5,072	1,820	25.08	41.80
AU10390	1.50%	7/1/2024	12/31/2024	46,330	51,478	56,625	61,773	66,921	72,069	77,216	6	5,148	1,820	25.46	42.43
AU10390	3.00%	1/1/2025	12/31/2025	47,720	53,022	58,324	63,626	68,928	74,231	79,533	6	5,302	1,820	26.22	43.70
AU10390	3.00%	1/1/2026	12/31/2026	49,151	54,613	60,074	65,535	70,996	76,458	81,919	6	5,461	1,820	27.01	45.01
AU10390	3.00%	1/1/2027	12/31/2027	50,626	56,251	61,876	67,501	73,126	78,751	84,376	6	5,625	1,820	27.82	46.36
AU10390	3.00%	1/1/2028	12/31/2028	52,145	57,938	63,732	69,526	75,320	81,114	86,908	6	5,794	1,820	28.65	47.75
AU10390	3.00%	1/1/2029	12/31/2029	53,709	59,677	65,644	71,612	77,580	83,547	89,515	6	5,968	1,820	29.51	49.18
Health Educator															
AU10410	1.50%	1/1/2024	6/30/2024	48,667	54,074	59,482	64,889	70,296	75,704	81,111	6	5,407	1,820	26.74	44.57
AU10410	1.50%	7/1/2024	12/31/2024	49,397	54,885	60,374	65,862	71,351	76,839	82,328	6	5,489	1,820	27.14	45.24
AU10410	3.00%	1/1/2025	12/31/2025	50,879	56,532	62,185	67,838	73,491	79,144	84,798	6	5,653	1,820	27.96	46.59
AU10410	3.00%	1/1/2026	12/31/2026	52,405	58,228	64,051	69,873	75,696	81,519	87,342	6	5,823	1,820	28.79	47.99
AU10410	3.00%	1/1/2027	12/31/2027	53,977	59,975	65,972	71,969	77,967	83,964	89,962	6	5,997	1,820	29.66	49.43
AU10410	3.00%	1/1/2028	12/31/2028	55,596	61,774	67,951	74,129	80,306	86,483	92,661	6	6,177	1,820	30.55	50.91
AU10410	3.00%	1/1/2029	12/31/2029	57,264	63,627	69,990	76,352	82,715	89,078	95,441	6	6,363	1,820	31.46	52.44

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
Housing Assistance Technician															
AU10420	1.50%	1/1/2024	6/30/2024	56,614	62,905	69,195	75,485	81,776	88,066	94,357	6	6,290	1,820	31.11	51.84
AU10420	1.50%	7/1/2024	12/31/2024	57,463	63,848	70,233	76,618	83,002	89,387	95,772	6	6,385	1,820	31.57	52.62
AU10420	3.00%	1/1/2025	12/31/2025	59,187	65,764	72,340	78,916	85,493	92,069	98,645	6	6,576	1,820	32.52	54.20
AU10420	3.00%	1/1/2026	12/31/2026	60,963	67,736	74,510	81,284	88,057	94,831	101,605	6	6,774	1,820	33.50	55.83
AU10420	3.00%	1/1/2027	12/31/2027	62,792	69,769	76,745	83,722	90,699	97,676	104,653	6	6,977	1,820	34.50	57.50
AU10420	3.00%	1/1/2028	12/31/2028	64,675	71,862	79,048	86,234	93,420	100,606	107,792	6	7,186	1,820	35.54	59.23
AU10420	3.00%	1/1/2029	12/31/2029	66,616	74,017	81,419	88,821	96,223	103,624	111,026	6	7,402	1,820	36.60	61.00
Housing Inspector Trainee-															
AU10430	1.50%	1/1/2024	6/30/2024	40,976	45,529	50,082	54,634	59,187	63,740	68,293	6	4,553	1,820	22.51	37.52
AU10430	1.50%	7/1/2024	12/31/2024	41,590	46,212	50,833	55,454	60,075	64,696	69,317	6	4,621	1,820	22.85	38.09
AU10430	3.00%	1/1/2025	12/31/2025	42,838	47,598	52,358	57,118	61,877	66,637	71,397	6	4,760	1,820	23.54	39.23
AU10430	3.00%	1/1/2026	12/31/2026	44,123	49,026	53,929	58,831	63,734	68,636	73,539	6	4,903	1,820	24.24	40.41
AU10430	3.00%	1/1/2027	12/31/2027	45,447	50,497	55,546	60,596	65,646	70,695	75,745	6	5,050	1,820	24.97	41.62
AU10430	3.00%	1/1/2028	12/31/2028	46,810	52,012	57,213	62,414	67,615	72,816	78,017	6	5,201	1,820	25.72	42.87
AU10430	3.00%	1/1/2029	12/31/2029	48,215	53,572	58,929	64,286	69,644	75,001	80,358	6	5,357	1,820	26.49	44.15
Keyboarding Clerk 1-															
AU10440	1.50%	1/1/2024	6/30/2024	31,151	34,612	38,073	41,534	44,995	48,456	51,918	6	3,461	1,820	17.12	28.53
AU10440	1.50%	7/1/2024	12/31/2024	31,618	35,131	38,644	42,157	45,670	49,183	52,696	6	3,513	1,820	17.37	28.95
AU10440	3.00%	1/1/2025	12/31/2025	32,566	36,185	39,803	43,422	47,040	50,659	54,277	6	3,618	1,820	17.89	29.82
AU10440	3.00%	1/1/2026	12/31/2026	33,543	37,270	40,997	44,724	48,452	52,179	55,906	6	3,727	1,820	18.43	30.72
AU10440	3.00%	1/1/2027	12/31/2027	34,550	38,389	42,227	46,066	49,905	53,744	57,583	6	3,839	1,820	18.98	31.64
AU10440	3.00%	1/1/2028	12/31/2028	35,586	39,540	43,494	47,448	51,402	55,356	59,310	6	3,954	1,820	19.55	32.59
AU10440	3.00%	1/1/2029	12/31/2029	36,654	40,726	44,799	48,872	52,944	57,017	61,090	6	4,073	1,820	20.14	33.57

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide-															
AU10450	1.50%	1/1/2024	6/30/2024	34,807	38,675	42,542	46,410	50,277	54,145	58,012	6	3,867	1,820	19.12	31.87
AU10450	1.50%	7/1/2024	12/31/2024	35,330	39,255	43,181	47,106	51,032	54,957	58,883	6	3,926	1,820	19.41	32.35
AU10450	3.00%	1/1/2025	12/31/2025	36,389	40,433	44,476	48,519	52,563	56,606	60,649	6	4,043	1,820	19.99	33.32
AU10450	3.00%	1/1/2026	12/31/2026	37,481	41,646	45,810	49,975	54,139	58,304	62,469	6	4,165	1,820	20.59	34.32
AU10450	3.00%	1/1/2027	12/31/2027	38,606	42,895	47,185	51,474	55,764	60,053	64,343	6	4,290	1,820	21.21	35.35
AU10450	3.00%	1/1/2028	12/31/2028	39,764	44,182	48,600	53,018	57,436	61,855	66,273	6	4,418	1,820	21.85	36.41
AU10450	3.00%	1/1/2029	12/31/2029	40,957	45,507	50,058	54,609	59,160	63,710	68,261	6	4,551	1,820	22.50	37.51
Keyboarding Clerk 1/Senior Livability Coordinator-															
AU10445	1.50%	1/1/2024	6/30/2024	37,449	41,610	45,771	49,932	54,093	58,254	62,415	6	4,161	1,820	20.58	34.29
AU10445	1.50%	7/1/2024	12/31/2024	38,011	42,234	46,458	50,681	54,905	59,128	63,352	6	4,223	1,820	20.89	34.81
AU10445	3.00%	1/1/2025	12/31/2025	39,151	43,501	47,852	52,202	56,552	60,902	65,252	6	4,350	1,820	21.51	35.85
AU10445	3.00%	1/1/2026	12/31/2026	40,326	44,807	49,287	53,768	58,249	62,729	67,210	6	4,481	1,820	22.16	36.93
AU10445	3.00%	1/1/2027	12/31/2027	41,536	46,151	50,766	55,381	59,996	64,611	69,226	6	4,615	1,820	22.82	38.04
AU10445	3.00%	1/1/2028	12/31/2028	42,782	47,535	52,289	57,042	61,796	66,549	71,303	6	4,754	1,820	23.51	39.18
AU10445	3.00%	1/1/2029	12/31/2029	44,065	48,961	53,857	58,754	63,650	68,546	73,442	6	4,896	1,820	24.21	40.35

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
Keyboarding Clerk 2															
AU10460	1.50%	1/1/2024	6/30/2024	32,684	36,315	39,947	43,578	47,210	50,841	54,473	6	3,632	1,820	17.96	29.93
AU10460	1.50%	7/1/2024	12/31/2024	33,174	36,860	40,546	44,232	47,918	51,604	55,290	6	3,686	1,820	18.23	30.38
AU10460	3.00%	1/1/2025	12/31/2025	34,169	37,966	41,762	45,559	49,355	53,152	56,949	6	3,797	1,820	18.77	31.29
AU10460	3.00%	1/1/2026	12/31/2026	35,194	39,105	43,015	46,926	50,836	54,747	58,657	6	3,910	1,820	19.34	32.23
AU10460	3.00%	1/1/2027	12/31/2027	36,250	40,278	44,306	48,333	52,361	56,389	60,417	6	4,028	1,820	19.92	33.20
AU10460	3.00%	1/1/2028	12/31/2028	37,338	41,486	45,635	49,783	53,932	58,081	62,229	6	4,149	1,820	20.52	34.19
AU10460	3.00%	1/1/2029	12/31/2029	38,458	42,731	47,004	51,277	55,550	59,823	64,096	6	4,273	1,820	21.13	35.22
Keyboarding Clerk 2/Asst. Secretary ABC Board															
AU10470	1.50%	1/1/2024	6/30/2024	33,196	36,885	40,573	44,262	47,950	51,639	55,327	6	3,688	1,820	18.24	30.40
AU10470	1.50%	7/1/2024	12/31/2024	33,694	37,438	41,182	44,926	48,669	52,413	56,157	6	3,744	1,820	18.51	30.86
AU10470	3.00%	1/1/2025	12/31/2025	34,705	38,561	42,417	46,273	50,129	53,986	57,842	6	3,856	1,820	19.07	31.78
AU10470	3.00%	1/1/2026	12/31/2026	35,746	39,718	43,690	47,662	51,633	55,605	59,577	6	3,972	1,820	19.64	32.73
AU10470	3.00%	1/1/2027	12/31/2027	36,819	40,909	45,000	49,091	53,182	57,273	61,364	6	4,091	1,820	20.23	33.72
AU10470	3.00%	1/1/2028	12/31/2028	37,923	42,137	46,350	50,564	54,778	58,991	63,205	6	4,214	1,820	20.84	34.73
AU10470	3.00%	1/1/2029	12/31/2029	39,061	43,401	47,741	52,081	56,421	60,761	65,101	6	4,340	1,820	21.46	35.77
												0			
Keyboarding Clerk 2/Secretary to the Insurance Commission												0			
AU10475	1.50%	1/1/2024	6/30/2024	35,230	38,862	42,493	46,125	49,757	53,388	57,020	6	3,632	1,820	19.36	31.33
AU10475	1.50%	7/1/2024	12/31/2024	35,759	39,445	43,131	46,817	50,503	54,189	57,875	6	3,686	1,820	19.65	31.80
AU10475	3.00%	1/1/2025	12/31/2025	36,832	40,628	44,425	48,221	52,018	55,815	59,611	6	3,797	1,820	20.24	32.75
AU10475	3.00%	1/1/2026	12/31/2026	37,937	41,847	45,758	49,668	53,578	57,489	61,399	6	3,910	1,820	20.84	33.74
AU10475	3.00%	1/1/2027	12/31/2027	39,075	43,102	47,130	51,158	55,186	59,214	63,241	6	4,028	1,820	21.47	34.75
AU10475	3.00%	1/1/2028	12/31/2028	40,247	44,396	48,544	52,693	56,841	60,990	65,139	6	4,149	1,820	22.11	35.79
AU10475	3.00%	1/1/2029	12/31/2029	41,454	45,727	50,000	54,274	58,547	62,820	67,093	6	4,273	1,820	22.78	36.86

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. Senior Citizen Program Aide-															
AU10476	1.50%	1/1/2024	6/30/2024	36,548	40,609	44,670	48,730	52,791	56,852	60,913	6	4,061	1,820	20.08	33.47
AU10476	1.50%	7/1/2024	12/31/2024	37,096	41,218	45,340	49,461	53,583	57,705	61,827	6	4,122	1,820	20.38	33.97
AU10476	3.00%	1/1/2025	12/31/2025	38,209	42,454	46,700	50,945	55,191	59,436	63,682	6	4,245	1,820	20.99	34.99
AU10476	3.00%	1/1/2026	12/31/2026	39,355	43,728	48,101	52,474	56,846	61,219	65,592	6	4,373	1,820	21.62	36.04
AU10476	3.00%	1/1/2027	12/31/2027	40,536	45,040	49,544	54,048	58,552	63,056	67,560	6	4,504	1,820	22.27	37.12
AU10476	3.00%	1/1/2028	12/31/2028	41,752	46,391	51,030	55,669	60,308	64,947	69,587	6	4,639	1,820	22.94	38.23
AU10476	3.00%	1/1/2029	12/31/2029	43,004	47,783	52,561	57,339	62,118	66,896	71,674	6	4,778	1,820	23.63	39.38
Keyboarding Clerk 3															
AU10480	1.50%	1/1/2024	6/30/2024	35,300	39,222	43,144	47,066	50,988	54,910	58,833	6	3,922	1,820	19.40	32.33
AU10480	1.50%	7/1/2024	12/31/2024	35,829	39,810	43,791	47,772	51,753	55,734	59,715	6	3,981	1,820	19.69	32.81
AU10480	3.00%	1/1/2025	12/31/2025	36,904	41,004	45,105	49,205	53,306	57,406	61,507	6	4,100	1,820	20.28	33.79
AU10480	3.00%	1/1/2026	12/31/2026	38,011	42,235	46,458	50,681	54,905	59,128	63,352	6	4,223	1,820	20.89	34.81
AU10480	3.00%	1/1/2027	12/31/2027	39,151	43,502	47,852	52,202	56,552	60,902	65,252	6	4,350	1,820	21.51	35.85
AU10480	3.00%	1/1/2028	12/31/2028	40,326	44,807	49,287	53,768	58,249	62,729	67,210	6	4,481	1,820	22.16	36.93
AU10480	3.00%	1/1/2029	12/31/2029	41,536	46,151	50,766	55,381	59,996	64,611	69,226	6	4,615	1,820	22.82	38.04

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Keyboarding Clerk 3/Secretary to the Insurance Commission															
AU10485	1.50%	1/1/2024	6/30/2024	37,846	41,768	45,691	49,613	53,535	57,457	61,379	6	3,922	1,820	20.79	33.72
AU10485	1.50%	7/1/2024	12/31/2024	38,414	42,395	46,376	50,357	54,338	58,319	62,300	6	3,981	1,820	21.11	34.23
AU10485	3.00%	1/1/2025	12/31/2025	39,566	43,667	47,767	51,868	55,968	60,069	64,169	6	4,100	1,820	21.74	35.26
AU10485	3.00%	1/1/2026	12/31/2026	40,753	44,977	49,200	53,424	57,647	61,871	66,094	6	4,223	1,820	22.39	36.32
AU10485	3.00%	1/1/2027	12/31/2027	41,976	46,326	50,676	55,026	59,377	63,727	68,077	6	4,350	1,820	23.06	37.40
AU10485	3.00%	1/1/2028	12/31/2028	43,235	47,716	52,197	56,677	61,158	65,639	70,119	6	4,481	1,820	23.76	38.53
AU10485	3.00%	1/1/2029	12/31/2029	44,532	49,147	53,763	58,378	62,993	67,608	72,223	6	4,615	1,820	24.47	39.68

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
Laborer 1-															
AU10500	1.50%	1/1/2024	6/30/2024	41,295	45,883	50,472	55,060	59,648	64,237	68,825	6	4,588	2,080	19.85	33.09
AU10500	1.50%	7/1/2024	12/31/2024	41,915	46,572	51,229	55,886	60,543	65,200	69,858	6	4,657	2,080	20.15	33.59
AU10500	3.00%	1/1/2025	12/31/2025	43,172	47,969	52,766	57,563	62,360	67,156	71,953	6	4,797	2,080	20.76	34.59
AU10500	3.00%	1/1/2026	12/31/2026	44,467	49,408	54,349	59,289	64,230	69,171	74,112	6	4,941	2,080	21.38	35.63
AU10500	3.00%	1/1/2027	12/31/2027	45,801	50,890	55,979	61,068	66,157	71,246	76,335	6	5,089	2,080	22.02	36.70
AU10500	3.00%	1/1/2028	12/31/2028	47,175	52,417	57,659	62,900	68,142	73,384	78,625	6	5,242	2,080	22.68	37.80
AU10500	3.00%	1/1/2029	12/31/2029	48,590	53,989	59,388	64,787	70,186	75,585	80,984	6	5,399	2,080	23.36	38.93

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	1.50%	1/1/2024	6/30/2024	42,532	47,258	51,984	56,710	61,436	66,161	70,887	6	4,726	2,080	20.45	34.08
AU11035	1.50%	7/1/2024	12/31/2024	43,170	47,967	52,764	57,560	62,357	67,154	71,950	6	4,797	2,080	20.75	34.59
AU11035	3.00%	1/1/2025	12/31/2025	44,465	49,406	54,347	59,287	64,228	69,168	74,109	6	4,941	2,080	21.38	35.63
AU11035	3.00%	1/1/2026	12/31/2026	45,799	50,888	55,977	61,066	66,155	71,243	76,332	6	5,089	2,080	22.02	36.70
AU11035	3.00%	1/1/2027	12/31/2027	47,173	52,415	57,656	62,898	68,139	73,381	78,622	6	5,241	2,080	22.68	37.80
AU11035	3.00%	1/1/2028	12/31/2028	48,589	53,987	59,386	64,785	70,183	75,582	80,981	6	5,399	2,080	23.36	38.93
AU11035	3.00%	1/1/2029	12/31/2029	50,046	55,607	61,168	66,728	72,289	77,850	83,410	6	5,561	2,080	24.06	40.10
Maintenance Worker 1, Grounds-															
AU10520	1.50%	1/1/2024	6/30/2024	29,974	33,174	36,375	39,575	42,775	45,975	49,175	6	3,200	2,080	14.41	23.64
AU10520	1.50%	7/1/2024	12/31/2024	30,424	33,672	36,920	40,168	43,416	46,665	49,913	6	3,248	2,080	14.63	24.00
AU10520	3.00%	1/1/2025	12/31/2025	31,337	34,682	38,028	41,373	44,719	48,064	51,410	6	3,346	2,080	15.07	24.72
AU10520	3.00%	1/1/2026	12/31/2026	32,277	35,723	39,169	42,615	46,060	49,506	52,952	6	3,446	2,080	15.52	25.46
AU10520	3.00%	1/1/2027	12/31/2027	33,245	36,794	40,344	43,893	47,442	50,992	54,541	6	3,549	2,080	15.98	26.22
AU10520	3.00%	1/1/2028	12/31/2028	34,242	37,898	41,554	45,210	48,866	52,521	56,177	6	3,656	2,080	16.46	27.01
AU10520	3.00%	1/1/2029	12/31/2029	35,270	39,035	42,801	46,566	50,332	54,097	57,862	6	3,765	2,080	16.96	27.82

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
Maintenance Worker 2, Grounds-															
AU10530	1.50%	1/1/2024	6/30/2024	45,690	50,767	55,843	60,920	65,997	71,073	76,150	6	5,077	2,080	21.97	36.61
AU10530	1.50%	7/1/2024	12/31/2024	46,375	51,528	56,681	61,834	66,987	72,140	77,292	6	5,153	2,080	22.30	37.16
AU10530	3.00%	1/1/2025	12/31/2025	47,767	53,074	58,381	63,689	68,996	74,304	79,611	6	5,307	2,080	22.96	38.27
AU10530	3.00%	1/1/2026	12/31/2026	49,200	54,666	60,133	65,600	71,066	76,533	81,999	6	5,467	2,080	23.65	39.42
AU10530	3.00%	1/1/2027	12/31/2027	50,676	56,306	61,937	67,568	73,198	78,829	84,459	6	5,631	2,080	24.36	40.61
AU10530	3.00%	1/1/2028	12/31/2028	52,196	57,995	63,795	69,595	75,394	81,194	86,993	6	5,800	2,080	25.09	41.82
AU10530	3.00%	1/1/2029	12/31/2029	53,762	59,735	65,709	71,682	77,656	83,629	89,603	6	5,974	2,080	25.85	43.08
Mechanic															
AU10540	1.50%	1/1/2024	6/30/2024	48,323	53,693	59,062	64,431	69,801	75,170	80,539	6	5,369	2,080	23.23	38.72
AU10540	1.50%	7/1/2024	12/31/2024	49,048	54,498	59,948	65,398	70,848	76,297	81,747	6	5,450	2,080	23.58	39.30
AU10540	3.00%	1/1/2025	12/31/2025	50,520	56,133	61,746	67,360	72,973	78,586	84,200	6	5,613	2,080	24.29	40.48
AU10540	3.00%	1/1/2026	12/31/2026	52,035	57,817	63,599	69,380	75,162	80,944	86,726	6	5,782	2,080	25.02	41.69
AU10540	3.00%	1/1/2027	12/31/2027	53,596	59,552	65,507	71,462	77,417	83,372	89,327	6	5,955	2,080	25.77	42.95
AU10540	3.00%	1/1/2028	12/31/2028	55,204	61,338	67,472	73,606	79,740	85,873	92,007	6	6,134	2,080	26.54	44.23
AU10540	3.00%	1/1/2029	12/31/2029	56,860	63,178	69,496	75,814	82,132	88,450	94,767	6	6,318	2,080	27.34	45.56
Mechanic's Helper-															
AU10550	1.50%	1/1/2024	6/30/2024	42,533	47,258	51,984	56,710	61,436	66,162	70,888	6	4,726	2,080	20.45	34.08
AU10550	1.50%	7/1/2024	12/31/2024	43,170	47,967	52,764	57,561	62,357	67,154	71,951	6	4,797	2,080	20.76	34.59
AU10550	3.00%	1/1/2025	12/31/2025	44,466	49,406	54,347	59,287	64,228	69,169	74,109	6	4,941	2,080	21.38	35.63
AU10550	3.00%	1/1/2026	12/31/2026	45,800	50,888	55,977	61,066	66,155	71,244	76,333	6	5,089	2,080	22.02	36.70
AU10550	3.00%	1/1/2027	12/31/2027	47,174	52,415	57,657	62,898	68,140	73,381	78,623	6	5,242	2,080	22.68	37.80
AU10550	3.00%	1/1/2028	12/31/2028	48,589	53,988	59,386	64,785	70,184	75,583	80,981	6	5,399	2,080	23.36	38.93
AU10550	3.00%	1/1/2029	12/31/2029	50,046	55,607	61,168	66,729	72,289	77,850	83,411	6	5,561	2,080	24.06	40.10

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	1.50%	1/1/2024	6/30/2024	48,643	54,048	59,453	64,857	70,262	75,667	81,072	6	5,405	1,820	26.73	44.54
AU10560	1.50%	7/1/2024	12/31/2024	49,373	54,859	60,344	65,830	71,316	76,802	82,288	6	5,486	1,820	27.13	45.21
AU10560	3.00%	1/1/2025	12/31/2025	50,854	56,504	62,155	67,805	73,456	79,106	84,757	6	5,650	1,820	27.94	46.57
AU10560	3.00%	1/1/2026	12/31/2026	52,380	58,200	64,019	69,839	75,659	81,479	87,299	6	5,820	1,820	28.78	47.97
AU10560	3.00%	1/1/2027	12/31/2027	53,951	59,945	65,940	71,935	77,929	83,924	89,918	6	5,995	1,820	29.64	49.41
AU10560	3.00%	1/1/2028	12/31/2028	55,569	61,744	67,918	74,093	80,267	86,441	92,616	6	6,174	1,820	30.53	50.89
AU10560	3.00%	1/1/2029	12/31/2029	57,237	63,596	69,956	76,315	82,675	89,035	95,394	6	6,360	1,820	31.45	52.41
Omnibus Operator-															
AU10590	1.50%	1/1/2024	6/30/2024	30,381	33,757	37,133	40,509	43,884	47,260	50,636	6	3,376	1,820	16.69	27.82
AU10590	1.50%	7/1/2024	12/31/2024	30,837	34,263	37,690	41,116	44,542	47,969	51,395	6	3,426	1,820	16.94	28.24
AU10590	3.00%	1/1/2025	12/31/2025	31,762	35,291	38,820	42,350	45,879	49,408	52,937	6	3,529	1,820	17.45	29.09
AU10590	3.00%	1/1/2026	12/31/2026	32,715	36,350	39,985	43,620	47,255	50,890	54,525	6	3,635	1,820	17.98	29.96
AU10590	3.00%	1/1/2027	12/31/2027	33,697	37,441	41,185	44,929	48,673	52,417	56,161	6	3,744	1,820	18.51	30.86
AU10590	3.00%	1/1/2028	12/31/2028	34,707	38,564	42,420	46,277	50,133	53,989	57,846	6	3,856	1,820	19.07	31.78
AU10590	3.00%	1/1/2029	12/31/2029	35,749	39,721	43,693	47,665	51,637	55,609	59,581	6	3,972	1,820	19.64	32.74
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance-															
AU10600	1.50%	1/1/2024	6/30/2024	32,576	36,196	39,815	43,435	47,055	50,674	54,294	6	3,620	1,820	17.90	29.83
AU10600	1.50%	7/1/2024	12/31/2024	33,065	36,739	40,413	44,087	47,760	51,434	55,108	6	3,674	1,820	18.17	30.28
AU10600	3.00%	1/1/2025	12/31/2025	34,057	37,841	41,625	45,409	49,193	52,977	56,761	6	3,784	1,820	18.71	31.19
AU10600	3.00%	1/1/2026	12/31/2026	35,079	38,976	42,874	46,771	50,669	54,567	58,464	6	3,898	1,820	19.27	32.12
AU10600	3.00%	1/1/2027	12/31/2027	36,131	40,145	44,160	48,175	52,189	56,204	60,218	6	4,015	1,820	19.85	33.09
AU10600	3.00%	1/1/2028	12/31/2028	37,215	41,350	45,485	49,620	53,755	57,890	62,025	6	4,135	1,820	20.45	34.08
AU10600	3.00%	1/1/2029	12/31/2029	38,331	42,590	46,849	51,108	55,367	59,626	63,885	6	4,259	1,820	21.06	35.10

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	1.50%	1/1/2024	6/30/2024	34,421	38,245	42,070	45,895	49,719	53,544	57,368	6	3,825	1,820	18.91	31.52
AU10610	1.50%	7/1/2024	12/31/2024	34,937	38,819	42,701	46,583	50,465	54,347	58,229	6	3,882	1,820	19.20	31.99
AU10610	3.00%	1/1/2025	12/31/2025	35,985	39,984	43,982	47,980	51,979	55,977	59,976	6	3,998	1,820	19.77	32.95
AU10610	3.00%	1/1/2026	12/31/2026	37,065	41,183	45,302	49,420	53,538	57,657	61,775	6	4,118	1,820	20.37	33.94
AU10610	3.00%	1/1/2027	12/31/2027	38,177	42,419	46,661	50,902	55,144	59,386	63,628	6	4,242	1,820	20.98	34.96
AU10610	3.00%	1/1/2028	12/31/2028	39,322	43,691	48,060	52,430	56,799	61,168	65,537	6	4,369	1,820	21.61	36.01
AU10610	3.00%	1/1/2029	12/31/2029	40,502	45,002	49,502	54,002	58,503	63,003	67,503	6	4,500	1,820	22.25	37.09
Payroll Clerk-															
AU10620	1.50%	1/1/2024	6/30/2024	36,243	40,270	44,297	48,324	52,351	56,379	60,406	6	4,027	1,820	19.91	33.19
AU10620	1.50%	7/1/2024	12/31/2024	36,787	40,874	44,962	49,049	53,137	57,224	61,312	6	4,087	1,820	20.21	33.69
AU10620	3.00%	1/1/2025	12/31/2025	37,891	42,101	46,311	50,521	54,731	58,941	63,151	6	4,210	1,820	20.82	34.70
AU10620	3.00%	1/1/2026	12/31/2026	39,027	43,364	47,700	52,036	56,373	60,709	65,046	6	4,336	1,820	21.44	35.74
AU10620	3.00%	1/1/2027	12/31/2027	40,198	44,665	49,131	53,598	58,064	62,530	66,997	6	4,466	1,820	22.09	36.81
AU10620	3.00%	1/1/2028	12/31/2028	41,404	46,005	50,605	55,205	59,806	64,406	69,007	6	4,600	1,820	22.75	37.92
AU10620	3.00%	1/1/2029	12/31/2029	42,646	47,385	52,123	56,862	61,600	66,339	71,077	6	4,738	1,820	23.43	39.05
Personnel Assistant															
AU10630	1.50%	1/1/2024	6/30/2024	51,745	57,495	63,244	68,994	74,743	80,493	86,242	6	5,749	1,820	28.43	47.39
AU10630	1.50%	7/1/2024	12/31/2024	52,522	58,357	64,193	70,029	75,864	81,700	87,536	6	5,836	1,820	28.86	48.10
AU10630	3.00%	1/1/2025	12/31/2025	54,097	60,108	66,119	72,130	78,140	84,151	90,162	6	6,011	1,820	29.72	49.54
AU10630	3.00%	1/1/2026	12/31/2026	55,720	61,911	68,102	74,293	80,485	86,676	92,867	6	6,191	1,820	30.62	51.03
AU10630	3.00%	1/1/2027	12/31/2027	57,392	63,769	70,145	76,522	82,899	89,276	95,653	6	6,377	1,820	31.53	52.56
AU10630	3.00%	1/1/2028	12/31/2028	59,113	65,682	72,250	78,818	85,386	91,954	98,522	6	6,568	1,820	32.48	54.13
AU10630	3.00%	1/1/2029	12/31/2029	60,887	67,652	74,417	81,182	87,948	94,713	101,478	6	6,765	1,820	33.45	55.76

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 Officer															
AU10640	1.50%	1/1/2024	6/30/2024	56,092	62,324	68,557	74,789	81,022	87,254	93,487	6	6,232	1,820	30.82	51.37
AU10640	1.50%	7/1/2024	12/31/2024	56,933	63,259	69,585	75,911	82,237	88,563	94,889	6	6,326	1,820	31.28	52.14
AU10640	3.00%	1/1/2025	12/31/2025	58,641	65,157	71,673	78,188	84,704	91,220	97,736	6	6,516	1,820	32.22	53.70
AU10640	3.00%	1/1/2026	12/31/2026	60,401	67,112	73,823	80,534	87,245	93,956	100,668	6	6,711	1,820	33.19	55.31
AU10640	3.00%	1/1/2027	12/31/2027	62,213	69,125	76,038	82,950	89,863	96,775	103,688	6	6,913	1,820	34.18	56.97
AU10640	3.00%	1/1/2028	12/31/2028	64,079	71,199	78,319	85,439	92,558	99,678	106,798	6	7,120	1,820	35.21	58.68
AU10640	3.00%	1/1/2029	12/31/2029	66,001	73,335	80,668	88,002	95,335	102,669	110,002	6	7,333	1,820	36.26	60.44
Planner Trainee-															
AU10650	1.50%	1/1/2024	6/30/2024	36,222	40,247	44,271	48,296	52,321	56,345	60,370	6	4,025	1,820	19.90	33.17
AU10650	1.50%	7/1/2024	12/31/2024	36,765	40,850	44,935	49,020	53,106	57,191	61,276	6	4,085	1,820	20.20	33.67
AU10650	3.00%	1/1/2025	12/31/2025	37,868	42,076	46,284	50,491	54,699	58,906	63,114	6	4,208	1,820	20.81	34.68
AU10650	3.00%	1/1/2026	12/31/2026	39,004	43,338	47,672	52,006	56,340	60,673	65,007	6	4,334	1,820	21.43	35.72
AU10650	3.00%	1/1/2027	12/31/2027	40,175	44,638	49,102	53,566	58,030	62,494	66,958	6	4,464	1,820	22.07	36.79
AU10650	3.00%	1/1/2028	12/31/2028	41,380	45,977	50,575	55,173	59,771	64,368	68,966	6	4,598	1,820	22.74	37.89
AU10650	3.00%	1/1/2029	12/31/2029	42,621	47,357	52,092	56,828	61,564	66,300	71,035	6	4,736	1,820	23.42	39.03
Plumbing Inspector															
AU10660	1.50%	1/1/2024	6/30/2024	53,726	59,695	65,665	71,635	77,604	83,574	89,543	6	5,970	1,820	29.52	49.20
AU10660	1.50%	7/1/2024	12/31/2024	54,532	60,591	66,650	72,709	78,768	84,827	90,886	6	6,059	1,820	29.96	49.94
AU10660	3.00%	1/1/2025	12/31/2025	56,168	62,409	68,649	74,890	81,131	87,372	93,613	6	6,241	1,820	30.86	51.44
AU10660	3.00%	1/1/2026	12/31/2026	57,853	64,281	70,709	77,137	83,565	89,993	96,421	6	6,428	1,820	31.79	52.98
AU10660	3.00%	1/1/2027	12/31/2027	59,588	66,209	72,830	79,451	86,072	92,693	99,314	6	6,621	1,820	32.74	54.57
AU10660	3.00%	1/1/2028	12/31/2028	61,376	68,196	75,015	81,835	88,654	95,474	102,293	6	6,820	1,820	33.72	56.21
AU10660	3.00%	1/1/2029	12/31/2029	63,217	70,241	77,266	84,290	91,314	98,338	105,362	6	7,024	1,820	34.73	57.89

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Plumbing Sub code Official															
AU10670	1.50%	1/1/2024	6/30/2024	53,726	59,696	65,665	71,635	77,604	83,574	89,544	6	5,970	1,820	29.52	49.20
AU10670	1.50%	7/1/2024	12/31/2024	54,532	60,591	66,650	72,709	78,768	84,828	90,887	6	6,059	1,820	29.96	49.94
AU10670	3.00%	1/1/2025	12/31/2025	56,168	62,409	68,650	74,891	81,132	87,372	93,613	6	6,241	1,820	30.86	51.44
AU10670	3.00%	1/1/2026	12/31/2026	57,853	64,281	70,709	77,137	83,565	89,994	96,422	6	6,428	1,820	31.79	52.98
AU10670	3.00%	1/1/2027	12/31/2027	59,589	66,210	72,831	79,451	86,072	92,693	99,314	6	6,621	1,820	32.74	54.57
AU10670	3.00%	1/1/2028	12/31/2028	61,376	68,196	75,015	81,835	88,655	95,474	102,294	6	6,820	1,820	33.72	56.21
AU10670	3.00%	1/1/2029	12/31/2029	63,218	70,242	77,266	84,290	91,314	98,338	105,363	6	7,024	1,820	34.73	57.89
Principal Account Clerk															
AU10680	1.50%	1/1/2024	6/30/2024	51,076	56,751	62,427	68,102	73,777	79,452	85,127	6	5,675	1,820	28.06	46.77
AU10680	1.50%	7/1/2024	12/31/2024	51,842	57,603	63,363	69,123	74,884	80,644	86,404	6	5,760	1,820	28.48	47.47
AU10680	3.00%	1/1/2025	12/31/2025	53,398	59,331	65,264	71,197	77,130	83,063	88,996	6	5,933	1,820	29.34	48.90
AU10680	3.00%	1/1/2026	12/31/2026	55,000	61,111	67,222	73,333	79,444	85,555	91,666	6	6,111	1,820	30.22	50.37
AU10680	3.00%	1/1/2027	12/31/2027	56,650	62,944	69,238	75,533	81,827	88,122	94,416	6	6,294	1,820	31.13	51.88
AU10680	3.00%	1/1/2028	12/31/2028	58,349	64,832	71,316	77,799	84,282	90,765	97,249	6	6,483	1,820	32.06	53.43
AU10680	3.00%	1/1/2029	12/31/2029	60,100	66,777	73,455	80,133	86,811	93,488	100,166	6	6,678	1,820	33.02	55.04

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Principal Account Clerk/DPT/Accounts Payable															
AU10700	1.50%	1/1/2024	6/30/2024	51,076	56,751	62,427	68,102	73,777	79,452	85,127	6	5,675	1,820	28.06	46.77
AU10700	1.50%	7/1/2024	12/31/2024	51,842	57,603	63,363	69,123	74,884	80,644	86,404	6	5,760	1,820	28.48	47.47
AU10700	3.00%	1/1/2025	12/31/2025	53,398	59,331	65,264	71,197	77,130	83,063	88,996	6	5,933	1,820	29.34	48.90
AU10700	3.00%	1/1/2026	12/31/2026	55,000	61,111	67,222	73,333	79,444	85,555	91,666	6	6,111	1,820	30.22	50.37
AU10700	3.00%	1/1/2027	12/31/2027	56,650	62,944	69,238	75,533	81,827	88,122	94,416	6	6,294	1,820	31.13	51.88
AU10700	3.00%	1/1/2028	12/31/2028	58,349	64,832	71,316	77,799	84,282	90,765	97,249	6	6,483	1,820	32.06	53.43
AU10700	3.00%	1/1/2029	12/31/2029	60,100	66,777	73,455	80,133	86,811	93,488	100,166	6	6,678	1,820	33.02	55.04
Public Health Nurse															
AU10710	1.50%	1/1/2024	6/30/2024	47,745	53,049	58,354	63,659	68,964	74,269	79,574	6	5,305	1,820	26.23	43.72
AU10710	1.50%	7/1/2024	12/31/2024	48,461	53,845	59,230	64,614	69,999	75,383	80,768	6	5,385	1,820	26.63	44.38
AU10710	3.00%	1/1/2025	12/31/2025	49,915	55,461	61,007	66,553	72,099	77,645	83,191	6	5,546	1,820	27.43	45.71
AU10710	3.00%	1/1/2026	12/31/2026	51,412	57,124	62,837	68,549	74,262	79,974	85,687	6	5,712	1,820	28.25	47.08
AU10710	3.00%	1/1/2027	12/31/2027	52,954	58,838	64,722	70,606	76,490	82,373	88,257	6	5,884	1,820	29.10	48.49
AU10710	3.00%	1/1/2028	12/31/2028	54,543	60,603	66,664	72,724	78,784	84,845	90,905	6	6,060	1,820	29.97	49.95
AU10710	3.00%	1/1/2029	12/31/2029	56,179	62,421	68,664	74,906	81,148	87,390	93,632	6	6,242	1,820	30.87	51.45

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 Works Repairer															
AU10720	1.50%	1/1/2024	6/30/2024	45,690	50,767	55,843	60,920	65,997	71,073	76,150	6	5,077	2,080	21.97	36.61
AU10720	1.50%	7/1/2024	12/31/2024	46,375	51,528	56,681	61,834	66,987	72,140	77,292	6	5,153	2,080	22.30	37.16
AU10720	3.00%	1/1/2025	12/31/2025	47,767	53,074	58,381	63,689	68,996	74,304	79,611	6	5,307	2,080	22.96	38.27
AU10720	3.00%	1/1/2026	12/31/2026	49,200	54,666	60,133	65,600	71,066	76,533	81,999	6	5,467	2,080	23.65	39.42
AU10720	3.00%	1/1/2027	12/31/2027	50,676	56,306	61,937	67,568	73,198	78,829	84,459	6	5,631	2,080	24.36	40.61
AU10720	3.00%	1/1/2028	12/31/2028	52,196	57,995	63,795	69,595	75,394	81,194	86,993	6	5,800	2,080	25.09	41.82
AU10720	3.00%	1/1/2029	12/31/2029	53,762	59,735	65,709	71,682	77,656	83,629	89,603	6	5,974	2,080	25.85	43.08
Pumping Station Attendant-															
AU10730	1.50%	1/1/2024	6/30/2024	48,323	53,693	59,062	64,431	69,801	75,170	80,539	6	5,369	2,080	23.23	38.72
AU10730	1.50%	7/1/2024	12/31/2024	49,048	54,498	59,948	65,398	70,848	76,297	81,747	6	5,450	2,080	23.58	39.30
AU10730	3.00%	1/1/2025	12/31/2025	50,520	56,133	61,746	67,360	72,973	78,586	84,200	6	5,613	2,080	24.29	40.48
AU10730	3.00%	1/1/2026	12/31/2026	52,035	57,817	63,599	69,380	75,162	80,944	86,726	6	5,782	2,080	25.02	41.69
AU10730	3.00%	1/1/2027	12/31/2027	53,596	59,552	65,507	71,462	77,417	83,372	89,327	6	5,955	2,080	25.77	42.95
AU10730	3.00%	1/1/2028	12/31/2028	55,204	61,338	67,472	73,606	79,740	85,873	92,007	6	6,134	2,080	26.54	44.23
AU10730	3.00%	1/1/2029	12/31/2029	56,860	63,178	69,496	75,814	82,132	88,450	94,767	6	6,318	2,080	27.34	45.56

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Pumping Station Repairer/Mechanic															
AU10750	1.50%	1/1/2024	6/30/2024	47,719	53,021	58,323	63,626	68,928	74,230	79,532	6	5,302	2,080	22.94	38.24
AU10750	1.50%	7/1/2024	12/31/2024	48,435	53,817	59,198	64,580	69,962	75,343	80,725	6	5,382	2,080	23.29	38.81
AU10750	3.00%	1/1/2025	12/31/2025	49,888	55,431	60,974	66,517	72,060	77,604	83,147	6	5,543	2,080	23.98	39.97
AU10750	3.00%	1/1/2026	12/31/2026	51,385	57,094	62,803	68,513	74,222	79,932	85,641	6	5,709	2,080	24.70	41.17
AU10750	3.00%	1/1/2027	12/31/2027	52,926	58,807	64,688	70,568	76,449	82,330	88,210	6	5,881	2,080	25.45	42.41
AU10750	3.00%	1/1/2028	12/31/2028	54,514	60,571	66,628	72,685	78,742	84,799	90,857	6	6,057	2,080	26.21	43.68
AU10750	3.00%	1/1/2029	12/31/2029	56,149	62,388	68,627	74,866	81,105	87,343	93,582	6	6,239	2,080	26.99	44.99
Records Support Technician 1-															
AU10760	1.50%	1/1/2024	6/30/2024	38,052	42,280	46,508	50,736	54,964	59,192	63,420	6	4,228	1,820	20.91	34.85
AU10760	1.50%	7/1/2024	12/31/2024	38,623	42,914	47,205	51,497	55,788	60,080	64,371	6	4,291	1,820	21.22	35.37
AU10760	3.00%	1/1/2025	12/31/2025	39,781	44,201	48,622	53,042	57,462	61,882	66,302	6	4,420	1,820	21.86	36.43
AU10760	3.00%	1/1/2026	12/31/2026	40,975	45,527	50,080	54,633	59,186	63,738	68,291	6	4,553	1,820	22.51	37.52
AU10760	3.00%	1/1/2027	12/31/2027	42,204	46,893	51,583	56,272	60,961	65,651	70,340	6	4,689	1,820	23.19	38.65
AU10760	3.00%	1/1/2028	12/31/2028	43,470	48,300	53,130	57,960	62,790	67,620	72,450	6	4,830	1,820	23.88	39.81
AU10760	3.00%	1/1/2029	12/31/2029	44,774	49,749	54,724	59,699	64,674	69,649	74,624	6	4,975	1,820	24.60	41.00
Recreation Leader-															
AU10770	1.50%	1/1/2024	6/30/2024	34,651	38,502	42,352	46,202	50,052	53,902	57,752	6	3,850	1,820	19.04	31.73
AU10770	1.50%	7/1/2024	12/31/2024	35,171	39,079	42,987	46,895	50,803	54,711	58,619	6	3,908	1,820	19.32	32.21
AU10770	3.00%	1/1/2025	12/31/2025	36,226	40,252	44,277	48,302	52,327	56,352	60,377	6	4,025	1,820	19.90	33.17
AU10770	3.00%	1/1/2026	12/31/2026	37,313	41,459	45,605	49,751	53,897	58,043	62,189	6	4,146	1,820	20.50	34.17
AU10770	3.00%	1/1/2027	12/31/2027	38,433	42,703	46,973	51,243	55,514	59,784	64,054	6	4,270	1,820	21.12	35.19
AU10770	3.00%	1/1/2028	12/31/2028	39,586	43,984	48,382	52,781	57,179	61,578	65,976	6	4,398	1,820	21.75	36.25
AU10770	3.00%	1/1/2029	12/31/2029	40,773	45,303	49,834	54,364	58,895	63,425	67,955	6	4,530	1,820	22.40	37.34

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	1.50%	1/1/2024	6/30/2024	54,374	60,416	66,457	72,499	78,540	84,582	90,623	6	6,042	1,820	29.88	49.79
AU10780	1.50%	7/1/2024	12/31/2024	55,190	61,322	67,454	73,586	79,718	85,850	91,983	6	6,132	1,820	30.32	50.54
AU10780	3.00%	1/1/2025	12/31/2025	56,845	63,161	69,478	75,794	82,110	88,426	94,742	6	6,316	1,820	31.23	52.06
AU10780	3.00%	1/1/2026	12/31/2026	58,551	65,056	71,562	78,067	84,573	91,079	97,584	6	6,506	1,820	32.17	53.62
AU10780	3.00%	1/1/2027	12/31/2027	60,307	67,008	73,709	80,410	87,110	93,811	100,512	6	6,701	1,820	33.14	55.23
AU10780	3.00%	1/1/2028	12/31/2028	62,116	69,018	75,920	82,822	89,724	96,625	103,527	6	6,902	1,820	34.13	56.88
AU10780	3.00%	1/1/2029	12/31/2029	63,980	71,089	78,198	85,306	92,415	99,524	106,633	6	7,109	1,820	35.15	58.59
Recreation Program Coordinator w/ Certified Pool Operator														-	
AU10785	1.50%	1/1/2024	6/30/2024	57,838	64,264	70,690	77,117	83,543	89,970	96,396	6	6,426	1,820	31.78	52.96
AU10785	1.50%	7/1/2024	12/31/2024	58,705	65,228	71,751	78,274	84,796	91,319	97,842	6	6,523	1,820	32.26	53.76
AU10785	3.00%	1/1/2025	12/31/2025	60,466	67,185	73,903	80,622	87,340	94,059	100,777	6	6,718	1,820	33.22	55.37
AU10785	3.00%	1/1/2026	12/31/2026	62,280	69,200	76,120	83,041	89,961	96,881	103,801	6	6,920	1,820	34.22	57.03
AU10785	3.00%	1/1/2027	12/31/2027	64,149	71,276	78,404	85,532	92,659	99,787	106,915	6	7,128	1,820	35.25	58.74
AU10785	3.00%	1/1/2028	12/31/2028	66,073	73,415	80,756	88,098	95,439	102,781	110,122	6	7,341	1,820	36.30	60.51
AU10785	3.00%	1/1/2029	12/31/2029	68,055	75,617	83,179	90,741	98,302	105,864	113,426	6	7,562	1,820	37.39	62.32

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	1.50%	1/1/2024	6/30/2024	51,372	57,081	62,789	68,497	74,205	79,913	85,621	6	5,708	1,820	28.23	47.04
AU10790	1.50%	7/1/2024	12/31/2024	52,143	57,937	63,730	69,524	75,318	81,111	86,905	6	5,794	1,820	28.65	47.75
AU10790	3.00%	1/1/2025	12/31/2025	53,707	59,675	65,642	71,610	77,577	83,545	89,512	6	5,967	1,820	29.51	49.18
AU10790	3.00%	1/1/2026	12/31/2026	55,319	61,465	67,612	73,758	79,905	86,051	92,198	6	6,147	1,820	30.39	50.66
AU10790	3.00%	1/1/2027	12/31/2027	56,978	63,309	69,640	75,971	82,302	88,633	94,964	6	6,331	1,820	31.31	52.18
AU10790	3.00%	1/1/2028	12/31/2028	58,687	65,208	71,729	78,250	84,771	91,292	97,812	6	6,521	1,820	32.25	53.74
AU10790	3.00%	1/1/2029	12/31/2029	60,448	67,165	73,881	80,597	87,314	94,030	100,747	6	6,716	1,820	33.21	55.36
REHS Public Health Bilingual															
AU10800	1.50%	1/1/2024	6/30/2024	51,372	57,080	62,788	68,497	74,205	79,913	85,621	6	5,708	1,820	28.23	47.04
AU10800	1.50%	7/1/2024	12/31/2024	52,143	57,937	63,730	69,524	75,318	81,111	86,905	6	5,794	1,820	28.65	47.75
AU10800	3.00%	1/1/2025	12/31/2025	53,707	59,675	65,642	71,610	77,577	83,545	89,512	6	5,967	1,820	29.51	49.18
AU10800	3.00%	1/1/2026	12/31/2026	55,318	61,465	67,611	73,758	79,904	86,051	92,197	6	6,146	1,820	30.39	50.66
AU10800	3.00%	1/1/2027	12/31/2027	56,978	63,309	69,640	75,971	82,302	88,633	94,963	6	6,331	1,820	31.31	52.18
AU10800	3.00%	1/1/2028	12/31/2028	58,687	65,208	71,729	78,250	84,771	91,291	97,812	6	6,521	1,820	32.25	53.74
AU10800	3.00%	1/1/2029	12/31/2029	60,448	67,164	73,881	80,597	87,314	94,030	100,747	6	6,716	1,820	33.21	55.36

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
REHS Public Health Trainee-															
AU10810	1.50%	1/1/2024	6/30/2024	51,372	57,080	62,788	68,497	74,205	79,913	85,621	6	5,708	1,820	28.23	47.04
AU10810	1.50%	7/1/2024	12/31/2024	52,143	57,937	63,730	69,524	75,318	81,111	86,905	6	5,794	1,820	28.65	47.75
AU10810	3.00%	1/1/2025	12/31/2025	53,707	59,675	65,642	71,610	77,577	83,545	89,512	6	5,967	1,820	29.51	49.18
AU10810	3.00%	1/1/2026	12/31/2026	55,318	61,465	67,611	73,758	79,904	86,051	92,197	6	6,146	1,820	30.39	50.66
AU10810	3.00%	1/1/2027	12/31/2027	56,978	63,309	69,640	75,971	82,302	88,633	94,963	6	6,331	1,820	31.31	52.18
AU10810	3.00%	1/1/2028	12/31/2028	58,687	65,208	71,729	78,250	84,771	91,291	97,812	6	6,521	1,820	32.25	53.74
AU10810	3.00%	1/1/2029	12/31/2029	60,448	67,164	73,881	80,597	87,314	94,030	100,747	6	6,716	1,820	33.21	55.36
Secretarial Assistant															
AU10820	1.50%	1/1/2024	6/30/2024	38,441	42,712	46,983	51,254	55,525	59,797	64,068	6	4,271	1,820	21.12	35.20
AU10820	1.50%	7/1/2024	12/31/2024	39,017	43,352	47,688	52,023	56,358	60,693	65,029	6	4,335	1,820	21.44	35.73
AU10820	3.00%	1/1/2025	12/31/2025	40,188	44,653	49,118	53,584	58,049	62,514	66,980	6	4,465	1,820	22.08	36.80
AU10820	3.00%	1/1/2026	12/31/2026	41,393	45,993	50,592	55,191	59,790	64,390	68,989	6	4,599	1,820	22.74	37.91
AU10820	3.00%	1/1/2027	12/31/2027	42,635	47,372	52,110	56,847	61,584	66,321	71,059	6	4,737	1,820	23.43	39.04
AU10820	3.00%	1/1/2028	12/31/2028	43,914	48,794	53,673	58,552	63,432	68,311	73,190	6	4,879	1,820	24.13	40.21
AU10820	3.00%	1/1/2029	12/31/2029	45,232	50,257	55,283	60,309	65,335	70,360	75,386	6	5,026	1,820	24.85	41.42

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	1.50%	1/1/2024	6/30/2024	75,601	84,001	92,401	100,801	109,202	117,602	126,002	6	8,400	1,820	41.54	69.23
AU10830	1.50%	7/1/2024	12/31/2024	76,735	85,261	93,787	102,313	110,840	119,366	127,892	6	8,526	1,820	42.16	70.27
AU10830	3.00%	1/1/2025	12/31/2025	79,037	87,819	96,601	105,383	114,165	122,947	131,729	6	8,782	1,820	43.43	72.38
AU10830	3.00%	1/1/2026	12/31/2026	81,408	90,454	99,499	108,544	117,590	126,635	135,680	6	9,045	1,820	44.73	74.55
AU10830	3.00%	1/1/2027	12/31/2027	83,851	93,167	102,484	111,801	121,117	130,434	139,751	6	9,317	1,820	46.07	76.79
AU10830	3.00%	1/1/2028	12/31/2028	86,366	95,962	105,558	115,155	124,751	134,347	143,943	6	9,596	1,820	47.45	79.09
AU10830	3.00%	1/1/2029	12/31/2029	88,957	98,841	108,725	118,609	128,493	138,378	148,262	6	9,884	1,820	48.88	81.46
Senior Body & Fender Mechanic															
AU10840	1.50%	1/1/2024	6/30/2024	53,708	59,676	65,643	71,611	77,578	83,546	89,514	6	5,968	2,080	25.82	43.04
AU10840	1.50%	7/1/2024	12/31/2024	54,514	60,571	66,628	72,685	78,742	84,799	90,856	6	6,057	2,080	26.21	43.68
AU10840	3.00%	1/1/2025	12/31/2025	56,149	62,388	68,627	74,866	81,104	87,343	93,582	6	6,239	2,080	26.99	44.99
AU10840	3.00%	1/1/2026	12/31/2026	57,834	64,260	70,686	77,112	83,538	89,964	96,390	6	6,426	2,080	27.80	46.34
AU10840	3.00%	1/1/2027	12/31/2027	59,569	66,187	72,806	79,425	86,044	92,662	99,281	6	6,619	2,080	28.64	47.73
AU10840	3.00%	1/1/2028	12/31/2028	61,356	68,173	74,990	81,808	88,625	95,442	102,260	6	6,817	2,080	29.50	49.16
AU10840	3.00%	1/1/2029	12/31/2029	63,196	70,218	77,240	84,262	91,284	98,306	105,327	6	7,022	2,080	30.38	50.64
Senior Field Rep/Property Improvement															
AU10850	1.50%	1/1/2024	6/30/2024	50,067	55,630	61,193	66,756	72,319	77,882	83,445	6	5,563	1,820	27.51	45.85
AU10850	1.50%	7/1/2024	12/31/2024	50,818	56,465	62,111	67,757	73,404	79,050	84,697	6	5,646	1,820	27.92	46.54
AU10850	3.00%	1/1/2025	12/31/2025	52,343	58,159	63,974	69,790	75,606	81,422	87,238	6	5,816	1,820	28.76	47.93
AU10850	3.00%	1/1/2026	12/31/2026	53,913	59,903	65,894	71,884	77,874	83,865	89,855	6	5,990	1,820	29.62	49.37
AU10850	3.00%	1/1/2027	12/31/2027	55,530	61,700	67,870	74,040	80,210	86,381	92,551	6	6,170	1,820	30.51	50.85
AU10850	3.00%	1/1/2028	12/31/2028	57,196	63,551	69,907	76,262	82,617	88,972	95,327	6	6,355	1,820	31.43	52.38
AU10850	3.00%	1/1/2029	12/31/2029	58,912	65,458	72,004	78,550	85,095	91,641	98,187	6	6,546	1,820	32.37	53.95

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
Senior Field Rep/Property Improvement Bilingual															
AU10855	1.50%	1/1/2024	6/30/2024	50,067	55,630	61,193	66,756	72,319	77,882	83,445	6	5,563	1,820	27.51	45.85
AU10855	1.50%	7/1/2024	12/31/2024	50,818	56,465	62,111	67,757	73,404	79,050	84,697	6	5,646	1,820	27.92	46.54
AU10855	3.00%	1/1/2025	12/31/2025	52,343	58,159	63,974	69,790	75,606	81,422	87,238	6	5,816	1,820	28.76	47.93
AU10855	3.00%	1/1/2026	12/31/2026	53,913	59,903	65,894	71,884	77,874	83,865	89,855	6	5,990	1,820	29.62	49.37
AU10855	3.00%	1/1/2027	12/31/2027	55,530	61,700	67,870	74,040	80,210	86,381	92,551	6	6,170	1,820	30.51	50.85
AU10855	3.00%	1/1/2028	12/31/2028	57,196	63,551	69,907	76,262	82,617	88,972	95,327	6	6,355	1,820	31.43	52.38
AU10855	3.00%	1/1/2029	12/31/2029	58,912	65,458	72,004	78,550	85,095	91,641	98,187	6	6,546	1,820	32.37	53.95
Senior Mason															
AU10860	1.50%	1/1/2024	6/30/2024	37,392	41,546	45,701	49,856	54,010	58,165	62,320	6	4,155	2,080	17.98	29.96
AU10860	1.50%	7/1/2024	12/31/2024	37,953	42,170	46,387	50,604	54,821	59,038	63,255	6	4,217	2,080	18.25	30.41
AU10860	3.00%	1/1/2025	12/31/2025	39,091	43,435	47,778	52,122	56,465	60,809	65,152	6	4,343	2,080	18.79	31.32
AU10860	3.00%	1/1/2026	12/31/2026	40,264	44,738	49,212	53,685	58,159	62,633	67,107	6	4,474	2,080	19.36	32.26
AU10860	3.00%	1/1/2027	12/31/2027	41,472	46,080	50,688	55,296	59,904	64,512	69,120	6	4,608	2,080	19.94	33.23
AU10860	3.00%	1/1/2028	12/31/2028	42,716	47,462	52,209	56,955	61,701	66,447	71,194	6	4,746	2,080	20.54	34.23
AU10860	3.00%	1/1/2029	12/31/2029	43,998	48,886	53,775	58,663	63,552	68,441	73,329	6	4,889	2,080	21.15	35.25

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
Senior Mechanic															
AU10870	1.50%	1/1/2024	6/30/2024	53,708	59,676	65,643	71,611	77,578	83,546	89,514	6	5,968	2,080	25.82	43.04
AU10870	1.50%	7/1/2024	12/31/2024	54,514	60,571	66,628	72,685	78,742	84,799	90,856	6	6,057	2,080	26.21	43.68
AU10870	3.00%	1/1/2025	12/31/2025	56,149	62,388	68,627	74,866	81,104	87,343	93,582	6	6,239	2,080	26.99	44.99
AU10870	3.00%	1/1/2026	12/31/2026	57,834	64,260	70,686	77,112	83,538	89,964	96,390	6	6,426	2,080	27.80	46.34
AU10870	3.00%	1/1/2027	12/31/2027	59,569	66,187	72,806	79,425	86,044	92,662	99,281	6	6,619	2,080	28.64	47.73
AU10870	3.00%	1/1/2028	12/31/2028	61,356	68,173	74,990	81,808	88,625	95,442	102,260	6	6,817	2,080	29.50	49.16
AU10870	3.00%	1/1/2029	12/31/2029	63,196	70,218	77,240	84,262	91,284	98,306	105,327	6	7,022	2,080	30.38	50.64
Senior Payroll Clerk															
AU10880	1.50%	1/1/2024	6/30/2024	48,352	53,725	59,097	64,469	69,842	75,214	80,587	6	5,372	1,820	26.57	44.28
AU10880	1.50%	7/1/2024	12/31/2024	49,077	54,530	59,983	65,436	70,890	76,343	81,796	6	5,453	1,820	26.97	44.94
AU10880	3.00%	1/1/2025	12/31/2025	50,550	56,166	61,783	67,400	73,016	78,633	84,249	6	5,617	1,820	27.77	46.29
AU10880	3.00%	1/1/2026	12/31/2026	52,066	57,851	63,636	69,422	75,207	80,992	86,777	6	5,785	1,820	28.61	47.68
AU10880	3.00%	1/1/2027	12/31/2027	53,628	59,587	65,546	71,504	77,463	83,422	89,380	6	5,959	1,820	29.47	49.11
AU10880	3.00%	1/1/2028	12/31/2028	55,237	61,374	67,512	73,649	79,787	85,924	92,062	6	6,137	1,820	30.35	50.58
AU10880	3.00%	1/1/2029	12/31/2029	56,894	63,216	69,537	75,859	82,180	88,502	94,824	6	6,322	1,820	31.26	52.10

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	1.50%	1/1/2024	6/30/2024	50,408	56,009	61,610	67,211	72,812	78,413	84,013	6	5,601	1,820	27.70	46.16
AU10900	1.50%	7/1/2024	12/31/2024	51,164	56,849	62,534	68,219	73,904	79,589	85,274	6	5,685	1,820	28.11	46.85
AU10900	3.00%	1/1/2025	12/31/2025	52,699	58,555	64,410	70,266	76,121	81,976	87,832	6	5,855	1,820	28.96	48.26
AU10900	3.00%	1/1/2026	12/31/2026	54,280	60,311	66,342	72,373	78,405	84,436	90,467	6	6,031	1,820	29.82	49.71
AU10900	3.00%	1/1/2027	12/31/2027	55,909	62,121	68,333	74,545	80,757	86,969	93,181	6	6,212	1,820	30.72	51.20
AU10900	3.00%	1/1/2028	12/31/2028	57,586	63,984	70,383	76,781	83,179	89,578	95,976	6	6,398	1,820	31.64	52.73
AU10900	3.00%	1/1/2029	12/31/2029	59,313	65,904	72,494	79,084	85,675	92,265	98,856	6	6,590	1,820	32.59	54.32
Senior Public Works Repairer															
AU10910	1.50%	1/1/2024	6/30/2024	47,367	52,630	57,893	63,156	68,419	73,682	78,945	6	5,263	2,080	22.77	37.95
AU10910	1.50%	7/1/2024	12/31/2024	48,077	53,419	58,761	64,103	69,445	74,787	80,129	6	5,342	2,080	23.11	38.52
AU10910	3.00%	1/1/2025	12/31/2025	49,520	55,022	60,524	66,026	71,528	77,030	82,533	6	5,502	2,080	23.81	39.68
AU10910	3.00%	1/1/2026	12/31/2026	51,005	56,672	62,340	68,007	73,674	79,341	85,009	6	5,667	2,080	24.52	40.87
AU10910	3.00%	1/1/2027	12/31/2027	52,535	58,373	64,210	70,047	75,884	81,722	87,559	6	5,837	2,080	25.26	42.10
AU10910	3.00%	1/1/2028	12/31/2028	54,111	60,124	66,136	72,148	78,161	84,173	90,186	6	6,012	2,080	26.02	43.36
AU10910	3.00%	1/1/2029	12/31/2029	55,735	61,927	68,120	74,313	80,506	86,698	92,891	6	6,193	2,080	26.80	44.66

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Senior Public Works Repairer/Parking Meter Collector															
AU10920	1.50%	1/1/2024	6/30/2024	48,830	54,255	59,681	65,106	70,532	75,957	81,383	6	5,426	2,080	23.48	39.13
AU10920	1.50%	7/1/2024	12/31/2024	49,562	55,069	60,576	66,083	71,590	77,097	82,603	6	5,507	2,080	23.83	39.71
AU10920	3.00%	1/1/2025	12/31/2025	51,049	56,721	62,393	68,065	73,737	79,409	85,082	6	5,672	2,080	24.54	40.90
AU10920	3.00%	1/1/2026	12/31/2026	52,580	58,423	64,265	70,107	75,949	81,792	87,634	6	5,842	2,080	25.28	42.13
AU10920	3.00%	1/1/2027	12/31/2027	54,158	60,175	66,193	72,210	78,228	84,245	90,263	6	6,018	2,080	26.04	43.40
AU10920	3.00%	1/1/2028	12/31/2028	55,783	61,981	68,179	74,377	80,575	86,773	92,971	6	6,198	2,080	26.82	44.70
AU10920	3.00%	1/1/2029	12/31/2029	57,456	63,840	70,224	76,608	82,992	89,376	95,760	6	6,384	2,080	27.62	46.04
Senior Pumping Station Operator															
AU10930	1.50%	1/1/2024	6/30/2024	48,323	53,693	59,062	64,431	69,801	75,170	80,539	6	5,369	2,080	23.23	38.72
AU10930	1.50%	7/1/2024	12/31/2024	49,048	54,498	59,948	65,398	70,848	76,297	81,747	6	5,450	2,080	23.58	39.30
AU10930	3.00%	1/1/2025	12/31/2025	50,520	56,133	61,746	67,360	72,973	78,586	84,200	6	5,613	2,080	24.29	40.48
AU10930	3.00%	1/1/2026	12/31/2026	52,035	57,817	63,599	69,380	75,162	80,944	86,726	6	5,782	2,080	25.02	41.69
AU10930	3.00%	1/1/2027	12/31/2027	53,596	59,552	65,507	71,462	77,417	83,372	89,327	6	5,955	2,080	25.77	42.95
AU10930	3.00%	1/1/2028	12/31/2028	55,204	61,338	67,472	73,606	79,740	85,873	92,007	6	6,134	2,080	26.54	44.23
AU10930	3.00%	1/1/2029	12/31/2029	56,860	63,178	69,496	75,814	82,132	88,450	94,767	6	6,318	2,080	27.34	45.56

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Senior Pumping Station Repairer/Mechanic															
AU10940	1.50%	1/1/2024	6/30/2024	42,398	47,109	51,820	56,531	61,242	65,953	70,664	6	4,711	2,080	20.38	33.97
AU10940	1.50%	7/1/2024	12/31/2024	43,034	47,816	52,597	57,379	62,161	66,942	71,724	6	4,782	2,080	20.69	34.48
AU10940	3.00%	1/1/2025	12/31/2025	44,325	49,250	54,175	59,100	64,025	68,951	73,876	6	4,925	2,080	21.31	35.52
AU10940	3.00%	1/1/2026	12/31/2026	45,655	50,728	55,801	60,873	65,946	71,019	76,092	6	5,073	2,080	21.95	36.58
AU10940	3.00%	1/1/2027	12/31/2027	47,025	52,250	57,475	62,700	67,925	73,150	78,375	6	5,225	2,080	22.61	37.68
AU10940	3.00%	1/1/2028	12/31/2028	48,435	53,817	59,199	64,581	69,962	75,344	80,726	6	5,382	2,080	23.29	38.81
AU10940	3.00%	1/1/2029	12/31/2029	49,889	55,432	60,975	66,518	72,061	77,604	83,148	6	5,543	2,080	23.98	39.97
Senior REHS Public Health															
AU10950	1.50%	1/1/2024	6/30/2024	54,836	60,929	67,022	73,115	79,208	85,301	91,394	6	6,093	1,820	30.13	50.22
AU10950	1.50%	7/1/2024	12/31/2024	55,659	61,843	68,027	74,212	80,396	86,580	92,764	6	6,184	1,820	30.58	50.97
AU10950	3.00%	1/1/2025	12/31/2025	57,328	63,698	70,068	76,438	82,808	89,178	95,547	6	6,370	1,820	31.50	52.50
AU10950	3.00%	1/1/2026	12/31/2026	59,048	65,609	72,170	78,731	85,292	91,853	98,414	6	6,561	1,820	32.44	54.07
AU10950	3.00%	1/1/2027	12/31/2027	60,820	67,577	74,335	81,093	87,851	94,608	101,366	6	6,758	1,820	33.42	55.70
AU10950	3.00%	1/1/2028	12/31/2028	62,644	69,605	76,565	83,526	90,486	97,447	104,407	6	6,960	1,820	34.42	57.37
AU10950	3.00%	1/1/2029	12/31/2029	64,524	71,693	78,862	86,032	93,201	100,370	107,539	6	7,169	1,820	35.45	59.09

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	1.50%	1/1/2024	6/30/2024	56,176	62,417	68,659	74,901	81,143	87,384	93,626	6	6,242	1,820	30.87	51.44
AU10960	1.50%	7/1/2024	12/31/2024	57,018	63,354	69,689	76,024	82,360	88,695	95,030	6	6,335	1,820	31.33	52.21
AU10960	3.00%	1/1/2025	12/31/2025	58,729	65,254	71,780	78,305	84,831	91,356	97,881	6	6,525	1,820	32.27	53.78
AU10960	3.00%	1/1/2026	12/31/2026	60,491	67,212	73,933	80,654	87,375	94,097	100,818	6	6,721	1,820	33.24	55.39
AU10960	3.00%	1/1/2027	12/31/2027	62,305	69,228	76,151	83,074	89,997	96,920	103,842	6	6,923	1,820	34.23	57.06
AU10960	3.00%	1/1/2028	12/31/2028	64,175	71,305	78,436	85,566	92,697	99,827	106,958	6	7,131	1,820	35.26	58.77
AU10960	3.00%	1/1/2029	12/31/2029	66,100	73,444	80,789	88,133	95,478	102,822	110,166	6	7,344	1,820	36.32	60.53
Sewer Repairer	1														
AU10970	1.50%	1/1/2024	6/30/2024	45,539	50,599	55,659	60,719	65,779	70,839	75,899	6	5,060	2,080	21.89	36.49
AU10970	1.50%	7/1/2024	12/31/2024	46,222	51,358	56,494	61,630	66,766	71,902	77,037	6	5,136	2,080	22.22	37.04
AU10970	3.00%	1/1/2025	12/31/2025	47,609	52,899	58,189	63,479	68,769	74,059	79,349	6	5,290	2,080	22.89	38.15
AU10970	3.00%	1/1/2026	12/31/2026	49,037	54,486	59,935	65,383	70,832	76,280	81,729	6	5,449	2,080	23.58	39.29
AU10970	3.00%	1/1/2027	12/31/2027	50,509	56,121	61,733	67,345	72,957	78,569	84,181	6	5,612	2,080	24.28	40.47
AU10970	3.00%	1/1/2028	12/31/2028	52,024	57,804	63,585	69,365	75,145	80,926	86,706	6	5,780	2,080	25.01	41.69
AU10970	3.00%	1/1/2029	12/31/2029	53,584	59,538	65,492	71,446	77,400	83,354	89,307	6	5,954	2,080	25.76	42.94

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	1.50%	1/1/2024	6/30/2024	51,391	57,102	62,812	68,522	74,232	79,942	85,652	6	5,710	2,080	24.71	41.18
AU10980	1.50%	7/1/2024	12/31/2024	52,162	57,958	63,754	69,550	75,346	81,141	86,937	6	5,796	2,080	25.08	41.80
AU10980	3.00%	1/1/2025	12/31/2025	53,727	59,697	65,667	71,636	77,606	83,576	89,545	6	5,970	2,080	25.83	43.05
AU10980	3.00%	1/1/2026	12/31/2026	55,339	61,488	67,637	73,785	79,934	86,083	92,232	6	6,149	2,080	26.61	44.34
AU10980	3.00%	1/1/2027	12/31/2027	56,999	63,332	69,666	75,999	82,332	88,665	94,999	6	6,333	2,080	27.40	45.67
AU10980	3.00%	1/1/2028	12/31/2028	58,709	65,232	71,756	78,279	84,802	91,325	97,849	6	6,523	2,080	28.23	47.04
AU10980	3.00%	1/1/2029	12/31/2029	60,470	67,189	73,908	80,627	87,346	94,065	100,784	6	6,719	2,080	29.07	48.45
SOCIAL/FAMILY SERVICE WORKER TRAINEE															
AU10985	1.50%	1/1/2024	6/30/2024	50,118	55,679	61,239	66,800	72,361	77,921	83,482	6	5,561	1,820	27.54	45.87
AU10985	1.50%	7/1/2024	12/31/2024	50,870	56,514	62,158	67,802	73,446	79,090	84,734	6	5,644	1,820	27.95	46.56
AU10985	3.00%	1/1/2025	12/31/2025	52,396	58,209	64,023	69,836	75,650	81,463	87,276	6	5,813	1,820	28.79	47.95
AU10985	3.00%	1/1/2026	12/31/2026	53,968	59,956	65,943	71,931	77,919	83,907	89,895	6	5,988	1,820	29.65	49.39
AU10985	3.00%	1/1/2027	12/31/2027	55,587	61,754	67,922	74,089	80,257	86,424	92,592	6	6,167	1,820	30.54	50.87
AU10985	3.00%	1/1/2028	12/31/2028	57,254	63,607	69,959	76,312	82,664	89,017	95,369	6	6,352	1,820	31.46	52.40
AU10985	3.00%	1/1/2029	12/31/2029	58,972	65,515	72,058	78,601	85,144	91,687	98,230	6	6,543	1,820	32.40	53.97
Supervising Electrician															
AU10990	1.50%	1/1/2024	6/30/2024	52,627	58,475	64,322	70,170	76,017	81,865	87,712	6	5,847	2,080	25.30	42.17
AU10990	1.50%	7/1/2024	12/31/2024	53,417	59,352	65,287	71,222	77,158	83,093	89,028	6	5,935	2,080	25.68	42.80
AU10990	3.00%	1/1/2025	12/31/2025	55,019	61,133	67,246	73,359	79,472	85,586	91,699	6	6,113	2,080	26.45	44.09
AU10990	3.00%	1/1/2026	12/31/2026	56,670	62,967	69,263	75,560	81,857	88,153	94,450	6	6,297	2,080	27.25	45.41
AU10990	3.00%	1/1/2027	12/31/2027	58,370	64,856	71,341	77,827	84,312	90,798	97,283	6	6,486	2,080	28.06	46.77
AU10990	3.00%	1/1/2028	12/31/2028	60,121	66,801	73,481	80,161	86,842	93,522	100,202	6	6,680	2,080	28.90	48.17
AU10990	3.00%	1/1/2029	12/31/2029	61,925	68,805	75,686	82,566	89,447	96,327	103,208	6	6,881	2,080	29.77	49.62

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
Supervising Payroll Clerk															
AU10035	1.50%	1/1/2024	6/30/2024	52,609	58,454	64,299	70,145	75,990	81,836	87,681	6	5,845	1,820	28.91	48.18
AU10035	1.50%	7/1/2024	12/31/2024	53,398	59,331	65,264	71,197	77,130	83,063	88,996	6	5,933	1,820	29.34	48.90
AU10035	3.00%	1/1/2025	12/31/2025	55,000	61,111	67,222	73,333	79,444	85,555	91,666	6	6,111	1,820	30.22	50.37
AU10035	3.00%	1/1/2026	12/31/2026	56,650	62,944	69,238	75,533	81,827	88,122	94,416	6	6,294	1,820	31.13	51.88
AU10035	3.00%	1/1/2027	12/31/2027	58,349	64,832	71,316	77,799	84,282	90,765	97,249	6	6,483	1,820	32.06	53.43
AU10035	3.00%	1/1/2028	12/31/2028	60,100	66,777	73,455	80,133	86,811	93,488	100,166	6	6,678	1,820	33.02	55.04
AU10035	3.00%	1/1/2029	12/31/2029	61,903	68,781	75,659	82,537	89,415	96,293	103,171	6	6,878	1,820	34.01	56.69
Tax Searcher-															
AU11010	1.50%	1/1/2024	6/30/2024	47,196	52,440	57,684	62,928	68,172	73,416	78,660	6	5,244	1,820	25.93	43.22
AU11010	1.50%	7/1/2024	12/31/2024	47,904	53,227	58,550	63,872	69,195	74,518	79,840	6	5,323	1,820	26.32	43.87
AU11010	3.00%	1/1/2025	12/31/2025	49,341	54,824	60,306	65,788	71,271	76,753	82,236	6	5,482	1,820	27.11	45.18
AU11010	3.00%	1/1/2026	12/31/2026	50,822	56,468	62,115	67,762	73,409	79,056	84,703	6	5,647	1,820	27.92	46.54
AU11010	3.00%	1/1/2027	12/31/2027	52,346	58,162	63,979	69,795	75,611	81,427	87,244	6	5,816	1,820	28.76	47.94
AU11010	3.00%	1/1/2028	12/31/2028	53,917	59,907	65,898	71,889	77,880	83,870	89,861	6	5,991	1,820	29.62	49.37
AU11010	3.00%	1/1/2029	12/31/2029	55,534	61,705	67,875	74,045	80,216	86,386	92,557	6	6,170	1,820	30.51	50.86
Technical Assistant to the Construction Official															
AU11020	1.50%	1/1/2024	6/30/2024	41,781	46,423	51,066	55,708	60,350	64,993	69,635	6	4,642	1,820	22.96	38.26
AU11020	1.50%	7/1/2024	12/31/2024	42,408	47,120	51,832	56,544	61,256	65,968	70,680	6	4,712	1,820	23.30	38.83
AU11020	3.00%	1/1/2025	12/31/2025	43,680	48,533	53,387	58,240	63,093	67,947	72,800	6	4,853	1,820	24.00	40.00
AU11020	3.00%	1/1/2026	12/31/2026	44,990	49,989	54,988	59,987	64,986	69,985	74,984	6	4,999	1,820	24.72	41.20
AU11020	3.00%	1/1/2027	12/31/2027	46,340	51,489	56,638	61,787	66,936	72,085	77,234	6	5,149	1,820	25.46	42.44
AU11020	3.00%	1/1/2028	12/31/2028	47,730	53,034	58,337	63,640	68,944	74,247	79,551	6	5,303	1,820	26.23	43.71
AU11020	3.00%	1/1/2029	12/31/2029	49,162	54,625	60,087	65,550	71,012	76,475	81,937	6	5,462	1,820	27.01	45.02

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/Construction Department															
AU11025	1.50%	1/1/2024	6/30/2024	50,651	56,279	61,907	67,535	73,163	78,791	84,419	6	5,628	1,820	27.83	46.38
AU11025	1.50%	7/1/2024	12/31/2024	51,411	57,123	62,836	68,548	74,261	79,973	85,685	6	5,712	1,820	28.25	47.08
AU11025	3.00%	1/1/2025	12/31/2025	52,953	58,837	64,721	70,605	76,488	82,372	88,256	6	5,884	1,820	29.10	48.49
AU11025	3.00%	1/1/2026	12/31/2026	54,542	60,602	66,663	72,723	78,783	84,843	90,903	6	6,060	1,820	29.97	49.95
AU11025	3.00%	1/1/2027	12/31/2027	56,178	62,420	68,662	74,904	81,146	87,389	93,631	6	6,242	1,820	30.87	51.45
AU11025	3.00%	1/1/2028	12/31/2028	57,864	64,293	70,722	77,152	83,581	90,010	96,439	6	6,429	1,820	31.79	52.99
AU11025	3.00%	1/1/2029	12/31/2029	59,600	66,222	72,844	79,466	86,088	92,710	99,333	6	6,622	1,820	32.75	54.58
Technical Assistant to the Construction Official/Office Manager															
AU10300	1.50%	1/1/2024	6/30/2024	53,726	59,695	65,665	71,635	77,604	83,574	89,543	6	5,970	1,820	29.52	49.20
AU10300	1.50%	7/1/2024	12/31/2024	54,532	60,591	66,650	72,709	78,768	84,827	90,886	6	6,059	1,820	29.96	49.94
AU10300	3.00%	1/1/2025	12/31/2025	56,168	62,409	68,649	74,890	81,131	87,372	93,613	6	6,241	1,820	30.86	51.44
AU10300	3.00%	1/1/2026	12/31/2026	57,853	64,281	70,709	77,137	83,565	89,993	96,421	6	6,428	1,820	31.79	52.98
AU10300	3.00%	1/1/2027	12/31/2027	59,588	66,209	72,830	79,451	86,072	92,693	99,314	6	6,621	1,820	32.74	54.57
AU10300	3.00%	1/1/2028	12/31/2028	61,376	68,196	75,015	81,835	88,654	95,474	102,293	6	6,820	1,820	33.72	56.21
AU10300	3.00%	1/1/2029	12/31/2029	63,217	70,241	77,266	84,290	91,314	98,338	105,362	6	7,024	1,820	34.73	57.89
Tenant Relations Assistant-															
AU11025	1.50%	1/1/2024	6/30/2024	28,156	40,357	52,558	64,759	76,960	89,161	101,362	6	12,201	1,820	15.47	55.69
AU11025	1.50%	7/1/2024	12/31/2024	28,579	40,963	53,347	65,731	78,115	90,499	102,883	6	12,384	1,820	15.70	56.53
AU11025	3.00%	1/1/2025	12/31/2025	29,436	42,191	54,947	67,702	80,458	93,214	105,969	6	12,756	1,820	16.17	58.22
AU11025	3.00%	1/1/2026	12/31/2026	30,319	43,457	56,595	69,734	82,872	96,010	109,148	6	13,138	1,820	16.66	59.97
AU11025	3.00%	1/1/2027	12/31/2027	31,229	44,761	58,293	71,826	85,358	98,890	112,423	6	13,532	1,820	17.16	61.77
AU11025	3.00%	1/1/2028	12/31/2028	32,165	46,104	60,042	73,980	87,919	101,857	115,795	6	13,938	1,820	17.67	63.62
AU11025	3.00%	1/1/2029	12/31/2029	33,130	47,487	61,843	76,200	90,556	104,913	119,269	6	14,356	1,820	18.20	65.53

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
Truck Driver-															
AU11030	1.50%	1/1/2024	6/30/2024	42,532	47,258	51,984	56,710	61,436	66,161	70,887	6	4,726	2,080	20.45	34.08
AU11030	1.50%	7/1/2024	12/31/2024	43,170	47,967	52,764	57,560	62,357	67,154	71,950	6	4,797	2,080	20.75	34.59
AU11030	3.00%	1/1/2025	12/31/2025	44,465	49,406	54,347	59,287	64,228	69,168	74,109	6	4,941	2,080	21.38	35.63
AU11030	3.00%	1/1/2026	12/31/2026	45,799	50,888	55,977	61,066	66,155	71,243	76,332	6	5,089	2,080	22.02	36.70
AU11030	3.00%	1/1/2027	12/31/2027	47,173	52,415	57,656	62,898	68,139	73,381	78,622	6	5,241	2,080	22.68	37.80
AU11030	3.00%	1/1/2028	12/31/2028	48,589	53,987	59,386	64,785	70,183	75,582	80,981	6	5,399	2,080	23.36	38.93
AU11030	3.00%	1/1/2029	12/31/2029	50,046	55,607	61,168	66,728	72,289	77,850	83,410	6	5,561	2,080	24.06	40.10
Truck Driver/Forester-															
AU11030	1.50%	1/1/2024	6/30/2024	51,446	57,162	62,878	68,594	74,311	80,027	85,743	6	5,716	2,080	24.73	41.22
AU11030	1.50%	7/1/2024	12/31/2024	52,217	58,019	63,821	69,623	75,425	81,227	87,029	6	5,802	2,080	25.10	41.84
AU11030	3.00%	1/1/2025	12/31/2025	53,784	59,760	65,736	71,712	77,688	83,664	89,640	6	5,976	2,080	25.86	43.10
AU11030	3.00%	1/1/2026	12/31/2026	55,398	61,553	67,708	73,863	80,019	86,174	92,329	6	6,155	2,080	26.63	44.39
AU11030	3.00%	1/1/2027	12/31/2027	57,059	63,399	69,739	76,079	82,419	88,759	95,099	6	6,340	2,080	27.43	45.72
AU11030	3.00%	1/1/2028	12/31/2028	58,771	65,301	71,831	78,362	84,892	91,422	97,952	6	6,530	2,080	28.26	47.09
AU11030	3.00%	1/1/2029	12/31/2029	60,534	67,260	73,986	80,712	87,439	94,165	100,891	6	6,726	2,080	29.10	48.51
Violations Clerk															
AU11040	1.50%	1/1/2024	6/30/2024	46,368	51,520	56,672	61,824	66,976	72,128	77,280	6	5,152	1,820	25.48	42.46
AU11040	1.50%	7/1/2024	12/31/2024	47,064	52,293	57,522	62,752	67,981	73,210	78,439	6	5,229	1,820	25.86	43.10
AU11040	3.00%	1/1/2025	12/31/2025	48,476	53,862	59,248	64,634	70,020	75,406	80,793	6	5,386	1,820	26.63	44.39
AU11040	3.00%	1/1/2026	12/31/2026	49,930	55,478	61,025	66,573	72,121	77,669	83,216	6	5,548	1,820	27.43	45.72
AU11040	3.00%	1/1/2027	12/31/2027	51,428	57,142	62,856	68,570	74,285	79,999	85,713	6	5,714	1,820	28.26	47.10
AU11040	3.00%	1/1/2028	12/31/2028	52,971	58,856	64,742	70,627	76,513	82,399	88,284	6	5,886	1,820	29.10	48.51
AU11040	3.00%	1/1/2029	12/31/2029	54,560	60,622	66,684	72,746	78,808	84,871	90,933	6	6,062	1,820	29.98	49.96

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
Zoning Officer															
AU11050	1.50%	1/1/2024	6/30/2024	51,076	56,751	62,427	68,102	73,777	79,452	85,127	6	5,675	1,820	28.06	46.77
AU11050	1.50%	7/1/2024	12/31/2024	51,842	57,603	63,363	69,123	74,884	80,644	86,404	6	5,760	1,820	28.48	47.47
AU11050	3.00%	1/1/2025	12/31/2025	53,398	59,331	65,264	71,197	77,130	83,063	88,996	6	5,933	1,820	29.34	48.90
AU11050	3.00%	1/1/2026	12/31/2026	55,000	61,111	67,222	73,333	79,444	85,555	91,666	6	6,111	1,820	30.22	50.37
AU11050	3.00%	1/1/2027	12/31/2027	56,650	62,944	69,238	75,533	81,827	88,122	94,416	6	6,294	1,820	31.13	51.88
AU11050	3.00%	1/1/2028	12/31/2028	58,349	64,832	71,316	77,799	84,282	90,765	97,249	6	6,483	1,820	32.06	53.43
AU11050	3.00%	1/1/2029	12/31/2029	60,100	66,777	73,455	80,133	86,811	93,488	100,166	6	6,678	1,820	33.02	55.04
Returning Retiree Limited/Any Full Time Position, Part Time Hourly Rate as per positions above															
AU11060	0.00%	1/1/2024	12/31/2029	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	1.50%	1/1/2024	6/30/2024	12,674	12,674	12,674	12,674	12,674	12,674	12,674	12,674	12,674	12,674	12,674	0	-	1,820
A	1.50%	7/1/2024	12/31/2024	12,864	12,864	12,864	12,864	12,864	12,864	12,864	12,864	12,864	12,864	12,864	0	-	1,820
A	3.00%	1/1/2025	12/31/2025	13,250	13,250	13,250	13,250	13,250	13,250	13,250	13,250	13,250	13,250	13,250	0	-	1,820
A	3.00%	1/1/2026	12/31/2026	13,648	13,648	13,648	13,648	13,648	13,648	13,648	13,648	13,648	13,648	13,648	0	-	1,820
A	3.00%	1/1/2027	12/31/2027	14,057	14,057	14,057	14,057	14,057	14,057	14,057	14,057	14,057	14,057	14,057	0	-	1,820
A	3.00%	1/1/2028	12/31/2028	14,479	14,479	14,479	14,479	14,479	14,479	14,479	14,479	14,479	14,479	14,479	0	-	1,820
A	3.00%	1/1/2029	12/31/2029	14,913	14,913	14,913	14,913	14,913	14,913	14,913	14,913	14,913	14,913	14,913	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	1.50%	1/1/2024	6/30/2024	25,346	25,346	25,346	25,346	25,346	25,346	25,346	25,346	25,346	25,346	25,346	0	-	1,820
B	1.50%	7/1/2024	12/31/2024	25,726	25,726	25,726	25,726	25,726	25,726	25,726	25,726	25,726	25,726	25,726	0	-	1,820
B	3.00%	1/1/2025	12/31/2025	26,498	26,498	26,498	26,498	26,498	26,498	26,498	26,498	26,498	26,498	26,498	0	-	1,820
B	3.00%	1/1/2026	12/31/2026	27,292	27,292	27,292	27,292	27,292	27,292	27,292	27,292	27,292	27,292	27,292	0	-	1,820
B	3.00%	1/1/2027	12/31/2027	28,111	28,111	28,111	28,111	28,111	28,111	28,111	28,111	28,111	28,111	28,111	0	-	1,820
B	3.00%	1/1/2028	12/31/2028	28,955	28,955	28,955	28,955	28,955	28,955	28,955	28,955	28,955	28,955	28,955	0	-	1,820
B	3.00%	1/1/2029	12/31/2029	29,823	29,823	29,823	29,823	29,823	29,823	29,823	29,823	29,823	29,823	29,823	0	-	1,820
C	1.50%	1/1/2024	6/30/2024	39,078	39,078	39,078	39,078	39,078	39,078	39,078	39,078	39,078	39,078	39,078	0	-	1,820
C	1.50%	7/1/2024	12/31/2024	39,664	39,664	39,664	39,664	39,664	39,664	39,664	39,664	39,664	39,664	39,664	0	-	1,820
C	3.00%	1/1/2025	12/31/2025	40,854	40,854	40,854	40,854	40,854	40,854	40,854	40,854	40,854	40,854	40,854	0	-	1,820
C	3.00%	1/1/2026	12/31/2026	42,079	42,079	42,079	42,079	42,079	42,079	42,079	42,079	42,079	42,079	42,079	0	-	1,820
C	3.00%	1/1/2027	12/31/2027	43,342	43,342	43,342	43,342	43,342	43,342	43,342	43,342	43,342	43,342	43,342	0	-	1,820
C	3.00%	1/1/2028	12/31/2028	44,642	44,642	44,642	44,642	44,642	44,642	44,642	44,642	44,642	44,642	44,642	0	-	1,820
C	3.00%	1/1/2029	12/31/2029	45,981	45,981	45,981	45,981	45,981	45,981	45,981	45,981	45,981	45,981	45,981	0	-	1,820
D	1.50%	1/1/2024	6/30/2024	43,138	43,138	43,138	43,138	43,138	43,138	43,138	43,138	43,138	43,138	43,138	0	-	1,820
D	1.50%	7/1/2024	12/31/2024	43,785	43,785	43,785	43,785	43,785	43,785	43,785	43,785	43,785	43,785	43,785	0	-	1,820
D	3.00%	1/1/2025	12/31/2025	45,098	45,098	45,098	45,098	45,098	45,098	45,098	45,098	45,098	45,098	45,098	0	-	1,820
D	3.00%	1/1/2026	12/31/2026	46,451	46,451	46,451	46,451	46,451	46,451	46,451	46,451	46,451	46,451	46,451	0	-	1,820
D	3.00%	1/1/2027	12/31/2027	47,845	47,845	47,845	47,845	47,845	47,845	47,845	47,845	47,845	47,845	47,845	0	-	1,820
D	3.00%	1/1/2028	12/31/2028	49,280	49,280	49,280	49,280	49,280	49,280	49,280	49,280	49,280	49,280	49,280	0	-	1,820
D	3.00%	1/1/2029	12/31/2029	50,758	50,758	50,758	50,758	50,758	50,758	50,758	50,758	50,758	50,758	50,758	0	-	1,820
D-1	1.50%	1/1/2024	6/30/2024	43,645	43,645	43,645	43,645	43,645	43,645	43,645	43,645	43,645	43,645	43,645	0	-	1,820
D-1	1.50%	7/1/2024	12/31/2024	44,300	44,300	44,300	44,300	44,300	44,300	44,300	44,300	44,300	44,300	44,300	0	-	1,820
D-1	3.00%	1/1/2025	12/31/2025	45,629	45,629	45,629	45,629	45,629	45,629	45,629	45,629	45,629	45,629	45,629	0	-	1,820
D-1	3.00%	1/1/2026	12/31/2026	46,998	46,998	46,998	46,998	46,998	46,998	46,998	46,998	46,998	46,998	46,998	0	-	1,820
D-1	3.00%	1/1/2027	12/31/2027	48,407	48,407	48,407	48,407	48,407	48,407	48,407	48,407	48,407	48,407	48,407	0	-	1,820

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
D-1	3.00%	1/1/2028	12/31/2028	49,860	49,860	49,860	49,860	49,860	49,860	49,860	49,860	49,860	49,860	49,860	0	-	1,820
D-1	3.00%	1/1/2029	12/31/2029	51,355	51,355	51,355	51,355	51,355	51,355	51,355	51,355	51,355	51,355	51,355	0	-	1,820

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
E	1.50%	1/1/2024	6/30/2024	52,660	52,660	52,660	52,660	52,660	52,660	52,660	52,660	52,660	52,660	52,660	0	-	1,820
E	1.50%	7/1/2024	12/31/2024	53,450	53,450	53,450	53,450	53,450	53,450	53,450	53,450	53,450	53,450	53,450	0	-	1,820
E	3.00%	1/1/2025	12/31/2025	55,053	55,053	55,053	55,053	55,053	55,053	55,053	55,053	55,053	55,053	55,053	0	-	1,820
E	3.00%	1/1/2026	12/31/2026	56,705	56,705	56,705	56,705	56,705	56,705	56,705	56,705	56,705	56,705	56,705	0	-	1,820
E	3.00%	1/1/2027	12/31/2027	58,406	58,406	58,406	58,406	58,406	58,406	58,406	58,406	58,406	58,406	58,406	0	-	1,820
E	3.00%	1/1/2028	12/31/2028	60,158	60,158	60,158	60,158	60,158	60,158	60,158	60,158	60,158	60,158	60,158	0	-	1,820
E	3.00%	1/1/2029	12/31/2029	61,963	61,963	61,963	61,963	61,963	61,963	61,963	61,963	61,963	61,963	61,963	0	-	1,820
F	1.50%	1/1/2024	6/30/2024	65,298	65,298	65,298	65,298	65,298	65,298	65,298	65,298	65,298	65,298	65,298	0	-	1,820
F	1.50%	7/1/2024	12/31/2024	66,278	66,278	66,278	66,278	66,278	66,278	66,278	66,278	66,278	66,278	66,278	0	-	1,820
F	3.00%	1/1/2025	12/31/2025	68,266	68,266	68,266	68,266	68,266	68,266	68,266	68,266	68,266	68,266	68,266	0	-	1,820
F	3.00%	1/1/2026	12/31/2026	70,314	70,314	70,314	70,314	70,314	70,314	70,314	70,314	70,314	70,314	70,314	0	-	1,820
F	3.00%	1/1/2027	12/31/2027	72,424	72,424	72,424	72,424	72,424	72,424	72,424	72,424	72,424	72,424	72,424	0	-	1,820
F	3.00%	1/1/2028	12/31/2028	74,596	74,596	74,596	74,596	74,596	74,596	74,596	74,596	74,596	74,596	74,596	0	-	1,820
F	3.00%	1/1/2029	12/31/2029	76,834	76,834	76,834	76,834	76,834	76,834	76,834	76,834	76,834	76,834	76,834	0	-	1,820
G	1.50%	1/1/2024	6/30/2024	80,970	80,970	80,970	80,970	80,970	80,970	80,970	80,970	80,970	80,970	80,970	0	-	1,820
G	1.50%	7/1/2024	12/31/2024	82,184	82,184	82,184	82,184	82,184	82,184	82,184	82,184	82,184	82,184	82,184	0	-	1,820
G	3.00%	1/1/2025	12/31/2025	84,650	84,650	84,650	84,650	84,650	84,650	84,650	84,650	84,650	84,650	84,650	0	-	1,820
G	3.00%	1/1/2026	12/31/2026	87,190	87,190	87,190	87,190	87,190	87,190	87,190	87,190	87,190	87,190	87,190	0	-	1,820
G	3.00%	1/1/2027	12/31/2027	89,805	89,805	89,805	89,805	89,805	89,805	89,805	89,805	89,805	89,805	89,805	0	-	1,820
G	3.00%	1/1/2028	12/31/2028	92,499	92,499	92,499	92,499	92,499	92,499	92,499	92,499	92,499	92,499	92,499	0	-	1,820
G	3.00%	1/1/2029	12/31/2029	95,274	95,274	95,274	95,274	95,274	95,274	95,274	95,274	95,274	95,274	95,274	0	-	1,820
H	1.50%	1/1/2024	6/30/2024	100,403	100,403	100,403	100,403	100,403	100,403	100,403	100,403	100,403	100,403	100,403	0	-	1,820
H	1.50%	7/1/2024	12/31/2024	101,909	101,909	101,909	101,909	101,909	101,909	101,909	101,909	101,909	101,909	101,909	0	-	1,820
H	3.00%	1/1/2025	12/31/2025	104,966	104,966	104,966	104,966	104,966	104,966	104,966	104,966	104,966	104,966	104,966	0	-	1,820
ıicipal En	3.00%	1/1/2026	12/31/2026	108,115	108,115	108,115	108,115	108,115	108,115	108,115	108,115	108,115	108,115	108,115	0	-	1,820
H	3.00%	1/1/2027	12/31/2027	111,358	111,358	111,358	111,358	111,358	111,358	111,358	111,358	111,358	111,358	111,358	0	-	1,820
H	3.00%	1/1/2028	12/31/2028	114,699	114,699	114,699	114,699	114,699	114,699	114,699	114,699	114,699	114,699	114,699	0	-	1,820
H	3.00%	1/1/2029	12/31/2029	118,140	118,140	118,140	118,140	118,140	118,140	118,140	118,140	118,140	118,140	118,140	0	-	1,820
I	1.50%	1/1/2024	6/30/2024	78,094	83,301	88,507	93,713	98,920	104,126	109,332	114,538	119,745	124,951	130,157	6	8,677	1,820
I	1.50%	7/1/2024	12/31/2024	79,266	84,550	89,835	95,119	100,403	105,688	110,972	116,257	121,541	126,825	132,110	6	8,807	1,820
I	3.00%	1/1/2025	12/31/2025	81,644	87,087	92,530	97,973	103,415	108,858	114,301	119,744	125,187	130,630	136,073	6	9,072	1,820
I	3.00%	1/1/2026	12/31/2026	84,093	89,699	95,306	100,912	106,518	112,124	117,730	123,337	128,943	134,549	140,155	6	9,344	1,820
I	3.00%	1/1/2027	12/31/2027	86,616	92,390	98,165	103,939	109,713	115,488	121,262	127,037	132,811	138,585	144,360	6	9,624	1,820
I	3.00%	1/1/2028	12/31/2028	89,214	95,162	101,110	107,057	113,005	118,953	124,900	130,848	136,795	142,743	148,691	6	9,913	1,820

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
I	3.00%	1/1/2029	12/31/2029	91,891	98,017	104,143	110,269	116,395	122,521	128,647	134,773	140,899	147,025	153,151	6	10,210	1,820

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
I-1	1.50%	1/1/2024	6/30/2024	84,869	90,526	96,184	101,842	107,500	113,158	118,816	124,474	130,132	135,790	141,448	6	9,430	1,820
I-1	1.50%	7/1/2024	12/31/2024	86,142	91,884	97,627	103,370	109,113	114,855	120,598	126,341	132,084	137,826	143,569	6	9,571	1,820
I-1	3.00%	1/1/2025	12/31/2025	88,726	94,641	100,556	106,471	112,386	118,301	124,216	130,131	136,046	141,961	147,876	6	9,858	1,820
I-1	3.00%	1/1/2026	12/31/2026	91,388	97,480	103,573	109,665	115,758	121,850	127,943	134,035	140,128	146,220	152,313	6	10,154	1,820
I-1	3.00%	1/1/2027	12/31/2027	94,129	100,404	106,680	112,955	119,230	125,506	131,781	138,056	144,331	150,607	156,882	6	10,459	1,820
I-1	3.00%	1/1/2028	12/31/2028	96,953	103,417	109,880	116,344	122,807	129,271	135,734	142,198	148,661	155,125	161,588	6	10,773	1,820
I-1	3.00%	1/1/2029	12/31/2029	99,862	106,519	113,177	119,834	126,491	133,149	139,806	146,464	153,121	159,779	166,436	6	11,096	1,820
I-2	1.50%	1/1/2024	6/30/2024	119,514	119,514	119,514	119,514	119,514	119,514	119,514	119,514	119,514	124,836	130,157	6	1,774	1,820
I-2	1.50%	7/1/2024	12/31/2024	121,307	121,307	121,307	121,307	121,307	121,307	121,307	121,307	121,307	126,708	132,110	6	1,800	1,820
I-2	3.00%	1/1/2025	12/31/2025	124,946	124,946	124,946	124,946	124,946	124,946	124,946	124,946	124,946	130,510	136,073	6	1,855	1,820
I-2	3.00%	1/1/2026	12/31/2026	128,694	128,694	128,694	128,694	128,694	128,694	128,694	128,694	128,694	134,425	140,155	6	1,910	1,820
I-2	3.00%	1/1/2027	12/31/2027	132,555	132,555	132,555	132,555	132,555	132,555	132,555	132,555	132,555	138,458	144,360	6	1,967	1,820
I-2	3.00%	1/1/2028	12/31/2028	136,532	136,532	136,532	136,532	136,532	136,532	136,532	136,532	136,532	142,611	148,691	6	2,026	1,820
I-2	3.00%	1/1/2029	12/31/2029	140,628	140,628	140,628	140,628	140,628	140,628	140,628	140,628	140,628	146,890	153,151	6	2,087	1,820
J	1.50%	1/1/2024	6/30/2024	96,838	103,293	109,749	116,205	122,661	129,117	135,573	142,028	148,484	154,940	161,396	6	10,760	1,820
J	1.50%	7/1/2024	12/31/2024	98,290	104,843	111,396	117,948	124,501	131,054	137,606	144,159	150,712	157,264	163,817	6	10,921	1,820
J	3.00%	1/1/2025	12/31/2025	101,239	107,988	114,737	121,487	128,236	134,985	141,734	148,484	155,233	161,982	168,731	6	11,249	1,820
J	3.00%	1/1/2026	12/31/2026	104,276	111,228	118,180	125,131	132,083	139,035	145,986	152,938	159,890	166,842	173,793	6	11,586	1,820
J	3.00%	1/1/2027	12/31/2027	107,404	114,565	121,725	128,885	136,045	143,206	150,366	157,526	164,687	171,847	179,007	6	11,934	1,820
J	3.00%	1/1/2028	12/31/2028	110,626	118,002	125,377	132,752	140,127	147,502	154,877	162,252	169,627	177,002	184,377	6	12,292	1,820
J	3.00%	1/1/2029	12/31/2029	113,945	121,542	129,138	136,734	144,331	151,927	159,523	167,120	174,716	182,312	189,909	6	12,661	1,820

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
J-1	1.50%	1/1/2024	6/30/2024	185,645	185,645	185,645	185,645	185,645	185,645	185,645	185,645	185,645	185,645	185,645	0	-	1,820
J-1	1.50%	7/1/2024	12/31/2024	188,430	188,430	188,430	188,430	188,430	188,430	188,430	188,430	188,430	188,430	188,430	0	-	1,820
J-1	3.00%	1/1/2025	12/31/2025	194,083	194,083	194,083	194,083	194,083	194,083	194,083	194,083	194,083	194,083	194,083	0	-	1,820
J-1	3.00%	1/1/2026	12/31/2026	199,906	199,906	199,906	199,906	199,906	199,906	199,906	199,906	199,906	199,906	199,906	0	-	1,820
J-1	3.00%	1/1/2027	12/31/2027	205,903	205,903	205,903	205,903	205,903	205,903	205,903	205,903	205,903	205,903	205,903	0	-	1,820
J-1	3.00%	1/1/2028	12/31/2028	212,080	212,080	212,080	212,080	212,080	212,080	212,080	212,080	212,080	212,080	212,080	0	-	1,820
J-1	3.00%	1/1/2029	12/31/2029	218,442	218,442	218,442	218,442	218,442	218,442	218,442	218,442	218,442	218,442	218,442	0	-	1,820
J-2	1.50%	1/1/2024	6/30/2024	189,380	189,380	189,380	189,380	189,380	189,380	189,380	189,380	189,380	189,380	189,380	6	0	1,820
J-2	1.50%	7/1/2024	12/31/2024	192,221	192,221	192,221	192,221	192,221	192,221	192,221	192,221	192,221	192,221	192,221	6	0	1,820
J-2	3.00%	1/1/2025	12/31/2025	197,988	197,988	197,988	197,988	197,988	197,988	197,988	197,988	197,988	197,988	197,988	6	0	1,820
J-2	3.00%	1/1/2026	12/31/2026	203,927	203,927	203,927	203,927	203,927	203,927	203,927	203,927	203,927	203,927	203,927	6	0	1,820
J-2	3.00%	1/1/2027	12/31/2027	210,045	210,045	210,045	210,045	210,045	210,045	210,045	210,045	210,045	210,045	210,045	6	0	1,820
J-2	3.00%	1/1/2028	12/31/2028	216,346	216,346	216,346	216,346	216,346	216,346	216,346	216,346	216,346	216,346	216,346	6	0	1,820
J-2	3.00%	1/1/2029	12/31/2029	222,837	222,837	222,837	222,837	222,837	222,837	222,837	222,837	222,837	222,837	222,837	6	0	1,820
K	1.50%	1/1/2024	6/30/2024	120,078	128,084	136,089	144,094	152,099	160,104	168,110	176,115	184,120	192,125	200,131	6	13,342	1,820
K	1.50%	7/1/2024	12/31/2024	121,879	130,005	138,130	146,255	154,381	162,506	170,631	178,757	186,882	195,007	203,132	6	13,542	1,820
K	3.00%	1/1/2025	12/31/2025	125,536	133,905	142,274	150,643	159,012	167,381	175,750	184,119	192,488	200,857	209,226	6	13,948	1,820
K	3.00%	1/1/2026	12/31/2026	129,302	137,922	146,542	155,162	163,782	172,403	181,023	189,643	198,263	206,883	215,503	6	14,367	1,820
K	3.00%	1/1/2027	12/31/2027	133,181	142,060	150,938	159,817	168,696	177,575	186,453	195,332	204,211	213,090	221,968	6	14,798	1,820
K	3.00%	1/1/2028	12/31/2028	137,176	146,322	155,467	164,612	173,757	182,902	192,047	201,192	210,337	219,482	228,627	6	15,242	1,820
K	3.00%	1/1/2029	12/31/2029	141,292	150,711	160,131	169,550	178,970	188,389	197,808	207,228	216,647	226,067	235,486	6	15,699	1,820
K-1	1.50%	1/1/2024	6/30/2024	129,108	137,715	146,322	154,930	163,537	172,144	180,751	189,358	197,966	206,573	215,180	6	14,345	1,820
K-1	1.50%	7/1/2024	12/31/2024	131,045	139,781	148,517	157,254	165,990	174,726	183,462	192,199	200,935	209,671	218,408	6	14,561	1,820
K-1	3.00%	1/1/2025	12/31/2025	134,976	143,974	152,973	161,971	170,970	179,968	188,966	197,965	206,963	215,962	224,960	6	14,997	1,820
K-1	3.00%	1/1/2026	12/31/2026	139,025	148,294	157,562	166,830	176,099	185,367	194,635	203,904	213,172	222,440	231,709	6	15,447	1,820
K-1	3.00%	1/1/2027	12/31/2027	143,196	152,742	162,289	171,835	181,382	190,928	200,474	210,021	219,567	229,114	238,660	6	15,911	1,820
K-1	3.00%	1/1/2028	12/31/2028	147,492	157,325	167,157	176,990	186,823	196,656	206,489	216,321	226,154	235,987	245,820	6	16,388	1,820
K-1	3.00%	1/1/2029	12/31/2029	151,917	162,044	172,172	182,300	192,428	202,556	212,683	222,811	232,939	243,067	253,194	6	16,880	1,820
K-2	1.50%	1/1/2024	6/30/2024	129,108	137,715	146,322	154,930	163,537	172,144	180,751	189,358	197,966	206,573	215,180	6	14,345	1,820
K-2	1.50%	7/1/2024	12/31/2024	131,045	139,781	148,517	157,254	165,990	174,726	183,462	192,199	200,935	209,671	218,408	6	14,561	1,820
K-2	3.00%	1/1/2025	12/31/2025	134,976	143,974	152,973	161,971	170,970	179,968	188,966	197,965	206,963	215,962	224,960	6	14,997	1,820
K-2	3.00%	1/1/2026	12/31/2026	139,025	148,294	157,562	166,830	176,099	185,367	194,635	203,904	213,172	222,440	231,709	6	15,447	1,820
K-2	3.00%	1/1/2027	12/31/2027	143,196	152,742	162,289	171,835	181,382	190,928	200,474	210,021	219,567	229,114	238,660	6	15,911	1,820
K-2	3.00%	1/1/2028	12/31/2028	147,492	157,325	167,157	176,990	186,823	196,656	206,489	216,321	226,154	235,987	245,820	6	16,388	1,820

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
K-2	3.00%	1/1/2029	12/31/2029	151,917	162,044	172,172	182,300	192,428	202,556	212,683	222,811	232,939	243,067	253,194	6	16,880	1,820

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
L	1.50%	1/1/2024	6/30/2024	230,789	230,789	230,789	230,789	230,789	230,789	230,789	230,789	230,789	230,789	230,789	0	-	1,820
L	1.50%	7/1/2024	12/31/2024	234,251	234,251	234,251	234,251	234,251	234,251	234,251	234,251	234,251	234,251	234,251	0	-	1,820
L	3.00%	1/1/2025	12/31/2025	241,279	241,279	241,279	241,279	241,279	241,279	241,279	241,279	241,279	241,279	241,279	0	-	1,820
L	3.00%	1/1/2026	12/31/2026	248,517	248,517	248,517	248,517	248,517	248,517	248,517	248,517	248,517	248,517	248,517	0	-	1,820
L	3.00%	1/1/2027	12/31/2027	255,973	255,973	255,973	255,973	255,973	255,973	255,973	255,973	255,973	255,973	255,973	0	-	1,820
L	3.00%	1/1/2028	12/31/2028	263,652	263,652	263,652	263,652	263,652	263,652	263,652	263,652	263,652	263,652	263,652	0	-	1,820
L	3.00%	1/1/2029	12/31/2029	271,561	271,561	271,561	271,561	271,561	271,561	271,561	271,561	271,561	271,561	271,561	0	-	1,820

Additional Pensionable Compensation

Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a negotiated agreement or by Township Ordinance

Supplemental maximum 457(b) and Retirement Health Benefit pensionable salaries are limited to those employees eligible under a negotiated agreement or by Township Ordinance

		FROM	TO	AMOUNT / % OF SALARY / CONTRACT STATUS
* Holiday Pay		1/1/2024	12/31/2029	7%
** Police Stipend		1/1/2024	12/31/2029	4,500
*** Contract		1/1/2024	12/31/2029	Negotiated Contract in effect
457 Plan Contribution in Lieu of Retirement Pension				Up to 10.5% of Salary

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
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		K-2	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		

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	1.50%	1/1/2024	6/30/2024	55,537	61,708	67,879	74,050	80,220	86,391	92,562	6	6,171	2,040	27.22	45.37
TS10005	1.50%	7/1/2024	12/31/2024	56,370	62,634	68,897	75,160	81,424	87,687	93,950	6	6,263	2,040	27.63	46.05
TS10005	3.00%	1/1/2025	12/31/2025	58,061	64,513	70,964	77,415	83,866	90,318	96,769	6	6,451	2,040	28.46	47.44
TS10005	3.00%	1/1/2026	12/31/2026	59,803	66,448	73,093	79,738	86,382	93,027	99,672	6	6,645	2,040	29.32	48.86
TS10005	3.00%	1/1/2027	12/31/2027	61,597	68,441	75,286	82,130	88,974	95,818	102,662	6	6,844	2,040	30.19	50.32
TS10005	3.00%	1/1/2028	12/31/2028	63,445	70,495	77,544	84,594	91,643	98,692	105,742	6	7,049	2,040	31.10	51.83
Assistant Supervisor															
TS10010	1.50%	1/1/2024	6/30/2024	55,537	61,708	67,879	74,050	80,220	86,391	92,562	6	6,171	2,040	27.22	45.37
TS10010	1.50%	7/1/2024	12/31/2024	56,370	62,634	68,897	75,160	81,424	87,687	93,950	6	6,263	2,040	27.63	46.05
TS10010	3.00%	1/1/2025	12/31/2025	58,061	64,513	70,964	77,415	83,866	90,318	96,769	6	6,451	2,040	28.46	47.44
TS10010	3.00%	1/1/2026	12/31/2026	59,803	66,448	73,093	79,738	86,382	93,027	99,672	6	6,645	2,040	29.32	48.86
TS10010	3.00%	1/1/2027	12/31/2027	61,597	68,441	75,286	82,130	88,974	95,818	102,662	6	6,844	2,040	30.19	50.32
TS10010	3.00%	1/1/2028	12/31/2028	63,445	70,495	77,544	84,594	91,643	98,692	105,742	6	7,049	2,040	31.10	51.83
Assistant Supervisor Public Works															
TS10020	1.50%	1/1/2024	6/30/2024	55,537	61,708	67,879	74,050	80,220	86,391	92,562	6	6,171	2,040	27.22	45.37
TS10020	1.50%	7/1/2024	12/31/2024	56,370	62,634	68,897	75,160	81,424	87,687	93,950	6	6,263	2,040	27.63	46.05
TS10020	3.00%	1/1/2025	12/31/2025	58,061	64,513	70,964	77,415	83,866	90,318	96,769	6	6,451	2,040	28.46	47.44
TS10020	3.00%	1/1/2026	12/31/2026	59,803	66,448	73,093	79,738	86,382	93,027	99,672	6	6,645	2,040	29.32	48.86
TS10020	3.00%	1/1/2027	12/31/2027	61,597	68,441	75,286	82,130	88,974	95,818	102,662	6	6,844	2,040	30.19	50.32
TS10020	3.00%	1/1/2028	12/31/2028	63,445	70,495	77,544	84,594	91,643	98,692	105,742	6	7,049	2,040	31.10	51.83

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/Certified Pool Operator															
TS10030	1.50%	1/1/2024	6/30/2024	58,452	64,947	71,442	77,936	84,431	90,926	97,421	6	6,495	2,040	28.65	47.76
TS10030	1.50%	7/1/2024	12/31/2024	59,329	65,921	72,513	79,105	85,698	92,290	98,882	6	6,592	2,040	29.08	48.47
TS10030	3.00%	1/1/2025	12/31/2025	61,109	67,899	74,689	81,479	88,268	95,058	101,848	6	6,790	2,040	29.96	49.93
TS10030	3.00%	1/1/2026	12/31/2026	62,942	69,936	76,929	83,923	90,917	97,910	104,904	6	6,994	2,040	30.85	51.42
TS10030	3.00%	1/1/2027	12/31/2027	64,830	72,034	79,237	86,441	93,644	100,847	108,051	6	7,203	2,040	31.78	52.97
TS10030	3.00%	1/1/2028	12/31/2028	66,775	74,195	81,614	89,034	96,453	103,873	111,292	6	7,419	2,040	32.73	54.56
Assistant Supervisor of Public Works/Parking Meter Collector															
TS10040	1.50%	1/1/2024	6/30/2024	55,537	61,708	67,878	74,049	80,220	86,391	92,562	6	6,171	2,040	27.22	45.37
TS10040	1.50%	7/1/2024	12/31/2024	56,370	62,633	68,897	75,160	81,423	87,687	93,950	6	6,263	2,040	27.63	46.05
TS10040	3.00%	1/1/2025	12/31/2025	58,061	64,512	70,964	77,415	83,866	90,317	96,769	6	6,451	2,040	28.46	47.44
TS10040	3.00%	1/1/2026	12/31/2026	59,803	66,448	73,092	79,737	86,382	93,027	99,672	6	6,645	2,040	29.32	48.86
TS10040	3.00%	1/1/2027	12/31/2027	61,597	68,441	75,285	82,129	88,973	95,818	102,662	6	6,844	2,040	30.19	50.32
TS10040	3.00%	1/1/2028	12/31/2028	63,445	70,494	77,544	84,593	91,643	98,692	105,742	6	7,049	2,040	31.10	51.83
Supervisor of the Department of Public Works															
TS10050	1.50%	1/1/2024	6/30/2024	61,166	67,962	74,758	81,554	88,350	95,147	101,943	6	6,796	2,040	29.98	49.97
TS10050	1.50%	7/1/2024	12/31/2024	62,083	68,981	75,879	82,777	89,676	96,574	103,472	6	6,898	2,040	30.43	50.72
TS10050	3.00%	1/1/2025	12/31/2025	63,946	71,051	78,156	85,261	92,366	99,471	106,576	6	7,105	2,040	31.35	52.24
TS10050	3.00%	1/1/2026	12/31/2026	65,864	73,182	80,500	87,819	95,137	102,455	109,773	6	7,318	2,040	32.29	53.81
TS10050	3.00%	1/1/2027	12/31/2027	67,840	75,378	82,915	90,453	97,991	105,529	113,066	6	7,538	2,040	33.25	55.42
TS10050	3.00%	1/1/2028	12/31/2028	69,875	77,639	85,403	93,167	100,931	108,695	116,458	6	7,764	2,040	34.25	57.09

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
Supervisor of the Department of Public Works/Certified Pool Operator															
TS10060	1.50%	1/1/2024	6/30/2024	61,166	67,962	74,758	81,554	88,350	95,146	101,943	6	6,796	2,040	29.98	49.97
TS10060	1.50%	7/1/2024	12/31/2024	62,083	68,981	75,879	82,777	89,676	96,574	103,472	6	6,898	2,040	30.43	50.72
TS10060	3.00%	1/1/2025	12/31/2025	63,946	71,051	78,156	85,261	92,366	99,471	106,576	6	7,105	2,040	31.35	52.24
TS10060	3.00%	1/1/2026	12/31/2026	65,864	73,182	80,500	87,819	95,137	102,455	109,773	6	7,318	2,040	32.29	53.81
TS10060	3.00%	1/1/2027	12/31/2027	67,840	75,378	82,915	90,453	97,991	105,529	113,066	6	7,538	2,040	33.25	55.42
TS10060	3.00%	1/1/2028	12/31/2028	69,875	77,639	85,403	93,167	100,931	108,695	116,458	6	7,764	2,040	34.25	57.09
Supervising Mechanic															
TS10070	1.50%	1/1/2024	6/30/2024	61,165	67,961	74,757	81,554	88,350	95,146	101,942	6	6,796	2,040	29.98	49.97
TS10070	1.50%	7/1/2024	12/31/2024	62,083	68,981	75,879	82,777	89,675	96,573	103,471	6	6,898	2,040	30.43	50.72
TS10070	3.00%	1/1/2025	12/31/2025	63,945	71,050	78,155	85,260	92,365	99,470	106,575	6	7,105	2,040	31.35	52.24
TS10070	3.00%	1/1/2026	12/31/2026	65,863	73,182	80,500	87,818	95,136	102,454	109,772	6	7,318	2,040	32.29	53.81
TS10070	3.00%	1/1/2027	12/31/2027	67,839	75,377	82,915	90,452	97,990	105,528	113,066	6	7,538	2,040	33.25	55.42
TS10070	3.00%	1/1/2028	12/31/2028	69,875	77,638	85,402	93,166	100,930	108,694	116,458	6	7,764	2,040	34.25	57.09
Sewer Repairer Supervisor															
TS10080	1.50%	1/1/2024	6/30/2024	61,165	67,961	74,757	81,554	88,350	95,146	101,942	6	6,796	2,040	29.98	49.97
TS10080	1.50%	7/1/2024	12/31/2024	62,083	68,981	75,879	82,777	89,675	96,573	103,471	6	6,898	2,040	30.43	50.72
TS10080	3.00%	1/1/2025	12/31/2025	63,945	71,050	78,155	85,260	92,365	99,470	106,575	6	7,105	2,040	31.35	52.24
TS10080	3.00%	1/1/2026	12/31/2026	65,863	73,182	80,500	87,818	95,136	102,454	109,772	6	7,318	2,040	32.29	53.81
TS10080	3.00%	1/1/2027	12/31/2027	67,839	75,377	82,915	90,452	97,990	105,528	113,066	6	7,538	2,040	33.25	55.42
TS10080	3.00%	1/1/2028	12/31/2028	69,875	77,638	85,402	93,166	100,930	108,694	116,458	6	7,764	2,040	34.25	57.09

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	1.50%	1/1/2024	6/30/2024	61,165	67,961	74,757	81,554	88,350	95,146	101,942	6	6,796	2,040	29.98	49.97
TS10090	1.50%	7/1/2024	12/31/2024	62,083	68,981	75,879	82,777	89,675	96,573	103,471	6	6,898	2,040	30.43	50.72
TS10090	3.00%	1/1/2025	12/31/2025	63,945	71,050	78,155	85,260	92,365	99,470	106,575	6	7,105	2,040	31.35	52.24
TS10090	3.00%	1/1/2026	12/31/2026	65,863	73,182	80,500	87,818	95,136	102,454	109,772	6	7,318	2,040	32.29	53.81
TS10090	3.00%	1/1/2027	12/31/2027	67,839	75,377	82,915	90,452	97,990	105,528	113,066	6	7,538	2,040	33.25	55.42
TS10090	3.00%	1/1/2028	12/31/2028	69,875	77,638	85,402	93,166	100,930	108,694	116,458	6	7,764	2,040	34.25	57.09
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	1.50%	1/1/2024	6/30/2024	41,152	43,920	46,687	49,454	52,222	54,989	57,757	60,524	63,291	8	2,767	2,080	19.78	30.43
TC10040	1.50%	7/1/2024	12/31/2024	41,769	44,578	47,387	50,196	53,005	55,814	58,623	61,432	64,241	8	2,809	2,080	20.08	30.88
TC10040	3.00%	1/1/2025	12/31/2025	43,022	45,916	48,809	51,702	54,595	57,488	60,382	63,275	66,168	8	2,893	2,080	20.68	31.81
TC10040	3.00%	1/1/2026	12/31/2026	44,313	47,293	50,273	53,253	56,233	59,213	62,193	65,173	68,153	8	2,980	2,080	21.30	32.77
TC10040	3.00%	1/1/2027	12/31/2027	45,643	48,712	51,781	54,851	57,920	60,989	64,059	67,128	70,198	8	3,069	2,080	21.94	33.75
TC10040	3.00%	1/1/2028	12/31/2028	47,012	50,173	53,335	56,496	59,658	62,819	65,981	69,142	72,304	8	3,161	2,080	22.60	34.76
Public Safety Telecommunications Operator																	
TC10050	1.50%	1/1/2024	6/30/2024	36,009	39,237	42,466	45,695	48,924	52,152	0	0	55,381	8	2,422	2,080	17.31	26.63
TC10050	1.50%	7/1/2024	12/31/2024	36,549	39,826	43,103	46,380	49,657	52,935	0	0	56,212	8	2,458	2,080	17.57	27.02
TC10050	3.00%	1/1/2025	12/31/2025	37,645	41,021	44,396	47,772	51,147	54,523	0	0	57,898	8	2,532	2,080	18.10	27.84
TC10050	3.00%	1/1/2026	12/31/2026	38,775	42,251	45,728	49,205	52,682	56,158	0	0	59,635	8	2,608	2,080	18.64	28.67
TC10050	3.00%	1/1/2027	12/31/2027	39,938	43,519	47,100	50,681	54,262	57,843	0	0	61,424	8	2,686	2,080	19.20	29.53
TC10050	3.00%	1/1/2028	12/31/2028	41,136	44,824	48,513	52,201	55,890	59,578	0	0	63,267	8	2,766	2,080	19.78	30.42
Public Safety Telecommunications Operator - Trainee																	
TC10060	1.50%	1/1/2024	6/30/2024	36,009	39,237	42,466	45,695	48,924	52,152	0	0	55,381	8	2,422	2,080	17.31	26.63
TC10060	1.50%	7/1/2024	12/31/2024	36,549	39,826	43,103	46,380	49,657	52,935	0	0	56,212	8	2,458	2,080	17.57	27.02
TC10060	3.00%	1/1/2025	12/31/2025	37,645	41,021	44,396	47,772	51,147	54,523	0	0	57,898	8	2,532	2,080	18.10	27.84
TC10060	3.00%	1/1/2026	12/31/2026	38,775	42,251	45,728	49,205	52,682	56,158	0	0	59,635	8	2,608	2,080	18.64	28.67
TC10060	3.00%	1/1/2027	12/31/2027	39,938	43,519	47,100	50,681	54,262	57,843	0	0	61,424	8	2,686	2,080	19.20	29.53
TC10060	3.00%	1/1/2028	12/31/2028	41,136	44,824	48,513	52,201	55,890	59,578	0	0	63,267	8	2,766	2,080	19.78	30.42

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 Hired after 1/31/2014																	
TC10070	1.50%	1/1/2024	6/30/2024	36,009	38,430	40,852	43,273	45,695	48,116	50,538	52,960	55,381	8	2,422	2,080	17.31	26.63
TC10070	1.50%	7/1/2024	12/31/2024	36,549	39,007	41,465	43,922	46,380	48,838	51,296	53,754	56,212	8	2,458	2,080	17.57	27.02
TC10070	3.00%	1/1/2025	12/31/2025	37,645	40,177	42,708	45,240	47,772	50,303	52,835	55,367	57,898	8	2,532	2,080	18.10	27.84
TC10070	3.00%	1/1/2026	12/31/2026	38,775	41,382	43,990	46,597	49,205	51,812	54,420	57,028	59,635	8	2,608	2,080	18.64	28.67
TC10070	3.00%	1/1/2027	12/31/2027	39,938	42,624	45,309	47,995	50,681	53,367	56,053	58,738	61,424	8	2,686	2,080	19.20	29.53
TC10070	3.00%	1/1/2028	12/31/2028	41,136	43,902	46,669	49,435	52,201	54,968	57,734	60,501	63,267	8	2,766	2,080	19.78	30.42
Senior Public Safety Telecommunications Operator Hired after 1/31/2014																	
TC10100	1.50%	1/1/2024	6/30/2024	51,269	54,717	58,165	61,612	65,060	68,508	71,955	75,403	78,851	8	3,448	2,080	24.65	37.91
TC10100	1.50%	7/1/2024	12/31/2024	52,038	55,538	59,037	62,537	66,036	69,535	73,035	76,534	80,033	8	3,499	2,080	25.02	38.48
TC10100	3.00%	1/1/2025	12/31/2025	53,600	57,204	60,808	64,413	68,017	71,621	75,226	78,830	82,434	8	3,604	2,080	25.77	39.63
TC10100	3.00%	1/1/2026	12/31/2026	55,207	58,920	62,633	66,345	70,058	73,770	77,483	81,195	84,908	8	3,713	2,080	26.54	40.82
TC10100	3.00%	1/1/2027	12/31/2027	56,864	60,688	64,511	68,335	72,159	75,983	79,807	83,631	87,455	8	3,824	2,080	27.34	42.05
TC10100	3.00%	1/1/2028	12/31/2028	58,570	62,508	66,447	70,385	74,324	78,263	82,201	86,140	90,078	8	3,939	2,080	28.16	43.31
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	on 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%	1/1/2024	12/30/2024	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10020	0.00%	1/1/2025	12/31/2025	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10020	0.00%	1/1/2026	12/31/2026	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10020	0.00%	1/1/2027	12/31/2027	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10020	0.00%	1/1/2028	12/30/2028	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10020	0.00%	1/1/2029	12/31/2029	5,000	5,000	5,000	5,000	5,000	5,000					5,000
Assistant Secretary ABC Board														
ST10030	0.00%	1/1/2024	12/31/2024	700	700	700	700	700	700					700
ST10030	0.00%	1/1/2025	12/31/2025	700	700	700	700	700	700					700
ST10030	0.00%	1/1/2026	12/31/2026	700	700	700	700	700	700					700
ST10030	0.00%	1/1/2027	12/31/2027	700	700	700	700	700	700					700
ST10030	0.00%	1/1/2028	12/30/2028	700	700	700	700	700	700					700
ST10030	0.00%	1/1/2029	12/31/2029	700	700	700	700	700	700					700
Assistant Senior Citizens Program Aide														
ST10040	0.00%	1/1/2024	12/31/2024	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10040	0.00%	1/1/2025	12/31/2025	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10040	0.00%	1/1/2026	12/31/2026	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10040	0.00%	1/1/2027	12/31/2027	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10040	0.00%	1/1/2028	12/30/2028	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10040	0.00%	1/1/2029	12/31/2029	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%	1/1/2024	12/31/2024	3,200	3,200	3,200	3,200	3,200	3,200					3,200
ST10050	0.00%	1/1/2025	12/31/2025	3,200	3,200	3,200	3,200	3,200	3,200					3,200
ST10050	0.00%	1/1/2026	12/31/2026	3,200	3,200	3,200	3,200	3,200	3,200					3,200
ST10050	0.00%	1/1/2027	12/31/2027	3,200	3,200	3,200	3,200	3,200	3,200					3,200
ST10050	0.00%	1/1/2028	12/30/2028	3,200	3,200	3,200	3,200	3,200	3,200					3,200
ST10050	0.00%	1/1/2029	12/31/2029	3,200	3,200	3,200	3,200	3,200	3,200					3,200
CAD System Operator														
ST10060	0.00%	1/1/2024	12/31/2024	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10060	0.00%	1/1/2025	12/31/2025	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10060	0.00%	1/1/2026	12/31/2026	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10060	0.00%	1/1/2027	12/31/2027	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10060	0.00%	1/1/2028	12/30/2028	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10060	0.00%	1/1/2029	12/31/2029	5,000	5,000	5,000	5,000	5,000	5,000					5,000
Certified Pool Operator														
ST10070	0.00%	1/1/2024	12/31/2024	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10070	0.00%	1/1/2025	12/31/2025	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10070	0.00%	1/1/2026	12/31/2026	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10070	0.00%	1/1/2027	12/31/2027	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10070	0.00%	1/1/2028	12/30/2028	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10070	0.00%	1/1/2029	12/31/2029	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%	1/1/2024	12/31/2024	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10080	0.00%	1/1/2025	12/31/2025	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10080	0.00%	1/1/2026	12/31/2026	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10080	0.00%	1/1/2027	12/31/2027	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10080	0.00%	1/1/2028	12/30/2028	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10080	0.00%	1/1/2029	12/31/2029	2,000	2,000	2,000	2,000	2,000	2,000					2,000
COAH Coordinator														
ST10090	0.00%	1/1/2024	12/31/2024	2,500	2,500	2,500	2,500	2,500	2,500					2,500
ST10090	0.00%	1/1/2025	12/31/2025	2,500	2,500	2,500	2,500	2,500	2,500					2,500
ST10090	0.00%	1/1/2026	12/31/2026	2,500	2,500	2,500	2,500	2,500	2,500					2,500
ST10090	0.00%	1/1/2027	12/31/2027	2,500	2,500	2,500	2,500	2,500	2,500					2,500
ST10090	0.00%	1/1/2028	12/30/2028	2,500	2,500	2,500	2,500	2,500	2,500					2,500
ST10090	0.00%	1/1/2029	12/31/2029	2,500	2,500	2,500	2,500	2,500	2,500					2,500
Commuter Shuttle Grant														
ST10100	0.00%	1/1/2024	12/31/2024	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10100	0.00%	1/1/2025	12/31/2025	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10100	0.00%	1/1/2026	12/31/2026	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10100	0.00%	1/1/2027	12/31/2027	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10100	0.00%	1/1/2028	12/30/2028	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10100	0.00%	1/1/2029	12/31/2029	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%	1/1/2024	12/31/2024	7,500	7,500	7,500	7,500	7,500	7,500					7,500
ST10120	0.00%	1/1/2025	12/31/2025	7,500	7,500	7,500	7,500	7,500	7,500					7,500
ST10120	0.00%	1/1/2026	12/31/2026	7,500	7,500	7,500	7,500	7,500	7,500					7,500
ST10120	0.00%	1/1/2027	12/31/2027	7,500	7,500	7,500	7,500	7,500	7,500					7,500
ST10120	0.00%	1/1/2028	12/30/2028	7,500	7,500	7,500	7,500	7,500	7,500					7,500
ST10120	0.00%	1/1/2029	12/31/2029	7,500	7,500	7,500	7,500	7,500	7,500					7,500
Forester														
ST10130	0.00%	1/1/2024	12/31/2024	10,000	10,000	10,000	10,000	10,000	10,000					10,000
ST10130	0.00%	1/1/2025	12/31/2025	10,000	10,000	10,000	10,000	10,000	10,000					10,000
ST10130	0.00%	1/1/2026	12/31/2026	10,000	10,000	10,000	10,000	10,000	10,000					10,000
ST10130	0.00%	1/1/2027	12/31/2027	10,000	10,000	10,000	10,000	10,000	10,000					10,000
ST10130	0.00%	1/1/2028	12/30/2028	10,000	10,000	10,000	10,000	10,000	10,000					10,000
ST10130	0.00%	1/1/2029	12/31/2029	10,000	10,000	10,000	10,000	10,000	10,000					10,000
Health Officer (Interlocal Contract)														
ST10140	0.00%	1/1/2024	12/31/2024	9,712	9,712	9,712	9,712	9,712	9,712					9,712
ST10140	0.00%	1/1/2025	12/31/2025	9,712	9,712	9,712	9,712	9,712	9,712					9,712
ST10140	0.00%	1/1/2026	12/31/2026	9,712	9,712	9,712	9,712	9,712	9,712					9,712
ST10140	0.00%	1/1/2027	12/31/2027	9,712	9,712	9,712	9,712	9,712	9,712					9,712
ST10140	0.00%	1/1/2028	12/30/2028	9,712	9,712	9,712	9,712	9,712	9,712					9,712
ST10140	0.00%	1/1/2029	12/31/2029	9,712	9,712	9,712	9,712	9,712	9,712					9,712
Judge Additional Session														
n/a	0.00%	1/1/2024	12/31/2029	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%	1/1/2024	12/31/2024	6,875	6,875	6,875	6,875	6,875	6,875					6,875
ST10160	0.00%	1/1/2025	12/31/2025	6,875	6,875	6,875	6,875	6,875	6,875					6,875
ST10160	0.00%	1/1/2026	12/31/2026	6,875	6,875	6,875	6,875	6,875	6,875					6,875
ST10160	0.00%	1/1/2027	12/31/2027	6,875	6,875	6,875	6,875	6,875	6,875					6,875
ST10160	0.00%	1/1/2028	12/30/2028	6,875	6,875	6,875	6,875	6,875	6,875					6,875
ST10160	0.00%	1/1/2029	12/31/2029	6,875	6,875	6,875	6,875	6,875	6,875					6,875
Municipal Emergency Management Coordinator														
ST10170	0.00%	1/1/2024	12/31/2024	4,500	4,500	4,500	4,500	4,500	4,500					4,500
ST10170	0.00%	1/1/2025	12/31/2025	4,500	4,500	4,500	4,500	4,500	4,500					4,500
ST10170	0.00%	1/1/2026	12/31/2026	4,500	4,500	4,500	4,500	4,500	4,500					4,500
ST10170	0.00%	1/1/2027	12/31/2027	4,500	4,500	4,500	4,500	4,500	4,500					4,500
ST10170	0.00%	1/1/2028	12/30/2028	4,500	4,500	4,500	4,500	4,500	4,500					4,500
ST10170	0.00%	1/1/2029	12/31/2029	4,500	4,500	4,500	4,500	4,500	4,500					4,500
OPRA Coordinator														
ST10180	0.00%	1/1/2024	12/31/2024	1,000	1,000	1,000	1,000	1,000	1,000					1,000
ST10180	0.00%	1/1/2025	12/31/2025	1,000	1,000	1,000	1,000	1,000	1,000					1,000
ST10180	0.00%	1/1/2026	12/31/2026	1,000	1,000	1,000	1,000	1,000	1,000					1,000
ST10180	0.00%	1/1/2027	12/31/2027	1,000	1,000	1,000	1,000	1,000	1,000					1,000
ST10180	0.00%	1/1/2028	12/30/2028	1,000	1,000	1,000	1,000	1,000	1,000					1,000
ST10180	0.00%	1/1/2029	12/31/2029	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%	1/1/2024	12/31/2024	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10190	0.00%	1/1/2025	12/31/2025	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10190	0.00%	1/1/2026	12/31/2026	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10190	0.00%	1/1/2027	12/31/2027	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10190	0.00%	1/1/2028	12/30/2028	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10190	0.00%	1/1/2029	12/31/2029	2,000	2,000	2,000	2,000	2,000	2,000					2,000
Planning Board Attorney														
ST10200	0.00%	1/1/2024	12/31/2024	4,000	4,000	4,000	4,000	4,000	4,000					4,000
ST10200	0.00%	1/1/2025	12/31/2025	4,000	4,000	4,000	4,000	4,000	4,000					4,000
ST10200	0.00%	1/1/2026	12/31/2026	4,000	4,000	4,000	4,000	4,000	4,000					4,000
ST10200	0.00%	1/1/2027	12/31/2027	4,000	4,000	4,000	4,000	4,000	4,000					4,000
ST10200	0.00%	1/1/2028	12/30/2028	4,000	4,000	4,000	4,000	4,000	4,000					4,000
ST10200	0.00%	1/1/2029	12/31/2029	4,000	4,000	4,000	4,000	4,000	4,000					4,000
Pool Manager Annual														
ST10210	0.00%	1/1/2024	12/31/2024	8,500	8,500	8,500	8,500	8,500	8,500					8,500
ST10210	0.00%	1/1/2025	12/31/2025	8,500	8,500	8,500	8,500	8,500	8,500					8,500
ST10210	0.00%	1/1/2026	12/31/2026	8,500	8,500	8,500	8,500	8,500	8,500					8,500
ST10210	0.00%	1/1/2027	12/31/2027	8,500	8,500	8,500	8,500	8,500	8,500					8,500
ST10210	0.00%	1/1/2028	12/30/2028	8,500	8,500	8,500	8,500	8,500	8,500					8,500
ST10210	0.00%	1/1/2029	12/31/2029	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%	1/1/2024	12/31/2024	4,000	4,000	4,000	4,000	4,000	4,000					4,000
ST10220	0.00%	1/1/2025	12/31/2025	4,000	4,000	4,000	4,000	4,000	4,000					4,000
ST10220	0.00%	1/1/2026	12/31/2026	4,000	4,000	4,000	4,000	4,000	4,000					4,000
ST10220	0.00%	1/1/2027	12/31/2027	4,000	4,000	4,000	4,000	4,000	4,000					4,000
ST10220	0.00%	1/1/2028	12/30/2028	4,000	4,000	4,000	4,000	4,000	4,000					4,000
ST10220	0.00%	1/1/2029	12/31/2029	4,000	4,000	4,000	4,000	4,000	4,000					4,000
Public Works Inspector														
ST10240	0.00%	1/1/2024	12/31/2024	10,000	10,000	10,000	10,000	10,000	10,000					10,000
ST10240	0.00%	1/1/2025	12/31/2025	10,000	10,000	10,000	10,000	10,000	10,000					10,000
ST10240	0.00%	1/1/2026	12/31/2026	10,000	10,000	10,000	10,000	10,000	10,000					10,000
ST10240	0.00%	1/1/2027	12/31/2027	10,000	10,000	10,000	10,000	10,000	10,000					10,000
ST10240	0.00%	1/1/2028	12/30/2028	10,000	10,000	10,000	10,000	10,000	10,000					10,000
ST10240	0.00%	1/1/2029	12/31/2029	10,000	10,000	10,000	10,000	10,000	10,000					10,000
Pumping Station Operator														
ST10250	0.00%	1/1/2024	12/31/2024	6,000	6,000	6,000	6,000	6,000	6,000					6,000
ST10250	0.00%	1/1/2025	12/31/2025	6,000	6,000	6,000	6,000	6,000	6,000					6,000
ST10250	0.00%	1/1/2026	12/31/2026	6,000	6,000	6,000	6,000	6,000	6,000					6,000
ST10250	0.00%	1/1/2027	12/31/2027	6,000	6,000	6,000	6,000	6,000	6,000					6,000
ST10250	0.00%	1/1/2028	12/30/2028	6,000	6,000	6,000	6,000	6,000	6,000					6,000
ST10250	0.00%	1/1/2029	12/31/2029	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%	1/1/2024	12/31/2024	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10260	0.00%	1/1/2025	12/31/2025	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10260	0.00%	1/1/2026	12/31/2026	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10260	0.00%	1/1/2027	12/31/2027	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10260	0.00%	1/1/2028	12/30/2028	5,000	5,000	5,000	5,000	5,000	5,000					5,000
ST10260	0.00%	1/1/2029	12/31/2029	5,000	5,000	5,000	5,000	5,000	5,000					5,000
Rent Leveling Board Attorney														
ST10270	0.00%	1/1/2024	12/31/2024	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10270	0.00%	1/1/2025	12/31/2025	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10270	0.00%	1/1/2026	12/31/2026	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10270	0.00%	1/1/2027	12/31/2027	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10270	0.00%	1/1/2028	12/30/2028	2,000	2,000	2,000	2,000	2,000	2,000					2,000
ST10270	0.00%	1/1/2029	12/31/2029	2,000	2,000	2,000	2,000	2,000	2,000					2,000
Right to Know Coordinator														
ST10280	0.00%	1/1/2024	12/31/2024	4,850	4,850	4,850	4,850	4,850	4,850					4,850
ST10280	0.00%	1/1/2025	12/31/2025	4,850	4,850	4,850	4,850	4,850	4,850					4,850
ST10280	0.00%	1/1/2026	12/31/2026	4,850	4,850	4,850	4,850	4,850	4,850					4,850
ST10280	0.00%	1/1/2027	12/31/2027	4,850	4,850	4,850	4,850	4,850	4,850					4,850
ST10280	0.00%	1/1/2028	12/30/2028	4,850	4,850	4,850	4,850	4,850	4,850					4,850
ST10280	0.00%	1/1/2029	12/31/2029	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%	1/1/2024	12/31/2024	2,400	2,400	2,400	2,400	2,400	2,400					2,400
ST10290	0.00%	1/1/2025	12/31/2025	2,400	2,400	2,400	2,400	2,400	2,400					2,400
ST10290	0.00%	1/1/2026	12/31/2026	2,400	2,400	2,400	2,400	2,400	2,400					2,400
ST10290	0.00%	1/1/2027	12/31/2027	2,400	2,400	2,400	2,400	2,400	2,400					2,400
ST10290	0.00%	1/1/2028	12/30/2028	2,400	2,400	2,400	2,400	2,400	2,400					2,400
ST10290	0.00%	1/1/2029	12/31/2029	2,400	2,400	2,400	2,400	2,400	2,400					2,400
Senior Citizens Program Aide														
ST10300	0.00%	1/1/2024	12/31/2024	7,500	7,500	7,500	7,500	7,500	7,500					7,500
ST10300	0.00%	1/1/2025	12/31/2025	7,500	7,500	7,500	7,500	7,500	7,500					7,500
ST10300	0.00%	1/1/2026	12/31/2026	7,500	7,500	7,500	7,500	7,500	7,500					7,500
ST10300	0.00%	1/1/2027	12/31/2027	7,500	7,500	7,500	7,500	7,500	7,500					7,500
ST10300	0.00%	1/1/2028	12/30/2028	7,500	7,500	7,500	7,500	7,500	7,500					7,500
ST10300	0.00%	1/1/2029	12/31/2029	7,500	7,500	7,500	7,500	7,500	7,500					7,500
Swim Instructor Coordinator														
ST10310	0.00%	1/1/2024	12/31/2024	1,000	1,000	1,000	1,000	1,000	1,000					1,000
ST10310	0.00%	1/1/2025	12/31/2025	1,000	1,000	1,000	1,000	1,000	1,000					1,000
ST10310	0.00%	1/1/2026	12/31/2026	1,000	1,000	1,000	1,000	1,000	1,000					1,000
ST10310	0.00%	1/1/2027	12/31/2027	1,000	1,000	1,000	1,000	1,000	1,000					1,000
ST10310	0.00%	1/1/2028	12/30/2028	1,000	1,000	1,000	1,000	1,000	1,000					1,000
ST10310	0.00%	1/1/2029	12/31/2029	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%	1/1/2024	12/31/2024	800	800	800	800	800	800					800
ST10320	0.00%	1/1/2025	12/31/2025	800	800	800	800	800	800					800
ST10320	0.00%	1/1/2026	12/31/2026	800	800	800	800	800	800					800
ST10320	0.00%	1/1/2027	12/31/2027	800	800	800	800	800	800					800
ST10320	0.00%	1/1/2028	12/30/2028	800	800	800	800	800	800					800
ST10320	0.00%	1/1/2029	12/31/2029	800	800	800	800	800	800					800
Tax Collector & Tax Search Officer														
ST10330	0.00%	1/1/2024	12/31/2024	2,500	2,500	2,500	2,500	2,500	2,500					2,500
ST10330	0.00%	1/1/2025	12/31/2025	2,500	2,500	2,500	2,500	2,500	2,500					2,500
ST10330	0.00%	1/1/2026	12/31/2026	2,500	2,500	2,500	2,500	2,500	2,500					2,500
ST10330	0.00%	1/1/2027	12/31/2027	2,500	2,500	2,500	2,500	2,500	2,500					2,500
ST10330	0.00%	1/1/2028	12/30/2028	2,500	2,500	2,500	2,500	2,500	2,500					2,500
ST10330	0.00%	1/1/2029	12/31/2029	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	1.50%	1/1/2024	6/30/2024	132,355										149,043	1	16,687	2,184	60.60	68.24
FS10010	1.50%	7/1/2024	12/31/2024	134,341										151,278	1	16,938	2,184	61.51	69.27
FS10010	3.00%	1/1/2025	12/31/2025	138,371										155,817	1	17,446	2,184	63.36	71.34
FS10010	3.00%	1/1/2026	12/31/2026	142,522										160,491	1	17,969	2,184	65.26	73.48
FS10010	3.00%	1/1/2027	12/31/2027	146,798										165,306	1	18,508	2,184	67.22	75.69
FS10010	3.00%	1/1/2028	12/31/2028	151,201										170,265	1	19,063	2,184	69.23	77.96
Fire Deputy Chief with EMT																			
FS10020E	1.50%	1/1/2024	6/30/2024	136,855										153,543	1	16,687	2,184	62.66	70.30
FS10020E	1.50%	7/1/2024	12/31/2024	138,841										155,778	1	16,938	2,184	63.57	71.33
FS10020E	3.00%	1/1/2025	12/31/2025	142,871										160,317	1	17,446	2,184	65.42	73.41
FS10020E	3.00%	1/1/2026	12/31/2026	147,022										164,991	1	17,969	2,184	67.32	75.55
FS10020E	3.00%	1/1/2027	12/31/2027	151,298										169,806	1	18,508	2,184	69.28	77.75
FS10020E	3.00%	1/1/2028	12/31/2028	155,701										174,765	1	19,063	2,184	71.29	80.02
Fire Deputy Chief with EMT and Fire Official																			
FS10023E	1.50%	1/1/2024	6/30/2024	144,355										161,043	1	16,687	2,184	66.10	73.74
FS10023E	1.50%	7/1/2024	12/31/2024	146,341										163,278	1	16,938	2,184	67.01	74.76
FS10023E	3.00%	1/1/2025	12/31/2025	150,371										167,817	1	17,446	2,184	68.85	76.84
FS10023E	3.00%	1/1/2026	12/31/2026	154,522										172,491	1	17,969	2,184	70.75	78.98
FS10023E	3.00%	1/1/2027	12/31/2027	158,798										177,306	1	18,508	2,184	72.71	81.18
FS10023E	3.00%	1/1/2028	12/31/2028	163,201										182,265	1	19,063	2,184	74.73	83.45

Fire Deputy Chief with EMT and OEM Coordinator																			
FS10027E	1.50%	1/1/2024	6/30/2024	141,355										158,043	1	16,687	2,184	64.72	72.36
FS10027E	1.50%	7/1/2024	12/31/2024	143,341										160,278	1	16,938	2,184	65.63	73.39
FS10027E	3.00%	1/1/2025	12/31/2025	147,371										164,817	1	17,446	2,184	67.48	75.47
FS10027E	3.00%	1/1/2026	12/31/2026	151,522										169,491	1	17,969	2,184	69.38	77.61
FS10027E	3.00%	1/1/2027	12/31/2027	155,798										174,306	1	18,508	2,184	71.34	79.81
FS10027E	3.00%	1/1/2028	12/31/2028	160,201										179,265	1	19,063	2,184	73.35	82.08
Fire Captain																			
FS10030	1.50%	1/1/2024	6/30/2024	112,791										123,179	1	10,388	2,184	51.64	56.40
FS10030	1.50%	7/1/2024	12/31/2024	114,483										125,027	1	10,544	2,184	52.42	57.25
FS10030	3.00%	1/1/2025	12/31/2025	117,917										128,778	1	10,861	2,184	53.99	58.96
FS10030	3.00%	1/1/2026	12/31/2026	121,455										132,641	1	11,186	2,184	55.61	60.73
FS10030	3.00%	1/1/2027	12/31/2027	125,099										136,620	1	11,521	2,184	57.28	62.55
FS10030	3.00%	1/1/2028	12/31/2028	128,852										140,719	1	11,867	2,184	59.00	64.43
Fire Captain with EMT																			
FS10040E	1.50%	1/1/2024	6/30/2024	117,291										127,679	1	10,388	2,184	53.70	58.46
FS10040E	1.50%	7/1/2024	12/31/2024	118,983										129,527	1	10,544	2,184	54.48	59.31
FS10040E	3.00%	1/1/2025	12/31/2025	122,417										133,278	1	10,861	2,184	56.05	61.02
FS10040E	3.00%	1/1/2026	12/31/2026	125,955										137,141	1	11,186	2,184	57.67	62.79
FS10040E	3.00%	1/1/2027	12/31/2027	129,599										141,120	1	11,521	2,184	59.34	64.62
FS10040E	3.00%	1/1/2028	12/31/2028	133,352										145,219	1	11,867	2,184	61.06	66.49
Fire Captain with EMT and Fire Official																			
FS10050E	1.50%	1/1/2024	6/30/2024	124,791										135,179	1	10,388	2,184	57.14	61.90
FS10050E	1.50%	7/1/2024	12/31/2024	126,483										137,027	1	10,544	2,184	57.91	62.74
FS10050E	3.00%	1/1/2025	12/31/2025	129,917										140,778	1	10,861	2,184	59.49	64.46
FS10050E	3.00%	1/1/2026	12/31/2026	133,455										144,641	1	11,186	2,184	61.11	66.23
FS10050E	3.00%	1/1/2027	12/31/2027	137,099										148,620	1	11,521	2,184	62.77	68.05
FS10050E	3.00%	1/1/2028	12/31/2028	140,852										152,719	1	11,867	2,184	64.49	69.93
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	1.50%	1/1/2024	6/30/2024	49,781	55,367	60,953	66,539	72,125	77,711	99,519	6	5,586	2,184	22.79	45.57
FF10010	1.50%	7/1/2024	12/31/2024	50,528	56,198	61,868	67,538	73,208	78,878	101,012	6	5,670	2,184	23.14	46.25
FF10010	3.00%	1/1/2025	12/31/2025	52,044	57,884	63,724	69,564	75,404	81,244	104,042	6	5,840	2,184	23.83	47.64
FF10010	3.00%	1/1/2026	12/31/2026	53,605	59,620	65,635	71,650	77,665	83,680	107,163	6	6,015	2,184	24.54	49.07
FF10010	3.00%	1/1/2027	12/31/2027	55,213	61,408	67,603	73,798	79,993	86,188	110,378	6	6,195	2,184	25.28	50.54
FF10010	3.00%	1/1/2028	12/31/2028	56,869	63,250	69,631	76,012	82,393	88,774	113,689	6	6,381	2,184	26.04	52.06
Firefighter with EMT															
FF10020E	1.50%	1/1/2024	6/30/2024	54,281	59,867	65,453	71,039	76,625	82,211	104,019	6	5,586	2,184	24.85	47.63
FF10020E	1.50%	7/1/2024	12/31/2024	55,028	60,698	66,368	72,038	77,708	83,378	105,512	6	5,670	2,184	25.20	48.31
FF10020E	3.00%	1/1/2025	12/31/2025	57,044	62,884	68,724	74,564	80,404	86,244	109,042	6	5,840	2,184	26.12	49.93
FF10020E	3.00%	1/1/2026	12/31/2026	58,605	64,620	70,635	76,650	82,665	88,680	112,163	6	6,015	2,184	26.83	51.36
FF10020E	3.00%	1/1/2027	12/31/2027	60,213	66,408	72,603	78,798	84,993	91,188	115,378	6	6,195	2,184	27.57	52.83
FF10020E	3.00%	1/1/2028	12/31/2028	61,869	68,250	74,631	81,012	87,393	93,774	118,689	6	6,381	2,184	28.33	54.34

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	1.50%	1/1/2024	6/30/2024	139,361								149,516	1	10,155	2,080	67.00	71.88
PS10020	1.50%	7/1/2024	12/31/2024	141,451								151,759	1	10,308	2,080	68.01	72.96
PS10020	3.00%	1/1/2025	12/31/2025	145,695								156,312	1	10,617	2,080	70.05	75.15
PS10020	3.00%	1/1/2026	12/31/2026	150,066								161,001	1	10,935	2,080	72.15	77.40
PS10020	3.00%	1/1/2027	12/31/2027	154,567								165,831	1	11,263	2,080	74.31	79.73
PS10020	3.00%	1/1/2028	12/30/2028	159,205								170,806	1	11,601	2,080	76.54	82.12
Police Lieutenant																	
PS10030	1.50%	1/1/2024	6/30/2024	123,325								132,316	1	8,991	2,080	59.29	63.61
PS10030	1.50%	7/1/2024	12/31/2024	125,175								134,301	1	9,125	2,080	60.18	64.57
PS10030	3.00%	1/1/2025	12/31/2025	128,931								138,330	1	9,399	2,080	61.99	66.50
PS10030	3.00%	1/1/2026	12/31/2026	132,798								142,480	1	9,681	2,080	63.85	68.50
PS10030	3.00%	1/1/2027	12/31/2027	136,782								146,754	1	9,972	2,080	65.76	70.55
PS10030	3.00%	1/1/2028	12/31/2028	140,886								151,157	1	10,271	2,080	67.73	72.67
Police Sergeant																	
PS10040	1.50%	1/1/2024	6/30/2024	110,117								117,099	1	6,982	2,080	52.94	56.30
PS10040	1.50%	7/1/2024	12/31/2025	111,769								118,856	1	7,087	2,080	53.73	57.14
PS10040	3.00%	1/1/2025	12/31/2025	115,122								122,421	1	7,300	2,080	55.35	58.86
PS10040	3.00%	1/1/2026	12/31/2026	118,575								126,094	1	7,519	2,080	57.01	60.62
PS10040	3.00%	1/1/2027	12/31/2027	122,133								129,877	1	7,744	2,080	58.72	62.44
PS10040	3.00%	1/1/2028	12/31/2028	125,797								133,773	1	7,976	2,080	60.48	64.31

Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.																	
Stipends as defined or assigned																	
		FROM	TO	Administrative Detective			Line Detective			Police Stipend		Captain Stipend		Holiday Pay	Ret HB Pay		
		1/1/2024	12/31/2024		1,000			2,000		4,500		2,000		7%	10.5%		
		1/1/2025	12/31/2025		2,500			2,500		5,000		2,500		7%	10.5%		
*Insert Management Tit		1/1/2026	12/31/2026		2,500			2,500		5,000		2,500		7%	10.5%		
		1/1/2027	12/31/2027		2,500			2,500		5,000		2,500		7%	10.5%		
		1/1/2028	12/31/2028		2,500			2,500		5,000		2,500		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																	
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
PO10020	1.50%	1/1/2024	6/30/2024	62,946	68,138	73,330	78,523	83,715	88,907	94,100	99,292	104,484	8	5,192	2,080	30.26	50.23
PO10020	1.50%	7/1/2024	12/31/2024	63,890	69,160	74,430	79,701	84,971	90,241	95,511	100,781	106,051	8	5,270	2,080	30.72	50.99
PO10020	3.00%	1/1/2025	12/31/2025	65,807	71,235	76,663	82,092	87,520	92,948	98,376	103,805	109,233	8	5,428	2,080	31.64	52.52
PO10020	3.00%	1/1/2026	12/31/2026	67,781	73,372	78,963	84,554	90,145	95,737	101,328	106,919	112,510	8	5,591	2,080	32.59	54.09
PO10020	3.00%	1/1/2027	12/31/2027	69,814	75,573	81,332	87,091	92,850	98,609	104,368	110,126	115,885	8	5,759	2,080	33.56	55.71
PO10020	3.00%	1/1/2028	12/31/2028	71,909	77,840	83,772	89,704	95,635	101,567	107,499	113,430	119,362	8	5,932	2,080	34.57	57.39
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
PO10030	1.50%	1/1/2024	6/30/2024	51,208								51,208	0	0	2,080	24.62	24.62
PO10030	1.50%	7/1/2024	12/31/2024	51,976								51,976	0	0	2,080	24.99	24.99
PO10030	3.00%	1/1/2025	12/31/2025	53,536								53,536	0	0	2,080	25.74	25.74
PO10030	3.00%	1/1/2026	12/31/2026	55,142								55,142	0	0	2,080	26.51	26.51
PO10030	3.00%	1/1/2027	12/31/2027	56,796								56,796	0	0	2,080	27.31	27.31
PO10030	3.00%	1/1/2028	12/31/2028	58,500								58,500	0	0	2,080	28.12	28.12

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		
		1/1/2024	12/31/2024		1,000		2,000		4,500		2,000		7%	10.5%		
*Insert Management Title		1/1/2025	12/31/2025		1,000		2,000		5,000		2,000		7%	10.5%		
		1/1/2026	12/31/2026		1,000		2,000		5,000		2,000		7%	10.5%		
		1/1/2027	12/31/2027		1,000		2,000		5,000		2,000		7%	10.5%		
		1/1/2028	12/31/2028		1,000		2,000		5,000		2,000		7%	10.5%		
		12/31/2028	12/31/2029		1,000		2,000		5,000		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
*Insert Management Title K-2 Municipal Engineeer - Consistent with Contract	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
ASSISTANT PROGRAM COORDINATOR AGING/DISABILITIES	4822		C	215
ASSISTANT PROGRAM COORDINATOR NON EMERGENCY TRANSPORTATION	659		C	216
ASSISTANT PROSECUTOR	664		U	217
ASSISTANT PUBLIC DEFENDER	6244		U	218
ASSISTANT PUBLIC HEALTH COORDINATOR	666		C	219
ASSISTANT PUBLIC HEALTH NURSE SUPERVISOR	667		C	220
ASSISTANT PUBLIC INFORMATION MANAGER	6074		U	221
ASSISTANT PUBLIC INFORMATION OFFICER	668		C	222
ASSISTANT PUBLIC WORKS INSPECTOR	6012		C	223
ASSISTANT PUBLIC WORKS SUPERINTENDENT	671		C	224
ASSISTANT PURCHASING AGENT	673		C	225
ASSISTANT RECREATION SUPERVISOR	00682@		C	226
ASSISTANT RECREATION SUPERVISOR HANDICAPPED PROGRAM	6954		C	227
ASSISTANT SECRETARY BOARD OF EDUCATION	7648		U	228
ASSISTANT SECRETARY BOARD/COMMISSION	7445		C	229
ASSISTANT SEWAGE PLANT OPERATOR	5523		N	230
ASSISTANT SEWAGE PLANT OPERATOR/ASSISTANT WATER TREATMENT PLANT OPERATOR	5814		N	231
ASSISTANT SEWAGE PLANT SUPERINTENDENT	699		C	232
ASSISTANT SEWER SUPERINTENDENT	702		C	233
ASSISTANT SEWER SUPERINTENDENT/ASST WATER SUPINTENDENT	5915		C	234
ASSISTANT SLUDGE PLANT OPERATOR AND REPAIRER	4743		N	235
ASSISTANT SOCIAL CASE WORK SUPERVISOR	706		C	236
ASSISTANT STOREKEEPER	709		C	237
ASSISTANT SUPERINTENDENT JUVENILE DETENTION FACILITY	5069		C	238
ASSISTANT SUPERINTENDENT MOSQUITO EXTERMINATION	724		C	239
ASSISTANT SUPERINTENDENT OF ELECTRIC GENERATION	725		C	240
ASSISTANT SUPERINTENDENT OF PUBLIC BUILDINGS MARKETS AND DOCKS	7732		C	241
ASSISTANT SUPERINTENDENT OF RECREATION	733		C	242

ASSISTANT SUPERINTENDENT OF WATER DISTRIBUTION	736		C	243
ASSISTANT SUPERINTENDENT OF WEIGHTS AND MEASURES	445		C	244
ASSISTANT SUPERINTENDENT OF WEIGHTS AND MEASURES BILINGUAL IN SPANISH AND ENGLISH	9063		C	245
ASSISTANT SUPERVISING BRIDGE REPAIRER	6593		C	246
ASSISTANT SUPERVISING CARPENTER	6601		C	247
ASSISTANT SUPERVISING ELECTRICIAN	6608		C	248
ASSISTANT SUPERVISING GREENSKEEPER	6730		C	249
ASSISTANT SUPERVISING HEATING AND AIR CONDITIONING MECHANIC	7103		C	250
ASSISTANT SUPERVISING HEAVY EQUIPMENT OPERATOR	6686		C	251
ASSISTANT SUPERVISING MAINTENANCE REPAIRER	7337		C	252
ASSISTANT SUPERVISING MAINTENANCE REPAIRER LOW PRESSURE LICENSE	7347		C	253
ASSISTANT SUPERVISING MECHANIC	6728		C	254
ASSISTANT SUPERVISING OMNIBUS OPERATOR	5580		C	255
ASSISTANT SUPERVISING PLUMBER	7609		C	256
ASSISTANT SUPERVISOR BUILDING SERVICE	6467		C	257
ASSISTANT SUPERVISOR CRIMINAL INFORMATION UNIT	45054		C	258
ASSISTANT SUPERVISOR FOOD SERVICE	6459		C	259
ASSISTANT SUPERVISOR MOSQUITO EXTERMINATION	6440		C	260
ASSISTANT SUPERVISOR OF ACCOUNTS	755		C	261
ASSISTANT SUPERVISOR OF BILLING AND COLLECTING	4825		C	262
ASSISTANT SUPERVISOR OF CUSTOMER SERVICE	764		C	263
ASSISTANT SUPERVISOR OF GARAGE SERVICES	6609		C	264
ASSISTANT SUPERVISOR OF MOTOR POOL	7417		C	265
ASSISTANT SUPERVISOR OF MOTORS	768		C	266
ASSISTANT SUPERVISOR OF NURSES	769		C	267
ASSISTANT SUPERVISOR OF PATIENT ACCOUNTS	771		C	268
ASSISTANT SUPERVISOR OF RECREATION	3552		C	269
ASSISTANT SUPERVISOR OF SENIOR CITIZENS ACTIVITIES	777		C	270
ASSISTANT SUPERVISOR OF VETERANS INTERMENT	783		N	271
ASSISTANT SUPERVISOR OF WATER DISTRIBUTION	787		C	272

ASSISTANT SUPERVISOR OF WATER METER READING	788		C	273
ASSISTANT SUPERVISOR PUBLIC WORKS	6651		C	274
ASSISTANT SUPERVISOR RECREATION MAINTENANCE	6763		C	275
ASSISTANT SUPERVISOR RECYCLING OPERATIONS	7722		C	276
ASSISTANT SUPERVISOR SANITATION	6447		C	277
ASSISTANT SUPERVISOR TRADES	6785		C	278
ASSISTANT SUPERVISOR TRAFFIC MAINTENANCE	6817		C	279
ASSISTANT SUPERVISOR WATER METER REPAIR	6843		C	280
ASSISTANT TO COUNCIL MEMBER	7357		C	281
ASSISTANT TRAFFIC ENGINEER	795		C	282
ASSISTANT TRAINING SUPERVISOR COUNTY WELFARE AGENCY	801		C	283
ASSISTANT TREE SUPERINTENDENT	803		C	284
ASSISTANT VETERANS SERVICE OFFICER	805		N	285
ASSISTANT VIOLATIONS CLERK	806		C	286
ASSISTANT VIOLATIONS CLERK TYPING	4462		C	287
ASSISTANT WAREHOUSE SUPERVISOR	4459		C	288
ASSISTANT WATER AND SEWER UTILITIES SUPERINTENDENT	811		C	289
ASSISTANT WATER SUPERINTENDENT	816		C	290
ASSISTANT WATER TREATMENT PLANT OPERATOR	5479		N	291
ASSISTANT WATER TREATMENT PLANT SUPERINTENDENT	4829		C	292
ASSISTANT YOUTH OPPORTUNITY COORDINATOR	821		C	293
ASSISTANT ZONING OFFICER	00822@		C	294
ASSISTANT ZONING OFFICER/TECHNICAL ASSISTANT TO THE CONSTRUCTION OFFICIAL	6451		C	295
ATTENDANCE COUNSELOR	829		N	296
ATTENDANCE COUNSELOR	830	BILINGUAL IN SPANISH AND 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
AUXILIARY OPERATOR	850		C	306
BATTALION FIRE CHIEF	00856@		C	307
BEACH MAINTENANCE SUPERINTENDENT/CHIEF LIFEGUARD	7299		C	308
BEACH SUPERVISOR	863		C	309
BEACH SUPERVISOR/MAINTENANCE REPAIRER	7438		C	310
BINDING SPECIALIST 1	888		C	311
BINDING SPECIALIST 2	03202@		C	312
BINDING SPECIALIST 3	6476		C	313
BIOLOGIST MOSQUITO EXTERMINATION	869		C	314
BIOLOGIST TRAINEE	1750		N	315
BOARDWALK SUPERINTENDENT	00876@		C	316
BODY AND FENDER MECHANIC	5133		C	317
BODY AND FENDER MECHANIC/MECHANIC	5352		C	318
BOILER OPERATOR	880		C	319
BOILER OPERATOR/MAINTENANCE REPAIRER	7483		C	320
BOILER ROOM MECHANIC	883		C	321
BOILER ROOM SPECIALIST	884		C	322
BOROUGH CLERK	00896@		U	323
BOROUGH TREASURER	897		U	324
BRIDGE ATTENDANT	902		C	325
BRIDGE CONSTRUCTION INSPECTOR/ROAD INSPECTOR	5292		C	326
BRIDGE CONSTRUCTION WORKER	908		C	327
BRIDGE INSPECTOR	3083		C	328
BRIDGE OPERATOR	40350		N	329
BRIDGE OPERATOR TRAINEE	40349		N	330
BRIDGE OPERATOR/PUBLIC WORKS REPAIRER	8008		C	331
BRIDGE REPAIRER	913		N	332
BUDGET EXAMINER	918		C	333
BUDGET OFFICER	919		C	334
BUILDING INSPECTOR	924		C	335
BUILDING INSPECTOR APPRENTICE	6269		N	336
BUILDING INSPECTOR/CODE ENFORCEMENT OFFICER	5768		C	337
BUILDING INSPECTOR/CODE ENFORCEMENT OFFICER/ELECTRICAL SUBCODE OFFICIAL	7857		C	338

BUILDING INSPECTOR/FIRE PROTECTION INSPECTOR	5582		C	339
BUILDING INSPECTOR/FIRE PROTECTION SUBCODE OFFICIAL	5753		C	340
BUILDING INSPECTOR/HOUSING INSPECTOR	7662		C	341
BUILDING INSPECTOR/MECHANICAL INSPECTOR	7968		C	342
BUILDING INSPECTOR/PLUMBING INSPECTOR	922		C	343
BUILDING INSPECTOR/PLUMBING SUBCODE OFFICIAL	7068		C	344
BUILDING INSPECTOR/ZONING OFFICER	926		C	345
BUILDING MAINTENANCE INSPECTOR	928		C	346
BUILDING MAINTENANCE WORKER	929		N	347
BUILDING MAINTENANCE WORKER LOW PRESSURE LICENSE	933		N	348
BUILDING MAINTENANCE WORKER/MAINTENANCE REPAIRER	6756		N	349
BUILDING MAINTENANCE WORKER/MAINTENANCE WORKER 1 GROUNDS	6825		N	350
BUILDING MAINTENANCE WORKER/MESSENGER	5350		N	351
BUILDING MAINTENANCE WORKER/SECURITY GUARD	6552		N	352
BUILDING MANAGEMENT SERVICES SPECIALIST 1	52572		C	353
BUILDING SERVICE WORKER	938		N	354
BUILDING SERVICE WORKER/MAINTENANCE WORKER 1 GROUNDS	6830		N	355
BUILDING SUBCODE OFFICIAL	5048		C	356
BUILDING SUBCODE OFFICIAL/CODE ENFORCEMENT OFFICER	6287		C	357
BUILDING SUBCODE OFFICIAL/CODE ENFORCEMENT OFFICER/ ZONING OFFICER	7834		C	358
BUILDING SUBCODE OFFICIAL/ELECTRICAL SUBCODE OFFICIAL	7973		C	359
BUILDING SUBCODE OFFICIAL/FIRE PROTECTION SUBCODE OFFICIAL	6630		C	360
BUILDING SUBCODE OFFICIAL/PLUMBING SUBCODE OFFICIAL	7771		C	361
BUILDING SUBCODE OFFICIAL/ZONING OFFICER	5798		C	362
BUILDING SUPERINTENDENT	940		C	363
BUS ATTENDANT	946		N	364

BUSINESS ADMINISTRATOR	951		C	365
BUSINESS ADMINISTRATOR	6310		U	366
BUSINESS MANAGER	952		C	367
BUSINESS MANAGER UFD	7839		C	368
BUYER	960		C	369
CABINET MAKER	961		C	370
CAFETERIA MANAGER	962		C	371
CAMP DIRECTOR	6869		C	372
CAMPUS POLICE OFFICER	32271		C	373
CANTEEN CLERK	964		C	374
CAPTAIN OF COUNTY INVESTIGATORS	7097		U	375
CARPENTER	970		C	376
CARPENTER/LOCKSMITH	971		C	377
CARPENTER/MASON	5071		C	378
CARPENTER/PUBLIC WORKS REPAIRER	7672		C	379
CARPENTERS HELPER	974		N	380
CASE MONITOR JUVENILE OFFENDER	2867		N	381
CASHIER	976		N	382
CASHIER	978	BILINGUAL IN SPANISH AND ENGLISH	N	383
CASHIER/FOOD SERVICE WORKER	6153		N	384
CEMETERY CARETAKER	983		N	385
CENTRAL SUPPLY AIDE	985		N	386
CERTIFIED COUNTY FINANCE OFFICER	7806		U	387
CHAIRPERSON BOARD OF ELECTIONS	987		U	388
CHAIRPERSON MUNICIPAL UTILITIES AUTHORITY	988		U	389
CHAPLAIN	990		U	390
CHAPLAIN FIRE DEPARTMENT	991		U	391
CHAPLAIN POLICE DEPARTMENT	992		U	392
CHEMIST 1	1552		C	393
CHEMIST 1/SEWAGE PLANT OPERATOR	7558		C	394
CHEMIST 2	1553		C	395
CHEMIST 3	1554		C	396
CHEMIST 4	1555		C	397
CHEMIST TRAINEE	1550		N	398
CHIEF ACCOUNTANT	1005		C	399
CHIEF ARCHITECT	4389		C	400
CHIEF ASSISTANT ASSESSOR	1016		C	401
CHIEF AUDITOR	1017		C	402

CHIEF BRIDGE OPERATOR	1021		C	403
CHIEF CHEMIST WATER ANALYSIS	5631		C	404
CHIEF CLERK	1037		C	405
CHIEF CLERK BOARD OF ELECTION	6550		U	406
CHIEF CLERK SURROGATES	1094		U	407
CHIEF CLINICAL PSYCHOLOGIST	1102		C	408
CHIEF CODE ENFORCEMENT OFFICER	7381		C	409
CHIEF CODE ENFORCEMENT OFFICER/MUNICIPAL 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
CHIEF OF FINANCE AND ACCOUNTS	1166		C	441
CHIEF OF FIRE APPARATUS	5422		C	442
CHIEF OF FIRE APPARATUS U F D	1167		C	443
CHIEF OF HOUSING PRODUCTION	5241		C	444
CHIEF OF LAND ACQUISITION AND DESIGN	5331		C	445
CHIEF OF MAINTENANCE SERVICES	1171		C	446
CHIEF OF MODERNIZATION OPERATIONS	4450		C	447
CHIEF OF PERSONNEL AND LABOR RELATIONS	1174		C	448
CHIEF OF STAFF	99977		U	449
CHIEF OF SURVEY PARTY	1177		C	450
CHIEF OF THERAPEUTIC SERVICES	5189		C	451
CHIEF OF TRAFFIC MAINTENANCE OPERATIONS	4840		C	452
CHIEF PARK NATURALIST	1183		C	453
CHIEF PARKING ENFORCEMENT OFFICER	15400		C	454
CHIEF PHARMACIST	1186		C	455
CHIEF PHYSICAL THERAPIST	1188		C	456
CHIEF POLICE INSTRUCTOR	5281		C	457
CHIEF POLICE INSTRUCTOR/CURRICULUM DEVELOPMENT SPECIALIST POLICE SCHOOL	6014		C	458
CHIEF PROBATE CLERK	1192		C	459
CHIEF PROJECT COORDINATOR CONSTRUCTION	5609		C	460
CHIEF PSYCHIATRIC SOCIAL WORKER	1195		C	461
CHIEF PUBLIC HEALTH INVESTIGATOR	1196		C	462
CHIEF PUBLIC SAFETY TELECOMMUNICATOR	6984		C	463
CHIEF PUMPING STATION OPERATOR	1198		C	464
CHIEF RECREATION THERAPIST	5170		C	465
CHIEF RECREATION THERAPIST/COORDINATOR OF VOLUNTEERS	7832		C	466
CHIEF REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	1205		C	467
CHIEF SANITATION INSPECTOR	1209		C	468

CHIEF SECURITY GUARD	6267		C	469
CHIEF SEWAGE PLANT OPERATOR	1213		C	470
CHIEF STATIONARY ENGINEER	1215		C	471
CHIEF TRANSPORTATION INSPECTOR	5919		C	472
CHIEF WARRANT OFFICER	5851		U	473
CHIEF WATER TREATMENT PLANT OPERATOR	1220		C	474
CHILD CARE SITE EVALUATOR	7932		N	475
CHILDRENS SUPERVISOR	1226		N	476
CITY CLERK	1229		U	477
CITY ENGINEER	1231		U	478
CITY MANAGER	1233		U	479
CITY TREASURER	1237		U	480
CIVIL ENGINEER TRAINEE	14090		N	481
CLAIMS ADJUSTER	1238		C	482
CLAIMS EXAMINER WORKERS COMPENSATION/GRADUATE NURSE	7849		C	483
CLAIMS EXAMINER WORKMENS COMPENSATION	1241		C	484
CLAIMS INVESTIGATOR	1243		C	485
CLAIMS INVESTIGATOR 2	56373		C	486
CLAIMS INVESTIGATOR 3	56374		C	487
CLAIMS INVESTIGATOR 4	56375		C	488
CLASSIFICATION OFFICER 1	61392		C	489
CLASSIFICATION OFFICER 2	61393		C	490
CLASSIFICATION OFFICER APPRENTICE	61395		C	491
CLEAN NEIGHBORHOOD PROGRAM AIDE	1244		C	492
CLERK 1	1245		N	493
CLERK 1	1248	BILINGUAL IN SPANISH AND ENGLISH	N	494
CLERK 1/CLERK STENOGRAPHER 3	6813		C	495
CLERK 1/COMMUNITY SERVICE AIDE	6491		N	496
CLERK 1/TELEPHONE OPERATOR	7448		N	497
CLERK 2	3247		C	498
CLERK 2	3248	BILINGUAL IN SPANISH AND ENGLISH	C	499
CLERK 3	2773		C	500
CLERK 3	2774	BILINGUAL IN SPANISH AND ENGLISH	C	501
CLERK 3/FIRE PREVENTION SPECIALIST	7268		C	502

CLERK 3/SENIOR PURCHASING ASSISTANT	5974		C	503
CLERK 4	3859		C	504
CLERK 4	15401	BILINGUAL IN SPANISH AND ENGLISH	C	505
CLERK BOARD OF COUNTY COMMISSIONERS	1252		U	506
CLERK BOARD OF COUNTY COMMISSIONERS/COUNTY ADMINISTRATOR	6612		U	507
CLERK BOARD OF ELECTIONS	1251		C	508
CLERK BOARD OF ELECTIONS	6313		U	509
CLERK DRIVER	1257		N	510
CLERK DRIVER/CLERK 1	6240		N	511
CLERK DRIVER/SECURITY GUARD	7228		C	512
CLERK DRIVER/STOCK CLERK	5624		N	513
CLERK DRIVER/STOCK HANDLER	6486		N	514
CLERK STENOGRAPHER 1	1260		N	515
CLERK STENOGRAPHER 2	3253		C	516
CLERK STENOGRAPHER 2	3254	BILINGUAL IN SPANISH AND ENGLISH	C	517
CLERK STENOGRAPHER 3	2777		C	518
CLERK STENOGRAPHER 3	2778	BILINGUAL IN SPANISH AND ENGLISH	C	519
CLERK STENOGRAPHER 3/REGISTRAR OF VITAL STATISTIC	7018		C	520
CLERK STENOGRAPHER 4	03862@		C	521
CLERK TO COUNTY CONSTITUTIONAL OFFICER	6978		U	522
CLERK TRANSCRIBER	1266		N	523
CLERK TRANSCRIBER	4835	BILINGUAL IN SPANISH AND ENGLISH	N	524
CLERK TYPIST 2 EVIDENCE HANDLING	23241		C	525
CLIENT SERVICES REPRESENTATIVE	5643		C	526
CLIENT SERVICES REPRESENTATIVE	6301	BILINGUAL IN SPANISH AND ENGLISH	C	527
CLINIC ATTENDANT	1273		C	528
CLINIC ATTENDANT	1274	BILINGUAL IN SPANISH AND ENGLISH	C	529
CLINIC DENTIST	1276		U	530
CLINIC NURSE	1277		N	531

CLINIC PHYSICIAN	1278		U	532
CLINICAL NUTRITIONIST	44782		C	533
CLINICAL PSYCHOLOGIST	1280		C	534
CLINICAL PSYCHOLOGIST	5559	BILINGUAL IN SPANISH AND ENGLISH	C	535
CLINICAL SPECIALIST NURSING	01283@		C	536
CODE ENFORCEMENT OFFICER	1285		C	537
CODE ENFORCEMENT OFFICER TRAINEE	7594		N	538
CODE ENFORCEMENT OFFICER/CONSTRUCTION OFFICIAL/ZONING OFFICER	6288		C	539
CODE ENFORCEMENT OFFICER/ZONING OFFICER	5897		C	540
COLLECTION REPRESENTATIVE	01286@		C	541
COLLECTOR OF DELINQUENT ACCOUNTS	1288		C	542
COMMISSIONER	01290@		U	543
COMMISSIONER BOARD OF ELECTIONS	01292@		U	544
COMMISSIONER PASSAIC VALLEY WATER COMMISSION	01293@		U	545
COMMUNICATIONS MANAGER	6075		U	546
COMMUNICATIONS OFFICER	01295@		C	547
COMMUNICATIONS OPERATOR SECURED FACILITIES	40805		C	548
COMMUNICATIONS SYSTEMS TECHNICIAN 1	43652		C	549
COMMUNICATIONS SYSTEMS TECHNICIAN 2	43651		C	550
COMMUNICATIONS TECHNICIAN	1298		C	551
COMMUNITY AIDE SCHOOLS	1300		N	552
COMMUNITY AIDE SCHOOLS	6261	BILINGUAL IN SPANISH AND ENGLISH	N	553
COMMUNITY AIDE SCHOOLS/TEACHER AIDE	6894		N	554
COMMUNITY INTERPRETER	7974	BILINGUAL IN SPANISH AND ENGLISH	C	555
COMMUNITY LIAISON OFFICER SCHOOLS	7679		C	556
COMMUNITY LIBRARY ASSISTANT	1301		N	557
COMMUNITY ORGANIZATION SPECIALIST	1303		C	558
COMMUNITY RELATIONS SPECIALIST	1306		C	559
COMMUNITY RELATIONS SPECIALIST LAW ENFORCEMENT	5543		C	560
COMMUNITY SERVICE AIDE	1313		N	561

COMMUNITY SERVICE AIDE	1314	BILINGUAL IN SPANISH AND ENGLISH	N	562
COMMUNITY SERVICE AIDE/CLERK 2	7632		C	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
CONSTRUCTION OFFICIAL/MUNICIPAL ENGINEER	7658		C	594
CONSTRUCTION OFFICIAL/ZONING OFFICER	5247		C	595
CONSULTANT ON AGING	1340		C	596
CONTRACT ADMINISTRATOR 1	51254		C	597
CONTRACT ADMINISTRATOR 2	51252		C	598
CONTRACT ADMINISTRATOR 3	51250		C	599
CONTRACT COMPLIANCE REPRESENTATIVE	4883		C	600
CONTROL ROOM OPERATOR	1345		C	601
COOK	1347		C	602
COORDINATOR CHILD DAY CARE PROGRAM	7359		C	603
COORDINATOR CHILD SUPPORT AND PATERNITY PROGRAM	4503		C	604
COORDINATOR COMMUNITY HEALTH SERVICES	5632		C	605
COORDINATOR COMMUNITY LIBRARY PROGRAM	4386		C	606
COORDINATOR EMERGENCY MEDICAL SERVICES	4570		C	607
COORDINATOR EMPLOYMENT AND TRAINING PROGRAMS	64855		C	608
COORDINATOR FOR FEDERAL AND STATE AID	1355		C	609
COORDINATOR HEALTH PROJECTS 3	348		C	610
COORDINATOR OF CONTRACTUAL OPERATIONS	5606		C	611
COORDINATOR OF DENTAL HEALTH SERVICES	1358		C	612
COORDINATOR OF HOSPITAL SERVICES	1362		C	613
COORDINATOR OF LONG TERM AND ALTERNATE CARE FOR THE ELDERLY	5154		C	614
COORDINATOR OF MAINTENANCE SERVICES	01363@		C	615
COORDINATOR OF MONITORING AND EVALUATION	4716		C	616
COORDINATOR OF MOTOR VEHICLE REPAIR	7607		C	617
COORDINATOR OF NURSE EXAMINERS (VICTIMS OF SEXUAL ASSAULT PROGRAM)	7861		C	618
COORDINATOR OF SAFETY PROGRAMS	03094@		C	619
COORDINATOR OF SCHOOL TRANSPORTATION SERVICES	01366@		C	620
COORDINATOR OF SOCIAL SERVICES	1368		C	621
COORDINATOR OF SPECIAL TRANSPORTATION	1369		C	622
COORDINATOR OF VOLUNTEERS	1371		C	623

COORDINATOR SPECIAL CHILD HEALTH SERVICES PROGRAM	7494		C	624
COORDINATOR YOUTH ACTIVITIES	4727		C	625
CORPORATION COUNSEL	01377@		U	626
COST ESTIMATOR PROPERTY IMPROVEMENT	1379		C	627
COUNCIL MEMBER	1381		U	628
COUNCIL PRESIDENT	1380		U	629
COUNSELOR ADOLESCENT UNIT	01385@		N	630
COUNSELOR JUVENILE FAMILY CRISIS INTERVENTION	6122		C	631
COUNSELOR PENAL INSTITUTION	1387		C	632
COUNSELOR RAPE VICTIMIZATION AND PREVENTION PROGRAM	4815		C	633
COUNTY 911 COORDINATOR	7681		C	634
COUNTY ADMINISTRATOR	5268		U	635
COUNTY ALCOHOLISM COORDINATOR	5508		C	636
COUNTY AUDITOR	01391@		U	637
COUNTY CLERK	01392@		U	638
COUNTY COMMUNICATIONS COORDINATOR EMERGENCY MANAGEMENT	5074		C	639
COUNTY COMPTROLLER	01394@		U	640
COUNTY CORRECTIONAL DEPUTY POLICE WARDEN	4572		C	641
COUNTY CORRECTIONAL POLICE CAPTAIN	1397		C	642
COUNTY CORRECTIONAL POLICE LIEUTENANT	01398@		C	643
COUNTY CORRECTIONAL POLICE OFFICER	1400		C	644
COUNTY CORRECTIONAL POLICE OFFICER	01403@	BILINGUAL IN SPANISH AND ENGLISH	C	645
COUNTY CORRECTIONAL POLICE SERGEANT	01405@		C	646
COUNTY CORRECTIONAL POLICE WARDEN	4571		C	647
COUNTY CORRECTIONAL POLICE WARDEN	7452		U	648
COUNTY COUNSEL	01407@		U	649
COUNTY CRITICAL INFRASTRUCTURE COORDINATOR	4919		U	650
COUNTY DEPARTMENT HEAD	5306		U	651
COUNTY DIVISION HEAD	5498		U	652
COUNTY EMERGENCY MANAGEMENT COORDINATOR	5291		U	653
COUNTY EMERGENCY MANAGEMENT PLANNER	7360		C	654
COUNTY ENGINEER	1409		U	655

COUNTY EXECUTIVE	6790		U	656
COUNTY FIRE COORDINATOR EMERGENCY MANAGEMENT	7606		U	657
COUNTY INVESTIGATOR	1410		U	658
COUNTY MANAGER	1411		U	659
COUNTY MEDICAL EXAMINER	1412		U	660
COUNTY PARK MANAGER	1413		C	661
COUNTY PARK RANGER	1414		C	662
COUNTY PARK SUPERINTENDENT	1415		C	663
COUNTY POLICE CAPTAIN	1416		C	664
COUNTY POLICE CHIEF	1417		C	665
COUNTY POLICE LIEUTENANT	1419		C	666
COUNTY POLICE OFFICER	1420		C	667
COUNTY POLICE OFFICER	8055	BILINGUAL IN KOREAN AND ENGLISH	C	668
COUNTY POLICE SERGEANT	1421		C	669
COUNTY PROSECUTOR	1422		U	670
COUNTY RADIOLOGICAL DEFENSE COORDINATOR EMERGENCY MANAGEMENT	5075		N	671
COUNTY ROAD SUPERVISOR	1426		U	672
COUNTY SUPERINTENDENT OF BRIDGES	5033		U	673
COUNTY SUPERINTENDENT OF BUILDINGS AND GROUNDS	6139		U	674
COUNTY TAX ADMINISTRATOR	5242		U	675
COUNTY TAX ASSESSOR	8049		U	676
COUNTY TREASURER	1429		U	677
COUNTY VICTIM WITNESS COORDINATOR	7297		U	678
COURT AIDE	5332		N	679
COURT ATTENDANT	1430		N	680
COURT CLERK	1434		C	681
COURT CLERK PROBATE TYPING	7408		C	682
COURT CLERK TYPING	1438		C	683
COURT INTERPRETER IN SPANISH & ENGLISH/MUNICIPAL COURT ATTENDANT BILINGUAL IN SPANISH & ENGLISH	7978		C	684
COURT INTERPRETER SPANISH & ENGLISH	7959		C	685
COURT REPRESENTATIVE BOARD OF EDUCATION	1440		C	686
CREW SUPERVISOR BUILDING MAINTENANCE WORKERS	44135		N	687
CREW SUPERVISOR LOCKSMITHS	41636		C	688
CREW SUPERVISOR PLUMBERS AND STEAMFITTERS	41315		C	689

CRIME PREVENTION SPECIALIST	03287@		C	690
CULTURAL ARTS CENTER DIRECTOR	1450		C	691
CUSTODIAL WORKER	1453		N	692
CUSTODIAL WORKER LOW PRESSURE LICENSE	1454		N	693
CUSTODIAN	1455		C	694
CUSTODIAN OF FUNDS	5558		U	695
CUSTODIAN OF SCHOOL MONIES	1457		U	696
CUSTOMER SERVICE REPRESENTATIVE	1459		C	697
CUSTOMER SERVICE REPRESENTATIVE	8033	BILINGUAL IN SPANISH AND ENGLISH	C	698
DANCE THERAPIST/SUPERVISOR OF SENIOR CITIZENS ACTIVITIES	6534		C	699
DATA CONTROL CLERK	1468		C	700
DATA ENTRY MACHINE OPERATOR	4649		C	701
DATA ENTRY OPERATOR 1	53292		N	702
DATA ENTRY OPERATOR 2	53293		C	703
DATA ENTRY OPERATOR 3	53294		C	704
DATA ENTRY OPERATOR 4	53295		C	705
DATA PROCESSING COORDINATOR	1472		C	706
DATA PROCESSING COORDINATOR/SENIOR ACCOUNTING PROCEDURES ANALYST	6719		C	707
DATA PROCESSING PROGRAMMER	1474		N	708
DATA PROCESSING PROGRAMMER TECHNICIAN	53255		N	709
DATA PROCESSING PROGRAMMER TRAINEE	1475		N	710
DATA PROCESSING PROGRAMMER/SYSTEMS ANALYST	5463		N	711
DATA PROCESSING SYSTEMS PROGRAMMER	5252		N	712
DATA PROCESSING TECHNICIAN	4866		N	713
DATABASE ADMINISTRATOR 2	53161		C	714
DATABASE ANALYST 2	53003		C	715
DAY CARE CENTER SUPERVISOR	1477		C	716
DAY CARE CENTER WORKER	7010	BILINGUAL IN SPANISH AND ENGLISH	C	717
DENTAL ASSISTANT	1483		C	718
DENTIST	1487		U	719
DEPUTY CHIEF EMERGENCY MEDICAL TECHNICIAN	8043		C	720

DEPUTY CHIEF OF COUNTY INVESTIGATORS	7104		U	721
DEPUTY CLERK BOARD OF COUNTY COMMISSIONERS	1492		C	722
DEPUTY COUNTY ADMINISTRATOR	5805		U	723
DEPUTY COUNTY CLERK	1495		U	724
DEPUTY COUNTY EMERGENCY MANAGEMENT COORDINATOR	5076		C	725
DEPUTY COUNTY MANAGER	5501		U	726
DEPUTY COUNTY MEDICAL EXAMINER	5774		U	727
DEPUTY COUNTY TAX ASSESSOR	8050		U	728
DEPUTY DIRECTOR OF CAFETERIAS	1500		C	729
DEPUTY DIRECTOR OF HUMAN SERVICES	5478		C	730
DEPUTY DIRECTOR OF PUBLIC SAFETY	1502		C	731
DEPUTY DIRECTOR OF WELFARE	1503		C	732
DEPUTY EXECUTIVE DIRECTOR HOUSING AUTHORITY ADMINISTRATIVE SERVICES	4609		C	733
DEPUTY FIRE CHIEF	1506		C	734
DEPUTY FIRE DISTRICT ADMINISTRATOR	8067		U	735
DEPUTY MAYOR	6245		U	736
DEPUTY MUNICIPAL ADMINISTRATOR	1508		C	737
DEPUTY MUNICIPAL CLERK	1509		U	738
DEPUTY MUNICIPAL COURT ADMINISTRATOR	7796		N	739
DEPUTY MUNICIPAL COURT ADMINISTRATOR	7903	BILINGUAL IN SPANISH AND ENGLISH	N	740
DEPUTY MUNICIPAL DEPARTMENT HEAD	7026		U	741
DEPUTY MUNICIPAL DEPARTMENT HEAD/MUNICIPAL TREASURER	7035		U	742
DEPUTY MUNICIPAL EMERGENCY MANAGEMENT COORDINATOR	5077		C	743
DEPUTY MUNICIPAL MANAGER	7584		U	744
DEPUTY POLICE CHIEF	1517		C	745
DEPUTY POLICE DIRECTOR	7859		U	746
DEPUTY REGISTER OF DEEDS AND MORTGAGES	1519		U	747
DEPUTY REGISTRAR OF VITAL STATISTICS	1520		C	748
DEPUTY REGISTRAR OF VITAL STATISTICS	7810	BILINGUAL IN SPANISH AND ENGLISH	C	749
DEPUTY REGISTRAR OF VITAL STATISTICS/KEYBOARDING CLERK 3	5367		C	750

DEPUTY SUPERINTENDENT OF ELECTIONS	5778		U	751
DEPUTY SUPERINTENDENT OF WEIGHTS AND MEASURES	1498		C	752
DEPUTY SURROGATE	1524		U	753
DEPUTY TAX ASSESSOR	5780		U	754
DETENTION ALTERNATIVES OFFICER APPRENTICE	8081		N	755
DIETITIAN	1534		C	756
DIETITIAN HELPER	1535		C	757
DIRECTOR BUREAU OF NARCOTICS	7762		U	758
DIRECTOR COMMUNICATIONS CENTER	6004		C	759
DIRECTOR COMMUNITY DEVELOPMENT PROGRAM	5333		C	760
DIRECTOR ECONOMIC DEVELOPMENT PROGRAM	1573		C	761
DIRECTOR FIRE ACADEMY	7708		C	762
DIRECTOR INTOXICATED DRIVER RESOURCE CENTER	6127		C	763
DIRECTOR JUVENILE FAMILY CRISIS INTERVENTION PROGRAM	6123		C	764
DIRECTOR MOTORIZED EQUIPMENT	4661		C	765
DIRECTOR OF ADMINISTRATION AND PROGRAM DEVELOPMENT	1582		C	766
DIRECTOR OF ADMINISTRATION HOUSING AUTHORITY	6597		U	767
DIRECTOR OF AUTOMOTIVE SERVICES	7161		C	768
DIRECTOR OF CAFETERIAS	1585		C	769
DIRECTOR OF CHILD CARE CENTER	6092	BILINGUAL IN SPANISH AND ENGLISH	C	770
DIRECTOR OF COMMUNITY IMPROVEMENTS	1588		C	771
DIRECTOR OF COMMUNITY RELATIONS AND SOCIAL SERVICES	1589		C	772
DIRECTOR OF CUSTODIAL SERVICES	01592@		C	773
DIRECTOR OF DATA PROCESSING	8015		C	774
DIRECTOR OF ECONOMIC AND INDUSTRIAL DEVELOPMENT	01595@		C	775
DIRECTOR OF FAMILY COUNSELING	1596		C	776
DIRECTOR OF FINANCE	7084		C	777
DIRECTOR OF FIRE SERVICES	8054		U	778
DIRECTOR OF FOOD SERVICES	1599		C	779
DIRECTOR OF HEALTH AND WELFARE	6558		C	780
DIRECTOR OF HEALTH EDUCATION	472		C	781
DIRECTOR OF INSPECTIONS	01607@		C	782

DIRECTOR OF LICENSES	7163		C	783
DIRECTOR OF MAINTENANCE	1611		C	784
DIRECTOR OF MAINTENANCE SERVICES	1612		C	785
DIRECTOR OF MANAGEMENT	1613		C	786
DIRECTOR OF NARCOTICS CLINIC	1620		C	787
DIRECTOR OF NEIGHBORHOOD PRESERVATION PROGRAM	2569		C	788
DIRECTOR OF NURSING	1621		C	789
DIRECTOR OF OPERATIONS AND MAINTENANCE MUNICIPAL UTILITY AUTHORITY	7549		U	790
DIRECTOR OF PERSONAL HEALTH SERVICES	5481		C	791
DIRECTOR OF PUBLIC HEALTH NURSING SERVICE	1629		C	792
DIRECTOR OF PUBLIC SAFETY	7183		U	793
DIRECTOR OF PUBLIC WORKS	7160		C	794
DIRECTOR OF PURCHASING	01632@		C	795
DIRECTOR OF REDEVELOPMENT	1635		C	796
DIRECTOR OF REDEVELOPMENT HOUSING AUTHORITY	6319		U	797
DIRECTOR OF SECURITY	6268		C	798
DIRECTOR OF SOCIAL REHABILITATION SERVICES	1639		C	799
DIRECTOR OF SOCIAL WORK SERVICES	5424		C	800
DIRECTOR OF SOLID WASTE MANAGEMENT	1557		C	801
DIRECTOR OF SPECIAL TRANSPORTATION SERVICES	5376		C	802
DIRECTOR OF STAFF OPERATIONS	6595		U	803
DIRECTOR OF TELECOMMUNICATIONS	7534		C	804
DIRECTOR OF THERAPEUTIC SERVICES	5104		C	805
DIRECTOR OF TRAFFIC AND TRANSPORTATION	1647		C	806
DIRECTOR OF WELFARE	1650		C	807
DIRECTOR OF YOUTH SERVICES	1651		C	808
DIRECTOR OFFICE OF THE HANDICAPPED	5667		C	809
DIRECTOR PARKS AND RECREATION	1652		C	810
DIRECTOR POLICE SCHOOL	5284		C	811
DIRECTOR PROPERTY IMPROVEMENT	1658		C	812
DIRECTOR PUBLIC HEALTH LABORATORY	1659		C	813
DIRECTOR RECREATION/COMMUNITY CENTER	2990		C	814
DIRECTOR REPAIR AND MAINTENANCE	1661		C	815

DIRECTOR TRAILSIDE NATURE AND SCIENCE CENTER	4693		C	816
DISTRICT RECYCLING COORDINATOR	7404		C	817
DOCK MASTER	1672		N	818
DOMESTIC WORKER	4469		N	819
DRAFTING TECHNICIAN	6559		N	820
DRAFTING TECHNICIAN/CLERK 3	6563		C	821
DRAFTING TECHNICIAN/ENGINEERING AIDE	6902		C	822
DRAFTING TECHNICIAN/PUBLIC WORKS INSPECTOR	7559		C	823
EARLY CHILDHOOD SPECIALIST	4539		C	824
EARLY CHILDHOOD SPECIALIST	7424	BILINGUAL IN SPANISH AND ENGLISH	C	825
ECOLOGIST	7957		C	826
ECONOMIC DEVELOPMENT REPRESENTATIVE 1	55565		C	827
ECONOMIC DEVELOPMENT REPRESENTATIVE 2	55503		C	828
ECONOMIC DEVELOPMENT REPRESENTATIVE 3	55502		C	829
ECONOMIC DEVELOPMENT REPRESENTATIVE 4	55513		C	830
EDITORIAL ASSISTANT NEWARK SCHOOL DISTRICT	1690		C	831
ELECTED OFFICIAL	5273		U	832
ELECTIONS CLERK	6823		U	833
ELECTRIC METER REPAIRER	1697		C	834
ELECTRIC METER REPAIRER/LINE WORKER	7577		C	835
ELECTRIC METER TECHNICIAN	1703		C	836
ELECTRIC METER WORKER	1698		C	837
ELECTRICAL ENGINEER TRAINEE	16690		N	838
ELECTRICAL INSPECTOR	1699		C	839
ELECTRICAL MECHANIC ELECTRIC UTILITY	1701		C	840
ELECTRICAL SUBCODE OFFICIAL	5046		C	841
ELECTRICAL SUBCODE OFFICIAL/FIRE PROTECTION SUBCODE OFFICIAL	7918		C	842
ELECTRICAL SUBCODE OFFICIAL/HOUSING INSPECTOR	7991		C	843
ELECTRICIAN	1706		C	844
ELECTRICIAN ELECTRIC UTILITY	7677		C	845
ELECTRICIAN/HEATING AND AIR CONDITIONING MECHANIC	7436		C	846
ELECTRICIAN/TRAFFIC MAINTENANCE WORKER	6571		C	847

ELECTRICIANS HELPER	1710		N	848
ELECTRONIC SYSTEMS TECHNICIAN 1	1714		C	849
ELECTRONIC SYSTEMS TECHNICIAN 2	3311		C	850
ELEVATOR INSPECTOR	1717		C	851
ELEVATOR MECHANIC	1718		C	852
ELEVATOR MECHANICS HELPER	1720		N	853
ELEVATOR SUBCODE OFFICIAL	7928		C	854
EMERGENCY MEDICAL TECHNICIAN	1724		N	855
EMERGENCY MEDICAL TECHNICIAN DISPATCHER	5510		C	856
EMERGENCY MEDICAL TECHNICIAN TRAINEE	8084		N	857
EMERGENCY MEDICAL TECHNICIAN UFD	1726		C	858
EMERGENCY MEDICAL TECHNICIAN/HAZARDOUS MATERIALS RESPONDER	8052		C	859
EMERGENCY RESPONSE SPECIALIST	333		U	860
EMPLOYEE AGRICULTURE EXTENSION SERVICE	5964		U	861
EMPLOYEE BENEFITS CLERK	4731		N	862
EMPLOYEE BENEFITS SPECIALIST	1728		C	863
EMPLOYEE BOARD OF ELECTIONS	5502		U	864
EMPLOYEE OFFICE OF THE SUPERINTENDENT OF ELECTIONS AND COMMISSIONER OF REGISTRATION	7030		U	865
EMPLOYEE RELATIONS OFFICER	63280		C	866
EMPLOYMENT COUNSELOR	1729		C	867
EMPLOYMENT COUNSELOR	64762		C	868
EMPLOYMENT COUNSELOR	64762C	BILINGUAL IN SPANISH AND ENGLISH	C	869
EMPLOYMENT SERVICES AIDE	2240		C	870
EMPLOYMENT SPECIALIST	1731		C	871
EMPLOYMENT SPECIALIST	6345	BILINGUAL IN SPANISH AND ENGLISH	C	872
EMPLOYMENT TEST MONITOR	6190		C	873
ENGINEERING AIDE	1733		N	874
ENTOMOLOGIST MOSQUITO EXTERMINATION	1737		C	875
ENVIRONMENTAL CENTER MANAGER	1738		C	876
ENVIRONMENTAL COMPLIANCE INVESTIGATOR	59960		C	877
ENVIRONMENTAL ENGINEER 1	16302		C	878
ENVIRONMENTAL ENGINEER 1	16312		C	879

ENVIRONMENTAL ENGINEER 2	16303		C	880
ENVIRONMENTAL ENGINEER 2	16313		C	881
ENVIRONMENTAL ENGINEER 3	16304		C	882
ENVIRONMENTAL ENGINEER 3	16314		C	883
ENVIRONMENTAL ENGINEER 4	16297		C	884
ENVIRONMENTAL ENGINEER 4	16305		C	885
ENVIRONMENTAL ENGINEER TRAINEE	54247		N	886
ENVIRONMENTAL HEALTH AIDE 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
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
FIELD REPRESENTATIVE HOUSING INSPECTION	1817		C	946
FIELD REPRESENTATIVE HOUSING INSPECTION	5236	BILINGUAL IN SPANISH AND ENGLISH	C	947
FIELD REPRESENTATIVE HOUSING REHABILITATION	1818		C	948
FIELD REPRESENTATIVE HOUSING, HOUSING ASSISTANCE PROGRAM	64392		C	949
FIELD REPRESENTATIVE NARCOTICS EDUCATION	1822		C	950
FIELD REPRESENTATIVE NEIGHBORHOOD PRESERVATION PROGRAM	6647		C	951
FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	1823		C	952
FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	7597	BILINGUAL IN SPANISH AND ENGLISH	C	953
FIELD REPRESENTATIVE SENIOR CITIZENS PROGRAM	1826		C	954
FIELD REPRESENTATIVE SENIOR CITIZENS PROGRAM	5670	BILINGUAL IN SPANISH AND ENGLISH	C	955
FINGERPRINT PROCESSING TECHNICIAN 1	45013		C	956
FINGERPRINT PROCESSING TECHNICIAN 2	45011		C	957
FINGERPRINT PROCESSING TECHNICIAN APPRENTICE	45009		N	958
FIRE ALARM OPERATOR	1833		N	959
FIRE AND AMBULANCE DISPATCHER	1835		C	960
FIRE CAPTAIN	1836		C	961
FIRE CHIEF	1837		C	962
FIRE DISTRICT ADMINISTRATOR	8053		U	963
FIRE FIGHTER	1839		C	964
FIRE FIGHTER	5959	BILINGUAL IN SPANISH AND ENGLISH	C	965
FIRE FIGHTER/EMERGENCY MEDICAL TECHNICIAN	7909		C	966
FIRE INSTRUCTOR	1842		N	967
FIRE LIEUTENANT	1843		C	968
FIRE MARSHAL	1844		U	969
FIRE OFFICER 1	9010		C	970
FIRE OFFICER 2	9011		C	971
FIRE OFFICER 3	9012		C	972
FIRE OFFICER 4	9013		C	973

FIRE OFFICIAL	6350		C	974
FIRE OFFICIAL UFD	6351		C	975
FIRE OFFICIAL/FIRE PROTECTION SUBCODE OFFICIAL	6966		C	976
FIRE OFFICIAL/FIRE PROTECTION SUBCODE OFFICIAL UFD	6362		C	977
FIRE OFFICIAL/HOUSING INSPECTOR	6555		C	978
FIRE PREVENTION SPECIALIST	6356		N	979
FIRE PREVENTION SPECIALIST UFD	6357		C	980
FIRE PREVENTION SPECIALIST UFD/FIRE PROTECTION INS PECTOR	6363		C	981
FIRE PREVENTION SPECIALIST/FIRE PROTECTION INSPECTOR	7038		C	982
FIRE PROTECTION INSPECTOR	5053		C	983
FIRE PROTECTION SUBCODE OFFICIAL	5013		C	984
FIRE PROTECTION SUBCODE OFFICIAL UFD	6037		C	985
FIRE PROTECTION SUBCODE OFFICIAL/PLUMBING SUBCODE OFFICIAL	5200		C	986
FIRE SIGNAL SYSTEM REPAIRER/MAINTENANCE REPAIRER	7188		C	987
FIRE SIGNAL SYSTEM SUPERINTENDENT	1848		C	988
FIRE SIGNAL SYSTEM TECHNICIAN 1	1846		C	989
FIRE SIGNAL SYSTEM TECHNICIAN 1/LOCKSMITH	6062		C	990
FIRE SURGEON/POLICE SURGEON	6822		U	991
FIRST ASSISTANT PROSECUTOR	1856		U	992
FISCAL ANALYST	5448		C	993
FISCAL OFFICER	1857		C	994
FOOD SERVICE MANAGER	6456		C	995
FOOD SERVICE WORKER	1864		N	996
FORENSIC ANALYST INFORMATION TECHNOLOGY	9054		C	997
FORENSIC CHEMIST	1869		C	998
FORENSIC SCIENTIST 1	1592		C	999
FORENSIC SCIENTIST 2	1593		C	1000
FORENSIC SCIENTIST 3	1594		C	1001
FORESTER	1870		C	1002
FORESTRY AIDE	1871		N	1003
FORK LIFT OPERATOR	1872		N	1004
FOUR-H CLUB AGENT	1873		U	1005
FOUR-H PROGRAM ASSISTANT	5503		U	1006
FUND RAISER	5092		C	1007

GARAGE ATTENDANT	40012		N	1008
GARDENER	1883		C	1009
GARMENT WORKER	3126		N	1010
GENERAL MANAGER OF GOLF COURSES	5286		C	1011
GENERAL OPERATIONS SUPERVISOR ELECTRICAL GENERATION	8072		C	1012
GENERAL STOREKEEPER	5775		U	1013
GENERAL SUPERVISING MAINTENANCE REPAIRER	7346		C	1014
GENERAL SUPERVISOR BRIDGE REPAIR	6590		C	1015
GENERAL SUPERVISOR BUILDING SERVICE	6465		C	1016
GENERAL SUPERVISOR COMPOST PROJECT	6506		C	1017
GENERAL SUPERVISOR DEMOLITION	6911		C	1018
GENERAL SUPERVISOR ELECTRIC DISTRIBUTION	6915		C	1019
GENERAL SUPERVISOR LABORING	6635		C	1020
GENERAL SUPERVISOR MOSQUITO EXTERMINATION	6442		C	1021
GENERAL SUPERVISOR OF GARAGE SERVICES	6610		C	1022
GENERAL SUPERVISOR PARKS	6699		C	1023
GENERAL SUPERVISOR PLUMBING	7690		C	1024
GENERAL SUPERVISOR PUBLIC WORKS	6652		C	1025
GENERAL SUPERVISOR ROADS	6656		C	1026
GENERAL SUPERVISOR SANITATION	6449		C	1027
GENERAL SUPERVISOR STREETS	6526		C	1028
GENERAL SUPERVISOR TRADES	6786		C	1029
GENERAL SUPERVISOR TRAFFIC MAINTENANCE	6818		C	1030
GENERAL SUPERVISOR TREES	6481		C	1031
GENERAL SUPERVISOR WATER	6659		C	1032
GENERATING STATION TECHNICIAN	1917		C	1033
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 1	3177		N	1034
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 2	3163		N	1035
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 3	3176		N	1036
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST TRAINEE	3174		N	1037
GLAZIER	1919		C	1038
GOLF RANGER	01922@		N	1039
GOLF STARTER	01923@		N	1040
GOLF SUPERINTENDENT	01924@		C	1041
GRADUATE NURSE	01926@		N	1042

GRADUATE NURSE PUBLIC HEALTH	01930@		N	1043
GRAPHIC ARTIST 1	54593		C	1044
GRAPHIC ARTIST 1/PUBLIC INFORMATION OFFICER	6306		C	1045
GRAPHIC ARTIST 2	54604		C	1046
GRAPHIC ARTIST 3	54594		C	1047
GREENS SUPERINTENDENT	01936@		C	1048
GREENSKEEPER	1937		C	1049
HAIRSTYLIST 1	40923		N	1050
HAIRSTYLIST 2	40922		N	1051
HAZARDOUS MATERIALS RESPONDER	7952		C	1052
HAZARDOUS MATERIALS SPECIALIST	7953		C	1053
HAZARDOUS MATERIALS TECHNICIAN 1	7955		C	1054
HAZARDOUS MATERIALS TECHNICIAN 2	7954		C	1055
HAZARDOUS WASTE OPERATIONS SUPERVISOR	7989		C	1056
HAZARDOUS WASTE OPERATIONS TECHNICIAN	7988		C	1057
HEAD CLINIC NURSE	1951		C	1058
HEAD COOK	01952@		C	1059
HEAD CUSTODIAN	01954@		C	1060
HEAD NURSE	1960		C	1061
HEAD TEACHER	1970		C	1062
HEAD TEACHER/TEACHER EARLY CHILDHOOD EDUCATION	7619		C	1063
HEALTH AIDE	1971		C	1064
HEALTH AIDE	1972	BILINGUAL IN SPANISH AND ENGLISH	C	1065
HEALTH AIDE SUPERVISOR	1973		C	1066
HEALTH EDUCATOR	1981		C	1067
HEALTH INSURANCE BENEFITS CLERK	1985		C	1068
HEALTH INSURANCE BENEFITS CLERK TYPING	5520	BILINGUAL IN SPANISH AND ENGLISH	C	1069
HEALTH OFFICER	1988		N	1070
HEALTH OFFICER/REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	7852		C	1071
HEALTH OFFICER/REGISTRAR OF VITAL STATISTICS	1990		C	1072
HEARING OFFICER	7742		C	1073
HEARING OFFICER INMATE DISCIPLINARY PROGRAM	61414		C	1074
HEARING OFFICER RENT REGULATION	5701		C	1075

HEATING AND AIR CONDITIONING MECHANIC	1998		C	1076
HEATING AND AIR CONDITIONING MECHANIC LOW PRESSURE LICENSE	5556		C	1077
HEATING SYSTEM SPECIALIST	2000		C	1078
HEAVY EQUIPMENT OPERATOR	02001@		C	1079
HEAVY EQUIPMENT OPERATOR	42023C	HIGHWAY MARKING	C	1080
HEAVY EQUIPMENT OPERATOR/INSPECTOR MOSQUITO EXTERMINATION	02002@		C	1081
HEAVY EQUIPMENT OPERATOR/INSPECTOR TRAINEE MOSQUITO EXTERMINATION	10051		C	1082
HEAVY EQUIPMENT OPERATOR/MECHANIC	5357		C	1083
HEAVY EQUIPMENT OPERATOR/WELDER	10073		C	1084
HISTORIAN	2038		C	1085
HISTORIC PRESERVATION SPECIALIST 1	15679		C	1086
HISTORIC PRESERVATION SPECIALIST 2	15680		C	1087
HISTORIC PRESERVATION SPECIALIST 3	15681		C	1088
HISTORIC PRESERVATION SPECIALIST 4	15682		C	1089
HISTORIC SITE INTERPRETER	7826		C	1090
HOME ECONOMIST	7313		U	1091
HOME SERVICE AIDE	2041		N	1092
HOMEMAKER SERVICE SUPERVISOR	5535		C	1093
HORTICULTURIST	2044		C	1094
HOSPITAL ADMINISTRATOR	2045		C	1095
HOSPITAL ADMINISTRATOR	7433		U	1096
HOSPITAL ATTENDANT	2046		N	1097
HOSPITAL COMPTROLLER	2048		C	1098
HOSPITAL CREDIT INVESTIGATOR	2052		C	1099
HOSPITAL MAINTENANCE SUPERVISOR	2055		C	1100
HOSPITAL SUPERINTENDENT	5769		U	1101
HOSPITAL UTILIZATION REVIEW COORDINATOR	2060		C	1102
HOUSEKEEPER 1	44102		N	1103
HOUSEKEEPER 2	44104		C	1104
HOUSEKEEPING SUPERVISOR 2	44255		C	1105
HOUSING & ZONING INSPECTOR	10057		N	1106
HOUSING & ZONING INSPECTOR TRAINEE	10056		N	1107
HOUSING AIDE	2063		C	1108
HOUSING ASSISTANCE TECHNICIAN	4534		C	1109

HOUSING ASSISTANCE TECHNICIAN	4947	BILINGUAL IN SPANISH AND ENGLISH	C	1110
HOUSING COORDINATOR	2065		C	1111
HOUSING DEVELOPMENT ANALYST	2066		C	1112
HOUSING INSPECTOR	2071		C	1113
HOUSING INSPECTOR	4921	BILINGUAL IN SPANISH AND ENGLISH	C	1114
HOUSING INSPECTOR TRAINEE	2074		N	1115
HOUSING INSPECTOR/ZONING OFFICER	5860		C	1116
HOUSING MANAGER	2075		C	1117
HOUSING MANAGER/HOUSING ASSISTANCE TECHNICIAN	6517		C	1118
HUMAN RESOURCE COORDINATOR	6419		C	1119
HUMAN SERVICES AIDE	2085		N	1120
HUMAN SERVICES AIDE	4352	BILINGUAL IN SPANISH AND ENGLISH	N	1121
HUMAN SERVICES AIDE	8063	BILINGUAL IN HINDI AND ENGLISH	N	1122
HUMAN SERVICES AIDE	8064	MULTILINGUAL HINDI GUJARATI & ENGLISH	N	1123
HUMAN SERVICES AIDE	8068	BILINGUAL IN ARABIC AND ENGLISH	N	1124
HUMAN SERVICES AIDE	8069	BILINGUAL IN URDU AND ENGLISH	N	1125
HUMAN SERVICES COORDINATOR	4912		C	1126
HUMAN SERVICES SPECIALIST 1	5542	BILINGUAL IN KOREAN AND ENGLISH	C	1127
HUMAN SERVICES SPECIALIST 1	7994		C	1128
HUMAN SERVICES SPECIALIST 1	8037	BILINGUAL IN HINDI AND ENGLISH	C	1129
HUMAN SERVICES SPECIALIST 1	9000	BILINGUAL IN SPANISH AND ENGLISH	C	1130
HUMAN SERVICES SPECIALIST 1	9016	BILINGUAL IN VIETNAMESE AND ENGLISH	C	1131

HUMAN SERVICES SPECIALIST 2	7995		C	1132
HUMAN SERVICES SPECIALIST 2	9001	BILINGUAL IN SPANISH AND ENGLISH	C	1133
HUMAN SERVICES SPECIALIST 2	9005	BILINGUAL IN RUSSIAN AND ENGLISH	C	1134
HUMAN SERVICES SPECIALIST 2	9017	BILINGUAL IN VIETNAMESE AND ENGLISH	C	1135
HUMAN SERVICES SPECIALIST 2	80836	BILINGUAL IN HINDI AND ENGLISH	C	1136
HUMAN SERVICES SPECIALIST 3	7996		C	1137
HUMAN SERVICES SPECIALIST 3	9002	BILINGUAL IN SPANISH AND ENGLISH	C	1138
HUMAN SERVICES SPECIALIST 4	7997		C	1139
HUMAN SERVICES SPECIALIST 4	9003	BILINGUAL IN SPANISH AND ENGLISH	C	1140
ICE RINK MAINTENANCE WORKER	2079		C	1141
IDENTIFICATION OFFICER	2081		C	1142
INCOME MAINTENANCE TECHNICIAN	2089		C	1143
INCOME MAINTENANCE WORKER	4924		C	1144
INDUSTRIAL HYGIENIST	5394		C	1145
INDUSTRIAL REPRESENTATIVE	2095		C	1146
INFECTION CONTROL NURSE	4385		C	1147
INMATE ADVOCATE PENAL INSTITUTION	6924		C	1148
INSPECTOR MOSQUITO EXTERMINATION	2105		C	1149
INSPECTOR ROAD OPENINGS	2106		C	1150
INSPECTOR TRAINEE MOSQUITO EXTERMINATION	7032		N	1151
INSTITUTIONAL ATTENDANT	2111		N	1152
INSTITUTIONAL ATTENDANT	9060	BILINGUAL IN SPANISH AND ENGLISH	N	1153
INSTITUTIONAL TRADE INSTRUCTOR 1	40624H	LANDSCAPING	C	1154
INSTRUCTOR EMPLOYMENT AND TRAINING	4517		C	1155
INSTRUCTOR OF IN-SERVICE NURSING	02153@		C	1156
INSURANCE MANAGER	4422		C	1157

INTERMITTENT BRIDGE OPERATOR	9030		N	1158
INTERMITTENT CASE MONITOR JUVENILE OFFENDER	9028		N	1159
INTERMITTENT CLERK TYPIST	9027		N	1160
INTERMITTENT EMERGENCY MEDICAL TECHNICIAN	9050		N	1161
INTERMITTENT GOLF RANGER	9024		N	1162
INTERMITTENT GOLF STARTER	9034		N	1163
INTERMITTENT GROUNDSKEEPER	9032		N	1164
INTERMITTENT HEAD NURSE	9026		N	1165
INTERMITTENT MAIL CLERK	9025		N	1166
INTERMITTENT PARK ATTENDANT	9033		N	1167
INTERMITTENT RECREATION AIDE	9031		N	1168
INTERMITTENT TELEPHONE OPERATOR	9029		N	1169
INTERMITTENT TRAINING OFFICER LAW ENFORCEMENT	9061		N	1170
INTERNIST	5197		U	1171
INTERVIEWER COUNTY ADJUSTERS	2166		C	1172
INTERVIEWER COURTS	6207		C	1173
INTERVIEWER COURTS	7573	BILINGUAL IN SPANISH AND ENGLISH	C	1174
INTERVIEWER VETERANS SERVICE BUREAU	1449	BILINGUAL IN SPANISH AND ENGLISH	C	1175
INTERVIEWER VETERANS SERVICE BUREAU	2172		C	1176
INVENTORY CONTROL CLERK	2174		C	1177
INVENTORY CONTROL CLERK/PRINCIPAL ACCOUNT CLERK TYPING	7190		C	1178
INVESTIGATOR 1	56782		C	1179
INVESTIGATOR 1	56782H	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1180
INVESTIGATOR 1	56805C	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1181
INVESTIGATOR 2	56783		C	1182
INVESTIGATOR 2	56783G	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1183

INVESTIGATOR 2	56806C	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1184
INVESTIGATOR 3	56774		C	1185
INVESTIGATOR 3	56774C	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1186
INVESTIGATOR 3	56807C	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1187
INVESTIGATOR ALCOHOLIC BEVERAGE CONTROL	2175		C	1188
INVESTIGATOR COMMUNICABLE DISEASE	2207	BILINGUAL IN ENGLISH AND HINDI	C	1189
INVESTIGATOR COMMUNICABLE DISEASES	7427		C	1190
INVESTIGATOR COMMUNICABLE DISEASES	7429	BILINGUAL IN SPANISH AND ENGLISH	C	1191
INVESTIGATOR CONSUMER PROTECTION	2181		C	1192
INVESTIGATOR CONSUMER PROTECTION	4923	BILINGUAL IN SPANISH AND ENGLISH	C	1193
INVESTIGATOR COUNTY ADJUSTERS OFFICE	2182		C	1194
INVESTIGATOR COUNTY MEDICAL EXAMINERS OFFICE	2183		C	1195
INVESTIGATOR COUNTY WELFARE AGENCY	2185		C	1196
INVESTIGATOR COUNTY WELFARE AGENCY	4353	BILINGUAL IN SPANISH AND ENGLISH	C	1197
INVESTIGATOR COUNTY WELFARE AGENCY	8062	BILINGUAL IN HINDI AND ENGLISH	C	1198
INVESTIGATOR ELECTIONS	7640		C	1199
INVESTIGATOR ELECTIONS	7641		U	1200
INVESTIGATOR LAW DEPARTMENT	2190		C	1201
INVESTIGATOR POLICE DEPARTMENT	2195		C	1202
INVESTIGATOR PROBATION	2196		C	1203
INVESTIGATOR PUBLIC WORKS	5217		C	1204
INVESTIGATOR SECURED FACILITIES	32647		C	1205
INVESTIGATOR SERGEANT PENAL INSTITUTION	4479		C	1206
INVESTIGATOR TRAINEE	8058		N	1207

INVESTIGATOR TRAINEE	56798	OFFICE OF CHIEF STATE MEDICAL EXAMINER	N	1208
INVESTMENT SPECIALIST	2210		C	1209
JAIL PHYSICIAN	2212		U	1210
JOB DEVELOPER	2217		C	1211
JUDGE OF THE MUNICIPAL COURT	2219		U	1212
JUVENILE DETENTION OFFICER	5008		N	1213
JUVENILE DETENTION OFFICER	5222	BILINGUAL IN SPANISH AND ENGLISH	N	1214
JUVENILE OFFICER	2230		C	1215
JUVENILE OFFICER	5414	BILINGUAL IN SPANISH AND ENGLISH	C	1216
KEYBOARDING CLERK 1	1268		N	1217
KEYBOARDING CLERK 1	1271	BILINGUAL IN SPANISH AND ENGLISH	N	1218
KEYBOARDING CLERK 1	7807	BILINGUAL IN ENGLISH AND VIETNAMESE	N	1219
KEYBOARDING CLERK 1	7844	MULTI PORTUGUESE SPANISH AND ENGLISH	N	1220
KEYBOARDING CLERK 2	03256@		C	1221
KEYBOARDING CLERK 2	3258	BILINGUAL IN SPANISH AND ENGLISH	C	1222
KEYBOARDING CLERK 2/PUBLIC WORKS INSPECTOR	6828		C	1223
KEYBOARDING CLERK 2/TELEPHONE OPERATOR	5204		C	1224
KEYBOARDING CLERK 3	2781		C	1225
KEYBOARDING CLERK 3	4838	BILINGUAL IN SPANISH AND ENGLISH	C	1226
KEYBOARDING CLERK 3/PURCHASING ASSISTANT	6886		C	1227
KEYBOARDING CLERK 3/REGISTRAR OF VITAL STATISTICS	4538		C	1228
KEYBOARDING CLERK 3/TELEPHONE OPERATOR	7277		C	1229
KEYBOARDING CLERK 4	03864@		C	1230

KEYBOARDING CLERK 4	6150	BILINGUAL IN SPANISH AND ENGLISH	C	1231
LABOR RELATIONS ASSISTANT	2238		C	1232
LABOR RELATIONS SPECIALIST	2236		C	1233
LABOR RELATIONS SPECIALIST/PERSONNEL DIRECTOR	7801		C	1234
LABORATORY AIDE	4992		C	1235
LABORATORY ASSISTANT	1943		N	1236
LABORATORY TECHNICIAN	2242		C	1237
LABORATORY TECHNICIAN WATER ANALYSIS	5078		C	1238
LABORATORY TECHNICIAN WATER ANALYSIS/KEYBOARDING CLERK 3	7439		C	1239
LABORATORY TECHNICIAN/SENIOR SEWAGE PLANT OPERATOR	5259		C	1240
LABORER 1	2248		N	1241
LABORER 1/MOTOR BROOM DRIVER	7189		C	1242
LABORER 2	6634		C	1243
LABORER 3	6633		C	1244
LABORER/CLERK 2	5491		C	1245
LAND SURVEYOR	2255		N	1246
LAND SURVEYOR/PRINCIPAL PLANNER	7734		C	1247
LANDSCAPE ARCHITECT	02256@		C	1248
LAUNDRY MANAGER	6426		C	1249
LAUNDRY WORKER	02261@		N	1250
LAW INTERN	5764		U	1251
LAW SECRETARY	2266		U	1252
LAWNMOWER REPAIRER	2267		C	1253
LEAD POISONING INSPECTOR	2268		N	1254
LEAD POISONING INSPECTOR/SENIOR REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	5858		C	1255
LEGAL ANALYST	2272		C	1256
LEGAL ASSISTANT	2275		C	1257
LEGAL ASSISTANT	6323		U	1258
LEGAL SECRETARY	7675		C	1259
LEGAL SECRETARY	9018	BILINGUAL IN SPANISH AND ENGLISH	C	1260
LEGAL SECRETARY 1	24832		C	1261
LEGAL SECRETARY 2	24831		C	1262
LEGAL STENOGRAPHER	2279		C	1263

LEGISLATIVE RESEARCH OFFICER	6250		U	1264
LIBRARIAN 1	7569		N	1265
LIBRARIAN 2	3406		C	1266
LIBRARIAN 2/TECHNICAL SUPPORT SPECIALIST 2	6942		C	1267
LIBRARIAN 3	2820		C	1268
LIBRARIAN 4	3902		C	1269
LIBRARIAN 4/DATA PROCESSING COORDINATOR	5750		C	1270
LIBRARY ASSISTANT	7467		N	1271
LIBRARY ASSISTANT	7469	BILINGUAL IN SPANISH AND ENGLISH	N	1272
LIBRARY ASSISTANT/SENIOR ACCOUNT CLERK	7735		C	1273
LIBRARY ASSOCIATE	2288		N	1274
LIBRARY DIRECTOR	2283		C	1275
LIBRARY DIRECTOR	6327		U	1276
LIBRARY EXHIBIT ARTIST	2284		C	1277
LIBRARY PAGE	2289		N	1278
LICENSE INSPECTOR	2292		C	1279
LICENSE INSPECTOR	5785	BILINGUAL IN SPANISH AND ENGLISH	C	1280
LICENSED WATER TREATMENT PLANT OPERATOR	10052		C	1281
LIEUTENANT OF COUNTY DETECTIVES	2295		C	1282
LIEUTENANT OF COUNTY INVESTIGATORS	7096		U	1283
LIFEGUARD	2297		N	1284
LIFEGUARD/MAINTENANCE REPAIRER	6093		N	1285
LINE SUPERINTENDENT	7057		C	1286
LINE WORKER	7052		C	1287
LINE WORKER HELPER	7051		N	1288
LINE WORKER/PUBLIC WORKS REPAIRER	7263		C	1289
LINEN ROOM ATTENDANT	2310		N	1290
LITERACY PROGRAM COORDINATOR	5792		C	1291
LOAN ADVISOR	5136		C	1292
LOCKSMITH	41633		C	1293
LOCKSMITH/SENIOR MAINTENANCE REPAIRER LOW PRESSURE LICENSE	6068		C	1294
LUNCHEON AIDE	5678		N	1295
MACHINIST	2317		C	1296
MAIL CLERK	20432		N	1297
MAINTENANCE REPAIRER	2328		N	1298

MAINTENANCE REPAIRER /SENIOR LIFEGUARD	7300		C	1299
MAINTENANCE REPAIRER ELECTRICAL HEATING AND AIR CONDITIONING	2336		N	1300
MAINTENANCE REPAIRER LOW PRESSURE LICENSE	2365		C	1301
MAINTENANCE REPAIRER REFRIGERATION AND AIR CONDITIONING	02374@		N	1302
MAINTENANCE REPAIRER WELDER	2380		C	1303
MAINTENANCE REPAIRER/MAINTENANCE WORKER 1 GROUNDS	6061		C	1304
MAINTENANCE REPAIRER/MECHANIC	5354		C	1305
MAINTENANCE SUPERINTENDENT	2384		C	1306
MAINTENANCE SUPERVISOR	2387		C	1307
MAINTENANCE SUPERVISOR GROUNDS	6731		C	1308
MAINTENANCE SUPERVISOR GROUNDS/TREE MAINTENANCE SUPERVISOR	6714		C	1309
MAINTENANCE WORKER 1 GROUNDS	01940@		N	1310
MAINTENANCE WORKER 1 GROUNDS/MAINTENANCE REPAIRER	5555		N	1311
MAINTENANCE WORKER 2 GROUNDS	3349		C	1312
MAINTENANCE WORKER 3 GROUNDS	6732		C	1313
MANAGEMENT ASSISTANT	56492		C	1314
MANAGEMENT INFORMATION SYSTEMS COORDINATOR	53105		C	1315
MANAGEMENT INFORMATION SYSTEMS SPECIALIST	4354		C	1316
MANAGEMENT SPECIALIST	2390		C	1317
MANAGEMENT SPECIALIST/SUPERVISING LIBRARY ASSISTANT	7323		C	1318
MANAGER 1 INFORMATION PROCESSING	64775		C	1319
MANAGER ABATEMENT AND SPECIAL TAXES	7922		C	1320
MANAGER ANIMAL CONTROL FACILITY	5340		C	1321
MANAGER GOLF FACILITIES	4588		C	1322
MANAGER INDOOR ARTIFICIAL ICE ARENA/RECREATION SUPERVISORSWIMMING	6553		C	1323
MANAGER MOBILE MEALS PROGRAM	02402@		C	1324
MANAGER MOTORS	7137		C	1325
MANAGER PARKS AND GROUNDS	7138		C	1326
MANAGER PUBLIC PROPERTY	7139		C	1327
MANAGER RIDING STABLES	4664		C	1328
MANAGER SANITATION	7141		C	1329

MANAGER TRAFFIC AND SIGNALS	7144		C	1330
MARINA SUPERVISOR	5483		C	1331
MARINA WORKER	7920		C	1332
MASON	2420		C	1333
MASON/PLASTERER	2421		C	1334
MASON/SENIOR CARPENTER	2422		C	1335
MASONS HELPER	2426		N	1336
MASONS HELPER/PLASTERERS HELPER	6389		C	1337
MATERIAL MANAGEMENT COORDINATOR	5702		C	1338
MAYOR	2428		U	1339
MAYOR/MUNICIPAL DEPARTMENT HEAD	6958		U	1340
MECHANIC	2434		C	1341
MECHANIC DIESEL	2440		C	1342
MECHANIC DIESEL/MECHANIC HYDRAULICS	6397		C	1343
MECHANIC FIRE APPARATUS	2441		C	1344
MECHANIC GOLF FACILITIES	8070		C	1345
MECHANIC HYDRAULICS	2444		C	1346
MECHANIC UFD	2445		C	1347
MECHANIC/HEATING AND AIR CONDITIONING MECHANIC LPL	6622		C	1348
MECHANIC/PUBLIC WORKS REPAIRER	7538		C	1349
MECHANIC/ROAD REPAIRER 1	6752		C	1350
MECHANIC/SENIOR PUBLIC WORKS REPAIRER	6503		C	1351
MECHANIC/SENIOR SEWAGE PLANT REPAIRER	7195		C	1352
MECHANIC/SENIOR TRAFFIC MAINTENANCE WORKER	7205		C	1353
MECHANIC/SUPERVISOR RECLAMATION PLANT	7824		C	1354
MECHANIC/TRUCK DRIVER	7820		C	1355
MECHANIC/WELDER	5096		C	1356
MECHANICAL ENGINEER TRAINEE	16890		N	1357
MECHANICAL INSPECTOR	7967		C	1358
MECHANICAL INSPECTOR/PLUMBING SUBCODE OFFICIAL	7860		C	1359
MECHANICAL REPAIRER LIGHT EQUIPMENT	02451@		C	1360
MECHANICAL STORES CLERK	2455		C	1361
MECHANICS HELPER	02456@		N	1362
MECHANICS HELPER/TRUCK DRIVER	7369		N	1363
MEDIA TECHNICIAN 1	81542		C	1364
MEDIA TECHNICIAN 3	81544		C	1365
MEDICAL CLAIMS REVIEW CLERK	21231		C	1366

MEDICAL CONSULTANT	02460@		U	1367
MEDICAL DIRECTOR	2461		U	1368
MEDICAL RECORD ADMINISTRATOR	4957		C	1369
MEDICAL RECORD CLERK	2469		C	1370
MEDICAL RECORDS SUPERVISOR	21055		C	1371
MEDICAL RECORDS TECHNICIAN	21054		N	1372
MEDICAL SOCIAL SERVICE ASSISTANT COUNTY WELFARE AGENCY	2472		C	1373
MEDICAL SOCIAL WORK SUPERVISOR	02474@		C	1374
MEDICAL SOCIAL WORKER	02475@		C	1375
MEDICAL TRANSCRIBER	2480		C	1376
MEMBER AND DIRECTOR BOARD OF COUNTY COMMISSIONERS	02483@		U	1377
MEMBER AND SECRETARY BOARD OF ELECTIONS AND COMMISSIONER OF REGISTRATION	7517		U	1378
MEMBER BOARD OF ADJUSTMENT	02486@		U	1379
MEMBER BOARD OF ASSESSORS	2487		U	1380
MEMBER BOARD OF COUNTY COMMISSIONERS	2488		U	1381
MEMBER BOARD OF ELECTIONS	5777		U	1382
MEMBER BOARD OF FIRE COMMISSIONERS	7117		U	1383
MEMBER BOARD OF HEALTH	2489		U	1384
MEMBER CONSTRUCTION BOARD OF APPEALS	5267		U	1385
MEMBER MUNICIPAL UTILITIES AUTHORITY	2492		U	1386
MEMBER PLANNING BOARD	6247		U	1387
MEMBER TAXICAB COMMISSION	6252		U	1388
MENTAL HEALTH ADMINISTRATOR	02493@		U	1389
MENTAL HEALTH WORKER	02498@		N	1390
MENTAL HEALTH WORKER	7879	BILINGUAL IN SPANISH AND ENGLISH	N	1391
MESSENGER	2499		N	1392
METER WORKER 1	2500		C	1393
METER WORKER 1/WATER METER REPAIRER	5742		C	1394
METER WORKER 2	3641		C	1395
METER WORKER 2/WATER METER REPAIRER	7119		C	1396
METER WORKER SUPERVISOR	6844		C	1397
METER WORKER SUPERVISOR/SUPERVISOR WATER METER REPAIR	6866		C	1398

MICROBIOLOGIST 1	2002		C	1399
MICROBIOLOGIST 2	2003		C	1400
MICROBIOLOGIST 3	2004		C	1401
MICROBIOLOGIST 4	2005		C	1402
MICROBIOLOGIST TRAINEE	2001		N	1403
MICROFILM SYSTEMS SUPERVISOR	2506		C	1404
MILLWRIGHT/WELDER	6490		C	1405
MILLWRIGHT/WELDERS HELPER	5666		C	1406
MONITOR	24912		U	1407
MORGUE ATTENDANT	2512		N	1408
MORGUE CUSTODIAN	2513		N	1409
MORGUE KEEPER	5227		U	1410
MORTICIAN	2514		N	1411
MOSQUITO IDENTIFICATION SPECIALIST	2515		C	1412
MOTOR BROOM DRIVER	5565		C	1413
MOTOR BROOM DRIVER/PUBLIC WORKS REPAIRER	6196		C	1414
MOTOR BROOM DRIVER/TRUCK DRIVER	1122		C	1415
MOTOR VEHICLE OPERATOR ELDERLY AND HANDICAPPED PERSONS	2516		N	1416
MUNICIPAL ADMINISTRATOR	2519		U	1417
MUNICIPAL ATTORNEY	7027		U	1418
MUNICIPAL AUDITOR	6856		U	1419
MUNICIPAL BOND SPECIALIST/SENIOR BUDGET EXAMINER	7646		C	1420
MUNICIPAL CLERK	2521		U	1421
MUNICIPAL COURT ADMINISTRATOR	7795		N	1422
MUNICIPAL COURT ATTENDANT	2524		N	1423
MUNICIPAL COURT DIRECTOR	7786		U	1424
MUNICIPAL DEPARTMENT HEAD	5895		U	1425
MUNICIPAL DIRECTOR OF WELFARE	6826		U	1426
MUNICIPAL EMERGENCY MANAGEMENT COORDINATOR	5079		U	1427
MUNICIPAL ENGINEER	6328		U	1428
MUNICIPAL IMPROVEMENT SEARCH OFFICER	5852		U	1429
MUNICIPAL MANAGER	2533		U	1430
MUNICIPAL PARKS SUPERINTENDENT	6775		C	1431
MUNICIPAL PARKS SUPERINTENDENT/SUPERINTENDENT OF RECREATION	6777		C	1432
MUNICIPAL PROSECUTOR	2534		U	1433
MUNICIPAL RECYCLING COORDINATOR	7622		C	1434

MUNICIPAL SURVEYOR	5191		C	1435
MUNICIPAL TREASURER	2537		C	1436
MUNICIPAL TREASURER	7100		U	1437
MUNICIPAL TREASURER/TAX COLLECTOR	5894		U	1438
MUSEUM ATTENDANT	2539		N	1439
MUSEUM CURATOR	2540		C	1440
MUSEUM CURATOR HISTORY	5484		C	1441
NARCOTICS CLINIC AIDE	2548		C	1442
NARCOTICS CLINIC SUPERVISOR	2549		C	1443
NAUTICAL PARK MANAGER	5926		C	1444
NETWORK ADMINISTRATOR 1	10107		C	1445
NETWORK ADMINISTRATOR 2	10108		C	1446
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
PARALEGAL SPECIALIST STENOGRAPHY	4785		C	1475
PARALEGAL TECHNICIAN 2	30462		C	1476
PARK ATTENDANT	02598@		N	1477
PARK NATURALIST	2606		N	1478
PARK POLICE CHIEF	2608		C	1479
PARK POLICE OFFICER	2610		C	1480
PARK POLICE SERGEANT	2612		C	1481
PARKING ATTENDANT	2614		N	1482
PARKING ENFORCEMENT OFFICER	7305		N	1483
PARKING ENFORCEMENT OFFICER	10055	BILINGUAL IN SPANISH AND ENGLISH	N	1484
PARKING ENFORCEMENT OFFICER/PARKING METER COLLECTOR	7310		N	1485
PARKING ENFORCEMENT OFFICER/PARKING METER COLLECTOR/ PARKING METER REPAIRER	6735		C	1486
PARKING ENFORCEMENT OFFICER/TOW TRUCK OPERATOR	7308		N	1487
PARKING METER COLLECTOR	2615		N	1488
PARKING METER COLLECTOR/PARKING METER REPAIRER/SENIOR TRAFFIC MAINTENANCE WORKER	6965		C	1489
PARKING METER COLLECTOR/TRAFFIC MAINTENANCE WORKER	6172		N	1490
PATIENT ACTIVITIES COORDINATOR	6197		C	1491
PAYROLL CLERK	2634		N	1492
PAYROLL SUPERVISOR	2636		C	1493
PAYROLL SUPERVISOR/CLERK 1	2637		C	1494
PAYROLL SUPERVISOR/CLERK 4	6298		C	1495
PAYROLL SUPERVISOR/PENSION FUND SUPERVISOR	6102		C	1496
PEDIATRICIAN	2638		U	1497
PENSION FUND SUPERVISOR	2639		C	1498

PERSONNEL AIDE	2645		C	1499
PERSONNEL ASSISTANT	02648@		C	1500
PERSONNEL ASSISTANT	7567	BILINGUAL IN SPANISH AND ENGLISH	C	1501
PERSONNEL DIRECTOR	02650@		C	1502
PERSONNEL OFFICER	02653@		C	1503
PERSONNEL OFFICER/PURCHASING AGENT	5258		C	1504
PERSONNEL TECHNICIAN	02655@		C	1505
PHOTOGRAPHER	02664@		C	1506
PHOTOGRAPHER/PRINTING MACHINE OPERATOR 1	5534		C	1507
PHOTOGRAPHY PROCESSOR AND DEVELOPER	4826		C	1508
PHYSICAL EDUCATION INSTRUCTOR	2669		N	1509
PHYSICAL THERAPIST	02671@		N	1510
PHYSICAL THERAPIST ASSISTANT	4810		N	1511
PHYSICAL THERAPY AIDE	02673@		C	1512
PHYSICIAN	2674		U	1513
PILOT AND AIRCRAFT MECHANIC INSECT EXTERMINATION	5704		C	1514
PILOT AND INSPECTOR INSECT EXTERMINATION	2677		C	1515
PLANNER TRAINEE	16470		N	1516
PLANNER/SCHEDULER COMPUTERIZED MAINTENANCE MANAGEMENT PROGRAM	42443		C	1517
PLANNING AIDE	2685		N	1518
PLANNING DIRECTOR	2686		C	1519
PLASTERER	2688		C	1520
PLUMBER	2693		C	1521
PLUMBER AND STEAMFITTER	2694		C	1522
PLUMBERS HELPER	2701		N	1523
PLUMBING INSPECTOR	2704		C	1524
PLUMBING INSPECTOR/PLUMBING SUBCODE OFFICIAL	6340		C	1525
PLUMBING SUBCODE OFFICIAL	5056		C	1526
PODIATRIST	2707		U	1527
POLICE AIDE	2709		C	1528
POLICE AIDE	5473	BILINGUAL IN SPANISH AND ENGLISH	C	1529
POLICE AND FIRE CHAPLAIN	5094		U	1530
POLICE AND FIRE SIGNAL SYSTEM TECHNICAN 1	5886		C	1531
POLICE AND FIRE SIGNAL SYSTEMS SUPERINTENDENT	5882		C	1532

POLICE ASSISTANT	8034		C	1533
POLICE CAPTAIN	2718		C	1534
POLICE CHIEF	2719		C	1535
POLICE CHIEF	6330		U	1536
POLICE COMMUNICATIONS CLERK	2720		N	1537
POLICE INSPECTOR	2725		C	1538
POLICE LIEUTENANT	2727		C	1539
POLICE OFFICER	2728		C	1540
POLICE OFFICER	2729	BILINGUAL IN SPANISH AND ENGLISH	C	1541
POLICE OFFICER	7776	BILINGUAL IN ENGLISH AND KOREAN	C	1542
POLICE SERGEANT	2739		C	1543
POLICE SERGEANT	7586	BILINGUAL IN SPANISH AND ENGLISH	C	1544
POUNDKEEPER	2747		U	1545
POWER PLANT HELPER	2749		N	1546
PRACTICAL NURSE	2750		N	1547
PRESIDENT OF COUNCIL	02753@		U	1548
PRINCIPAL ACCOUNT CLERK	2755		C	1549
PRINCIPAL ACCOUNT CLERK STENOGRAPHY	2756		C	1550
PRINCIPAL ACCOUNT CLERK TYPING	5823	BILINGUAL IN SPANISH AND ENGLISH	C	1551
PRINCIPAL ACCOUNTANT	2758		C	1552
PRINCIPAL ALCOHOLISM COUNSELOR	4424		C	1553
PRINCIPAL ASSISTANT ASSESSOR	02764@		C	1554
PRINCIPAL AUDITOR	02765@		C	1555
PRINCIPAL BUYER	2770		C	1556
PRINCIPAL CASHIER	2771		C	1557
PRINCIPAL CASHIER/TAX SEARCHER	5648		C	1558
PRINCIPAL CLERK TRANSCRIBER	2779		C	1559
PRINCIPAL CLERK TRANSCRIBER	7908	BILINGUAL IN SPANISH AND ENGLISH	C	1560
PRINCIPAL CLINICAL PSYCHOLOGIST	02783@		C	1561
PRINCIPAL COMMUNITY ORGANIZATION SPECIALIST	02785@		C	1562
PRINCIPAL COUNTY PARK RANGER	2787		C	1563

PRINCIPAL COURT CLERK PROBATE	2788		C	1564
PRINCIPAL COURT CLERK PROBATE TYPING	5773		C	1565
PRINCIPAL CUSTODIAN	2789		C	1566
PRINCIPAL DATA CONTROL CLERK	4646		C	1567
PRINCIPAL DATA CONTROL CLERK TYPING	4711		C	1568
PRINCIPAL DATA ENTRY MACHINE OPERATOR	5178		C	1569
PRINCIPAL DATA PROCESSING PROGRAMMER	2790		C	1570
PRINCIPAL DATA PROCESSING SYSTEMS PROGRAMMER	4697		C	1571
PRINCIPAL DRAFTING TECHNICIAN	6561		C	1572
PRINCIPAL DRAFTING TECHNICIAN/WATER SYSTEMS DISTRIBUTION TECHNICIAN	7769		C	1573
PRINCIPAL EMPLOYEE BENEFITS CLERK	4936		C	1574
PRINCIPAL EMPLOYEE BENEFITS CLERK/SUPERVISOR OF ACCOUNTS	10050		C	1575
PRINCIPAL ENGINEER	02794@		C	1576
PRINCIPAL ENGINEER BRIDGES	02795@		C	1577
PRINCIPAL ENGINEER CIVIL	02796@		C	1578
PRINCIPAL ENGINEER HIGHWAY	02797@		C	1579
PRINCIPAL ENGINEER HYDRAULIC	2798		C	1580
PRINCIPAL ENGINEER TRAFFIC	02803@		C	1581
PRINCIPAL ENGINEERING AIDE	2804		C	1582
PRINCIPAL ENGINEERING AIDE/TRAFFIC ANALYST	4698		C	1583
PRINCIPAL ENGINEERING CLERK	2806		C	1584
PRINCIPAL FISCAL ANALYST	50534		C	1585
PRINCIPAL FORENSIC PHOTOGRAPHER	44924		C	1586
PRINCIPAL HOUSING MANAGER	2816		C	1587
PRINCIPAL INVESTIGATOR PAROLE AND SECURED FACILITIES	32646		C	1588
PRINCIPAL LABORATORY TECHNICIAN WATER ANALYSIS	5450		C	1589
PRINCIPAL LEGAL STENOGRAPHER	2819		C	1590
PRINCIPAL LIBRARY ASSISTANT	2822		C	1591
PRINCIPAL LIBRARY ASSISTANT/TECHNICAL ASSISTANT MANAGEMENT INFORMATION SYSTEMS	9015		C	1592
PRINCIPAL MAIL CLERK	20434		C	1593
PRINCIPAL MEDICAL RECORD CLERK	2824		C	1594
PRINCIPAL OFFICE APPLIANCE OPERATOR	2826		C	1595

PRINCIPAL PARK NATURALIST	5654		C	1596
PRINCIPAL PAYROLL CLERK	2831		C	1597
PRINCIPAL PAYROLL CLERK/CLERK 3	4939		C	1598
PRINCIPAL PERSONNEL CLERK STENOGRAPHY	2834		C	1599
PRINCIPAL PERSONNEL TECHNICIAN	2835		C	1600
PRINCIPAL PERSONNEL TECHNICIAN	6282	BILINGUAL IN SPANISH AND ENGLISH	C	1601
PRINCIPAL PLANNER	16491		C	1602
PRINCIPAL PLANNER ENVIRONMENTAL	4566		C	1603
PRINCIPAL PLANNER TRANSPORTATION	12494		C	1604
PRINCIPAL PLANNING AIDE	2840		C	1605
PRINCIPAL PLANNING ENGINEER	2842		C	1606
PRINCIPAL PROGRAM DEVELOPMENT SPECIALIST CRIMINAL JUSTICE	6947		C	1607
PRINCIPAL PSYCHIATRIC SOCIAL WORKER	2846		C	1608
PRINCIPAL PURCHASING ASSISTANT	2847		C	1609
PRINCIPAL REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	2848		C	1610
PRINCIPAL STOREKEEPER	2852		C	1611
PRINCIPAL SYSTEMS ANALYST	2853		C	1612
PRINCIPAL TECHNICAL AIDE PUBLIC WORKS	5525		C	1613
PRINCIPAL TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	53101		C	1614
PRINCIPAL TENANT INTERVIEWER AND INVESTIGATOR	2857		C	1615
PRINCIPAL TIMEKEEPER/SENIOR JUVENILE DETENTION OFFICER	6368		C	1616
PRINCIPAL TRAFFIC ANALYST	2859		C	1617
PRINTER	02862@		C	1618
PRINTING MACHINE OPERATOR 1	2571		C	1619
PRINTING MACHINE OPERATOR 2	22533		C	1620
PRINTING MACHINE OPERATOR 3	22534		C	1621
PRINTING MACHINE OPERATOR 4	22535		C	1622
PRINTING MACHINE OPERATOR TRAINEE	22530		N	1623
PRINTING OPERATIONS MANAGER	22457		C	1624
PRINTING OPERATIONS TECHNICIAN 1	41441		C	1625
PRINTING OPERATIONS TECHNICIAN 2	41442		C	1626

PRINTING OPERATIONS TECHNICIAN 3	22545		C	1627
PRINTING OPERATIONS TECHNICIAN 4	22536		C	1628
PRIVATE CLERK	5228		U	1629
PRIVATE SECRETARY	5235		U	1630
PROBATE ASSISTANT	02864@		C	1631
PROBATE CLERK	2865		C	1632
PROBATE CLERK	4782	BILINGUAL IN SPANISH AND ENGLISH	C	1633
PROBATE CLERK TYPING	02866@		C	1634
PROCEDURES ANALYST	54242		C	1635
PROCESS SERVER	2870		C	1636
PROGRAM ANALYST	2871		C	1637
PROGRAM COORDINATOR AGING/DISABILITIES	2879		C	1638
PROGRAM COORDINATOR AIR POLLUTION CONTROL	5705		C	1639
PROGRAM COORDINATOR ALTERNATIVES TO DOMESTIC VIOLENCE	7759		C	1640
PROGRAM COORDINATOR COMMUNITY CENTER	7808		C	1641
PROGRAM COORDINATOR DEMOLITION	5679		C	1642
PROGRAM COORDINATOR DRUG AND ALCOHOL ABUSE	5406		C	1643
PROGRAM COORDINATOR LEAD POISONING CONTROL PROGRAM	2875		C	1644
PROGRAM COORDINATOR MENTAL HEALTH	2876		C	1645
PROGRAM COORDINATOR NON-EMERGENCY TRANSPORTATION	2877		C	1646
PROGRAM COORDINATOR PUBLIC HEALTH ACTIVITIES	5708		C	1647
PROGRAM COORDINATOR SENIOR CITIZENS TRANSPORTATION	4547		C	1648
PROGRAM COORDINATOR SOLID WASTE	5709		C	1649
PROGRAM COORDINATOR SPECIAL EVENTS	4399		C	1650
PROGRAM COORDINATOR WATER POLLUTION CONTROL	5710		C	1651
PROGRAM DEVELOPMENT AIDE COMMUNITY SERVICE	6950		C	1652
PROGRAM DEVELOPMENT SPECIALIST 1 CORRECTIONS	8099		C	1653
PROGRAM DEVELOPMENT SPECIALIST AGING	6407		C	1654
PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERVICE	6930		C	1655
PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERVICE/ PUBLIC HOUSING MODERNIZATION SPECIALIST	7644		C	1656

PROGRAM DEVELOPMENT SPECIALIST CULTURAL AND HERITAGE AFFAIRS	6403		C	1657
PROGRAM DEVELOPMENT SPECIALIST HUMAN RESOURCES	6925		C	1658
PROGRAM DEVELOPMENT SPECIALIST YOUTH SERVICES	7541		C	1659
PROGRAM DIRECTOR HOUSING ASSISTANCE	4638		C	1660
PROGRAM DIRECTOR JUVENILE REBAHILITATION	7916		C	1661
PROGRAM MANAGER DISEASE PREVENTION/CONTROL	234		C	1662
PROGRAM MANAGER DISEASE PREVENTION/CONTROL	61637		C	1663
PROGRAM MONITOR	4700		C	1664
PROGRAM MONITOR	7382	BILINGUAL IN SPANISH AND ENGLISH	C	1665
PROGRAM MONITOR AMERICANS WITH DISABILITY ACT	60301		C	1666
PROGRAM NUTRITIONIST	7298		N	1667
PROGRAM SPECIALIST 2	64483		C	1668
PROGRAM SPECIALIST 3	64485		C	1669
PROGRAM SPECIALIST ALCOHOL ABUSE ACTIVITIES	2881		C	1670
PROGRAM SPECIALIST SPECIAL CHILD HEALTH SERVICES	5711		C	1671
PROJECT COORDINATOR CONSTRUCTION	2883		C	1672
PROJECT COORDINATOR JUVENILE COUNSELING AND REHABILITATION	2886		C	1673
PROJECT COORDINATOR REDEVELOPMENT	2888		C	1674
PROJECT DIRECTOR NUTRITION PROGRAM	2890		C	1675
PROJECT DIRECTOR URBAN RODENT AND INSECT CONTROL	2891		C	1676
PROJECT ENGINEER MAINTENANCE	11684		C	1677
PROJECT MAINTENANCE SUPERINTENDENT	2892		C	1678
PROJECT MANAGER DATA PROCESSING	53023		C	1679
PROPERTY CLERK	2894		C	1680
PROPERTY CLERK	4987	BILINGUAL IN SPANISH AND ENGLISH	C	1681
PROPERTY CLERK/KEYBOARDING CLERK 1	5927		C	1682
PROSECUTORS AGENT	5765		U	1683
PSYCHIATRIC CHARGE TECHNICIAN	2897		C	1684
PSYCHIATRIC SOCIAL SERVICE ASSISTANT	2898		C	1685

PSYCHIATRIC SOCIAL WORK SUPERVISOR	2900		C	1686
PSYCHIATRIC SOCIAL WORKER	2901		C	1687
PSYCHIATRIC SOCIAL WORKER	5003	BILINGUAL IN SPANISH AND ENGLISH	C	1688
PSYCHIATRIST	5310		U	1689
PUBLIC DEFENDER	5303		U	1690
PUBLIC HEALTH CONSULTANT 1	62865D	HEALTH EDUCATION	C	1691
PUBLIC HEALTH COORDINATOR	2907		C	1692
PUBLIC HEALTH DENTIST	2908		U	1693
PUBLIC HEALTH EMERGENCY NOTIFICATION SYSTEM COORDINATOR	7319		C	1694
PUBLIC HEALTH EPIDEMIOLOGIST	1745		C	1695
PUBLIC HEALTH INVESTIGATOR	2910		C	1696
PUBLIC HEALTH INVESTIGATOR	7678	BILINGUAL IN SPANISH AND ENGLISH	C	1697
PUBLIC HEALTH INVESTIGATOR/REGISTRAR OF VITAL_STATISTICS	7838		C	1698
PUBLIC HEALTH NURSE	2912		C	1699
PUBLIC HEALTH NURSE	7186	BILINGUAL IN SPANISH AND ENGLISH	C	1700
PUBLIC HEALTH NURSE CONSULTANT	2913		C	1701
PUBLIC HEALTH NURSE PEDIATRICS	2914		C	1702
PUBLIC HEALTH NURSE SUPERVISOR	2915		C	1703
PUBLIC HEALTH NUTRITIONIST	2916		C	1704
PUBLIC HEALTH PHYSICIAN	2917		U	1705
PUBLIC HEALTH PLANNER	2684		C	1706
PUBLIC HEALTH PRACTICE STANDARDS PARTNERSHIP COORDINATOR	432		C	1707
PUBLIC HEALTH REPRESENTATIVE 2	62924C	COMMUNICABLE DISEASE	C	1708
PUBLIC HEALTH REPRESENTATIVE 3	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
PUBLIC SAFETY TELECOMMUNICATOR TRAINEE	7418	BILINGUAL IN SPANISH AND ENGLISH	N	1719
PUBLIC SAFETY TELECOMMUNICATOR/CLERK 3	6989		C	1720
PUBLIC SAFETY TELECOMMUNICATOR/RECORDS SUPPORT TECHNICIAN 3	7407		C	1721
PUBLIC UTILITIES SUPERINTENDENT/ROAD REPAIR SUPERINTENDENT	7221		C	1722
PUBLIC WORKS INSPECTOR	2933		C	1723
PUBLIC WORKS REPAIRER	2935		C	1724
PUBLIC WORKS SUPERINTENDENT	2936		C	1725
PUBLIC WORKS SUPERINTENDENT/ZONING OFFICER	7278		C	1726
PUMP ROOM ATTENDANT	2939		N	1727
PUMPING STATION ATTENDANT	2942		N	1728
PUMPING STATION OPERATOR	2945		N	1729
PUMPING STATION OPERATOR/SEWER REPAIRER 1	6026		C	1730
PUMPING STATION REPAIRER	2946		C	1731
PUMPING STATION REPAIRER/WATER REPAIRER	7280		C	1732
PURCHASING AGENT	2948		C	1733
PURCHASING AGENT	7059		U	1734
PURCHASING ASSISTANT	2952		C	1735
PURCHASING ASSISTANT/STOCK CLERK	6406		C	1736
PURCHASING EXPEDITOR	2956		C	1737
QUALITY ASSURANCE COORDINATOR	55955		C	1738
QUALITY ASSURANCE COORDINATOR HEALTH CARE FACILITY	7413		C	1739
QUALITY ASSURANCE SPECIALIST HEALTH SERVICES	55954		C	1740
RADIO DISPATCHER	2958		C	1741
RADIO DISPATCHER	4718	BILINGUAL IN SPANISH AND ENGLISH	C	1742
RADIO DISPATCHER TYPING	2959		C	1743
RADIO DISPATCHER/KEYBOARDING CLERK 2	5832		C	1744

RADIO DISPATCHER/SECURITY GUARD	6281		C	1745
RADIO REPAIRER	2961		C	1746
RADIO TECHNICIAN	2965		C	1747
RANGE INSTRUCTOR	7963		N	1748
RANGE MASTER	5287		C	1749
REAL ESTATE MANAGER	2973		C	1750
REAL ESTATE OFFICER	2974		C	1751
RECEPTIONIST	2976		N	1752
RECEPTIONIST	5755	BILINGUAL IN SPANISH AND ENGLISH	N	1753
RECEPTIONIST	7744	BILINGUAL IN ENGLISH AND VIETNAMESE	N	1754
RECEPTIONIST/TELEPHONE OPERATOR	5718		N	1755
RECEPTIONIST/TELEPHONE OPERATOR BILINGUAL IN SPANISH AND ENGLISH	7676		N	1756
RECORDER OPERATOR COURTS	4873		C	1757
RECORDER OPERATOR COURTS TYPING	5417		C	1758
RECORDS ANALYST 3	74201		C	1759
RECORDS MANAGEMENT ANALYST	5429		C	1760
RECORDS MANAGER	6382		C	1761
RECORDS SUPPORT TECHNICIAN 1	56562		N	1762
RECORDS SUPPORT TECHNICIAN 2	8006	BILINGUAL IN SPANISH AND ENGLISH	C	1763
RECORDS SUPPORT TECHNICIAN 2	56563		C	1764
RECORDS SUPPORT TECHNICIAN 3	56564		C	1765
RECORDS SUPPORT TECHNICIAN 4	56565		C	1766
RECOVERY ASSISTANT DETOXIFICATION UNIT	4362		C	1767
RECREATION AIDE	2983		N	1768
RECREATION DIRECTOR	6935		U	1769
RECREATION LEADER	2993		N	1770
RECREATION LEADER HANDICAPPED	3005		N	1771
RECREATION PROGRAM ADMINISTRATOR SENIOR CITIZENS	03016@		C	1772
RECREATION PROGRAM COORDINATOR	3018		C	1773
RECREATION PROGRAM SPECIALIST	3019		C	1774
RECREATION SUPERVISOR	3020		C	1775

RECREATION SUPERVISOR HANDICAPPED PROGRAM	3026		C	1776
RECREATION SUPERVISOR SWIMMING	3038		C	1777
RECREATION THERAPIST	3040		C	1778
RECREATION THERAPY AIDE	03042@		N	1779
RECYCLING OPERATOR	7719		C	1780
RECYCLING PROGRAM AIDE	03043@		N	1781
REDEVELOPMENT ASSISTANT	3044		C	1782
REFRIGERATION ENGINEER LOW PRESSURE LICENSE	7039		C	1783
REFRIGERATION MECHANIC	03047@		C	1784
REGIONAL STAFF NURSE MEDICAL ASSISTANT/HEALTH SERVICES	9023		C	1785
REGISTER OF DEEDS AND MORTGAGES	3049		U	1786
REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	3096	BILINGUAL IN KOREAN AND ENGLISH	C	1787
REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	3097		C	1788
REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	8061	BILINGUAL IN SPANISH AND ENGLISH	C	1789
REGISTERED ENVIRONMENTAL HEALTH SPECIALIST TRAINEE PUBLIC HEALTH	3101		N	1790
REGISTRAR OF VITAL STATISTICS	03050@		C	1791
REGISTRAR OF VITAL STATISTICS	5493	BILINGUAL IN SPANISH AND ENGLISH	C	1792
REGISTRAR OF VITAL STATISTICS	7523		U	1793
REGISTRAR OF VITAL STATISTICS/SECRETARY BOARD/COMMISSION	7423		C	1794
REGISTRAR OF VITAL STATISTICS/SENIOR REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	5956		C	1795
REHABILITATION COUNSELOR	03054@		C	1796
REHABILITATION SUPERVISOR	03055@		C	1797
RELOCATION ASSISTANT	03057@		C	1798
RELOCATION OFFICER	03060@		C	1799
RENT AND HOUSING COORDINATOR WELFARE	8021		C	1800
RENT REGULATION OFFICER	5681		C	1801
RENT REGULATION OFFICER	7831	BILINGUAL IN SPANISH AND ENGLISH	C	1802

REPAIRER BREATHING EQUIPMENT	7936		C	1803
REPAIRER ELECTRIC UTILITY	7513		C	1804
REPAIRER STATIONARY EQUIPMENT	7600		C	1805
REPRESENTATIVE CITIZENS COMPLAINTS	7668		C	1806
REPRESENTATIVE RENT REGULATION	5682		C	1807
RESEARCH AIDE	3068		C	1808
RESEARCH ASSISTANT	3069		C	1809
RESEARCH ASSISTANT CRIMINAL INFORMATION	03070@		C	1810
RESEARCH ECONOMIST 3	54005		C	1811
RESEARCH SCIENTIST	1768		U	1812
RESEARCH SUPERVISOR	03072@		C	1813
RESIDENTIAL SERVICES WORKER	4142		N	1814
RESOURCE INTERPRETIVE SPECIALIST 1	54406D	HISTORIC RESOURCES	C	1815
RESOURCE RECOVERY UTILITIES OPERATOR 1	7983		C	1816
RESOURCE RECOVERY UTILITIES OPERATOR 2	7984		C	1817
RESOURCE RECOVERY UTILITIES OPERATOR 3	7982		C	1818
RESOURCE RECOVERY UTILITIES OPERATOR 4	7981		C	1819
RIGHT TO KNOW PROJECT SPECIALIST	7756		C	1820
RISK MANAGER	7390		C	1821
ROAD INSPECTOR	3088		C	1822
ROAD INSPECTOR/ROAD REPAIR SUPERVISOR	6829		C	1823
ROAD REPAIR SUPERINTENDENT	3091		C	1824
ROAD REPAIR SUPERVISOR	6654		C	1825
ROAD REPAIRER 1	3090		C	1826
ROAD REPAIRER 2	3567		C	1827
ROAD REPAIRER 2/SIGN MAKER 2	7393		C	1828
ROAD REPAIRER 3	6655		C	1829
ROOFER	03093@		C	1830
SAFETY AND INSURANCE COORDINATOR	5122		C	1831
SAFETY INSPECTOR	3095		C	1832
SAFETY OFFICER MENTAL HEALTH	61484		C	1833
SANITATION DRIVER	3108		C	1834
SANITATION INSPECTOR	3110		C	1835
SANITATION SUPERINTENDENT	03112@		C	1836
SANITATION WORKER	3113		N	1837
SCHOOL AIDE	03114@		N	1838
SCHOOL BUS DRIVER	3115		N	1839

SCHOOL NURSE	3120		N	1840
SCHOOL NURSE	7491		U	1841
SCHOOL NURSES AIDE	3121		C	1842
SCHOOL PHYSICIAN	3122		U	1843
SCHOOL TRAFFIC GUARD	3125		U	1844
SECRETARIAL ASSISTANT	3127		C	1845
SECRETARIAL ASSISTANT	5132	BILINGUAL IN SPANISH AND ENGLISH	C	1846
SECRETARIAL ASSISTANT STENOGRAPHY	3128		C	1847
SECRETARIAL ASSISTANT TRANSCRIBING	4918		C	1848
SECRETARY	7086		U	1849
SECRETARY BOARD OF EDUCATION	3131		U	1850
SECRETARY BOARD/COMMISSION	7419		C	1851
SECRETARY BOARD/COMMISSION	7548		U	1852
SECRETARY MOSQUITO EXTERMINATION COMMISSION	5274		U	1853
SECRETARY MUNICIPAL UTILITIES AUTHORITY	6367		U	1854
SECRETARY TO DEPARTMENT HEAD	3149		U	1855
SECRETARY TO DIVISION HEAD	5499		U	1856
SECRETARY TO JUDGE	03153@		U	1857
SECRETARY TO MAYOR	03154@		U	1858
SECRETARY TO PRINCIPAL EXECUTIVE OFFICER	7225		U	1859
SECRETARY TO SHERIFF	03157@		U	1860
SECRETARY TO THE BOARD OF ALCOHOLIC BEVERAGE CONTROL	6982		U	1861
SECRETARY TO THE INSURANCE FUND COMMISSION	7126		U	1862
SECTION SUPERVISOR ENVIRONMENTAL COMPLIANCE	7804		C	1863
SECURITY GUARD	6124		N	1864
SECURITY GUARD	6273	BILINGUAL IN SPANISH AND ENGLISH	N	1865
SECURITY SYSTEMS OPERATOR	8040		N	1866
SENIOR ACCOUNT CLERK	03165@		C	1867
SENIOR ACCOUNT CLERK/SENIOR RECEPTIONIST	6492		C	1868
SENIOR ACCOUNTANT	03169@		C	1869
SENIOR ACCOUNTING PROCEDURES ANALYST	03170@		C	1870
SENIOR ADMINISTRATIVE ANALYST	03173@		C	1871

SENIOR ADMISSIONS AND RECORDS OFFICER	7775		C	1872
SENIOR ADULT DAY CARE CENTER WORKER	6437		C	1873
SENIOR ANIMAL ATTENDANT	6228		C	1874
SENIOR ANIMAL KEEPER	03183@		C	1875
SENIOR ARCHITECT	4406		C	1876
SENIOR ART THERAPIST	4568		C	1877
SENIOR ARTIFICIAL ICE RINK REFRIGERATION ENGINEER	03186@		C	1878
SENIOR ASSESSING AIDE	03188@		C	1879
SENIOR ASSISTANT ASSESSOR	03192@		C	1880
SENIOR AUDIO VISUAL AIDS CLERK	03195@		C	1881
SENIOR AUDITOR	03196@		C	1882
SENIOR BODY AND FENDER MECHANIC	6391		C	1883
SENIOR BOILER OPERATOR	6791		C	1884
SENIOR BOILER OPERATOR/SENIOR MAINTENANCE REPAIRER	7873		C	1885
SENIOR BRIDGE CONSTRUCTION INSPECTOR/SENIOR ROAD INSPECTOR	6551		C	1886
SENIOR BRIDGE CONSTRUCTION WORKER	3220		C	1887
SENIOR BRIDGE OPERATOR	3221		C	1888
SENIOR BRIDGE REPAIRER	3222		C	1889
SENIOR BUDGET EXAMINER	3223		C	1890
SENIOR BUILDING INSPECTOR	3224		C	1891
SENIOR BUILDING MAINTENANCE WORKER	3227		N	1892
SENIOR BUILDING MAINTENANCE WORKER LOW PRESSURE LICENSE	3228		N	1893
SENIOR BUILDING MAINTENANCE WORKER/SENIOR SECURITY GUARD	9065		C	1894
SENIOR BUILDING SERVICE WORKER	3229		C	1895
SENIOR BUYER	3232		C	1896
SENIOR CANTEEN CLERK	3235		C	1897
SENIOR CARPENTER	5009		C	1898
SENIOR CASE MONITOR JUVENILE OFFENDER	3529		C	1899
SENIOR CASHIER	3236		C	1900
SENIOR CASHIER TYPING	5114	BILINGUAL IN SPANISH AND ENGLISH	C	1901
SENIOR CEMETERY CARETAKER	3238		C	1902
SENIOR CITIZEN PROGRAM AIDE	3244		N	1903

SENIOR CLAIMS EXAMINER	3246		C	1904
SENIOR CLERK DRIVER	03251@		C	1905
SENIOR CLERK TRANSCRIBER	3255		C	1906
SENIOR CLERK TRANSCRIBER	6718	BILINGUAL IN SPANISH AND ENGLISH	C	1907
SENIOR CLINICAL PSYCHOLOGIST	3259		C	1908
SENIOR CODE ENFORCEMENT OFFICER	7379		C	1909
SENIOR COMMUNICATIONS OFFICER	4895		C	1910
SENIOR COMMUNICATIONS TECHNICIAN	5642		C	1911
SENIOR COMMUNITY AIDE SCHOOLS	5636		C	1912
SENIOR COMMUNITY RELATIONS SPECIALIST	03265@		C	1913
SENIOR COMMUNITY RELATIONS SPECIALIST	03266@	BILINGUAL IN SPANISH AND ENGLISH	C	1914
SENIOR COMMUNITY SERVICE AIDE	3267		C	1915
SENIOR COMMUNITY SERVICE WORKER	03269@		C	1916
SENIOR COMMUNITY SERVICE WORKER	4366	BILINGUAL IN SPANISH AND ENGLISH	C	1917
SENIOR COMPUTER OPERATOR	03271@		C	1918
SENIOR COMPUTER SERVICE TECHNICIAN	7691		C	1919
SENIOR CONSTRUCTION INSPECTOR	03273@		C	1920
SENIOR CONSTRUCTION INSPECTOR/ZONING OFFICER	03272@		C	1921
SENIOR COOK	03274@		C	1922
SENIOR COST ESTIMATOR PROPERTY IMPROVEMENT	03276@		C	1923
SENIOR COUNSELOR ADOLESCENT UNIT	3277		C	1924
SENIOR COUNSELOR PENAL INSTITUTION	3278		C	1925
SENIOR COUNTY PARK MANAGER	3279		C	1926
SENIOR COUNTY PARK RANGER	3280		C	1927
SENIOR COURT CLERK	3282		C	1928
SENIOR COURT CLERK PROBATE	3284		C	1929
SENIOR CUSTODIAL WORKER	03289@		C	1930
SENIOR CUSTODIAN	3290		C	1931
SENIOR CUSTOMER SERVICE REPRESENTATIVE	7450		C	1932
SENIOR DATA CONTROL CLERK	3294		C	1933
SENIOR DATA PROCESSING PROGRAMMER	3295		C	1934

SENIOR DATA PROCESSING SYSTEMS PROGRAMMER	4703		C	1935
SENIOR DETENTION ALTERNATIVES OFFICER	8082		C	1936
SENIOR DIETITIAN	6046		C	1937
SENIOR DRAFTING TECHNICIAN	6560		C	1938
SENIOR ELECTIONS CLERK INVESTIGATOR	3304		C	1939
SENIOR ELECTRICAL INSPECTOR	3306		C	1940
SENIOR ELECTRICIAN	3308		C	1941
SENIOR EMERGENCY MEDICAL TECHNICIAN	3312		C	1942
SENIOR EMERGENCY MEDICAL TECHNICIAN INSTRUCTOR	8039		C	1943
SENIOR EMPLOYEE BENEFITS CLERK	4730		C	1944
SENIOR EMPLOYMENT SPECIALIST	4367		C	1945
SENIOR ENGINEER	3314		C	1946
SENIOR ENGINEER BRIDGES	4611		C	1947
SENIOR ENGINEER CIVIL	3315		C	1948
SENIOR ENGINEER ELECTRIC UTILITY	3316		C	1949
SENIOR ENGINEER ENVIRONMENTAL	7758		C	1950
SENIOR ENGINEER HIGHWAY	3317		C	1951
SENIOR ENGINEER TRAFFIC	3319		C	1952
SENIOR ENGINEERING AIDE	3320		C	1953
SENIOR ENVIRONMENTAL HEALTH SPECIALIST	7529		C	1954
SENIOR ENVIRONMENTAL HEALTH SPECIALIST HAZARDOUS SUBSTANCES	7503		C	1955
SENIOR ENVIRONMENTAL HEALTH SPECIALIST WASTEWATER PRETREATMENT	7537		C	1956
SENIOR ENVIRONMENTAL TECHNICIAN	59988F	WATER RESOURCES	C	1957
SENIOR ENVIRONMENTAL THERAPY AIDE	3324		C	1958
SENIOR EXECUTION CLERK	3325		C	1959
SENIOR EXTERMINATOR	3326		C	1960
SENIOR FAMILY AND NEIGHBORHOOD COUNSELOR	3327		C	1961
SENIOR FIELD REPRESENTATIVE COUNTY BOARD OF TAXATION	3330		C	1962
SENIOR FIELD REPRESENTATIVE DISEASE CONTROL	3331		C	1963
SENIOR FIELD REPRESENTATIVE HEALTH EDUCATION	4468		C	1964
SENIOR FIELD REPRESENTATIVE HOUSING	64393C	HOUSING ASSISTANCE PROGRAM	C	1965

SENIOR FIELD REPRESENTATIVE HOUSING, HOUSING ASSISTANCE PROGRAM	64393		C	1966
SENIOR FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	3333		C	1967
SENIOR FIRE INSTRUCTOR	3336		C	1968
SENIOR FIRE PREVENTION SPECIALIST	6354		C	1969
SENIOR FIRE PREVENTION SPECIALIST/FIRE PROTECTION INSPECTOR	8098		C	1970
SENIOR FISCAL ANALYST	50533		C	1971
SENIOR FOOD SERVICE WORKER	7291		C	1972
SENIOR FORENSIC CHEMIST	3339		C	1973
SENIOR GARAGE ATTENDANT	40013		N	1974
SENIOR GARDENER	3341		C	1975
SENIOR GOLF RANGER	3344		N	1976
SENIOR GOLF STARTER	3345		N	1977
SENIOR GREENSKEEPER	3348		C	1978
SENIOR HEALTH AIDE	3351		C	1979
SENIOR HOME SERVICE AIDE	3361		C	1980
SENIOR HORTICULTURIST	2452		C	1981
SENIOR HOSPITAL ATTENDANT	3362		N	1982
SENIOR HOUSING ASSISTANCE TECHNICIAN	7463		C	1983
SENIOR HOUSING INSPECTOR	3368		C	1984
SENIOR HOUSING INSPECTOR/ZONING OFFICER	9035		C	1985
SENIOR HOUSING MANAGER	3370		C	1986
SENIOR IDENTIFICATION OFFICER	3373		C	1987
SENIOR INSPECTOR MOSQUITO EXTERMINATION	3380		C	1988
SENIOR INSPECTOR ROAD OPENINGS	3381		C	1989
SENIOR INSTITUTIONAL ATTENDANT	03383@		N	1990
SENIOR INSTRUCTOR OF IN SERVICE NURSING	03386@		C	1991
SENIOR INVESTIGATOR COMMUNICABLE DISEASES	7428		C	1992
SENIOR INVESTIGATOR CONSUMER PROTECTION	3390		C	1993
SENIOR INVESTIGATOR COUNTY ADJUSTERS	3391		C	1994
SENIOR INVESTIGATOR COUNTY MEDICAL EXAMINERS OFFICE	3392		C	1995
SENIOR INVESTIGATOR COUNTY WELFARE AGENCY	3393		C	1996
SENIOR INVESTIGATOR COUNTY WELFARE AGENCY	4370	BILINGUAL IN SPANISH AND ENGLISH	C	1997

SENIOR INVESTIGATOR LAW DEPARTMENT	5683		C	1998
SENIOR INVESTIGATOR PAROLE AND SECURED FACILITIES	32645		C	1999
SENIOR JUVENILE DETENTION OFFICER	5109		C	2000
SENIOR JUVENILE DETENTION OFFICER/SENIOR TRAINING TECHNICIAN	6762		C	2001
SENIOR JUVENILE DETENTION OFFICER/SENIOR YOUTH AIDE	6751		C	2002
SENIOR LABORATORY TECHNICIAN	3401		C	2003
SENIOR LABORATORY TECHNICIAN WATER ANALYSIS	5084		C	2004
SENIOR LABORATORY TECHNICIAN WATER ANALYSIS/SENIOR SEWAGE PLANT OPERATOR	7561		C	2005
SENIOR LANDSCAPE ARCHITECT	4407		C	2006
SENIOR LAUNDRY WORKER	7444		C	2007
SENIOR LEGAL STENOGRAPHER	3405		C	2008
SENIOR LIBRARIAN ELECTRONIC DATA PROCESSING	4995		C	2009
SENIOR LIBRARY ASSISTANT	3416		C	2010
SENIOR LIBRARY ASSISTANT	4832	BILINGUAL IN SPANISH AND ENGLISH	C	2011
SENIOR LIBRARY EXHIBIT ARTIST	3419		C	2012
SENIOR LINE WORKER	7054		C	2013
SENIOR LOAN ADVISOR	5138		C	2014
SENIOR MACHINIST	5255		C	2015
SENIOR MAIL CLERK	20433		C	2016
SENIOR MAINTENANCE REPAIRER	3425		C	2017
SENIOR MAINTENANCE REPAIRER CARPENTER	3426		C	2018
SENIOR MAINTENANCE REPAIRER ELECTRICIAN	3430		C	2019
SENIOR MAINTENANCE REPAIRER FIRE EQUIPMENT	3431		C	2020
SENIOR MAINTENANCE REPAIRER HEATING AND AIR CONDITIONING	3436		C	2021
SENIOR MAINTENANCE REPAIRER LOW PRESSURE LICENSE	3439		C	2022
SENIOR MAINTENANCE REPAIRER MASON	3441		C	2023
SENIOR MAINTENANCE REPAIRER PAINTER	3444		C	2024
SENIOR MAINTENANCE REPAIRER PLUMBER	3445		C	2025
SENIOR MAINTENANCE REPAIRER REFRIGERATION AND AIR CONDITIONING	3447		C	2026

SENIOR MAINTENANCE REPAIRER WELDER	3453		C	2027
SENIOR MAINTENANCE REPAIRER/WATER REPAIRER 1	7269		C	2028
SENIOR MANAGEMENT ASSISTANT	56493		C	2029
SENIOR MASON	7539		C	2030
SENIOR MECHANIC	3459		C	2031
SENIOR MECHANIC DIESEL	4561		C	2032
SENIOR MEDICAL CLAIMS REVIEW CLERK	21234		C	2033
SENIOR MEDICAL RECORD CLERK	3467		C	2034
SENIOR MEDICAL SOCIAL WORKER	3469		C	2035
SENIOR MEDICAL TRANSCRIBER	3472		C	2036
SENIOR MESSENGER	5736		C	2037
SENIOR MOTOR VEHICLE OPERATOR ELDERLY AND HANDICAPPED PERSONS	5597		C	2038
SENIOR MUSIC THERAPIST	3480		C	2039
SENIOR NATURALIZATION CLERK	3482		C	2040
SENIOR OCCUPATIONAL THERAPY AIDE	3484		C	2041
SENIOR OFFICE APPLIANCE OPERATOR	3485		C	2042
SENIOR PAINTER	3488		C	2043
SENIOR PARK NATURALIST	3491		C	2044
SENIOR PARKING ATTENDANT	3492		C	2045
SENIOR PAYROLL CLERK	3496		C	2046
SENIOR PAYROLL CLERK/RECORDS SUPPORT TECHNICIAN 3	4958		C	2047
SENIOR PERSONNEL ASSISTANT	4982		C	2048
SENIOR PERSONNEL TECHNICIAN	3502		C	2049
SENIOR PERSONNEL TECHNICIAN	7254	BILINGUAL IN SPANISH AND ENGLISH	C	2050
SENIOR PHARMACIST	3503		C	2051
SENIOR PHARMACY AIDE	5989		C	2052
SENIOR PHYSICAL THERAPIST	3507		C	2053
SENIOR PHYSICAL THERAPY AIDE	3508		C	2054
SENIOR PHYSICIAN	5312		U	2055
SENIOR PLANNER	16490		C	2056
SENIOR PLANNER ENVIRONMENTAL	4565		C	2057
SENIOR PLANNER TRANSPORTATION	12493		C	2058
SENIOR PLANNING AIDE	3512		C	2059
SENIOR PLUMBER	3515		C	2060

SENIOR PLUMBING INSPECTOR	3517		C	2061
SENIOR PRACTICAL NURSE	3524		C	2062
SENIOR PROBATE CLERK	3527		C	2063
SENIOR PROBATE CLERK TYPING	3528		C	2064
SENIOR PROGRAM ANALYST	5160		C	2065
SENIOR PROGRAM DEVELOPMENT SPECIALIST AGING	6408		C	2066
SENIOR PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERVICE	6931		C	2067
SENIOR PROGRAM MONITOR	5399		C	2068
SENIOR PROGRAM SPECIALIST SPECIAL CHILD HEALTH SERVICES	7493		C	2069
SENIOR PSYCHIATRIC SOCIAL WORKER	3532		C	2070
SENIOR PSYCHIATRIC SOCIAL WORKER	5439	BILINGUAL IN SPANISH AND ENGLISH	C	2071
SENIOR PUBLIC HEALTH INVESTIGATOR	4426		C	2072
SENIOR PUBLIC HEALTH NURSE	3536		C	2073
SENIOR PUBLIC INFORMATION ASSISTANT	3538		C	2074
SENIOR PUBLIC SAFETY TELECOMMUNICATOR	03262@		C	2075
SENIOR PUBLIC WORKS INSPECTOR	3539		C	2076
SENIOR PUBLIC WORKS REPAIRER	03541@		C	2077
SENIOR PUMP ROOM ATTENDANT	03542@		C	2078
SENIOR PUMPING STATION OPERATOR	3544		C	2079
SENIOR PUMPING STATION REPAIRER	3545		C	2080
SENIOR PURCHASING ASSISTANT	3547		C	2081
SENIOR RADIO DISPATCHER	3549		C	2082
SENIOR RADIO REPAIRER	03550@		C	2083
SENIOR RECEPTIONIST	03552@		C	2084
SENIOR RECEPTIONIST	4884	BILINGUAL IN SPANISH AND ENGLISH	C	2085
SENIOR RECEPTIONIST	8047	BILINGUAL IN ENGLISH AND PORTUGUESE	C	2086
SENIOR RECEPTIONIST BILINGUAL IN VIETNAMESE AND ENGLISH	7370		C	2087
SENIOR RECEPTIONIST/TELEPHONE OPERATOR	03553@		C	2088

SENIOR RECEPTIONIST/TELEPHONE OPERATOR BILINGUAL IN SPANISH/ENGLISH	3614		C	2089
SENIOR RECREATION THERAPIST	3559		C	2090
SENIOR RECREATION THERAPY AIDE	3560		C	2091
SENIOR RECYCLING OPERATOR	7720		C	2092
SENIOR REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	3569		C	2093
SENIOR REHABILITATION COUNSELOR	3562		C	2094
SENIOR REPAIRER ELECTRIC UTILITY	7512		C	2095
SENIOR REPAIRER STATIONARY EQUIPMENT	7601		C	2096
SENIOR REPRESENTATIVE CITIZENS COMPLAINTS	7669		C	2097
SENIOR RESEARCH ASSISTANT	3565		C	2098
SENIOR RIGHT OF WAY NEGOTIATOR	4677		C	2099
SENIOR ROAD INSPECTOR	3566		C	2100
SENIOR SANITATION INSPECTOR	3572		C	2101
SENIOR SECURITY GUARD	6257		C	2102
SENIOR SECURITY GUARD	7884	BILINGUAL IN SPANISH AND ENGLISH	C	2103
SENIOR SEWAGE METER REPAIRER	5452		C	2104
SENIOR SEWAGE PLANT OPERATOR	3578		C	2105
SENIOR SEWAGE PLANT OPERATOR LOW PRESSURE LICENSE	5468		C	2106
SENIOR SEWAGE PLANT OPERATOR/SEWER REPAIRER 2	5261		C	2107
SENIOR SEWAGE PLANT REPAIRER	3581		C	2108
SENIOR SOCIAL SERVICE AIDE	62133		C	2109
SENIOR SOCIAL WORKER INSTITUTIONS	4968		C	2110
SENIOR SOCIAL WORKER JUVENILE REHABILITATION	5685		C	2111
SENIOR SOCIAL WORKER NURSING HOME	7915		C	2112
SENIOR STOCK CLERK	3597		C	2113
SENIOR STOREKEEPER	3600		C	2114
SENIOR SYSTEMS ANALYST	3604		C	2115
SENIOR TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	53100		C	2116
SENIOR TELEPHONE OPERATOR	3612		C	2117
SENIOR TRAFFIC ANALYST	3622		C	2118
SENIOR TRAFFIC ENUMERATOR	3623		C	2119

SENIOR TRAFFIC MAINTENANCE WORKER	3625		C	2120
SENIOR TRAFFIC MAINTENANCE WORKER/SIGN MAKER 2	4624		C	2121
SENIOR TRAFFIC SIGNAL ELECTRICIAN	3626		C	2122
SENIOR TRAINING TECHNICIAN	5614		C	2123
SENIOR TRAINING TECHNICIAN	7966	BILINGUAL IN SPANISH AND ENGLISH	C	2124
SENIOR TRANSPORTATION INSPECTOR	3629		C	2125
SENIOR VENEREAL DISEASE ATTENDANT	3636		C	2126
SENIOR WATER INSPECTOR	5930		C	2127
SENIOR WATER METER REPAIRER	03642@		C	2128
SENIOR WATER METER REPAIRER/WATER REPAIRER 2	5737		C	2129
SENIOR WATER TREATMENT PLANT OPERATOR	3647		C	2130
SENIOR WATER TREATMENT PLANT OPERATOR/SENIOR WATER TREATMENT PLANT REPAIRER	5931		C	2131
SENIOR WATER TREATMENT PLANT REPAIRER	3648		C	2132
SENIOR WELDER	5598		C	2133
SENIOR WELFARE INVESTIGATOR	03652@		C	2134
SENIOR WETLANDS SPECIALIST MOSQUITO EXTERMINATION	64987		C	2135
SENIOR YOUTH AIDE	4732		C	2136
SENIOR YOUTH GROUP WORKER	3657		C	2137
SENIOR YOUTH SERVICES COUNSELOR	3658		C	2138
SENIOR YOUTH WORKER	66000		C	2139
SERGEANT OF COUNTY INVESTIGATORS	7095		U	2140
SEWAGE METER REPAIRER	5431		C	2141
SEWAGE PLANT ATTENDANT	5115		N	2142
SEWAGE PLANT OPERATOR	03672@		C	2143
SEWAGE PLANT OPERATOR/SEWAGE PLANT REPAIRER	5264		C	2144
SEWAGE PLANT OPERATOR/SEWER REPAIRER 1	5265		C	2145
SEWAGE PLANT OPERATOR/WATER TREATMENT PLANT OPERATOR	5943		C	2146
SEWAGE PLANT REPAIRER	3677		C	2147
SEWAGE PLANT SUPERINTENDENT	3678		C	2148
SEWAGE PLANT SUPERINTENDENT/SEWER SUPERINTENDENT	5934		C	2149

SEWER INSPECTOR	3681		C	2150
SEWER MAINTENANCE INSPECTOR	3684		N	2151
SEWER REPAIRER 1	03686@		C	2152
SEWER REPAIRER 1/STREET REPAIRER	5762		C	2153
SEWER REPAIRER 1/WATER REPAIRER 1	5875		C	2154
SEWER REPAIRER 1/WATER REPAIRER 1/WATER TREATMENT PLANT OPERATOR	7123		C	2155
SEWER REPAIRER 2	3585		C	2156
SEWER REPAIRER 2/WATER REPAIRER 2	5295		C	2157
SEWER REPAIRER 2/WATER REPAIRER 2/SENIOR WATER TREATMENT PLANT OPERATOR	7187		C	2158
SEWER REPAIRER 2/WATER REPAIRER 3	6705		C	2159
SEWER REPAIRER SUPERVISOR	6702		C	2160
SEWER REPAIRER SUPERVISOR/ROAD REPAIR SUPERVISOR	6706		C	2161
SEWER REPAIRER SUPERVISOR/WATER REPAIR SUPERVISOR	6707		C	2162
SEWER SUPERINTENDENT	03687@		C	2163
SEWER SUPERINTENDENT/STREET SUPERINTENDENT	5759		C	2164
SEWER SUPERINTENDENT/WATER SUPERINTENDENT	5945		C	2165
SHEET METAL WORKER	03688@		C	2166
SHERIFF	03693@		U	2167
SHERIFFS INVESTIGATOR	7270		U	2168
SHERIFFS OFFICER	03694@		C	2169
SHERIFFS OFFICER	03695@	BILINGUAL IN SPANISH AND ENGLISH	C	2170
SHERIFFS OFFICER CAPTAIN	03696@		C	2171
SHERIFFS OFFICER CHIEF	7595		U	2172
SHERIFFS OFFICER LIEUTENANT	3699		C	2173
SHERIFFS OFFICER SERGEANT	3700		C	2174
SHERIFFS OFFICER SERGEANT/TRAINING OFFICER	5770		C	2175
SIGN MAKER 1	3706		C	2176
SIGN MAKER 2	3705		C	2177
SIGN MAKER 3	3588		C	2178
SIGN MAKER 4	6514		C	2179
SIGN MAKER WOOD AND METAL	6515		C	2180
SIGNAL SYSTEM SUPERINTENDENT	03715@		C	2181

SIGNAL SYSTEMS MAINTENANCE WORKER	3713		C	2182
SIGNAL SYSTEMS TECHNICIAN 1	3714		C	2183
SIGNAL SYSTEMS TECHNICIAN 2	3589		C	2184
SIGNAL SYSTEMS TECHNICIAN 3	00704@		C	2185
SITE MANAGER NUTRITION PROGRAM	3716		C	2186
SLUDGE DEWATERING MACHINE OPERATOR	5615		C	2187
SLUDGE PLANT OPERATOR AND REPAIRER	4747		C	2188
SOCIAL CASE WORK SUPERVISOR	4378		C	2189
SOCIAL CASE WORKER	3724	BILINGUAL IN SPANISH AND ENGLISH	C	2190
SOCIAL CASE WORKER	4377		C	2191
SOCIAL REHABILITATION THERAPIST PENAL INSTITUTION	4967		C	2192
SOCIAL SERVICE AIDE	3728		C	2193
SOCIAL SERVICE AIDE	4647	BILINGUAL IN SPANISH AND ENGLISH	C	2194
SOCIAL SERVICE ASSISTANT	4623		C	2195
SOCIAL SERVICE ASSISTANT	4634	BILINGUAL IN SPANISH AND ENGLISH	C	2196
SOCIAL SERVICE COORDINATOR NUTRITION PROGRAM FOR THE ELDERLY	3731		C	2197
SOCIAL SERVICE TECHNICIAN	3729		C	2198
SOCIAL SERVICE TECHNICIAN	3730	BILINGUAL IN SPANISH AND ENGLISH	C	2199
SOCIAL SERVICE TECHNICIAN	8080	MULTILINGUAL IN HINDI GUJARATI & ENG	C	2200
SOCIAL WORK SPECIALIST	3732		C	2201
SOCIAL WORK SPECIALIST	5206	BILINGUAL IN SPANISH AND ENGLISH	C	2202
SOCIAL WORK SUPERVISOR	3733		C	2203
SOCIAL WORK SUPERVISOR	6495	BILINGUAL IN SPANISH AND ENGLISH	C	2204
SOCIAL WORK SUPERVISOR JUVENILE REHABILITATION	5686		C	2205
SOCIAL WORKER	3734		C	2206

SOCIAL WORKER	3735	BILINGUAL IN SPANISH AND ENGLISH	C	2207
SOCIAL WORKER AGING	5019		C	2208
SOCIAL WORKER CHILDRENS SHELTER	3736		C	2209
SOCIAL WORKER HEALTH	3740		C	2210
SOCIAL WORKER HEALTH	7515	BILINGUAL IN SPANISH AND ENGLISH	C	2211
SOCIAL WORKER INSTITUTIONS	4577		C	2212
SOCIAL WORKER INSTITUTIONS	4596	BILINGUAL IN SPANISH AND ENGLISH	C	2213
SOCIAL WORKER JUVENILE REHABILITATION	3741		C	2214
SOCIAL WORKER NURSING HOME	7913		C	2215
SOCIAL WORKER POLICE SOCIAL SERVICES	4669		C	2216
SOCIAL WORKER SUBSTANCE ABUSE	3738		C	2217
SOCIAL/FAMILY SERVICE WORKER TRAINEE	8059		N	2218
SOCIAL/FAMILY SERVICE WORKER TRAINEE	8060	BILINGUAL IN SPANISH & ENGLISH	N	2219
SOFTWARE DEVELOPMENT SPECIALIST 1	10237		N	2220
SOFTWARE DEVELOPMENT SPECIALIST 2	10246		C	2221
SOFTWARE DEVELOPMENT SPECIALIST 3	10235		C	2222
SOLICITOR	3742		U	2223
SPECIAL DEPUTY CLERK	3744		U	2224
SPECIAL DEPUTY SURROGATE	3745		U	2225
SPECIAL LAW ENFORCEMENT OFFICER	6895		U	2226
SPECIAL PROBATE CLERK	3747		U	2227
SPECIFICATION WRITER PURCHASING	3751		C	2228
SPEECH PATHOLOGIST	4766		N	2229
STABLE WORKER	3761		N	2230
STAFF PHYSICIAN	3764		U	2231
STATIONARY ENGINEER	3766		C	2232
STATISTICAL TYPIST	3769		C	2233
STEAMFITTER	3772		C	2234
STOCK CLERK	3777		N	2235
STOCK HANDLER	3778		N	2236
STOREKEEPER	3779		C	2237
STOREKEEPER 1	40142		C	2238
STOREKEEPER 2	40143		C	2239

STOREKEEPER 3	40144		C	2240
STOREKEEPER AUTOMOTIVE	3781		C	2241
STOREKEEPER ELECTRIC UTILITY	5455		C	2242
STREET INSPECTOR	3796		C	2243
STUDENT ASSISTANT	29037		U	2244
STUDENT ASSISTANT INTERN PROGRAM	3807		N	2245
SUBSTANCE ABUSE COUNSELOR 1	63114		N	2246
SUBSTANCE ABUSE COUNSELOR 1	63114D	BILINGUAL IN SPANISH & ENGLISH	N	2247
SUBSTANCE ABUSE COUNSELOR 2	63115		C	2248
SUBSTANCE ABUSE COUNSELOR INTERN	63117		N	2249
SUPERINTENDENT JUVENILE DETENTION FACILITY	5042		C	2250
SUPERINTENDENT MOSQUITO EXTERMINATION	3818		C	2251
SUPERINTENDENT OF ELECTIONS AND COMMISSIONER OF REGISTRATION	3821		U	2252
SUPERINTENDENT OF ELECTRIC GENERATION	3822		C	2253
SUPERINTENDENT OF ELECTRICAL DISTRIBUTION	3825		C	2254
SUPERINTENDENT OF PUBLIC PROPERTY	3832		C	2255
SUPERINTENDENT OF PUBLIC WORKS	7109		U	2256
SUPERINTENDENT OF RECREATION	03834@		C	2257
SUPERINTENDENT OF WATER DISTRIBUTION	3838		C	2258
SUPERINTENDENT OF WATER INTAKE AND SUPPLY MAINS	3840		C	2259
SUPERINTENDENT OF WEIGHTS AND MEASURES	1428		C	2260
SUPERINTENDENT RECLAMATION CENTER	03844@		C	2261
SUPERINTENDENT RECYCLING OPERATIONS	7721		C	2262
SUPERVISING ACCOUNT CLERK	3848		C	2263
SUPERVISING ACCOUNTANT	5657		C	2264
SUPERVISING ADMINISTRATIVE ANALYST	03850@		C	2265
SUPERVISING ADMISSIONS AND RECORDS OFFICER	7495		C	2266
SUPERVISING ADVOCATE VICTIM-WITNESS PROGRAM	7878		C	2267
SUPERVISING ANIMAL ATTENDANT	5486		C	2268
SUPERVISING ANIMAL CONTROL OFFICER	5999		C	2269
SUPERVISING ANIMAL KEEPER	6580		C	2270

SUPERVISING BRIDGE CONSTRUCTION INSPECTOR/SUPERVISING ROAD INSPECTOR	7562		C	2271
SUPERVISING BRIDGE CONSTRUCTION WORKER	6585		C	2272
SUPERVISING BRIDGE REPAIRER	6592		C	2273
SUPERVISING BRIDGE REPAIRER/ROAD REPAIR SUPERVISOR	7316		C	2274
SUPERVISING BUILDING INSPECTOR	5049		C	2275
SUPERVISING CARPENTER	6600		C	2276
SUPERVISING CASHIER	03857@		C	2277
SUPERVISING CLERK TRANSCRIBER	03863@		C	2278
SUPERVISING CLINICAL NUTRITIONIST	44784		C	2279
SUPERVISING CODE ENFORCEMENT OFFICER	7380		C	2280
SUPERVISING CODE ENFORCEMENT OFFICER/ZONING OFFICER	9052		C	2281
SUPERVISING COMMUNICATIONS TECHNICIAN	5599		C	2282
SUPERVISING COMMUNITY SERVICE OFFICER ADDICTIONS	63155		C	2283
SUPERVISING COMMUNITY YOUTH WORKER	4670		C	2284
SUPERVISING COMPUTER OPERATOR	5061		C	2285
SUPERVISING COUNSELOR PENAL INSTITUTION	7821		C	2286
SUPERVISING COUNTY PARK RANGER	3870		C	2287
SUPERVISING DATA CONTROL CLERK	3872		C	2288
SUPERVISING DETENTION ALTERNATIVES OFFICER	8083		C	2289
SUPERVISING DIETITIAN	7603		C	2290
SUPERVISING DRAFTING TECHNICIAN	6562		C	2291
SUPERVISING ELECTRICIAN	6605		C	2292
SUPERVISING ELECTRICIAN/SUPERVISOR OF ELECTRONICS REPAIR	7728		C	2293
SUPERVISING EMERGENCY MEDICAL TECHNICIAN	4587		C	2294
SUPERVISING EMPLOYMENT SPECIALIST	4368		C	2295
SUPERVISING ENGINEER	3879		C	2296
SUPERVISING ENGINEER HIGHWAY AND BRIDGES	4671		C	2297
SUPERVISING ENGINEERING AIDE	3881		C	2298
SUPERVISING ENVIRONMENTAL HEALTH SPECIALIST	7530		C	2299

SUPERVISING EQUIPMENT OPERATOR	6664		C	2300
SUPERVISING EQUIPMENT OPERATOR/SUPERVISING MECHANIC	7013		C	2301
SUPERVISING FIELD REPRESENTATIVE DISEASE CONTROL	5658		C	2302
SUPERVISING FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	3885		C	2303
SUPERVISING FIRE AND AMBULANCE DISPATCHER	6001		C	2304
SUPERVISING FIRE PREVENTION SPECIALIST	6352		C	2305
SUPERVISING FIRE PREVENTION SPECIALIST UFD	6353		C	2306
SUPERVISING GARAGE ATTENDANT	6611		C	2307
SUPERVISING GLAZIER	7702		C	2308
SUPERVISING GREENSKEEPER	6729		C	2309
SUPERVISING HEALTH INSURANCE BENEFITS CLERK	03887@		C	2310
SUPERVISING HEATING AND AIR CONDITIONING MECHANIC	7102		C	2311
SUPERVISING HEAVY EQUIPMENT OPERATOR	6675		C	2312
SUPERVISING HOUSING ASSISTANCE TECHNICIAN	7496		C	2313
SUPERVISING INTERCONNECTION TECHNICIAN ELECTRIC 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
SUPERVISING MUNICIPAL COURT ATTENDANT	5569		C	2337
SUPERVISING OFFICE APPLIANCE OPERATOR	03912@		C	2338
SUPERVISING OFFSET MACHINE OPERATOR	03913@		C	2339
SUPERVISING OMNIBUS OPERATOR	5600		C	2340
SUPERVISING PAINTER	6722		C	2341
SUPERVISING PARAMEDIC	4770		C	2342
SUPERVISING PARKING ENFORCEMENT OFFICER	7306		C	2343
SUPERVISING PARKING ENFORCEMENT OFFICER/METER WORKER SUPERVISOR	7311		C	2344
SUPERVISING PAYROLL CLERK	26995		C	2345
SUPERVISING PLANNER	16492		C	2346
SUPERVISING PLANNER TRANSPORTATION	12495		C	2347
SUPERVISING PLUMBER	7328		C	2348
SUPERVISING PRINCIPAL PERSONNEL TECHNICIAN	3925		C	2349
SUPERVISING PROCUREMENT SPECIALIST	52629		C	2350
SUPERVISING PROGRAM ANALYST	3927		C	2351
SUPERVISING PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERVICE	6932		C	2352
SUPERVISING PROGRAM DEVELOPMENT SPECIALIST CRIMINAL JUSTICE	6946		C	2353
SUPERVISING PROGRAM SPECIALIST SUBSTANCE ABUSE/AIDS	63004		C	2354
SUPERVISING PROPERTY CLERK	5519		C	2355
SUPERVISING PUBLIC SAFETY TELECOMMUNICATOR	03865@		C	2356
SUPERVISING PUBLIC WORKS INSPECTOR	7699		C	2357
SUPERVISING PUMPING STATION OPERATOR	7552		C	2358

SUPERVISING PUMPING STATION OPERATOR/SEWER REPAIRER SUPERVISOR	7848		C	2359
SUPERVISING RADIO DISPATCHER	8048		C	2360
SUPERVISING RECEPTIONIST	03933@		C	2361
SUPERVISING RECEPTIONIST	6395	BILINGUAL IN SPANISH AND ENGLISH	C	2362
SUPERVISING REPRESENTATIVE CITIZENS COMPLAINTS	7670		C	2363
SUPERVISING ROAD INSPECTOR	3936		C	2364
SUPERVISING SCHOOL BUS DRIVER	5601		C	2365
SUPERVISING SCHOOL TRAFFIC GUARD	3937		U	2366
SUPERVISING SECURITY GUARD	6256		C	2367
SUPERVISING SECURITY SYSTEMS OPERATOR	8041		C	2368
SUPERVISING SEWAGE PLANT OPERATOR	6538		C	2369
SUPERVISING SEWAGE PLANT OPERATOR/SEWER REPAIRER SUPERVISOR	6792		C	2370
SUPERVISING SEWAGE PLANT REPAIRER	6645		C	2371
SUPERVISING STEAMFITTER	7329		C	2372
SUPERVISING SUBSTANCE ABUSE COUNSELOR	63116		C	2373
SUPERVISING TELEPHONE OPERATOR	03942@		C	2374
SUPERVISING TRAFFIC INVESTIGATOR	7706		C	2375
SUPERVISING WATER TREATMENT PLANT OPERATOR	6544		C	2376
SUPERVISING WATER TREATMENT PLANT OPERATOR/WATER REPAIR SUPERVISOR	8009		C	2377
SUPERVISING WATER TREATMENT PLANT REPAIRER	6543		C	2378
SUPERVISING WEIGHMASTER	7510		C	2379
SUPERVISING WELDER	6810		C	2380
SUPERVISING YOUTH GROUP WORKER	03945@		C	2381
SUPERVISOR BATHS AND POOLS	3949		C	2382
SUPERVISOR BODY AND FENDER SHOP	6901		C	2383
SUPERVISOR BOILER ROOM	1852		C	2384
SUPERVISOR BUILDING SERVICE	6466		C	2385
SUPERVISOR BUILDING SERVICE LOW PRESSURE LICENSE	6468		C	2386
SUPERVISOR BUILDING SERVICE/MAINTENANCE SUPERVISOR GROUNDS	6864		C	2387

SUPERVISOR CENTRAL MAILING ROOM	3951		C	2388
SUPERVISOR COMPOST PROJECT	6505		C	2389
SUPERVISOR CRIMINAL INFORMATION RECORDS	03954@		C	2390
SUPERVISOR DEMOLITION	6910		C	2391
SUPERVISOR EXTERMINATION	6507		C	2392
SUPERVISOR FISCAL OPERATIONS HOSPITAL	3959		C	2393
SUPERVISOR FOOD SERVICE	6457		C	2394
SUPERVISOR GREENHOUSE	6917		C	2395
SUPERVISOR HISTORICAL SITE	5409		C	2396
SUPERVISOR INFORMATION TECHNOLOGY	53318		C	2397
SUPERVISOR INFORMATION TECHNOLOGY	61454		C	2398
SUPERVISOR INFORMATION TECHNOLOGY HELP DESK	70348		C	2399
SUPERVISOR LANDSCAPE	5669		C	2400
SUPERVISOR MOSQUITO EXTERMINATION	6441		C	2401
SUPERVISOR OF ACCOUNTS	3969		C	2402
SUPERVISOR OF AUTOMOTIVE EQUIPMENT MAINTENANCE	7596		C	2403
SUPERVISOR OF BILLING AND COLLECTING	3980		C	2404
SUPERVISOR OF BUILDINGS AND GROUNDS	03987@		C	2405
SUPERVISOR OF CLINIC NURSES	3991		C	2406
SUPERVISOR OF COLLECTION OF REVENUE	3992		C	2407
SUPERVISOR OF COLLECTION REPRESENTATIVES	3993		C	2408
SUPERVISOR OF CUSTODIANS	3998		C	2409
SUPERVISOR OF CUSTOMER SERVICE	3999		C	2410
SUPERVISOR OF DATA PROCESSING OPERATIONS	4002		C	2411
SUPERVISOR OF DATA PROCESSING PROGRAMMING	4748		C	2412
SUPERVISOR OF DATA PROCESSING SYSTEMS AND PROGRAMMING	4004		C	2413
SUPERVISOR OF ELECTRONICS REPAIR	5457		C	2414
SUPERVISOR OF ENVIRONMENTAL THERAPEUTIC SERVICES	4006		C	2415
SUPERVISOR OF FAMILY AND NEIGHBORHOOD COUNSELING	4017		C	2416
SUPERVISOR OF GARAGE SERVICES	4019		C	2417
SUPERVISOR OF GENERAL SERVICES	63383		C	2418
SUPERVISOR OF HOUSING REHABILITATION	4709		C	2419
SUPERVISOR OF INVESTIGATIONS	56793		C	2420

SUPERVISOR OF LABORATORIES CLINICAL AND WATER ANALYSIS	5434		C	2421
SUPERVISOR OF MOTOR POOL	5971		C	2422
SUPERVISOR OF MOTORS	4040		C	2423
SUPERVISOR OF NURSES	4041		C	2424
SUPERVISOR OF PATIENT ACCOUNTS	4048		C	2425
SUPERVISOR OF PUPIL TRANSPORTATION	4056		C	2426
SUPERVISOR OF RADIO MAINTENANCE	4058		C	2427
SUPERVISOR OF REAL ESTATE SALES	4060		C	2428
SUPERVISOR OF RENT COLLECTIONS	4575		C	2429
SUPERVISOR OF SENIOR CITIZENS ACTIVITIES	4069		C	2430
SUPERVISOR OF TELEPHONE SYSTEMS	4080		C	2431
SUPERVISOR OF TRANSPORTATION AND VEHICLE MAINTENANCE	4084		C	2432
SUPERVISOR OF VETERANS INTERMENT	4087		C	2433
SUPERVISOR OF WATER DISTRIBUTION	4093		C	2434
SUPERVISOR PUBLIC WORKS	6650		C	2435
SUPERVISOR RECLAMATION PLANT	6835		C	2436
SUPERVISOR RECORDS MANAGEMENT	74206		C	2437
SUPERVISOR RECYCLING OPERATIONS	7723		C	2438
SUPERVISOR REPAIR AND MAINTENANCE	4108		C	2439
SUPERVISOR SANITARY LANDFILL	6509		C	2440
SUPERVISOR SANITATION	6448		C	2441
SUPERVISOR SENIOR CITIZEN OUTREACH AND REFERRAL PROGRAM	4880		C	2442
SUPERVISOR SEWAGE METER REPAIRER	7703		C	2443
SUPERVISOR TOWING OPERATIONS	5638		C	2444
SUPERVISOR TRADES	6784		C	2445
SUPERVISOR TRAFFIC MAINTENANCE	6816		C	2446
SUPERVISOR WATER MANAGEMENT MOSQUITO EXTERMINATION	7960		C	2447
SUPERVISOR WATER METER REPAIR	6842		C	2448
SURROGATE	04114@		U	2449
SYSTEMS ANALYST	04116@		N	2450
TAX ASSESSOR	4120		U	2451
TAX COLLECTOR	4124		U	2452
TAX COLLECTOR AND TAX SEARCH OFFICER	4126		U	2453

TAX RESEARCH EXAMINER AND INVESTIGATOR	4129		C	2454
TAX SEARCH OFFICER	5647		U	2455
TAX SEARCHER	4130		C	2456
TAX SEARCHER	6334		U	2457
TEACHER	04134@		N	2458
TEACHER AIDE	4135		N	2459
TEACHER AIDE	4778	BILINGUAL IN SPANISH AND ENGLISH	N	2460
TEACHER AIDE	7507	BILINGUAL IN GUJARATI AND ENGLISH	N	2461
TEACHER AIDE	7508	BILINGUAL IN ARABIC AND ENGLISH	N	2462
TEACHER AIDE	7664	BILINGUAL IN PORTUGUESE AND ENGLISH	N	2463
TEACHER AIDE	7950	BILINGUAL IN URDU AND ENGLISH	N	2464
TEACHER AIDE HANDICAPPED PROGRAM	4589		N	2465
TEACHER AIDE HEAD START PROGRAM	8065		N	2466
TEACHER EARLY CHILDHOOD EDUCATION	7574		N	2467
TEACHER EARLY CHILDHOOD EDUCATION	7598	BILINGUAL IN SPANISH AND ENGLISH	N	2468
TEACHER JUVENILE FACILITIES	4582		N	2469
TEACHER PENAL INSTITUTION	4581		N	2470
TEACHER SPECIAL EDUCATION	4136		N	2471
TECHNICAL ASSISTANT	51329		C	2472
TECHNICAL ASSISTANT 1 LABOR	65352		C	2473
TECHNICAL ASSISTANT CONTRACT ADMINISTRATION	62844		C	2474
TECHNICAL ASSISTANT LAND USE	6904		C	2475
TECHNICAL ASSISTANT MANAGEMENT INFORMATION SYSTEMS	53096		C	2476
TECHNICAL ASSISTANT PERSONNEL	41135		C	2477
TECHNICAL ASSISTANT TO THE CONSTRUCTION OFFICIAL	5193		C	2478
TECHNICAL ASSISTANT TO THE CONSTRUCTION OFFICIAL STENOGRAPHY	7271		C	2479

TECHNICAL SUPPORT SPECIALIST 1	53063		C	2480
TECHNICAL SUPPORT SPECIALIST 2	53061		C	2481
TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	53099		C	2482
TELECOMMUNICATIONS SYSTEMS ANALYST	7604		C	2483
TELEPHONE OPERATOR	04145@		N	2484
TELEPHONE OPERATOR	4375	BILINGUAL IN SPANISH AND ENGLISH	N	2485
TELEPHONE SYSTEM INSTALLER AND REPAIRER	7618		C	2486
TENANT ADVISOR TYPING	7683	BILINGUAL IN SPANISH AND ENGLISH	C	2487
TENANT INTERVIEWER	04153@		C	2488
TENANT INTERVIEWER	04155@	BILINGUAL IN SPANISH AND ENGLISH	C	2489
TENANT INTERVIEWER/TENANT INVESTIGATOR	6218		C	2490
TENANT INTERVIEWER/TENANT INVESTIGATOR BILINGUAL IN SPANISH AND ENGLISH	6258		C	2491
TENANT RELATIONS ASSISTANT	4998		N	2492
TENANT SELECTION SUPERVISOR	4160		C	2493
TENTATIVE TITLE LOCAL GOVERNMENTS	10103		C	2494
THERAPEUTIC TECHNICIAN	5158		C	2495
THERAPIST MOVEMENT	3715		C	2496
THERAPIST MUSIC	3662		N	2497
TIRE SERVICE REPAIRER	4673		N	2498
TOURISM REPRESENTATIVE	4170		C	2499
TOURISM REPRESENTATIVE 1	55594		C	2500
TOURISM REPRESENTATIVE 2	55593		C	2501
TOURISM REPRESENTATIVE 3	55592		C	2502
TOW TRUCK OPERATOR	4456		N	2503
TOWN CLERK	04172@		U	2504
TOWNSHIP CLERK	4174		U	2505
TOWNSHIP COMMITTEE MEMBER	7361		U	2506
TOWNSHIP PHYSICIAN	4176		U	2507
TOWNSHIP TREASURER	4177		U	2508
TRACTOR TRAILER DRIVER	4179		C	2509
TRAFFIC ANALYST	4180		C	2510
TRAFFIC CONTROL OFFICER	4455		N	2511
TRAFFIC ENGINEER	04184@		C	2512
TRAFFIC ENUMERATOR	04185@		N	2513

TRAFFIC INVESTIGATOR	4186		C	2514
TRAFFIC MAINTENANCE WORKER	4189		N	2515
TRAFFIC SAFETY COORDINATOR	4191		C	2516
TRAFFIC SIGNAL ELECTRICIAN	4192		C	2517
TRAFFIC SIGNAL SUPERINTENDENT 1	799		C	2518
TRAFFIC SIGNAL SUPERINTENDENT_2	4196		C	2519
TRAFFIC SIGNAL SUPERVISOR 1	6819		C	2520
TRAFFIC SIGNAL SUPERVISOR 2	4082		C	2521
TRAFFIC SIGNAL TECHNICIAN 1	4195		C	2522
TRAFFIC SIGNAL TECHNICIAN 2	5219		C	2523
TRAINING COORDINATOR	4202		C	2524
TRAINING OFFICER	4203		C	2525
TRAINING OFFICER CORRECTIONS	5571		C	2526
TRAINING OFFICER LAW ENFORCEMENT	5572		C	2527
TRAINING SUPERVISOR COUNTY WELFARE AGENCY	4206		C	2528
TRAINING TECHNICIAN	4207		C	2529
TRAINING TECHNICIAN	5691	BILINGUAL IN SPANISH AND ENGLISH	C	2530
TRAINING TECHNICIAN	63562F	COMPUTER TECHNOLOGY	C	2531
TRANSFORMER AND ELECTROMOBILE EQUIPMENT MAINTAINER	4208		C	2532
TRANSPORTATION ANALYST	4209		C	2533
TRANSPORTATION INSPECTOR	4211		C	2534
TREE CLIMBER ELECTRIC UTILITY	4216		C	2535
TREE CLIMBER/WELDER	6079		C	2536
TREE MAINTENANCE SUPERVISOR	6482		C	2537
TREE MAINTENANCE WORKER 1	4220		N	2538
TREE MAINTENANCE WORKER 2	3631		C	2539
TREE MAINTENANCE WORKER 3	6483		C	2540
TREE SUPERINTENDENT	4218		C	2541
TRUCK DRIVER	4222		N	2542
TRUCK DRIVER HEAVY	4226		N	2543
TRUCK DRIVER HEAVY/ROAD REPAIRER 1	5723		C	2544
TRUCK DRIVER/WELDER	4224		C	2545
TURBINE OPERATOR	4228		C	2546

UNCLASSIFIED APPOINTMENT UNDER RULES OF THE COURT	5309		U	2547
UNCLASSIFIED UTILITIES AUTHORITY EMPLOYEE	5531		U	2548
UNDERSHERIFF	4230		U	2549
URBAN DESIGNER 1	8077		C	2550
URBAN DESIGNER 2	8078		C	2551
URBAN DESIGNER 3	8079		C	2552
URBAN DESIGNER TRAINEE	8076		C	2553
URBAN INITIATIVES COORDINATOR HOUSING AUTHORITY	6840		U	2554
URBAN RENEWAL SUPERVISOR	4234		C	2555
VERMIN CONTROL SPECIALIST	4241		C	2556
VETERANS SERVICE OFFICER	4242		C	2557
VETERINARIAN	4243		N	2558
VETERINARIAN/ZOO DIRECTOR	70351		C	2559
VIOLATIONS CLERK	4244		C	2560
VIOLATIONS CLERK TYPING	4245		C	2561
VOTING MACHINE TECHNICIAN	2446		C	2562
WAREHOUSE SUPERVISOR	4254		C	2563
WATER AND SEWER ACCOUNT SEARCHER	4258		C	2564
WATER AND SEWER UTILITIES SUPERINTENDENT	4263		C	2565
WATER INSPECTOR	4270		C	2566
WATER METER INSPECTOR	4272		C	2567
WATER METER INSPECTOR/METER WORKER 1	5749		C	2568
WATER METER INSPECTOR/WATER METER REPAIRER	5748		C	2569
WATER METER READER	7041	BILINGUAL IN SPANISH AND ENGLISH	C	2570
WATER METER REPAIRER	4278		C	2571
WATER METER TECHNICIAN	813		C	2572
WATER REPAIR SUPERVISOR	6661		C	2573
WATER REPAIR SUPERVISOR/WATER TREATMENT PLANT OPERATOR	6806		C	2574
WATER REPAIRER 1	4284		C	2575
WATER REPAIRER 1/WATER TREATMENT PLANT OPERATOR	5951		C	2576
WATER REPAIRER 2	03643@		C	2577
WATER REPAIRER 3	6662		C	2578
WATER SAFETY INSTRUCTOR	4288		C	2579
WATER SAMPLE COLLECTOR	4289		N	2580
WATER SUPERINTENDENT	4294		C	2581
WATER TREATMENT PLANT OPERATOR	4296		C	2582

WATER TREATMENT PLANT OPERATOR APPRENTICE	10053		C	2583
WATER TREATMENT PLANT REPAIRER	4299		C	2584
WATER TREATMENT PLANT SUPERINTENDENT	4301		C	2585
WEIGHMASTER	4304		C	2586
WEIGHTS AND MEASURES APPRENTICE	4201		N	2587
WEIGHTS AND MEASURES APPRENTICE BILINGUAL IN SPANISH AND ENGLISH	9064		N	2588
WELDER	4305		C	2589
WELFARE INVESTIGATOR	4311		C	2590
WELFARE INVESTIGATOR	4312	BILINGUAL IN SPANISH AND ENGLISH	C	2591
WETLANDS SPECIALIST MOSQUITO EXTERMINATION	2419		N	2592
WIC LACTATION CONSULTANT	9055		N	2593
WIC PEER COUNSELOR	9051		N	2594
WORK LEADER ELECTRICAL MECHANIC	4319		C	2595
WORK LEADER ELECTRICAL METERING AND RELAY MECHANIC	70353		C	2596
WORK LEADER MAINTENANCE	4321		C	2597
WORK PROGRAM SPECIALIST 1	60200		C	2598
WORK RELEASE ADMINISTRATOR	4324		C	2599
WORK SUPERVISOR SHELTERED WORKSHOP	5460		C	2600
X-RAY TECHNICIAN	4327		N	2601
YARD SUPERVISOR	5640		C	2602
YARD WORKER	4330		C	2603
YOUTH AIDE	4332		C	2604
YOUTH GROUP WORKER	4333		C	2605
YOUTH GROUP WORKER	4334	BILINGUAL IN SPANISH AND ENGLISH	C	2606
YOUTH OPPORTUNITY COORDINATOR	4335		C	2607
YOUTH SERVICES COUNSELOR	4336		C	2608
YOUTH WORK SUPERVISOR	66003		C	2609
YOUTH WORKER	66002		N	2610
ZONING OFFICER	4338		C	2611
ZOO CURATOR	4341		C	2612
ZOO DIRECTOR	4342		C	2613
ZOO REGISTRAR	8097		C	2614