1. Conference Meeting Agenda

    Documents:

        CA 10.28.25.PDF

2. Public Meeting Agenda

    Documents:

        PM 10.28.25.PDF

3. Bill List

    Documents:

        10.28.25.PDF

4. Resolution(S)

4.I. 224-25

    Documents:

        224-25 RELEASE OF PERFORMANCE BOND - TROJAN STORAGE.PDF
        224-25 CME LETTER RELEASE OF PERFORMANCE BOND - TROJAN STORAGE - 955 PLEASANT VALLEY WAY.PDF

4.II. 228-25

    Documents:

        228-25 CY 2025 BUDGET AMENDMENT NO. 1 - FINAL (10.10.25).PDF

4.III. 229-25

    Documents:

        229-25 ADOPTION OF THE 2025 MUNICIPAL BUDGET V2 (002).PDF

4.IV. 231-25

    Documents:

        231-25 RESOLUTION AUTHORIZING AMENDED DISCHARGE OF MORTGAGE ON 29 WOODLAND AVENUE.PDF
        231-25 DISCHARGE OF AMENDED MORTGAGE.PDF

4.V. 232-25

    Documents:

        232-25 RESOLUTION AUTHORIZING SANTAS ARRIVAL VIA HELICOPTER.PDF

4.VI. 233-25

Documents:

233-25 RESOLUTION AUTHORIZING AGREEMENT WITH MATTHEW FEULA.PDF

4.VII. 234-25

Documents:

234-25 RESOLUTION AUTHORIZING AGREEMENT WITH MICHAEL KEIGHER.PDF

4.VIII. 235-25

Documents:

235-25 GRANTING DOGWOOD GREEN RENEWAL -LICENSE-CANNABIS RETAIL BUSINESS - 2025.PDF

4.IX. 236-25

Documents:

236-25 PROFESSIONAL SERVICES AGREEMENT-HEYER GRUEL-PLANNING SERVICES-WO PLANNING BOARD - 2025.PDF
236-25 EXHIBITS A.PDF
236-25 ATTACHMENT - PB RESOLUTION APPROVING HG 10.3.25.PDF

4.X. 237-25

Documents:

237-25 AGREEMENT 4930-5038-7291 V.1.PDF
237-25 EXHIBIT A - CME.PDF
237-25 EXHIBIT B - CME.PDF
237-25 ATTACHMENT - ZB RESOLUTION APPROVING CME 10-23-2025.PDF

4.XI. 238-25

Documents:

238-25 RESOLUTION AWARDING CONTRACTS FOR SNOW REMOVAL - 2025.PDF
238-25 EXHIBIT A TO AGREEMENT FOR SNOW REMOVAL SERVICES - 2025.PDF
238-25 EXHIBIT B.PDF
238-25 EXHIBIT C.PDF

4.XII. 239-25

Documents:

239-25 REFUND OVERPAYMENT SEWER.PDF

4.XIII. 240-25

Documents:

240-25 GRANTING MUNICIPAL CONSENT-VERONA TWP.-APPLY FOR TREATMENT WORKS APPROVAL FROM THE DEP TO UPGRADE ITS WASTEWATER TREATMENT FACILITY.PDF
240-25 EXIBIT A AND B.PDF

4.XIV. 241-25

Documents:

241-25 RESOLUTION EMERGENCY SANITARY SEWER PIPE REPAIR - NORTHFIELD AVENUE.PDF
241-25 INVOICE - SHAUGER.PDF

4.XV. 242-25

Documents:

242-25 RESOLUTION APPROVING SETTLEMENT.PDF
242-25 EXHIBIT A - SETTLEMENT AGREEMENT - WO_10-21-2025_FINAL.PDF
242-25 EXHIBIT B - AGREEMENT TO RETAIN SEMERARO FAHRNEY FOR APPOINTMENT AS TOWNSHIP ATTORNEY - 2025 - FINAL.PDF
242-25 - EXHIBIT C - AGREEMENT TO RETAIN GREGG PASTER ESQ. AS ASSISTANT TOWNSHIP ATTORNEY - 2025 - FINAL.PDF
242-25 EXHIBIT D - AGREEMENT TO RETAIN WILENTZ GOLDMAN AND SPITZER AS REDEVELOPMENT COUNSEL - 2025.PDF
242-25 EXHIBIT E - EMPLOYMENT CONTRACT - BUSINESS ADMINISTRATOR - PETER F SMERALDO JR..PDF

5. Ordinance(S) On Second And Final Reading

5.I. 2941-25

Documents:

2941-25 HANDICAPPED SPACES - 6 MCKINLEY 6 KLING 38 MITCHELL 136 ROLLINSON.PDF

5.II. 2943-25

Documents:

2943-25 ORDINANCE-REDWOOD SCHOOL ZONE.PDF

6. Ordinance(S) On First Reading

6.I. 2942-25

Documents:

2942-25 SALARY STEP GUIDE (VERSION 2025-REVISION 1 10-16-2025).PDF

7. ABC Matter(S)

7.I. 785-25

Documents:

785-25 ANNUAL RENEWAL CONSUMPTION DISTRIBUTION LICENSES (4) 10.28.25.PDF

Township of West Orange

CONFERENCE MEETING AGENDA

Council Chambers – 66 Main Street

Tuesday, October 28, 2025

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 January 7, 2025, and published in the West Orange Chronicle on January 16, 2025.

Roll Call – Councilwoman Casalino, Councilwoman Rudin, Councilwoman Scarpa, Council President Krakoviak, Mayor McCartney

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6:30 P.M.

- **West Orange PAL 10U Summer Travel Baseball Champions**
- **Presentation: Fire Pits – W.O. Fire Department**
- **Discussion: 2026 Council Meeting Dates**
- **Council Liaison Announcements**
- **Public Meeting – 7:00 p.m.**

REVISED

PUBLIC MEETING AGENDA
Township of West Orange
66 Main Street – 7:00 p.m.
Tuesday, October 28-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 notice for this meeting was emailed to the Star Ledger and the West Orange Chronicle on January 7, 2025, and published in the West Orange Chronicle on January 16, 2025.

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 Rudin, Councilwoman Scarpa, Council President Krakoviak, Mayor McCartney

Pledge of Allegiance

1. **Public Comment**

2. ***Consent Agenda**

3. ***Approval of Minutes of Previous Meeting –** Special Meeting 10.6.25 and Public Meeting 10.16.25

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

5. ***Reading of Petitions and Communications and Bids**

   - Armed/Unarmed Security Officers for Municipal Court Security

6. ***Bill List**

7. ***Resolutions**

a. **224-25** Resolution Authorizing the Release of the Performance Bond Posted by Arco/Murray National Holdings, Inc., the developer of Trojan Storage, 955 Pleasant Valley Way, West Orange, NJ 07052, Block 172.02, Lot 8.01 to Guarantee the Installation of Certain Off-Site Improvements in the Amount of $10,150.08, be Released Subject to Posting a Three-Year Maintenance Bond with the Township in the Amount of $8,301.00. (Carballo)

b. **228-25** Adoption of Budget Amendment No. 1 (Ditinyak)

c. **229-25** Adoption of the 2025 Municipal Budget (Ditinyak)

d. **231-25** Resolution Authorizing a Discharge of Mortgage for Property Located at 29 Woodland Avenue, West Orange, NJ (Legal-Moon)

f. **232-25** Resolution Stating No Objection to the Montclair Golf Club at Rock Spring's Issuance of a License for Use of a Helicopter to Deliver Santa Claus (Legal-Moon)
This resolution would state that the Township Council does not object to the Montclair Golf Club at Rock Spring's application for a temporary license to the New Jersey Department of Transportation. A temporary license is needed for the Montclair Golf Club at Rock Spring to have a helicopter land at the club property to deliver Santa Claus to club members and their guests in attendance for a holiday celebration on December 7 and 11, 2025 at approximately 11:00 a.m.

g. **233-25** Resolution Authorizing Agreement with Matthew Feula, Deputy Chief of Police (Legal-Moon)

h. **234-25** Resolution Authorizing Agreement with Michael Keigher, Deputy Chief of Police (Legal-Moon)

i. **235-25** Resolution Granting Dogwood Green Dispensary a Renewal of Its Local License to Operate a Cannabis Retail Business within the Township of West Orange – 2025 (Legal-Moon)

j. **236-25** Resolution Authorizing Execution of Professional Services Agreement with Heyer Gruel & Associates, 236 Broad St, Red Bank, NJ 07701, for Planning Services for the West Orange Planning Board – 2025, in an Amount NTE $14,800.00 (Legal-Moon)

k. **PULLED 237-25** Resolution Authorizing Execution of Professional Services Agreement with CME Associates, 379 US Route 1 South- Suite 100 Monmouth Junction, New Jersey 08852, for Planning Services for the West Orange Zoning Board – 2025, in an Amount NTE $15,000.00 (Legal-Moon)

l. **238-25** Resolution Awarding Contract(s) to Grabowski Construction of West Orange, NJ and Shauger Property Services of Orange, NJ for Snow Removal from Sidewalks, Paths, Crosswalk, and Bus Shelters and Stops within the Township for 2025/26 with an Option to Extend for Two (2) One Year Periods at a Rate Outlined in the Resolution (P. Reynolds)

m. **239-25** Resolution Authorizing the Collector of Taxes to Refund Payment to the Listed Taxpayer Due To an Overpayment of the 2025 Annual Sewer Charge (K. Longo)

n. **240-25** Resolution Granting Municipal Consent for Verona Township to Apply for Treatment Works Approval from DEP to Upgrade Its Wastewater Treatment Facility (Legal-Moon)

o. **241-25** Resolution Authorizing an Emergency Repair of Sanitary Sewer Main at Northfield Avenue Near Valley Road to the Shauger Group, 429 Dodd Street, East Orange, NJ 07017, in the Amount of $198,269.65 (Carballo)

p. **242-25** Resolution Approving Various Settlement, Employment, and Professional Services Agreements (Legal)

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

a. **2941-25** An Ordinance Amending and Supplementing Chapter 7, Traffic, Subsection 7-32.2 Restricted Parking Zones of the Revised General Ordinances of the Township of West Orange (Carballo)
Restricted Parking Stalls will be established in front of 6 McKinley Avenue, 6 Kling Street, 38 Mitchell Street, and 136 Rollinson Street for the exclusive use of the residents who are in possession of a NJMVC Disability ID and Parking Placard. These Stalls were requested by the residents of each location and are permissible under NJ Statutes Annotated (N.J.S.A.) 39:4-197.7.

b. **2943-25** An Ordinance Amending and Supplementing Chapter 7, Traffic, Subsection 7-29.1, Speed Limits in General, 7-30 Mid-block Crosswalks, and 7-10.2 Stopping or Standing Prohibited During Certain Hours on Certain Streets on Certain Days of the Revised General Ordinances of the Township of West Orange (Carballo)
This Ordinance amends Chapter 7, Subsection 29.1, Subsection 30, and Subsection 7-10.2 of the Revised General Ordinances. The ordinance establishes a 20 M.P.H. speed limit on Woodland Avenue, Forest Avenue, Ellis Street, and Redwood Avenue on weekdays between 8AM-10AM and 3PM-5PM in the vicinity of Redwood School when children are normally present. The ordinance deletes a mid-block crossing on Redwood Avenue that has been moved previously to Redwood Avenue and Cannon Street. The ordinance establishes No Stopping or Standing Zones on Woodland Avenue, Redwood Avenue, and Nicholas Avenue during school drop off and pickup hours where parents have been circumventing the established drop off procedure at Redwood School by parking on neighboring streets and creating a safety hazard. This change is part of a larger program to improve visibility and safety within the Redwood School Zone. At all other times, the speed limit on these listed streets will remain at 25 M.P.H.

9. **Ordinances on First Reading**

a. **2942-25** 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)
Add title "Municipal Department Head - Planning Director" Job Code MA10400 and salary range from 2025 to 2029. Add title "Keyboard Clerk/Secretary to the Mayor" Job Code AU10490 and salary range from 2025 to 2029. Add title "Transportation Analyst" Job Code MA10420 and salary range from 2025 to 2029.

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

- Best Practices
- Council Connection Meeting Dates – December
- 2026 Council Meeting Dates

11. **ABC Hearing(s)**

a. **785-25** Hearing on Renewal for Plenary Retail Consumption, Distribution and Club Licenses for the 2025-2026 License Term (Clerk)

12. **Adjournment**

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

Please click the link below to join the webinar:

ZOOM LINK:

https://us02web.zoom.us/j/84047116472?pwd=ztnkoFihbeifCN9oZpFgjQEcbbpbf8.1

Webinar ID: 840 4711 6472

Passcode: 730223
Dial in: 646 931 3860

Public Comment – In Person Only

Next Meeting Date(s): Wednesday, November 12, 2025

The agenda is subject to change.

Township of West Orange

Bills List

Total: 18,956,398.87

User: liliana 10/22/2025 10:45:58

Date: 10/07/2025 To 10/20/2025 Acc: 01- To 99-9999-99-9999-999 Order By :Account

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
01-1060- - - - CURRENT YEAR TAXES CURRENT YEAR MUNICIPAL TAXES						
01-1060- - - - CURRENT YEAR MUNICIPAL TAXES CURRENT YEAR MUNICIPAL TAXES						
189441	25102001	TOWNSHIP OF WEST ORANGE	564.60	176 OLD INDIAN RD 168.06/13	10/08/2025	10/09/2025
189516	25102003	TOWNSHIP OF WEST ORANGE	2,962.09	57 MOUNTAIN AVE 104/10.05	10/20/2025	10/20/2025
Total: CURRENT YEAR TAXES CURRENT YEAR MUNICIPAL TAXES			**3,526.69**			
01-1169-00-0100- - AR-MISCELLANEOUS EXCHANGE MISC EXCHANGE .PAYROLL HEALTH BENEFITS						
01-1169-00-0100-001 - MISC EXCHANGE .PAYROLL HEALTH BENEFITS MISC EXCHANGE .PAYROLL HEALTH BENEFITS						
189412	01201344	TOWNSHIP OF WEST ORANGE	203,245.23		10/07/2025	10/10/2025
189412	01201344	TOWNSHIP OF WEST ORANGE	2,183.88		10/07/2025	10/10/2025
189413	01201345	TOWNSHIP OF WEST ORANGE	1,555.68		10/07/2025	10/10/2025
Total: AR-MISCELLANEOUS EXCHANGE MISC EXCHANGE .PAYROLL HEALTH BENEFITS			**206,984.79**			
01-1921-08-1009- - Anticipated Revenue-Sec A-Local Rev Sewer User Charges						
01-1921-08-1009- - Sewer User Charges SEWER CHARGES						
189508	25102078	PETER KRAJESKI	50.00	16 CURREY LANE	10/20/2025	10/20/2025
Total: Anticipated Revenue-Sec A-Local Rev Sewer User Charges			**50.00**			
01-1921-08-1050- - Anticipated Revenue-Sec A-Local Rev Fees and Permits						
01-1921-08-1050-007 - Fees and Permits CERT OF OCCUPANCY						
189410	01201347	TOWNSHIP OF WEST ORANGE	100.00	Bounced Ck #1061 - Cert of Occupancy	10/07/2025	10/07/2025
189410	01201347	TOWNSHIP OF WEST ORANGE	-100.00	Bounced Ck #1061 - Cert of Occupancy	10/07/2025	10/07/2025
189410	01201348	TOWNSHIP OF WEST ORANGE	100.00	Bounced Ck #1061 - Cert of Occupancy	10/07/2025	10/07/2025

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
Total: Anticipated Revenue-Sec A-Local Rev Fees and Permits			**100.00**			
01-1923-08-1600-		**- Anticipated Revenue - Sec. C - UCC Uniform Construcion Code Fees**				
01-1923-08-1600-001		**- Uniform Construcion Code Fees BUILDING PERMITS**				
189410	01201346	TOWNSHIP OF WEST ORANGE	1,440.00	Bounced ck #1061 - Building permit	10/07/2025	10/07/2025
189410	01201346	TOWNSHIP OF WEST ORANGE	-1,440.00	Bounced ck #1061 - Building permit	10/07/2025	10/07/2025
189410	01201348	TOWNSHIP OF WEST ORANGE	1,440.00	Bounced ck #1061 - Building permit	10/07/2025	10/07/2025
01-1923-08-1600-002		**- Uniform Construcion Code Fees PLUMBING PERMITS**				
189410	01201346	TOWNSHIP OF WEST ORANGE	2,640.00	Bounced Ck #1061 - Plumbing Permits	10/07/2025	10/07/2025
189410	01201346	TOWNSHIP OF WEST ORANGE	-2,640.00	Bounced Ck #1061 - Plumbing Permits	10/07/2025	10/07/2025
189410	01201348	TOWNSHIP OF WEST ORANGE	2,640.00	Bounced Ck #1061 - Plumbing Permits	10/07/2025	10/07/2025
189494	01201355	TOWNSHIP OF WEST ORANGE	150.00	BOUNCED CK #1239- PLUMBING PERMITS	09/23/2025	09/23/2025
01-1923-08-1600-003		**- Uniform Construcion Code Fees ELECTRICAL PERMITS**				
189410	01201346	TOWNSHIP OF WEST ORANGE	1,275.00	Bounced Ck #1061 - Electric Permits	10/07/2025	10/07/2025
189410	01201346	TOWNSHIP OF WEST ORANGE	-1,275.00	Bounced Ck #1061 - Electric Permits	10/07/2025	10/07/2025
189410	01201348	TOWNSHIP OF WEST ORANGE	1,275.00	Bounced Ck #1061 - Electric Permits	10/07/2025	10/07/2025
189494	01201355	TOWNSHIP OF WEST ORANGE	175.00	BOUNCED CK #1239- ELECTRIC PERMITS	09/23/2025	09/23/2025
01-1923-08-1600-019		**- Uniform Construcion Code Fees FIRE SUB CODE FEES**				
189410	01201346	TOWNSHIP OF WEST ORANGE	160.00	Bounced Ck #1061 - Fire sub code Fees	10/07/2025	10/07/2025
189410	01201346	TOWNSHIP OF WEST ORANGE	-160.00	Bounced Ck #1061 - Fire sub code Fees	10/07/2025	10/07/2025
189410	01201348	TOWNSHIP OF WEST ORANGE	160.00	Bounced Ck #1061 - Fire sub code Fees	10/07/2025	10/07/2025
Total: Anticipated Revenue - Sec. C - UCC Uniform Construcion Code Fees			**5,840.00**			
01-2010-00-1001-		**- BUDGET MAYOR S&W**				
01-2010-00-1001-010		**- MAYOR S&W Base Salary Pay**				
189412	01201344	TOWNSHIP OF WEST ORANGE	2,769.65		10/07/2025	10/10/2025
01-2010-00-1001-100		**- MAYOR S&W Overtime**				

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
189413	01201345	TOWNSHIP OF WEST ORANGE	164.79		10/07/2025	10/10/2025
Total: BUDGET MAYOR S&W			**2,934.44**			
01-2010-00-1201-	**- BUDGET TOWN COUNCIL S&W**					
01-2010-00-1201-010	**- TOWN COUNCIL S&W Base Salary Pay**					
189412	01201344	TOWNSHIP OF WEST ORANGE	1,921.08		10/07/2025	10/10/2025
Total: BUDGET TOWN COUNCIL S&W			**1,921.08**			
01-2010-00-1203-	**- BUDGET TOWN COUNCIL O/E**					
01-2010-00-1203-032	**- TOWN COUNCIL O/E ADVERTISING**					
189502	25102052	NJ ADVANCE MEDIA, LLC	602.32	0011035998 budget ad	10/17/2025	10/20/2025
189503	25102100	WORRALL COMMUNITY NEWSPAPERS	241.56	319053-56, 215433-34, 318091-96 public notices	10/17/2025	10/20/2025
01-2010-00-1203-092	**- TOWN COUNCIL O/E TAPING-COUNCIL MEETINGS**					
187794	25102041	JOSEPH FAGAN	475.00	10-6-2025 zoom moderator not to exceed w/out auth	04/17/2025	10/20/2025
187794	25102041	JOSEPH FAGAN	540.00	10.16.25 + 1HR OT zoom moderator not to exceed w/out auth	04/17/2025	10/20/2025
Total: BUDGET TOWN COUNCIL O/E			**1,858.88**			
01-2010-00-1402-	**- BUDGET TOWNSHIP LITIGATION O/E**					
01-2010-00-1402-060	**- TOWNSHIP LITIGATION O/E LITIGATION GENERAL**					
189440	25102000	TOWNSHIP OF WEST ORANGE	2,437.50	TRANSFER TO 20 DEVELOPER ESCROW SUB ACCOUNT 20-6800-00-8130 TO COVER C	10/08/2025	10/08/2025
189495	25102033	GENOVA BURNS	5,175.00	#539223 sept 2025 professional services	10/17/2025	10/20/2025
189468	25102063	TRENK ISABEL SIDDIQI &	165.00	#15695 sept 2025 professional services	10/14/2025	10/20/2025
189409	25102063	TRENK ISABEL SIDDIQI &	18,457.50	SEPT 2025 PROFESSIONAL SERVICES	10/07/2025	10/20/2025
187534	25102071	SAVO, SCHALK, CORSINI, WARNER	1,848.50	#4827 #4564 #4832 #4571 #4831 #4570 RES 171-25 PROFESSIONAL SERVICES	03/27/2025	10/20/2025
189431	25102074	O'TOOLE SCRIVO, LLC	495.00	#181123 SEPT 2025 PROFESSIONAL SERVICES	10/08/2025	10/20/2025
Total: BUDGET TOWNSHIP LITIGATION O/E			**28,578.50**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
01-2010-00-1501- - BUDGET TOWNSHIP CLERK S&W						
01-2010-00-1501-010 - TOWNSHIP CLERK S&W Base Salary Pay						
189412	01201344	TOWNSHIP OF WEST ORANGE	9,265.12		10/07/2025	10/10/2025
Total: BUDGET TOWNSHIP CLERK S&W			**9,265.12**			
01-2010-00-1701- - BUDGET LEGAL SERVICES S&W						
01-2010-00-1701-010 - LEGAL SERVICES S&W Base Salary Pay						
189412	01201344	TOWNSHIP OF WEST ORANGE	1,734.54		10/07/2025	10/10/2025
Total: BUDGET LEGAL SERVICES S&W			**1,734.54**			
01-2010-00-1902- - BUDGET PLANNING BOARD O/E						
01-2010-00-1902-030 - PLANNING BOARD O/E ADVERTISING						
189511	25102101	WORRALL COMMUNITY NEWSPAPERS	7.92	#319383 - results of 10/3/25 PB Mtg	10/20/2025	10/20/2025
189510	25102101	WORRALL COMMUNITY NEWSPAPERS	18.36	#319379 - 10/3/25 Pb special meeting	10/20/2025	10/20/2025
Total: BUDGET PLANNING BOARD O/E			**26.28**			
01-2010-00-1912- - BUDGET BOARD OF ADJUSTMENT O/E						
01-2010-00-1912-090 - BOARD OF ADJUSTMENT O/E SHORTHAND RECORDER						
187793	25102062	MARGARET BRILL	400.00	#5064 10/16/25 zoom moderator not to exceed w/out auth	04/17/2025	10/20/2025
Total: BUDGET BOARD OF ADJUSTMENT O/E			**400.00**			
01-2010-00-1941- - BUDGET MUNICIPAL COURT S&W						
01-2010-00-1941-010 - MUNICIPAL COURT S&W Base Salary Pay						
189412	01201344	TOWNSHIP OF WEST ORANGE	12,049.62		10/07/2025	10/10/2025
189413	01201345	TOWNSHIP OF WEST ORANGE	1,730.00		10/07/2025	10/10/2025
01-2010-00-1941-100 - MUNICIPAL COURT S&W Overtime						
189413	01201345	TOWNSHIP OF WEST ORANGE	619.76		10/07/2025	10/10/2025

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
Total: BUDGET MUNICIPAL COURT S&W			**14,399.38**			
01-2010-00-1942-		**- BUDGET MUNICIPAL COURT O/E**				
01-2010-00-1942-090		**- MUNICIPAL COURT O/E PROFESSIONAL SERVICES**				
186730	25101957	FERNANDO MARIN, ESQ.	-5,950.00	july/august req 51-25 public defender 2025	01/31/2025	10/20/2025
186730	25102005	FERNANDO MARIN, ESQ.	5,600.00	JULY & AUG 2025 req 51-25 public defender 2025	01/31/2025	10/20/2025
189356	25102014	DOLORES T. BARNES	68.75	office help 9/16	10/02/2025	10/20/2025
189356	25102014	DOLORES T. BARNES	75.00	office help 9/23	10/02/2025	10/20/2025
189355	25102037	LEGAL INTERPRETERS LLC	330.00	#428667 9/25 spanish	10/02/2025	10/20/2025
189355	25102037	LEGAL INTERPRETERS LLC	330.00	#428656 9/23 spanish	10/02/2025	10/20/2025
189355	25102037	LEGAL INTERPRETERS LLC	270.00	#428650 9/18 polish	10/02/2025	10/20/2025
189355	25102037	LEGAL INTERPRETERS LLC	330.00	#428636 9/11 spanish	10/02/2025	10/20/2025
189355	25102037	LEGAL INTERPRETERS LLC	330.00	#428631 9/9 spanish	10/02/2025	10/20/2025
01-2010-00-1942-112		**- MUNICIPAL COURT O/E OFFICE SUPPLIES**				
189354	25102024	COMCAST	124.72	sept cable bill	10/02/2025	10/20/2025
Total: BUDGET MUNICIPAL COURT O/E			**1,508.47**			
01-2010-00-2001-		**- BUDGET BUSINESS ADMI S&W**				
01-2010-00-2001-010		**- BUSINESS ADMI S&W Base Salary Pay**				
189412	01201344	TOWNSHIP OF WEST ORANGE	11,486.28		10/07/2025	10/10/2025
Total: BUDGET BUSINESS ADMI S&W			**11,486.28**			
01-2010-00-2002-		**- BUDGET BUSINESS ADMI O/E**				
01-2010-00-2002-070		**- BUSINESS ADMI O/E COMUNICATIONS OFFICER**				
188954	25102041	JOSEPH FAGAN	3,200.00	OCT 2025 Public Information Officer	08/08/2025	10/20/2025
01-2010-00-2002-082		**- BUSINESS ADMI O/E TOWNSHIP EMPLOYEE EDUCATION**				
189411	25102083	NJ STATE LEAGUE OF	75.00	10.09.2025 CPWM MANAGEMENT SERIERS - ORGANIZATIONAL MANAGEMENT	10/07/2025	10/20/2025

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
189411	25102083	NJ STATE LEAGUE OF	75.00	10.21.2025 CPWM ETHICS UPDATE FOR MUNICIPAL OFFICIALS LOUIS T. REYNOLD	10/07/2025	10/20/2025
189414	25102083	NJ STATE LEAGUE OF	70.00	#1031854804 2025 conference registration njlm no to exceed	10/07/2025	10/20/2025
01-2010-00-2002-220		**- BUSINESS ADMI O/E TOWNSHIP PHYSICIAN O/E**				
189497	25102022	CARE STATION MEDICAL GROUP PA	80.00	d&l screening 10.07.2025	10/17/2025	10/20/2025
Total: BUDGET BUSINESS ADMI O/E			**3,500.00**			
01-2010-00-2201-		**- BUDGET PURCHASING S&W**				
01-2010-00-2201-010		**- PURCHASING S&W Base Salary Pay**				
189412	01201344	TOWNSHIP OF WEST ORANGE	5,233.58		10/07/2025	10/10/2025
Total: BUDGET PURCHASING S&W			**5,233.58**			
01-2010-00-2202-		**- BUDGET PURCHASING O/E**				
01-2010-00-2202-031		**- PURCHASING O/E ADVERTISING**				
186659	25102052	NJ ADVANCE MEDIA, LLC	66.22	AD#001030863 2025 ADS	01/01/2025	10/20/2025
Total: BUDGET PURCHASING O/E			**66.22**			
01-2010-00-2301-		**- BUDGET INFORMATION TECHNOLOGY S&W**				
01-2010-00-2301-010		**- INFORMATION TECHNOLOGY S&W Base Salary Pay**				
189412	01201344	TOWNSHIP OF WEST ORANGE	11,463.66		10/07/2025	10/10/2025
01-2010-00-2301-090		**- INFORMATION TECHNOLOGY S&W Longevity**				
189412	01201344	TOWNSHIP OF WEST ORANGE	623.01		10/07/2025	10/10/2025
Total: BUDGET INFORMATION TECHNOLOGY S&W			**12,086.67**			
01-2010-00-2302-		**- BUDGET CENTRAL COPY/PRINT O/E**				
01-2010-00-2302-030		**- CENTRAL COPY/PRINT O/E OUTSIDE PRINTING**				
189455	25102025	D & M INSTANT PRINTING	171.00	#3114 envelopes printed A&F and Court stock supplied	10/14/2025	10/20/2025
01-2010-00-2302-110		**- CENTRAL COPY/PRINT O/E OFFICE SUPPLIES**				

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
189324	25102091	WB MASON CO. INC.	656.40	#257225835 copy paper wbm21200	09/29/2025	10/20/2025
01-2010-00-2302-130		**- CENTRAL COPY/PRINT O/E MAINT.OFFICE MACHINE**				
189470	25102086	PITNEY BOWES CREDIT CORP	135.72	#1028250071 meter rental	10/14/2025	10/20/2025
Total: BUDGET CENTRAL COPY/PRINT O/E			**963.12**			
01-2010-00-2303-		**- BUDGET TELEPHONE COMMUNICATIONS O/E**				
01-2010-00-2303-133		**- TELEPHONE COMMUNICATIONS O/E INTERNET SERVICE**				
188503	25101995	VERIZON	-224.48	9.16.25-10.19.25 TELEPHONE SERVICES	06/18/2025	10/20/2025
188503	25102004	VERIZON	224.28	9.16-10.19.2025 2025 TELEPHONE SERVICES	06/18/2025	10/20/2025
188503	25102098	VERIZON	1,230.90	OCT 2025 TELEPHONE SERVICES	06/18/2025	10/20/2025
01-2010-00-2303-140		**- TELEPHONE COMMUNICATIONS O/E TELEPHONE SERVICE**				
188729	25102016	BLOCK LINE SYSTEMS	1,320.72	#1494184 annual services 2025	07/11/2025	10/20/2025
186656	25102057	RING CENTRAL, INC.	3,120.78	CD_001248800 2025 PHONE SERVICES ACCOUNT 3246663020	01/23/2025	10/20/2025
186631	25102058	VERIZON	407.14	#Z1752555 2025 ANNUAL SERVICES MONTHLY BILLING	01/01/2025	10/20/2025
186631	25102058	VERIZON	1,111.24	OCT 2025 ANNUAL SERVICES MONTHLY BILLING	01/01/2025	10/20/2025
186630	25102097	VERIZON	125.50	OCT 2025 ANNUAL SERVICES MONTHLYTOWN WIDE SERVICE	01/01/2025	10/20/2025
01-2010-00-2303-141		**- TELEPHONE COMMUNICATIONS O/E DEPARTMENTAL WIRELESS**				
186953	25102007	AT&T MOBILITY II LLC	47.24	SEPT 2025 cell phone	02/07/2025	10/20/2025
189467	25102009	AT&T MOBILITY	239.39	#WUC092025 cell service	10/14/2025	10/20/2025
Total: BUDGET TELEPHONE COMMUNICATIONS O/E			**7,602.71**			
01-2010-00-2304-		**- BUDGET CENTRAL MAILING O/E**				
01-2010-00-2304-110		**- CENTRAL MAILING O/E POSTAGE METER USAGE**				
189470	25102086	PITNEY BOWES CREDIT CORP	555.32	#1028036082 july mailing sort fee for pick up sewer bills that were	10/14/2025	10/20/2025
186666	25102096	UPS	99.80	#0725A6Y415 2025 CENTRAL MAILING/SHIPPING	01/23/2025	10/20/2025
Total: BUDGET CENTRAL MAILING O/E			**655.12**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
01-2010-00-2305- - APPROPRIATION RESERVES CENTRAL INFORMATION TECHNOLOGY O/E						
01-2010-00-2305-010 - CENTRAL INFORMATION TECHNOLOGY O/E IT SERVICES						
186668	25102053	MICROCOMPUTER CONSULTING GROUP	949.00	#39360 DATA SEPT TO DEC 2025	01/01/2025	10/20/2025
186669	25102053	MICROCOMPUTER CONSULTING GROUP	262.50	#39362 2025 REMOTE ACCESS MONITORING AND MANAGEMENT	01/01/2025	10/20/2025
188062	25102053	MICROCOMPUTER CONSULTING GROUP	4,600.00	#39321 RES 137-25 IT SERVICES JULY 1, 2025 - JUNE 30, 2027	05/09/2025	10/20/2025
Total: APPROPRIATION RESERVES CENTRAL INFORMATION TECHNOLOGY O/E			**5,811.50**			
01-2010-00-2306- - APPROPRIATION RESERVES CENTRAL IT ONLINE SERVICES O/E						
01-2010-00-2306-010 - CENTRAL IT ONLINE SERVICES O/E ONLINE IT SERVICES						
186626	25102024	COMCAST	792.23	OCT 2025 ANNUAL INTERNET SVCS.MONTHLY BILLING VARIOUS ACCTS.	01/01/2025	10/20/2025
Total: APPROPRIATION RESERVES CENTRAL IT ONLINE SERVICES O/E			**792.23**			
01-2010-00-2307- - APPROPRIATION RESERVES CENTRAL IT PD SERVICES O/E						
01-2010-00-2307-010 - CENTRAL IT PD SERVICES O/E POLICE DEPARTMENT IT SERVICES						
188061	25102085	PASCACK DATA SERVICES, INC	5,850.00	#1874 RES 137-25 IT SERVICES JULY 1, 2025 - JUNE 30, 2027 WOPD	05/09/2025	10/20/2025
Total: APPROPRIATION RESERVES CENTRAL IT PD SERVICES O/E			**5,850.00**			
01-2010-00-2308- - APPROPRIATION RESERVES CENTRAL IT FD SERVICES O/E						
01-2010-00-2308-010 - CENTRAL IT FD SERVICES O/E FIRE DEPARTMENT IT SERVICES						
188061	25102085	PASCACK DATA SERVICES, INC	2,250.00	#1874 RES 137-25 IT SERVICES JULY 1, 2025 - JUNE 30, 2027 FIRE	05/09/2025	10/20/2025
Total: APPROPRIATION RESERVES CENTRAL IT FD SERVICES O/E			**2,250.00**			
01-2010-00-2309- - APPROPRIATION RESERVES CENTRAL IT NON UNIFORM SERVICES O/E						

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
01-2010-00-2309-010		**- CENTRAL IT NON UNIFORM SERVICES O/E NON UNIFORM DEPARTMENT IT SERVICES**				
189450	25102028	JAYTOR TECHNOLOGIES, INC	1,440.22	#5744 #5745 august and sept maint and repair	10/08/2025	10/20/2025
189019	25102066	PASSIO TECHNOLOGIES LLC-CID253	3,248.25	INV-32898 INV-32944 CINV-097006 QUOTE 3931	08/14/2025	10/20/2025
189263	25102066	PASSIO TECHNOLOGIES LLC-CID253	5,654.00	#INV-32969 quote 4023 V2	09/19/2025	10/20/2025
Total: APPROPRIATION RESERVES CENTRAL IT NON UNIFORM SERVICES O/E			**10,342.47**			
01-2010-00-2532-		**- BUDGET CENTRAL INSURANCE - HEALTH**				
01-2010-00-2532-010		**- CENTRAL INSURANCE - HEALTH RETIREE HB CLAIMS**				
189454	01201351	MERITAIN HEALTH	261,443.83	10-07-2025 CLAIMS -RETIREE	10/14/2025	10/14/2025
189526	01201362	MERITAIN HEALTH	127,602.52	10-14-2025 CLAIMS - RETIREE	10/20/2025	10/20/2025
01-2010-00-2532-016		**- CENTRAL INSURANCE - HEALTH MEDICARE ADVANTAGE**				
189407	01201343	METROPOLITAN HEALTH INSURANCE	216,550.00	AETNA MEDICARE ADVANTAGE 09-01-2025	10/07/2025	10/07/2025
189408	01201356	METROPOLITAN HEALTH INSURANCE	216,550.00	AETNA MEDICARE ADVANTAGE 10-01-2025	10/07/2025	10/17/2025
01-2010-00-2532-030		**- CENTRAL INSURANCE - HEALTH EMPLOYEE HB CLAIMS**				
189454	01201351	MERITAIN HEALTH	237,495.36	10-07-2025 CLAIMS -ACTIVE	10/14/2025	10/14/2025
189526	01201362	MERITAIN HEALTH	299,086.90	10-14-2025 CLAIMS - ACTIVE	10/20/2025	10/20/2025
01-2010-00-2532-070		**- CENTRAL INSURANCE - HEALTH LIB EMPLOYEE HB CLAIMS**				
189454	01201351	MERITAIN HEALTH	20,216.89	10-07-2025 CLAIMS -LIBRARY	10/14/2025	10/14/2025
189526	01201362	MERITAIN HEALTH	15,349.91	10-14-2025 CLAIMS - LIBRARY	10/20/2025	10/20/2025
Total: BUDGET CENTRAL INSURANCE - HEALTH			**1,394,295.41**			
01-2010-00-2533-		**- BUDGET CENTRAL INS - UNEMPLOYMENT**				
01-2010-00-2533-080		**- CENTRAL INS - UNEMPLOYMENT UNEMPLOYMENT COMP IN**				
189505	01201358	TOWNSHIP OF WEST ORANGE	741.22	PR 21 FUNDING UNEMPLOYMENT	10/17/2025	10/17/2025
Total: BUDGET CENTRAL INS - UNEMPLOYMENT			**741.22**			
01-2010-00-2535-		**- BUDGET CENTRAL INS - WORK-COMP**				

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
01-2010-00-2535-080		**- CENTRAL INS - WORK-COMP WORKERS COMPENSATION**				
189489	01201353	TOWNSHIP OF WEST ORANGE	15,120.74	FUND TRANSFER FROM 01 TO 22 TO COVER 10/13/25	10/15/2025	10/15/2025
189491	01201354	TOWNSHIP OF WEST ORANGE	100.59	INTERFUND TRANSFER TO COVER PMA CLAIM SEP CK# 163	10/15/2025	10/15/2025
189504	01201357	TOWNSHIP OF WEST ORANGE	20,959.54	FUND TRANSFER FROM 01 TO 22 TO COVER CK# 162	10/17/2025	10/17/2025
Total: BUDGET CENTRAL INS - WORK-COMP			**36,180.87**			
01-2010-00-2801-		**- BUDGET COLLECTORS OF S&W**				
01-2010-00-2801-010		**- COLLECTORS OF S&W Base Salary Pay**				
189412	01201344	TOWNSHIP OF WEST ORANGE	10,746.57		10/07/2025	10/10/2025
Total: BUDGET COLLECTORS OF S&W			**10,746.57**			
01-2010-00-2802-		**- BUDGET COLLECTORS OF O/E**				
01-2010-00-2802-031		**- COLLECTORS OF O/E ADVERTISING-TAX SALE**				
189395	25102050	WORRALL COMMUNITY NEWSPAPERS,	180.00	#319295 TAX SALE ADVERTISEMENT	10/06/2025	10/20/2025
Total: BUDGET COLLECTORS OF O/E			**180.00**			
01-2010-00-2951-		**- BUDGET COMPTROLLER S&W**				
01-2010-00-2951-010		**- COMPTROLLER S&W Base Salary Pay**				
189412	01201344	TOWNSHIP OF WEST ORANGE	18,719.57		10/07/2025	10/10/2025
Total: BUDGET COMPTROLLER S&W			**18,719.57**			
01-2010-00-2952-		**- BUDGET COMPTROLLER O/E**				
01-2010-00-2952-081		**- COMPTROLLER O/E PAYROLL SERVICES**				
186657	25102006	ADP, LLC	1,879.02	#702420142 2025 PAYROLL COMP PACKAGE	01/01/2025	10/20/2025
188084	25102026	KRONOS SAASHR, INC	6,537.69	#110080024563 may -dec human cap 2025	05/12/2025	10/20/2025
01-2010-00-2952-110		**- COMPTROLLER O/E SUPPLIES, SUBSCRIPTIONS**				
189469	25102076	VITAL RECORDS HOLDINGS, LLC	125.24	SEPT 2025 shred it box	10/14/2025	10/20/2025
189394	25102091	WB MASON CO. INC.	58.22	#257335598 PENS AND STAPLER	10/03/2025	10/20/2025

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
Total: BUDGET COMPTROLLER O/E			**8,600.17**			
01-2010-00-2953-		**- BUDGET TREASURER O/E**				
01-2010-00-2953-113		**- TREASURER O/E MATERIALS & SUPPLIES**				
186633	25101927	WAGEWORKS	100.00	2025 ADMIN FEE MONTHLY -AUGUST	01/21/2025	10/07/2025
Total: BUDGET TREASURER O/E			**100.00**			
01-2010-00-3001-		**- BUDGET PLANNING & DEV S&W**				
01-2010-00-3001-030		**- PLANNING & DEV S&W Hourly Pay**				
189413	01201345	TOWNSHIP OF WEST ORANGE	445.00		10/07/2025	10/10/2025
Total: BUDGET PLANNING & DEV S&W			**445.00**			
01-2010-00-3002-		**- BUDGET PLANNING & DE O/E**				
01-2010-00-3002-032		**- PLANNING & DE O/E ADVERTISING**				
189498	25102100	WORRALL COMMUNITY NEWSPAPERS	17.28	#319380 public notice ad	10/17/2025	10/20/2025
Total: BUDGET PLANNING & DE O/E			**17.28**			
01-2010-00-3101-		**- BUDGET HOUSING CODE S&W**				
01-2010-00-3101-010		**- HOUSING CODE S&W Base Salary Pay**				
189412	01201344	TOWNSHIP OF WEST ORANGE	20,650.25		10/07/2025	10/10/2025
01-2010-00-3101-100		**- HOUSING CODE S&W Overtime**				
189413	01201345	TOWNSHIP OF WEST ORANGE	93.87		10/07/2025	10/10/2025
Total: BUDGET HOUSING CODE S&W			**20,744.12**			
01-2010-00-4001-		**- BUDGET TAX ASSESSOR S&W**				
01-2010-00-4001-010		**- TAX ASSESSOR S&W Base Salary Pay**				
189412	01201344	TOWNSHIP OF WEST ORANGE	10,980.31		10/07/2025	10/10/2025
01-2010-00-4001-090		**- TAX ASSESSOR S&W Longevity**				

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
189412	01201344	TOWNSHIP OF WEST ORANGE	342.29		10/07/2025	10/10/2025
Total: BUDGET TAX ASSESSOR S&W			**11,322.60**			
01-2010-00-4002-	**- BUDGET TAX ASSESSOR O/E**					
01-2010-00-4002-090	**- TAX ASSESSOR O/E APPRAISALS**					
189404	25102069	PROFESSIONAL PROPERTY APPRAISE	1,995.00	#09012025 inspection and measurement	10/07/2025	10/20/2025
01-2010-00-4002-112	**- TAX ASSESSOR O/E TAX ASSESSORS NOTIFICATIONS**					
189262	25102018	BRT TECHNOLOGIES	11,019.84	#4860 2026 assessment	09/18/2025	10/20/2025
Total: BUDGET TAX ASSESSOR O/E			**13,014.84**			
01-2010-00-5001-	**- BUDGET POLICE S&W**					
01-2010-00-5001-010	**- POLICE S&W Base Salary Pay - Uniformed**					
189412	01201344	TOWNSHIP OF WEST ORANGE	409,737.40		10/07/2025	10/10/2025
01-2010-00-5001-030	**- POLICE S&W Hourly Pay - NonUniformed**					
189413	01201345	TOWNSHIP OF WEST ORANGE	208.70		10/07/2025	10/10/2025
189413	01201345	TOWNSHIP OF WEST ORANGE	32,527.95		10/07/2025	10/10/2025
01-2010-00-5001-050	**- POLICE S&W Holiday Pay - Uniformed Employees**					
189412	01201344	TOWNSHIP OF WEST ORANGE	27,045.42		10/07/2025	10/10/2025
01-2010-00-5001-060	**- POLICE S&W Detective Allowance**					
189412	01201344	TOWNSHIP OF WEST ORANGE	1,153.80		10/07/2025	10/10/2025
01-2010-00-5001-070	**- POLICE S&W Police Officer Allowance**					
189412	01201344	TOWNSHIP OF WEST ORANGE	18,269.45		10/07/2025	10/10/2025
01-2010-00-5001-080	**- POLICE S&W Administration Allowance**					
189412	01201344	TOWNSHIP OF WEST ORANGE	173.07		10/07/2025	10/10/2025
01-2010-00-5001-085	**- POLICE S&W CAPTAIN/CHIEF Allowance**					
189412	01201344	TOWNSHIP OF WEST ORANGE	576.90		10/07/2025	10/10/2025
01-2010-00-5001-090	**- POLICE S&W Longevity**					
189412	01201344	TOWNSHIP OF WEST ORANGE	6,391.54		10/07/2025	10/10/2025

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
189412	01201344	TOWNSHIP OF WEST ORANGE	1,360.80		10/07/2025	10/10/2025
189412	01201344	TOWNSHIP OF WEST ORANGE	2,799.31		10/07/2025	10/10/2025
189412	01201344	TOWNSHIP OF WEST ORANGE	3,398.34		10/07/2025	10/10/2025
189412	01201344	TOWNSHIP OF WEST ORANGE	4,107.46		10/07/2025	10/10/2025
01-2010-00-5001-100		**- POLICE S&W Overtime - Uniformed**				
189413	01201345	TOWNSHIP OF WEST ORANGE	50,125.30		10/07/2025	10/10/2025
01-2010-00-5001-221		**- POLICE S&W College Credit Police**				
189412	01201344	TOWNSHIP OF WEST ORANGE	961.50		10/07/2025	10/10/2025
01-2010-00-5001-990		**- POLICE S&W Non Cash Earnings**				
189412	01201344	TOWNSHIP OF WEST ORANGE	19,134.36		10/07/2025	10/10/2025
Total: BUDGET POLICE S&W			**577,971.30**			
01-2010-00-5003-		**- BUDGET POLICE O/E**				
01-2010-00-5003-090		**- POLICE O/E LANGUAGE INTERPRETER SERVICES**				
189423	25102045	LANGUAGE LINE SERVICES, INC	411.40	#11733666 TO COVER THE COST FOR THE MONTH OF SEPTEMBER 2025	10/08/2025	10/20/2025
01-2010-00-5003-095		**- POLICE OE COURT SECURITY**				
187874	25102020	CUSTOM PROTECTIVE SERVICES	3,960.00	#501424 115-25 court security march 2025-February 2026	04/24/2025	10/20/2025
01-2010-00-5003-119		**- POLICE O/E SAFETY EQUIPMENT (PERSONAL)**				
189168	25102013	AWISCO	130.92	#0002045257 TO COVER THE COST OF EXPENSES FROM SEPTEMBER - DECEMBER	09/04/2025	10/20/2025
189168	25102013	AWISCO	93.15	#0002046171 TO COVER THE COST OF EXPENSES FROM SEPTEMBER - DECEMBER	09/04/2025	10/20/2025
01-2010-00-5003-127		**- POLICE O/E BUILDING / HOUSEHOLD**				
186455	25102091	WB MASON CO. INC.	35.76	#257264022 CM4106703 water 2025	01/01/2025	10/20/2025
01-2010-00-5003-200		**- POLICE O/E INVESTIGATIONS**				
186628	25102024	COMCAST	93.95	OCT 2025 MONTHLY SPECIAL VIDEO ACCT 8499053120363882GENERAL ENC.	01/01/2025	10/20/2025
Total: BUDGET POLICE O/E			**4,725.18**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
01-2010-00-6001-		**- BUDGET FIRE S&W**				
01-2010-00-6001-010		**- FIRE S&W Base Salary Pay - Uniformed**				
189412	01201344	TOWNSHIP OF WEST ORANGE	373,695.46		10/07/2025	10/10/2025
01-2010-00-6001-030		**- FIRE S&W Hourly Pay**				
189413	01201345	TOWNSHIP OF WEST ORANGE	1,092.00		10/07/2025	10/10/2025
01-2010-00-6001-050		**- FIRE S&W Holiday Pay - Uniformed Employees**				
189412	01201344	TOWNSHIP OF WEST ORANGE	25,818.13		10/07/2025	10/10/2025
01-2010-00-6001-060		**- FIRE S&W INSPECTORS ALLOWANCE**				
189412	01201344	TOWNSHIP OF WEST ORANGE	423.06		10/07/2025	10/10/2025
01-2010-00-6001-080		**- FIRE S&W Administration Allowance**				
189412	01201344	TOWNSHIP OF WEST ORANGE	480.75		10/07/2025	10/10/2025
01-2010-00-6001-090		**- FIRE S&W Longevity**				
189412	01201344	TOWNSHIP OF WEST ORANGE	5,489.74		10/07/2025	10/10/2025
189412	01201344	TOWNSHIP OF WEST ORANGE	1,212.70		10/07/2025	10/10/2025
189412	01201344	TOWNSHIP OF WEST ORANGE	5,337.29		10/07/2025	10/10/2025
189412	01201344	TOWNSHIP OF WEST ORANGE	1,677.60		10/07/2025	10/10/2025
189412	01201344	TOWNSHIP OF WEST ORANGE	3,404.20		10/07/2025	10/10/2025
01-2010-00-6001-100		**- FIRE S&W Overtime - Uniformed**				
189413	01201345	TOWNSHIP OF WEST ORANGE	39,172.77		10/07/2025	10/10/2025
01-2010-00-6001-110		**- FIRE S&W Acting Pay**				
189413	01201345	TOWNSHIP OF WEST ORANGE	2,831.00		10/07/2025	10/10/2025
Total: BUDGET FIRE S&W			**460,634.70**			
01-2010-00-6002-		**- BUDGET FIRE O/E**				
01-2010-00-6002-020		**- FIRE O/E PETTY CASH**				
189464	25102079	WW GRAINGER INC	36.46	#9674547469 ELKAY REPLACEMENT FILTER CARTRIDGE - QTY 2	10/14/2025	10/20/2025

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01-2010-00-6002-031		**- FIRE O/E PRINTING**				
186815	25102047	LIFESAVERS, INC	285.00	#304629 CPR EDUCATION - NOT TO EXCEED	12/31/2024	10/20/2025
01-2010-00-6002-070		**- FIRE O/E LAUNDRY**				
189464	25102079	WW GRAINGER INC	149.00	#9674547469	10/14/2025	10/20/2025
01-2010-00-6002-071		**- FIRE O/E MISCELLANEOUS**				
188858	25102099	VILLAGE SUPERMARKET OF NJ	88.76	#02960368114 NOT TO EXCEED	07/29/2025	10/20/2025
188858	25102099	VILLAGE SUPERMARKET OF NJ	7.96	#02960609201 NOT TO EXCEED	07/29/2025	10/20/2025
01-2010-00-6002-107		**- FIRE O/E 1ST AID EQUIPMENT**				
189476	25102002	CALDWELL PHARMACY, LLC	1,050.00	RECEIPT# 115275 ADULT EPI PENS	10/15/2025	10/20/2025
189476	25102002	CALDWELL PHARMACY, LLC	1,000.00	RECEIPT# 115275 PEDIACTRIC EPI PENS	10/15/2025	10/20/2025
189277	25102088	V.E. RALPH & SON	41.50	#488658 PEDIATRIC NASAL CANNULA	09/19/2025	10/20/2025
189277	25102088	V.E. RALPH & SON	316.44	#488658 SUPER SANI-CLOTH GERMICID WIPES	09/19/2025	10/20/2025
189277	25102088	V.E. RALPH & SON	1,120.00	#489075 #488658 STIFNECK SELECT GREEN	09/19/2025	10/20/2025
189277	25102088	V.E. RALPH & SON	1,279.00	#488658 MIDKNIGHT NITRILE GLOVES LARGE	09/19/2025	10/20/2025
189277	25102088	V.E. RALPH & SON	1,279.00	#488658 MIDKNIGHT NITRILE GLOVES XTRA LARGE	09/19/2025	10/20/2025
189446	25102088	V.E. RALPH & SON	59.80	#489505 ASSURE PRISM MULTI METER GLUCOMETER	10/08/2025	10/20/2025
189446	25102088	V.E. RALPH & SON	73.95	#489505 ASSURE PRISM GLUC TEST STRIPS 50/BTL	10/08/2025	10/20/2025
189446	25102088	V.E. RALPH & SON	58.60	#489505 ASSURE CONTROL SOLUTION 1 & 2	10/08/2025	10/20/2025
189446	25102088	V.E. RALPH & SON	56.00	#489505 SENSILANCE LACETS 100/BOX 26GA-1.8MM PRESSURE	10/08/2025	10/20/2025
189446	25102088	V.E. RALPH & SON	7.40	#489505 ALCOHOL PREPD (100)	10/08/2025	10/20/2025
01-2010-00-6002-108		**- FIRE O/E FURNITURE**				
189361	25102010	ALERT-ALL COMPANY	1,216.78	#W52518 FIRE DEPARTMENT OPEN HOUSE	10/02/2025	10/20/2025
01-2010-00-6002-109		**- FIRE O/E HARDWARE - MONTHLY**				
188506	25102044	HOME DEPOT	114.74	#5014928 NOT TO EXCEED	06/18/2025	10/20/2025
01-2010-00-6002-110		**- FIRE O/E OFFICE SUPPLIES, FILM**				
189361	25102010	ALERT-ALL COMPANY	86.72	#W52518 PUBLIC HAND OUTS	10/02/2025	10/20/2025
189464	25102079	WW GRAINGER INC	37.06	#9674547469	10/14/2025	10/20/2025

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
01-2010-00-6002-111		**- FIRE O/E JANITORIAL SUPPLIES**				
189269	25102044	HOME DEPOT	173.94	#8760257 COMMERCIAL 35 QT. MOP BUCKET	09/19/2025	10/20/2025
189269	25102044	HOME DEPOT	380.80	#5764757 8X250 WHITE PAPER TOWELS - 12 ROLLS/CARTON	09/19/2025	10/20/2025
189269	25102044	HOME DEPOT	139.85	#8202003 ULTRASAC 55 GAL. LINER TRASH BAGS 50 CT.	09/19/2025	10/20/2025
189269	25102044	HOME DEPOT	124.08	#6503164 ETTORE EXTEND A FLOW AUTO WASH SCRUB BRUSH	09/19/2025	10/20/2025
189270	25102092	STATE CHEMICAL MFG. INC.	729.95	#903937201 1-S CP NDC MORNING FRESH 4X3L	09/19/2025	10/20/2025
Total: BUDGET FIRE O/E			**9,912.79**			
01-2010-00-7001-		**- BUDGET ENGINEERING S&W**				
01-2010-00-7001-010		**- ENGINEERING S&W Base Salary Pay**				
189412	01201344	TOWNSHIP OF WEST ORANGE	15,191.80		10/07/2025	10/10/2025
01-2010-00-7001-030		**- ENGINEERING S&W Hourly Pay**				
189413	01201345	TOWNSHIP OF WEST ORANGE	2,608.80		10/07/2025	10/10/2025
Total: BUDGET ENGINEERING S&W			**17,800.60**			
01-2010-00-7101-		**- BUDGET BUILDING & PROPERTY O/E**				
01-2010-00-7101-073		**- BUILDING & PROPERTY O/E MISC. REPAIRS-TOWN HALL & FIRE**				
189051	25102065	NEW JERSEY DOOR WORKS	4,640.00	#165849 PROPOSAL 544006 FH1 REPAIR	08/15/2025	10/20/2025
01-2010-00-7101-077		**- BUILDING & PROPERTY O/E MAINT. ALL BLDGS. INTERIOR & E**				
188874	25102015	CARRIER CORPORATION	8,823.10	#90483950 #90482974 #90483251 MISC REPAIRS 2025 HVAC	07/30/2025	10/20/2025
188816	25102031	GENSERVE, LLC	1,447.82	#0557772-IN #0555238-IN #0555243-INPREVENTATIVE MAINTENANCE Q-89939, Q	07/24/2025	10/20/2025
188093	25102036	ENCORE HOLDINGS, LLC	3,915.00	#13171673 res 2-25 various sprinkler repairs not to exceed	05/12/2025	10/20/2025
186533	25102039	EMERGENCY PEST CONTROL	390.00	#41627 monthly pest control 2025	12/31/2024	10/20/2025
189259	25102055	RMD CONSTRUCTION, LLC	703.73	#43269 FH5 repair	09/18/2025	10/20/2025
189473	25102068	TREAS-STATE OF NJ	540.00	#250830 boiler inspection fee rock spring	10/15/2025	10/20/2025

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
189374	25102075	STATEWIDE CONDITIONING INC	2,358.69	#48589 #48376 MISC REPAIRS HVAC	10/02/2025	10/20/2025
189376	25102075	STATEWIDE CONDITIONING INC	2,924.25	#48597 MSIC HVAC REAPIRS	10/02/2025	10/20/2025
189474	25102095	TREAS-STATE OF NEW JERSEY	5,300.00	#251327340#251035330#250742330#251222370 annual site remediation bar	10/15/2025	10/20/2025
01-2010-00-7101-079		**- BUILDING & PROPERTY O/E SPRINKLER SYSTEM INSPECTION**				
189286	25102036	ENCORE HOLDINGS, LLC	450.00	#13174671 Animal Shelter - test and sprinkler inspection	09/22/2025	10/20/2025
189286	25102036	ENCORE HOLDINGS, LLC	350.00	#13176176 FH 3 test and inspection	09/22/2025	10/20/2025
189286	25102036	ENCORE HOLDINGS, LLC	950.00	#13174636 60 main st sprinkler test and inspection	09/22/2025	10/20/2025
01-2010-00-7101-110		**- BUILDING & PROPERTY O/E HARDWARE - MONTHLY**				
186625	25102044	HOME DEPOT	108.82	#8016441 BLDG/GROUNDS SUPPLIES/TOOLS 2025	12/31/2024	10/20/2025
186625	25102044	HOME DEPOT	62.86	#9512506 BLDG/GROUNDS SUPPLIES/TOOLS 2025	12/31/2024	10/20/2025
01-2010-00-7101-112		**- BUILDING & PROPERTY O/E MAINTENANCE SUPPLIES - BUILDIN**				
186438	25102091	WB MASON CO. INC.	31.29	#257225843 #CM4101156 water 2025 delivery	01/01/2025	10/20/2025
01-2010-00-7101-113		**- BUILDING & PROPERTY O/E MAINTENANCE SUPPLIES - GROUNDS**				
189344	25102011	APOLLO FLAGS LLC	2,187.00	#32697 MISC FLAGS NOT TO EXCEED	10/01/2025	10/20/2025
189435	25102038	JERSEY POWER EQUIPMENT INC	258.00	#145350 cycle oil not to exceed	10/08/2025	10/20/2025
01-2010-00-7101-130		**- BUILDING & PROPERTY O/E CENTRAL MONITORING ALARM**				
186525	25102061	ULTIMATE SECURITY SYSTEMS, INC	230.00	IN-51147 misc service calls 2025	12/31/2024	10/20/2025
Total: BUDGET BUILDING & PROPERTY O/E			**35,670.56**			
01-2010-00-7202-		**- BUDGET SHADE TREE O/E**				
01-2010-00-7202-091		**- SHADE TREE O/E CONTRACTUAL SERVICES-PRUNING**				
186710	25102049	RICH TREE SERVICE	6,000.00	#2503279 #2503278 res 16-25 emergency and non emergency tree service	01/31/2025	10/20/2025
Total: BUDGET SHADE TREE O/E			**6,000.00**			
01-2010-00-7401-		**- BUDGET PUBLIC WORKS S&W**				
01-2010-00-7401-010		**- PUBLIC WORKS S&W Base Salary Pay**				
189412	01201344	TOWNSHIP OF WEST ORANGE	93,475.78		10/07/2025	10/10/2025

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
01-2010-00-7401-030		**- PUBLIC WORKS S&W Hourly Pay**				
189413	01201345	TOWNSHIP OF WEST ORANGE	1,100.00		10/07/2025	10/10/2025
01-2010-00-7401-090		**- PUBLIC WORKS S&W Longevity**				
189412	01201344	TOWNSHIP OF WEST ORANGE	2,471.90		10/07/2025	10/10/2025
01-2010-00-7401-100		**- PUBLIC WORKS S&W Overtime**				
189413	01201345	TOWNSHIP OF WEST ORANGE	18,504.92		10/07/2025	10/10/2025
189413	01201345	TOWNSHIP OF WEST ORANGE	342.70		10/07/2025	10/10/2025
Total: BUDGET PUBLIC WORKS S&W			**115,895.30**			
01-2010-00-7503-		**- BUDGET STREET CLEANING AND DRAINAGE O**				
01-2010-00-7503-111		**- STREET CLEANING AND DRAINAGE O BROOMS, ETC**				
186739	25102064	UNITED ROTARY BRUSH CORP	2,722.84	#C1332763 SWEEPER BROOMS 2025	12/31/2024	10/20/2025
Total: BUDGET STREET CLEANING AND DRAINAGE O			**2,722.84**			
01-2010-00-7504-		**- BUDGET STREET REPAIR O/E**				
01-2010-00-7504-110		**- STREET REPAIR O/E OFFICE SUPPLIES, PRINTING**				
189343	25102091	WB MASON CO. INC.	25.38	#257322312 locking deposit bag	09/29/2025	10/20/2025
01-2010-00-7504-111		**- STREET REPAIR O/E STONE, ROAD OIL, KEROSENE**				
189335	25102093	TILCON NEW YORK INC	2,928.78	#2711881 stone	09/29/2025	10/20/2025
01-2010-00-7504-112		**- STREET REPAIR O/E COLD PATCH**				
186587	25102081	NEWARK ASPHALT CO.	225.98	#76106 ASPHALT EXPENSES 2025	12/31/2024	10/20/2025
01-2010-00-7504-114		**- STREET REPAIR O/E EQUIPMENT, CURB, DRAIN RESTORA**				
186619	25102048	E L CONGDON & SONS LUMBER CO	165.53	#193587 #194064 #194157 STREET/CURB REPAIR MATERIALS 2025	12/31/2024	10/20/2025
Total: BUDGET STREET REPAIR O/E			**3,345.67**			
01-2010-00-7505-		**- BUDGET STREET SERVICE & TRAFFIC O/E**				
01-2010-00-7505-114		**- STREET SERVICE & TRAFFIC O/E SIGNS & POSTS**				

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
186592	25102019	CROSSROAD INVESTMENTS, LLC	1,130.00	#00501-1 #00386-B misc signs and supplies 2025	12/31/2024	10/20/2025
189124	25102070	NATIONAL HIGHWAY PRODUCTS, INC	2,533.01	PS-INV127884 PS-INV127646 PS-INV127820 QUOTE QT033724SOMERSET COUNTY	08/29/2025	10/20/2025
Total: BUDGET STREET SERVICE & TRAFFIC O/E			**3,663.01**			
01-2010-00-7803-		**- BUDGET SEWER & PUMP STATIONS O/E**				
01-2010-00-7803-114		**- SEWER & PUMP STATIONS O/E MAINTENANCE, SEWERS & PUMP STA**				
187883	25102031	GENSERVE, LLC	1,272.00	#0553514 #0553481 #0553995 #0553447 #0553441 #0553451 generator maint	04/25/2025	10/20/2025
187883	25102031	GENSERVE, LLC	212.00	#0555339-IN generator maint agreement 2025	04/25/2025	10/20/2025
01-2010-00-7803-200		**- SEWER & PUMP STATIONS O/E PUMP STATION**				
189256	25102087	PUMPING SERVICES, INC.	3,013.38	#1153686 misc repairs 2025	09/18/2025	10/20/2025
Total: BUDGET SEWER & PUMP STATIONS O/E			**4,497.38**			
01-2010-00-7902-		**- BUDGET CENTRAL AUTOMOTIVE O/E**				
01-2010-00-7902-150		**- CENTRAL AUTOMOTIVE O/E TIRES & TUBES**				
189317	25102017	BARNWELL HOUSE OF TIRES CO INC	3,551.16	#1967027 #1967054 tire and tubes 2025	09/25/2025	10/20/2025
01-2010-00-7902-151		**- CENTRAL AUTOMOTIVE O/E AUTO PARTS**				
189248	25102008	A. LEMBO CAR & HEAVY TRUCK	491.00	#7518 2025 MISC REPAIRS NJ STATE CONTRACT	09/18/2025	10/20/2025
186613	25102013	AWISCO	8.04	#0080309088 garage/street supplies 2025	12/31/2024	10/20/2025
187040	25102032	ENTERPRISE FM TRUST	27,705.13	#FBN5439756 2025 repairs	01/01/2025	10/20/2025
187041	25102032	ENTERPRISE FM TRUST	594.00	#FBN5439756 maint	02/14/2025	10/20/2025
189257	25102051	VAN DINE MOTORS, INC	869.19	#144605 misc repair	09/18/2025	10/20/2025
186752	25102054	NEWARK SPRING & SUSPENSION LLC	161.75	#5703 VEHICLE SPRING/SUSPENSION REPAIRS 2025	12/31/2024	10/20/2025
189453	25102060	ON-SITE FLEET SERVICE, INC	1,317.01	#5550041855 misc repairs not to exceed nj state contract	10/09/2025	10/20/2025
186751	25102067	NIELSEN FLEET INC	1,978.99	#FOCS26082 #201019 VEHICLE PARTS/WIRING REPAIRS 2025	12/31/2024	10/20/2025
189466	25102077	READ AUTO PARTS CO., INC	145.90	#106798 fuel pump stump grinder	10/14/2025	10/20/2025

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187429	25102089	SAMUELS, INC.	391.07	#01DT3279 #01DT3304 #01DT3720 AUTO PARTS/GARAGE SUPPLIES	12/31/2024	10/20/2025
188248	25102090	SELECT AUTO & TRUCK REPAIR	3,142.75	#251007001 RES 141-25 ANNUAL PREV. MAINT ON BUSES AND MISC REPAIRS 7	05/22/2025	10/20/2025
188248	25102090	SELECT AUTO & TRUCK REPAIR	1,726.74	#251014001 RES 141-25 ANNUAL PREV. MAINT ON BUSES AND MISC REPAIRS 7	05/22/2025	10/20/2025
01-2010-00-7902-153		**- CENTRAL AUTOMOTIVE O/E REPAIRS - 1ST AID SQUAD AMBULA**				
187467	25102023	BAY HEAD INVESTMENTS INC	15,678.40	#0070870 #0070846 #0070889 #0070658 RES 87-25 EXT OF CONTRACT FOR RE	03/19/2025	10/20/2025
01-2010-00-7902-157		**- CENTRAL AUTOMOTIVE O/E AUTO SERVICING OF ALL FIRE PUM**				
185047	25102042	FIRE AND SAFETY SERVICES, LTD	46,247.72	SI25-2246 SI25-1846 SI25-1847 SI25-1848 PSMC25-0013 RES 234-24 REPAI	08/05/2024	10/20/2025
Total: BUDGET CENTRAL AUTOMOTIVE O/E			**104,008.85**			
01-2010-00-8051-		**- BUDGET GENERAL HEALTH SERVICES S&W**				
01-2010-00-8051-010		**- GENERAL HEALTH SERVICES S&W Base Salary Pay**				
189412	01201344	TOWNSHIP OF WEST ORANGE	25,597.46		10/07/2025	10/10/2025
01-2010-00-8051-090		**- GENERAL HEALTH SERVICES S&W Longevity**				
189412	01201344	TOWNSHIP OF WEST ORANGE	366.80		10/07/2025	10/10/2025
01-2010-00-8051-100		**- GENERAL HEALTH SERVICES S&W Overtime**				
189413	01201345	TOWNSHIP OF WEST ORANGE	472.20		10/07/2025	10/10/2025
Total: BUDGET GENERAL HEALTH SERVICES S&W			**26,436.46**			
01-2010-00-8052-		**- BUDGET GENERAL HEALTH SERVICES O/E**				
01-2010-00-8052-041		**- GENERAL HEALTH SERVICES O/E SUBURBAN REG HEALTH COMMISSION**				
184843	25102035	HUDSON REGIONAL HEALTH COMM	5,000.00	#9 (7.1.25-9.30.25) RES 205-24 8/1/24-07/31/27 SHARED SERVICES	07/15/2024	10/20/2025
187695	25102040	ESSEX REGIONAL HEALTH COMM	1,956.25	7.1.25-9.30.25 ASSESSMENT 2025 AIR POLLUTION CONTROL SERVICES	12/31/2024	10/20/2025
01-2010-00-8052-090		**- GENERAL HEALTH SERVICES O/E LABORATORY CONTRACT**				

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
188505	25102043	GARDEN STATE LABORATORIES	2,500.00	2025 PUBLIC HEALTH TESTING 2025	06/18/2025	10/20/2025
01-2010-00-8052-118		**- GENERAL HEALTH SERVICES O/E MATERIALS & SUPPLIES**				
189403	25102027	KAREN MANGO	138.08	#816892 reimburse for pins	10/07/2025	10/20/2025
Total: BUDGET GENERAL HEALTH SERVICES O/E			**9,594.33**			
01-2010-00-8101-		**- BUDGET SENIOR BUSING S&W**				
01-2010-00-8101-010		**- SENIOR BUSING S&W Base Salary Pay**				
189412	01201344	TOWNSHIP OF WEST ORANGE	7,884.04		10/07/2025	10/10/2025
189413	01201345	TOWNSHIP OF WEST ORANGE	407.26		10/07/2025	10/10/2025
01-2010-00-8101-030		**- SENIOR BUSING S&W Hourly Pay**				
189413	01201345	TOWNSHIP OF WEST ORANGE	9,975.79		10/07/2025	10/10/2025
01-2010-00-8101-100		**- SENIOR BUSING S&W Overtime**				
189413	01201345	TOWNSHIP OF WEST ORANGE	1,072.09		10/07/2025	10/10/2025
Total: BUDGET SENIOR BUSING S&W			**19,339.18**			
01-2010-00-8401-		**- BUDGET ANIMAL CONTROL S&W**				
01-2010-00-8401-010		**- ANIMAL CONTROL S&W Base Salary Pay**				
189412	01201344	TOWNSHIP OF WEST ORANGE	7,097.45		10/07/2025	10/10/2025
01-2010-00-8401-100		**- ANIMAL CONTROL S&W Overtime**				
189413	01201345	TOWNSHIP OF WEST ORANGE	599.58		10/07/2025	10/10/2025
Total: BUDGET ANIMAL CONTROL S&W			**7,697.03**			
01-2010-00-8601-		**- BUDGET SEN CITIZEN HEALTH CTR S&W**				
01-2010-00-8601-010		**- SEN CITIZEN HEALTH CTR S&W Base Salary Pay**				
189412	01201344	TOWNSHIP OF WEST ORANGE	13,842.00		10/07/2025	10/10/2025
01-2010-00-8601-030		**- SEN CITIZEN HEALTH CTR S&W Hourly Pay**				
189413	01201345	TOWNSHIP OF WEST ORANGE	1,798.92		10/07/2025	10/10/2025
Total: BUDGET SEN CITIZEN HEALTH CTR S&W			**15,640.92**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
01-2010-00-8602-		**- BUDGET SEN CITIZEN HEALTH CTR O/E**				
01-2010-00-8602-118		**- SEN CITIZEN HEALTH CTR O/E MEDICAL EQUIPMENT**				
189403	25102027	KAREN MANGO	221.20	#816892 reimburse for pins	10/07/2025	10/20/2025
01-2010-00-8602-140		**- SEN CITIZEN HEALTH CTR O/E UTILITIES-FAIRMOUNT**				
187813	25102012	ARCTIC FALLS SPRING WATER	35.25	#101064 WATER DELIVERY	04/23/2025	10/20/2025
Total: BUDGET SEN CITIZEN HEALTH CTR O/E			**256.45**			
01-2010-00-8762-		**- BUDGET RETIRED CITIZENS PROGRAM O/E**				
01-2010-00-8762-070		**- RETIRED CITIZENS PROGRAM O/E MISCELLANEOUS**				
189389	25102030	LUNA STAGE, LLC	330.00	Older Adult Matinee Performance of Mrs. Stern on October 9th, 2025	10/03/2025	10/20/2025
01-2010-00-8762-200		**- RETIRED CITIZENS PROGRAM O/E PICNIC**				
189058	25102084	ORIENTAL TRADING CO.	25.26	#73885362501 Supplies and decorations for Senior Picnic on Sept. 4th	08/18/2025	10/20/2025
01-2010-00-8762-203		**- RETIRED CITIZENS PROGRAM O/E NUTRITION PROGRAM**				
189186	25102099	VILLAGE SUPERMARKET OF NJ	31.59	#02960368209 Shop Rite food/supplies for events and programming. Plea	09/08/2025	10/20/2025
189186	25102099	VILLAGE SUPERMARKET OF NJ	79.28	#02960261267 Shop Rite food/supplies for events and programming. Ple	09/08/2025	10/20/2025
Total: BUDGET RETIRED CITIZENS PROGRAM O/E			**466.13**			
01-2010-00-9101-		**- BUDGET PARKS & PLAYGROUNDS S&W**				
01-2010-00-9101-010		**- PARKS & PLAYGROUNDS S&W Base Salary Pay**				
189412	01201344	TOWNSHIP OF WEST ORANGE	24,944.49		10/07/2025	10/10/2025
01-2010-00-9101-030		**- PARKS & PLAYGROUNDS S&W Hourly Pay**				
189413	01201345	TOWNSHIP OF WEST ORANGE	4,381.98		10/07/2025	10/10/2025
01-2010-00-9101-090		**- PARKS & PLAYGROUNDS S&W Longevity**				
189412	01201344	TOWNSHIP OF WEST ORANGE	991.26		10/07/2025	10/10/2025

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
01-2010-00-9101-100		**- PARKS & PLAYGROUNDS S&W Overtime**				
189413	01201345	TOWNSHIP OF WEST ORANGE	911.56		10/07/2025	10/10/2025
Total: BUDGET PARKS & PLAYGROUNDS S&W			**31,229.29**			
01-2010-00-9102-		**- BUDGET PARKS & PLAYGROUNDS O/E**				
01-2010-00-9102-137		**- PARKS & PLAYGROUNDS O/E MAINTENANCE-MOTORS**				
186793	25102046	LAWSON PRODUCTS, INC.	383.08	#9312827957 #9312827958 2025 YEARLY REC MAINT GARAGE SUPPLIES	12/31/2024	10/20/2025
01-2010-00-9102-141		**- PARKS & PLAYGROUNDS O/E MAINTENANCE-LINE AERATORS**				
189319	25102072	TIGRIS AQUATIC SERVICES LLC	2,284.00	#4150876 #4228514 o'connor park - quote 308209 and invoice 4150876	09/25/2025	10/20/2025
Total: BUDGET PARKS & PLAYGROUNDS O/E			**2,667.08**			
01-2010-00-9302-		**- BUDGET CELEBRATION OF PUBLIC EVENTS**				
01-2010-00-9302-310		**- CELEBRATION OF PUBLIC EVENTS Summer Series**				
189433	25102056	PLEASANT VALLEY PRODUCTIONS	3,353.82	#2025-0821 #2025-0905 #2025-0912 OSPAC SUMMER CONCERTS	10/08/2025	10/20/2025
Total: BUDGET CELEBRATION OF PUBLIC EVENTS			**3,353.82**			
01-2010-00-9401-		**- BUDGET CONSTRUCTION S&W**				
01-2010-00-9401-010		**- CONSTRUCTION S&W Base Salary Pay**				
189412	01201344	TOWNSHIP OF WEST ORANGE	15,846.53		10/07/2025	10/10/2025
01-2010-00-9401-030		**- CONSTRUCTION S&W Hourly Pay**				
189413	01201345	TOWNSHIP OF WEST ORANGE	6,688.19		10/07/2025	10/10/2025
01-2010-00-9401-100		**- CONSTRUCTION S&W Overtime**				
189413	01201345	TOWNSHIP OF WEST ORANGE	112.70		10/07/2025	10/10/2025
189413	01201345	TOWNSHIP OF WEST ORANGE	699.51		10/07/2025	10/10/2025
Total: BUDGET CONSTRUCTION S&W			**23,346.93**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
01-2010-00-9502-		**- BUDGET FUEL O/E**				
01-2010-00-9502-142		**- FUEL O/E GASOLINE FUEL**				
189122	25102029	GRIFFITH-ALLIED TRUCKING, LLC	22,318.32	#63771 #72635 #67092 #72634 #76414 #77921 FUEL 2025	08/28/2025	10/20/2025
189438	25102029	GRIFFITH-ALLIED TRUCKING, LLC	3,843.75	#80897 fuel 2025	10/08/2025	10/20/2025
01-2010-00-9502-150		**- FUEL O/E DIESEL FUEL**				
189261	25102029	GRIFFITH-ALLIED TRUCKING, LLC	9,396.91	#68236 #73039 #68235 #78065 #78063 ultra low sulfur diesel fuel	09/18/2025	10/20/2025
189261	25102029	GRIFFITH-ALLIED TRUCKING, LLC	1,873.99	#85151 ultra low sulfur diesel fuel	09/18/2025	10/20/2025
01-2010-00-9502-155		**- FUEL O/E FUEL MAINTENANCE**				
186590	25102094	T. SLACK ENVIRONMENTAL SERVIC	636.83	#FB9256 fuel pump repairs/testing 2025	12/31/2024	10/20/2025
Total: BUDGET FUEL O/E			**38,069.80**			
01-2010-00-9505-		**- BUDGET FIRE HYDRANT SERVICE O/E**				
01-2010-00-9505-145		**- FIRE HYDRANT SERVICE O/E FIRE HYDRANTS (#1140/1154)**				
189434	25102082	NJ AMERICAN WATER CO.	77,088.99	AUGUST 2025	10/08/2025	10/20/2025
Total: BUDGET FIRE HYDRANT SERVICE O/E			**77,088.99**			
01-2010-00-9614-		**- BUDGET CONTINGENT O/E**				
01-2010-00-9614-020		**- CONTINGENT O/E CONTINGENT**				
189403	25102027	KAREN MANGO	186.64	#816892 reimburse for pins	10/07/2025	10/20/2025
Total: BUDGET CONTINGENT O/E			**186.64**			
01-2010-00-9903-		**- BUDGET FICA O/E**				
01-2010-00-9903-080		**- FICA O/E FICA**				
189412	01201344	TOWNSHIP OF WEST ORANGE	16,487.87		10/07/2025	10/10/2025
189412	01201344	TOWNSHIP OF WEST ORANGE	19,925.84		10/07/2025	10/10/2025
189413	01201345	TOWNSHIP OF WEST ORANGE	3,454.53		10/07/2025	10/10/2025
189413	01201345	TOWNSHIP OF WEST ORANGE	5,557.46		10/07/2025	10/10/2025

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
Total: BUDGET FICA O/E			**45,425.70**			
01-2040-41-2150-		**- GRANT RESERVES BODY WORN CAMERA GRANT**				
01-2040-41-2150-222		**- BODY WORN CAMERA GRANT 2022 BODY WORN CAMERA GRANT**				
181780	25102034	LENSLOCK INC	71,604.80	#0585-251002-RNL resolution 220-25 extension 11.01.2025-10.31.2026	08/01/2025	10/20/2025
Total: GRANT RESERVES BODY WORN CAMERA GRANT			**71,604.80**			
01-2040-41-2170-		**- GRANT RESERVES BJA CONNECT AND PROTECT LAW ENFORCEMENT**				
01-2040-41-2170-222		**- BJA CONNECT AND PROTECT LAW ENFORCEMENT 2022 BJA CONNECT AND PROTECT LAW ENFORCE**				
176014	25102059	MENTAL HEALTH ASSOC OF	16,208.33	#090125 res 47-22 PROFESSIONAL ASSIST IN CALLS	03/25/2022	10/20/2025
Total: GRANT RESERVES BJA CONNECT AND PROTECT LAW ENFORCEMENT			**16,208.33**			
01-2040-41-5020-		**- GRANT RESERVES NJACCHO Grant**				
01-2040-41-5020-232		**- NJACCHO Grant 2023 NJACCHO Grant**				
188904	25102040	ESSEX REGIONAL HEALTH COMM	4,400.00	SEPT. 2025 RESOLUTION 167-25 PROFESSIONAL SERVICES	08/01/2025	10/20/2025
Total: GRANT RESERVES NJACCHO Grant			**4,400.00**			
01-2040-41-7435-		**- GRANTS RESERVE STRENGTHENING LOCAL HEALTH**				
01-2040-41-7435-425		**- STRENGTHENING LOCAL PUBLIC HEALTH CAPACITY PROGRAM 2026 STRENGTHENING LOCAL PUBLIC HEALTH CAPACITY PROGRAM 2026**				
189368	25102080	MONTCLAIR STATE UNIVERSITY	5,563.50	#CI-00012868 RES 209-25 VACCINE ADMIN AND OTHER SUPPORT SERVICES NOT	10/02/2025	10/20/2025
Total: GRANTS RESERVE STRENGTHENING LOCAL HEALTH			**5,563.50**			
01-2040-41-7905-		**- GRANT RESERVES VOLKSWAGEN ENVIRONMENTAL GRANT**				
01-2040-41-7905-221		**- VOLKSWAGEN ENVIRONMENTAL GRANT 2021 Volkswagen Environmental Grant**				
184821	25102073	TIMOTHY P. BRYAN ELECTRIC CO	83,637.45	FINAL RES 208-24 EV CHARGING STATIONS AND INSTALL	07/10/2024	10/20/2025

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
Total: GRANT RESERVES VOLKSWAGEN ENVIRONMENTAL GRANT			**83,637.45**			
01-2080-00-0200- - RESERVE FOR TAX APPEAL TAX APPEAL RES CY- ATTORRNEY FEE						
01-2080-00-0200- - TAX APPEAL RES CY- ATTORRNEY FEE TAX APPEAL RES CY- ATTORRNEY FEE						
187881	25102021	BLAU & BLAU	6,000.00	SEPT 2025 res 111-25 prof serv tax appeal atty jan-march 2025 already	04/25/2025	10/20/2025
Total: RESERVE FOR TAX APPEAL TAX APPEAL RES CY- ATTORRNEY FEE			**6,000.00**			
01-2820- - - SCHOOL TAXES PAYABLE SCHOOL TAXES PAYABLE						
01-2820- - - SCHOOL TAXES PAYABLE SCHOOL TAXES PAYABLE						
189456	01201352	WEST ORANGE BOARD OF EDUCATIO	13,729,491.32	SCHOOL TAX LEVY FOR OCTOBER 2025	10/14/2025	10/14/2025
Total: SCHOOL TAXES PAYABLE SCHOOL TAXES PAYABLE			**13,729,491.32**			
01-2860- - - NJ CONSTRUCTION FEE PAYABLE .00 .00 NJ CONSTRUCTION FEE PAYABLE .00 .00						
01-2860- - - NJ CONSTRUCTION FEE PAYABLE .00 .00 NJ CONSTRUCTION FEE PAYABLE .00 .00						
189410	01201346	TOWNSHIP OF WEST ORANGE	168.00	Bounced Ck #1061 - NJ Construction fee	10/07/2025	10/07/2025
189410	01201346	TOWNSHIP OF WEST ORANGE	-168.00	Bounced Ck #1061 - NJ Construction fee	10/07/2025	10/07/2025
189410	01201348	TOWNSHIP OF WEST ORANGE	168.00	Bounced Ck #1061 - NJ Construction fee	10/07/2025	10/07/2025
189494	01201355	TOWNSHIP OF WEST ORANGE	3.00	BOUNCED CK #1239- NJ CONSTRUCTION FEE PAYABLE	09/23/2025	09/23/2025
Total: NJ CONSTRUCTION FEE PAYABLE .00 .00 NJ CONSTRUCTION FEE PAYABLE .00 .00			**171.00**			
Fund Total: 01			**17,425,599.05**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
03-2229-22-0101-		**- ORD# 2290-10 FIRE DEPT-PERSONAL PROTECTIVE**				
03-2229-22-0101-103		**- FIRE DEPT-AED REPLACEMENT FIRE DEPT-AED REPLACEMENT**				
187869	4497	ZOLL MEDICAL	659.00	#4325696 STATE-PADZ II HVP MULTI-FUNCTION ELECTRODES - 12 PAIR/CASE	04/24/2025	10/20/2025
Total: ORD# 2290-10 FIRE DEPT-PERSONAL PROTECTIVE			**659.00**			
03-2584-19-0100-		**- ORD# 2584-19 Equipment**				
03-2584-19-0100-212		**- Equipment Self Cont. Breathing Apparatus (SCBA) Ha**				
189364	4495	NJ FIRE EQUIPMENT CO.	1,600.00	#2030764 #2030978 ANNUAL FLOW TEST	10/02/2025	10/20/2025
Total: ORD# 2584-19 Equipment			**1,600.00**			
03-2610-20-0100-		**- ORD# 2610-20 Equipment**				
03-2610-20-0100-180		**- Equipment Life Safety & Maintenance Tools/Detecti**				
187869	4497	ZOLL MEDICAL	251.50	#4325696 STATE-PADZ II HVP MULTI-FUNCTION ELECTRODES - 12 PAIR/CASE	04/24/2025	10/20/2025
Total: ORD# 2610-20 Equipment			**251.50**			
03-2610-20-0200-		**- ORD# 2610-20 Indoor Facility Capital**				
03-2610-20-0200-110		**- Indoor Facility Capital Fire House Improvements**				
183265	4481	CME ASSOCIATES	8,480.00	#384532 RES 59-24 PROF SERV FH 4 OLD FUEL PUMP	02/15/2024	10/20/2025
Total: ORD# 2610-20 Indoor Facility Capital			**8,480.00**			
03-2661-21-0100-		**- ORD# 2661-21 Equipment**				
03-2661-21-0100-120		**- Equipment Equipment**				
183753	4490	ENTERPRISE FM TRUST	1,056.88	#FBN5439756 EFM 22-23 ROUND 2	03/29/2024	10/20/2025
Total: ORD# 2661-21 Equipment			**1,056.88**			
03-2661-21-0300-		**- ORD# 2661-21 Information Technology**				
03-2661-21-0300-140		**- Information Technology 800 MHz Trunked Radio System P25 Digital**				

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
178932	4492	EASTERN COMMUNICATIONS, LTD	2,336.25	#37525 phs 2 radio upgrade-closed org po in error	01/01/2022	10/20/2025
Total: ORD# 2661-21 Information Technology			**2,336.25**			
03-2661-21-0400-		**- ORD# 2661-21 Outdoor Facility**				
03-2661-21-0400-110		**- Outdoor Facility Rock Spring**				
186718	4489	E2 PROJECT MANAGEMENT LLC	27,995.00	1-25-07-25 FINAL RES 43-25 PROF LAND SURVEYING WEST ORANGE ROCK SPRI	01/31/2025	10/20/2025
Total: ORD# 2661-21 Outdoor Facility			**27,995.00**			
03-2661-21-0600-		**- ORD# 2661-21 Vehicles**				
03-2661-21-0600-110		**- Vehicles Enterprise Vehicles**				
174343	4490	ENTERPRISE FM TRUST	8,216.22	#FBN5439756 Leased Vehicles	10/25/2021	10/20/2025
174712	4490	ENTERPRISE FM TRUST	7,751.03	#FBN5439756 round 2 vehicles	11/24/2021	10/20/2025
174935	4490	ENTERPRISE FM TRUST	965.25	#FBN5439756 round PD vehicle	12/15/2021	10/20/2025
175050	4490	ENTERPRISE FM TRUST	3,644.61	#FBN5439756 round 3 vehicles	12/28/2021	10/20/2025
175052	4490	ENTERPRISE FM TRUST	3,051.26	#FBN5439756 ROUND 4 VEHICLES	12/28/2021	10/20/2025
177950	4490	ENTERPRISE FM TRUST	1,596.50	#FBN5439756 round 3a	03/01/2022	10/20/2025
03-2661-21-0600-140		**- Vehicles Two - F 700 or equivalent trucks with sp**				
183753	4490	ENTERPRISE FM TRUST	3,421.88	#FBN5439756 EFM 22-23 ROUND 2	03/29/2024	10/20/2025
Total: ORD# 2661-21 Vehicles			**28,646.75**			
03-2662-21-0100-		**- ORD# 2662-21 Downtown Redevelopment**				
03-2662-21-0100-010		**- Downtown Redevelopment Downtown Redevelopment**				
186384	4470	MATRIX NEW WORLD ENGINEERING,	-5,822.50	58361 RES 342-24 PROF SERV	12/18/2024	10/20/2025
187582	4470	MATRIX NEW WORLD ENGINEERING,	-46,656.38	57964 RES 103-25 ENVIROMENTAL SERV 55 LAKESIDE AVE NOT TO EXCEED	03/28/2025	10/20/2025
187582	4476	MATRIX NEW WORLD ENGINEERING,	46,656.38	#57964 RES 103-25 ENVIROMENTAL SERV 55 LAKESIDE AVE NOT TO EXCEED	03/28/2025	10/20/2025
186384	4477	MATRIX NEW WORLD ENGINEERING,	5,822.50	#58361 RES 342-24 PROF SERV	12/18/2024	10/20/2025

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
186378	4486	CME ASSOCIATES	16,683.54	#0384533 RES 349-24 PROFESSIONAL SERVICES -LSRP 6 LINDSLEY AVE	12/18/2024	10/20/2025
186735	4486	CME ASSOCIATES	28.25	#0384534 res 60-25 environmental services 25 lakeside ave ground wat	01/31/2025	10/20/2025
186719	4493	MATRIX NEW WORLD ENGINEERING,	2,382.50	#57767 RES 44-25 ENVIROMENTAL SERVICES PROPERTY 25 LAKESIDE AVE LONG	01/31/2025	10/20/2025
186719	4493	MATRIX NEW WORLD ENGINEERING,	1,604.15	#57768R RES 44-25 ENVIROMENTAL SERVICES PROPERTY 25 LAKESIDE AVE LO	01/31/2025	10/20/2025
188277	4493	MATRIX NEW WORLD ENGINEERING,	9,824.00	#58547 PRFESSIONAL SERVICES EMPLOYEE CHEMICAL EXPOSURE STUDY 25 LAKE	05/29/2025	10/20/2025
184820	4493	MATRIX NEW WORLD ENGINEERING,	1,770.00	#58554 FINAL res 202-24 environmental services	07/10/2024	10/20/2025
186384	4493	MATRIX NEW WORLD ENGINEERING,	8,357.50	#58555 RES 342-24 PROF SERV	12/18/2024	10/20/2025
Total: ORD# 2662-21 Downtown Redevelopment			**40,649.94**			
03-2663-21-0100- - ORD# 2663-21 Vally Road Redevelopment						
03-2663-21-0100-010 - Vally Road Redevelopment Vally Road Redevelopment						
184759	4493	MATRIX NEW WORLD ENGINEERING,	6,336.50	#58698 RES 48-24 4-10 CENTRAL AVE CONCRETE SAMPLING	07/09/2024	10/20/2025
Total: ORD# 2663-21 Vally Road Redevelopment			**6,336.50**			
03-2704-22-0200- - ORD# 2704-22 Indoor Facility						
03-2704-22-0200-040 - Indoor Facility General Facility Improvements						
188392	4491	KGC ENTERPRISES, INC	7,470.00	#93502 SIGNS AND GRAPHICS TOWN HALL QUOTE 085176 ESCNJ 21/22-26	06/05/2025	10/20/2025
Total: ORD# 2704-22 Indoor Facility			**7,470.00**			
03-2704-22-0300- - ORD# 2704-22 Information Technology						
03-2704-22-0300-080 - Information Technology IT Improvements						
189044	4494	SHI INTERNATIONAL	5,159.21	#B20327601 QUOTE 26539845 WIFI ASSITIVE LISTENING SYSTEM CK04 24-38	08/14/2025	10/20/2025
Total: ORD# 2704-22 Information Technology			**5,159.21**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
03-2704-22-0400-		**- ORD# 2704-22 Outdoor Facility**				
03-2704-22-0400-100		**- Outdoor Facility Rock Spring Outdoor Improvements**				
189086	4493	MATRIX NEW WORLD ENGINEERING,	6,407.80	#58556 RESOLUTION 184-25 PROFESSIONAL SERVICES NOT TO EXCEED	08/20/2025	10/20/2025
Total: ORD# 2704-22 Outdoor Facility			**6,407.80**			
03-2704-22-0600-		**- ORD# 2704-22 Vehicles**				
03-2704-22-0600-070		**- Vehicles Enterprise Acquisition & Upfit Costs**				
182387	4490	ENTERPRISE FM TRUST	8,302.23	#FBN5439756 22-23 round 1 lease and uplift	11/20/2023	10/20/2025
Total: ORD# 2704-22 Vehicles			**8,302.23**			
03-2814-23-0400-		**- ORD# 2814-23 Outdoor Facility Improvement**				
03-2814-23-0400-070		**- Outdoor Facility Improvement Engineering/DPW-Outdoor Facility**				
189077	4483	FRENCH & PARRELLO, ASSOC, P.A	5,482.60	#161829 FPA PROJECT NO. 24413.PR1	08/20/2025	10/20/2025
189077	4484	FRENCH & PARRELLO, ASSOC, P.A	4,460.00	#160849 FPA PROJECT NO. 24413.PR1	08/20/2025	10/20/2025
Total: ORD# 2814-23 Outdoor Facility Improvement			**9,942.60**			
03-2829-23-0300-		**- ORD# 2829-23 Information Technology**				
03-2829-23-0300-010		**- Information Technology Various Improvements**				
189318	4488	CDW LLC	74.98	#AG2K85S quote PPXC971 item 7055500Star tech USB-C Multiport adapter	09/25/2025	10/20/2025
Total: ORD# 2829-23 Information Technology			**74.98**			
03-2830-23-0500-		**- ORD# 2830-23 Streets, Roads, Sewers & Sidewalks**				
03-2830-23-0500-010		**- Streets, Roads, Sewers & Sidewalks STREET IMPR (CURRENTLY UNDER DESIGN)**				
186379	4478	GREENMAN-PEDERSEN, INC	397.63	#0419807 RES 348-24 PROFESSIONAL SERVICES LAND SURVEYING AND ENGINEE	12/18/2024	10/20/2025
186383	4479	GREENMAN-PEDERSEN, INC	15,653.92	#420185 (#5) RES 344-24 PROF ENGINEERING SERV 2022 NJDOT SAFE ROUTES	12/18/2024	10/20/2025

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
186886	4480	GREENMAN-PEDERSEN, INC	2,685.60	#0420209 res 26-25 engineering and land surveying serv for 3tpf ty 2	02/04/2025	10/20/2025
186181	4482	CME ASSOCIATES	3,500.00	#0384550 res 315-24 professional service contract OSPAC and crystal	12/05/2024	10/20/2025
Total: ORD# 2830-23 Streets, Roads, Sewers & Sidewalks			**22,237.15**			
03-2872-24-0900- - ORD# 2872-24 Section 20 Expenses						
03-2872-24-0900-010 - Section 20 Expenses Engineering, Design, & Issuance Expenses						
189518	4485	DIGITAL ASSURANCE CERTIFICATIO	1,000.00	#77415 initial set up fee notes 2025	10/20/2025	10/20/2025
189519	4496	STANDARD AND POOR'S	13,027.00	#11507337 #11507338 analytical services	10/20/2025	10/20/2025
Total: ORD# 2872-24 Section 20 Expenses			**14,027.00**			
03-2915-25-0900- - ORD# 2915-25 Section 20 Expenses						
03-2915-25-0900-010 - Section 20 Expenses Section 20 Expenses						
189076	4487	BRIGHT VIEW ENGINEERING, LLC	5,500.00	#250175-1LS ROBERSTON TRACT 250175	08/20/2025	10/20/2025
189076	4487	BRIGHT VIEW ENGINEERING, LLC	2,050.00	#250174-1LS STEVENS TRACT 250174	08/20/2025	10/20/2025
189308	4487	BRIGHT VIEW ENGINEERING, LLC	3,225.00	#251403-1LS Professional Engineering Services	09/23/2025	10/20/2025
Total: ORD# 2915-25 Section 20 Expenses			**10,775.00**			
Fund Total: 03			**202,407.79**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
04-2010-00-6690-		**- EXPENDITURE CONTROL DOGS ANIMAL CONTROL INTERLOCALS**				
04-2010-00-6690-204		**- VETERINARY SERVICES VETERINARY SERVICES**				
187495	1365	ROBERT DE FILIPPIS, DVM	2,133.00	#55611 veterinary services 2025 to be paid quarterly	03/24/2025	10/20/2025
04-2010-00-6690-304		**- OTHER EXPENSE OTHER EXPENSE**				
187615	1363	AMERICAN MESSAGING	32.79	#N3523012ZJ PAGER SERVICES - APRIL - DECEMBER - 2025	12/31/2024	10/20/2025
188030	1364	VILLAGE SUPERMARKET OF NJ	12.30	#02960489986 SUPPLIES FOR 2025	05/08/2025	10/20/2025
Total: EXPENDITURE CONTROL DOGS ANIMAL CONTROL INTERLOCALS			**2,178.09**			
Fund Total: 04			**2,178.09**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
12-1169-00-0100-	**- MISCELLANEOUS EXCHANGE MISCELLANEOUS EXCHANGE .PAYROLL**					
12-1169-00-0100-001	**- MISCELLANEOUS EXCHANGE .PAYROLL MISCELLANEOUS EXCHANGE .PAYROLL**					
189412	12200322	TOWNSHIP OF WEST ORANGE	167,816.98		10/07/2025	10/10/2025
189412	12200322	TOWNSHIP OF WEST ORANGE	47,841.21		10/07/2025	10/10/2025
189413	12200323	TOWNSHIP OF WEST ORANGE	56.88		10/07/2025	10/10/2025
189413	12200323	TOWNSHIP OF WEST ORANGE	621.72		10/07/2025	10/10/2025
Total: MISCELLANEOUS EXCHANGE MISCELLANEOUS EXCHANGE .PAYROLL			**216,336.79**			
12-6080-00-0310-	**- FIRE COMPLIANCE PENALTIES DEDICATED PENALTY (FIRE SAFETY)**					
12-6080-00-0310-010	**- DEDICATED PENALTY (FIRE SAFETY) DEDICATED PENALTY (FIRE SAFETY)**					
189299	131675	ALL-WAYS	1,605.00	#0449828-IN JUNIOR FIRE CHIEF HATS WITH STRAP	09/22/2025	10/20/2025
189299	131675	ALL-WAYS	98.42	#0449828-IN SHIPPING	09/22/2025	10/20/2025
189280	131685	SCHNEIDER HARDWARE	16.00	#91185 NOT TO EXCEED	09/19/2025	10/20/2025
Total: FIRE COMPLIANCE PENALTIES DEDICATED PENALTY (FIRE SAFETY)			**1,719.42**			
12-6120-00-0080-	**- PAYROLL TRUST 0-203 WORKERS COMP**					
12-6120-00-0080-010	**- 0-203 WORKERS COMP 0-203 WORKERS COMP**					
189413	12200323	TOWNSHIP OF WEST ORANGE	673.68		10/07/2025	10/10/2025
Total: PAYROLL TRUST 0-203 WORKERS COMP			**673.68**			
12-6120-00-0110-	**- PAYROLL TRUST DEFINED CONTRIB RET PLAN(DCRP)**					
12-6120-00-0110-010	**- DEFINED CONTRIB RET PLAN(DCRP) DEFINED CONTRIB RET PLAN(DCRP)**					
189412	12200322	TOWNSHIP OF WEST ORANGE	98.99		10/07/2025	10/10/2025
189413	12200323	TOWNSHIP OF WEST ORANGE	1,185.78		10/07/2025	10/10/2025
189413	12200323	TOWNSHIP OF WEST ORANGE	30.46		10/07/2025	10/10/2025
Total: PAYROLL TRUST DEFINED CONTRIB RET PLAN(DCRP)			**1,315.23**			
12-6770-00-0240-	**- PROPERTY INSPECTION ESCROW RELIABLE WOOD PRODUCTS**					

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
12-6770-00-0240- - RELIABLE WOOD PRODUCTS OPERATING ESCROW						
187541	131688	WAYNE DEFEO, LLC	1,800.00	#0925COMPOST 2025 Env. Compliance Officer for the Recycling Center C	03/27/2025	10/20/2025
Total: PROPERTY INSPECTION ESCROW RELIABLE WOOD PRODUCTS			**1,800.00**			
12-6770-00-7230- - PROPERTY INSPECTION ESCROW 100-200 EXECUTIVE DRIVE						
12-6770-00-7230- - 100-200 EXECUTIVE DRIVE 100-200 EXECUTIVE DRIVE						
189418	131676	CME ASSOCIATES	1,256.00	#0383678 GREEN ESSEX URBAN RENEWAL 100-200 EXECUTIVE DRIVE INV. 3836	10/08/2025	10/20/2025
189461	131676	CME ASSOCIATES	1,151.75	#0384410 PROFESSIONAL SERVICES 100-200 EXECUTIVE DRIVE SITE INSPECTI	10/14/2025	10/20/2025
Total: PROPERTY INSPECTION ESCROW 100-200 EXECUTIVE DRIVE			**2,407.75**			
12-6770-00-7250- - PROPERTY INSPECTION ESCROW 769 Northfield Avenue, WO						
12-6770-00-7250- - 769 Northfield Avenue, WO 769 Northfield Avenue, WO						
189462	131676	CME ASSOCIATES	1,216.25	#384411 PROFESSIONAL SERVICES ALTERA 769, LLC 769 NORTHFIELD AVENUE	10/14/2025	10/20/2025
Total: PROPERTY INSPECTION ESCROW 769 Northfield Avenue, WO			**1,216.25**			
12-6770-00-8000- - PROPERTY INSPECTION ESCROW PROPERTY INSPECTION ESCROW/ Name						
12-6770-00-8000-003 - Property Inspection/955 PV Way, WO Property Inspection/955 PV Way, WO						
189417	131676	CME ASSOCIATES	373.00	#0383679 PROF SERVICES - 955 PLEASANT VALLEY WAY - INV. 383679 DATED	10/08/2025	10/20/2025
12-6770-00-8000-011 - Property Inspection/Montclair CC-25 Prospect Ave Property Inspection/Montclair CC-25 Prospect Ave						
189487	131676	CME ASSOCIATES	426.00	#0384408 PROFESSIONAL SERVICES MONTLAIR GOLF CLUB HALF WAY HOUSE SIT	10/15/2025	10/20/2025
Total: PROPERTY INSPECTION ESCROW PROPERTY INSPECTION ESCROW/ Name			**799.00**			
12-6830-00-0230- - RECREATION TRUST FUND ROCK SPRING GOLF						

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
12-6830-00-0230-010		**- SPECIAL EVENTS SPECIAL EVENTS**				
189514	131682	OMOTAYO MEBUDGE JR	6,000.00	boys basketball camp/clinic	10/20/2025	10/20/2025
189166	131690	BUILT BY ME LLC	525.00	September classes inventor	09/04/2025	10/20/2025
Total: RECREATION TRUST FUND ROCK SPRING GOLF			**6,525.00**			
12-6830-00-0390-		**- RECREATION TRUST FUND SUBURBAN TRACK & FIELD**				
12-6830-00-0390-010		**- SUBURBAN TRACK & FIELD SUBURBAN TRACK & FIELD**				
189515	131684	MILLBURN RECREATION DEPARTMEN	15.00	track meet 2025 fee	10/20/2025	10/20/2025
Total: RECREATION TRUST FUND SUBURBAN TRACK & FIELD			**15.00**			
12-6830-00-0400-		**- RECREATION TRUST FUND FOOTSTEPS**				
12-6830-00-0400-010		**- FOOTSTEPS FOOTSTEPS**				
189422	131686	STAPLES BUSINESS ADVANTAGE	67.20	#6044885876 epson printer cartridges	10/08/2025	10/20/2025
Total: RECREATION TRUST FUND FOOTSTEPS			**67.20**			
12-6830-00-0410-		**- RECREATION TRUST FUND FIRST WEEK BASKETBAL**				
12-6830-00-0410-030		**- TRAVEL BASKETBALL TRAVEL BASKETBALL**				
189477	131677	CANIECE WILLIAMS	1,300.00	fall girls bb clinic	10/15/2025	10/20/2025
189478	131678	FABIAN MONTPLAISIR	500.00	bb fall clinic girls	10/15/2025	10/20/2025
Total: RECREATION TRUST FUND FIRST WEEK BASKETBAL			**1,800.00**			
12-6830-00-0490-		**- RECREATION TRUST FUND SECURITY DEPOSIT-KATZ CENTER**				
12-6830-00-0490-010		**- SECURITY DEPOSIT-KATZ CENTER SECURITY DEPOSIT-KATZ CENTER**				
189442	131679	GIANNI HARRISON	125.00	REFUND KATZ SECURITY DEPOSIT	10/08/2025	10/20/2025
189390	131683	RACHEL BROWN	125.00	refund katz security deposit	10/03/2025	10/20/2025
Total: RECREATION TRUST FUND SECURITY DEPOSIT-KATZ CENTER			**250.00**			
12-6830-00-0520-		**- RECREATION TRUST FUND SENIOR GOLF**				

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
12-6830-00-0520- - SENIOR GOLF SENIOR GOLF						
189421	131680	ESSEX FELLS COUNTRY CLUB	11,200.00	October 6th sr golf tournament	10/08/2025	10/20/2025
189421	131689	ESSEX FELLS COUNTRY CLUB	9,380.00	October 6th sr golf tournament	10/08/2025	10/20/2025
189241	131681	MONTCLAIR GOLF CLUB	7,000.00	#ZZ350-092225 sr golf outing 9/22/25	09/17/2025	10/20/2025
189479	131687	VILLAGE SUPERMARKET OF NJ	329.92	#02960148322 lunch for sr golf 10/6/25	10/15/2025	10/20/2025
189421	131680	ESSEX FELLS COUNTRY CLUB	-11,200.00	October 6th sr golf tournament	10/08/2025	10/20/2025
Total: RECREATION TRUST FUND SENIOR GOLF			**16,709.92**			
12-6950-00-2560- - EXTRA DUTY SECURITY EXTRA DUTY SOLUTIONS						
12-6950-00-2560- - EXTRA DUTY SOLUTIONS EXTRA DUTY SOLUTIONS						
189413	12200323	TOWNSHIP OF WEST ORANGE	1,600.00		10/07/2025	10/10/2025
189413	12200323	TOWNSHIP OF WEST ORANGE	39,725.00		10/07/2025	10/10/2025
189413	12200323	TOWNSHIP OF WEST ORANGE	18,285.00		10/07/2025	10/10/2025
Total: EXTRA DUTY SECURITY EXTRA DUTY SOLUTIONS			**59,610.00**			
Fund Total: 12			**311,245.24**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
14-6040-00-0000- - DEVELOPER'S FEE - COAH DEVELOPER'S FEE - COAH						
14-6040-00-0000-010 - DEVELOPER'S FEE - COAH DEVELOPER'S FEE - COAH						
188159	271	HEYER, GRUEL & ASSOC, P.A.	356.25	#44120 AFFORDABLE HOUSING PLANNER NOT TO EXCEED	05/16/2025	10/20/2025
189449	271	HEYER, GRUEL & ASSOC, P.A.	2,698.75	#44286 RES 216-25 PROFESSIONAL SERVICES NOT TO EXCEED	10/08/2025	10/20/2025
189449	271	HEYER, GRUEL & ASSOC, P.A.	9,767.50	#44120 RES 216-25 PROFESSIONAL SERVICES NOT TO EXCEED	10/08/2025	10/20/2025
Total: DEVELOPER'S FEE - COAH DEVELOPER'S FEE - COAH			**12,822.50**			
Fund Total: 14			**12,822.50**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
18-6030-00-0590-		**- FEDERAL FORFEITURE**				
18-6030-00-0590-010		**- FEDERAL FORFEITURE FEDERAL FORFEITURE**				
188512	449	NIELSEN FLEET INC	528.00	#200982FOW M08T WINDSHIELD ION ELECTRA GLIDE	06/18/2025	10/20/2025
188512	449	NIELSEN FLEET INC	134.20	#200982FOW RBKTHD8 FORK MOUNT LINZ 90 & 45	06/18/2025	10/20/2025
188512	449	NIELSEN FLEET INC	101.20	#200982FOW IONHDSS MOUNT SIDE SADDLE BAG	06/18/2025	10/20/2025
188512	449	NIELSEN FLEET INC	74.80	#200982FOW IONHDRS MOUNT REAR SADDLE BAG	06/18/2025	10/20/2025
188512	449	NIELSEN FLEET INC	783.20	#200982FOW IONSMD SURFACE MOUNT SPLIT RED/BLUE	06/18/2025	10/20/2025
188512	449	NIELSEN FLEET INC	391.60	#200982FOW IONSME SURFACE MT BLUE/WHITE	06/18/2025	10/20/2025
188512	449	NIELSEN FLEET INC	391.60	#200982FOW IONSMJ SURFACE MOUNT RED/BLUE	06/18/2025	10/20/2025
188512	449	NIELSEN FLEET INC	366.30	#200982FOW LINZ6d HORIZ SYNC RED/WHITE	06/18/2025	10/20/2025
188512	449	NIELSEN FLEET INC	366.30	#200982FOW LINZ6E HORIZ SYNC BLUE/WHITE	06/18/2025	10/20/2025
188512	449	NIELSEN FLEET INC	244.20	#200982FOW LINZ6J HORIZ SYNC RED/BLUE	06/18/2025	10/20/2025
188512	449	NIELSEN FLEET INC	131.45	#200982FOW 2ER00ZRR 4" EXTENDED SUPER LED RED	06/18/2025	10/20/2025
188512	449	NIELSEN FLEET INC	131.45	#200982FOW 2EB00ZBR 4" EXTENDED SUPER LED BLU	06/18/2025	10/20/2025
188512	449	NIELSEN FLEET INC	518.10	#200982FOW M7J LED FLASHER BLU/RED	06/18/2025	10/20/2025
Total: FEDERAL FORFEITURE			**4,162.40**			
Fund Total: 18			**4,162.40**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
20-6800-00-7670- - DEVELOPERS ESCROW PB-20-03/Albert Group LLC						
20-6800-00-7670- - PB-20-03/Albert Group LLC PB-20-03/Albert Group LLC						
189480	1877	GACCIONE POMACO P.C.	156.00	#3332 - Preparation of resolution approving request for extension of t	10/15/2025	10/20/2025
Total: DEVELOPERS ESCROW PB-20-03/Albert Group LLC			**156.00**			
20-6800-00-7970- - DEVELOPERS ESCROW PB-24-01/West Essex Highlands LLC						
20-6800-00-7970- - PB-24-01/West Essex Highlands LLC PB-24-01/West Essex Highlands LLC						
189537	1876	DIANA POWELL MCGOVERN	750.00	9/17/2025 Professional services rendered including attendance at Speci	10/21/2025	10/20/2025
189536	1878	JOSEPH FAGAN	400.00	7/30/25 Zoom Moderator	10/21/2025	10/20/2025
189484	1882	NJ ADVANCE MEDIA, LLC	129.94	#0011030956 - WO Planning Board Special Meeting 10/22/2025	10/15/2025	10/20/2025
189483	1882	NJ ADVANCE MEDIA, LLC	122.12	#0011030816 - PB special Meeting	10/15/2025	10/20/2025
189482	1882	NJ ADVANCE MEDIA, LLC	128.16	#0011026610 - WO Planning Board Special Meeting 9/17/2025	10/15/2025	10/20/2025
189481	1882	NJ ADVANCE MEDIA, LLC	29.24	#0011026499 - PB results PB-24-01	10/15/2025	10/20/2025
189532	1893	WORRALL COMMUNITY NEWSPAPERS	34.20	#317792 - PB meeting 9/17/25	10/21/2025	10/20/2025
189534	1893	WORRALL COMMUNITY NEWSPAPERS	11.88	#317516 - PB Spec mtg results 8/25/25	10/21/2025	10/20/2025
189533	1893	WORRALL COMMUNITY NEWSPAPERS	9.72	317793 - Results PB Meeting 9/3/25	10/21/2025	10/20/2025
189535	1893	WORRALL COMMUNITY NEWSPAPERS	9.36	318467 - PB Meeting results 9-17-25	10/21/2025	10/20/2025
Total: DEVELOPERS ESCROW PB-24-01/West Essex Highlands LLC			**1,624.62**			
20-6800-00-8100- - DEVELOPERS ESCROW PB-24-14/172-174 MAIN ST. LLC						
20-6800-00-8100- - PB-24-14/172-174 MAIN ST. LLC PB-24-14/172-174 MAIN ST. LLC						
189512	1879	MATRIX NEW WORLD ENGINEERING,	510.00	#57003 - Prep for and attend virtual Planning Board meeting	10/20/2025	10/20/2025
Total: DEVELOPERS ESCROW PB-24-14/172-174 MAIN ST. LLC			**510.00**			
20-6800-00-8120- - DEVELOPERS ESCROW PB-25-02/ORANGE PROSPECT LLC						

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
20-6800-00-8120- - PB-25-02/ORANGE PROSPECT LLC PB-25-02/ORANGE PROSPECT LLC						
189507	1880	MATRIX NEW WORLD ENGINEERING,	255.00	#57010 - Attend planning board meeting virtually	10/20/2025	10/20/2025
189506	1880	MATRIX NEW WORLD ENGINEERING,	2,080.00	#56048 - review plans and site plan review	10/20/2025	10/20/2025
189509	1880	MATRIX NEW WORLD ENGINEERING,	85.00	#58500 - Compliance Review	10/20/2025	10/20/2025
Total: DEVELOPERS ESCROW PB-25-02/ORANGE PROSPECT LLC			**2,420.00**			
20-6800-00-8170- - DEVELOPERS ESCROW PB-25-04/BLUE VIOLET GROW LLC						
20-6800-00-8170- - PB-25-04/BLUE VIOLET GROW LLC PB-25-04/BLUE VIOLET GROW LLC						
189425	1891	NISHUANE GROUP LLC	2,300.00	#4579 - review application and supporting documents	10/08/2025	10/20/2025
Total: DEVELOPERS ESCROW PB-25-04/BLUE VIOLET GROW LLC			**2,300.00**			
20-6810-00-7870- - DEVELOPERS ESCROW ZB-21-22/19 Wheatland Dvlp LLC						
20-6810-00-7870- - ZB-21-22/19 Wheatland Dvlp LLC ZB-21-22/19 Wheatland Dvlp LLC						
189517	1886	SAVO, SCHALK, CORSINI, WARNER	936.00	Invoices 4056 & 4568	10/20/2025	10/20/2025
Total: DEVELOPERS ESCROW ZB-21-22/19 Wheatland Dvlp LLC			**936.00**			
20-6810-00-7960- - DEVELOPERS ESCROW ZB-23-13/MPB Realty LLC						
20-6810-00-7960- - ZB-23-13/MPB Realty LLC ZB-23-13/MPB Realty LLC						
189430	1872	CME ASSOCIATES	1,590.00	Invoice 382417 - JHess/CDochney 7/31/25 Mtg	10/08/2025	10/20/2025
189445	1883	NJ ADVANCE MEDIA, LLC	60.20	#0011026503 10/23/25 Special Meeting Announcement	10/08/2025	10/20/2025
189426	1887	SAVO, SCHALK, CORSINI, WARNER	195.00	Invoice 4565	10/08/2025	10/20/2025
Total: DEVELOPERS ESCROW ZB-23-13/MPB Realty LLC			**1,845.20**			
20-6810-00-8070- - DEVELOPERS ESCROW ZB-24-06 /325 Mt. Pleasant Ave						
20-6810-00-8070- - ZB-24-06 /325 Mt. Pleasant Ave ZB-24-06 /325 Mt. Pleasant Ave						
189444	1873	CME ASSOCIATES	53.00	Invoice 384418	10/08/2025	10/20/2025
Total: DEVELOPERS ESCROW ZB-24-06 /325 Mt. Pleasant Ave			**53.00**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
20-6810-00-8090- - DEVELOPERS ESCROW ZB-24-11 / WONDER GROUP INC						
20-6810-00-8090- - ZB-24-11 / WONDER GROUP INC ZB-24-11 / WONDER GROUP INC						
189538	1881	MATRIX NEW WORLD ENGINEERING,	350.00	Invoice 54466	10/21/2025	10/20/2025
Total: DEVELOPERS ESCROW ZB-24-11 / WONDER GROUP INC			**350.00**			
20-6810-00-8100- - DEVELOPERS ESCROW ZB-24-12 / 33 MT. PLEASANT AVE.						
20-6810-00-8100- - ZB-24-12 / 33 MT. PLEASANT AVE. ZB-24-12 / 33 MT. PLEASANT AVE.						
189530	1874	CME ASSOCIATES	106.00	Invoice 385484	10/21/2025	10/20/2025
189443	1884	NJ ADVANCE MEDIA, LLC	81.88	#0011027755 10/30/25 Sp Mtg Announcemnt	10/08/2025	10/20/2025
189527	1888	SAVO, SCHALK, CORSINI, WARNER	39.00	Invoice 4830	10/21/2025	10/20/2025
189428	1892	WORRALL COMMUNITY NEWSPAPERS	29.52	Invoice 318097	10/08/2025	10/20/2025
Total: DEVELOPERS ESCROW ZB-24-12 / 33 MT. PLEASANT AVE.			**256.40**			
20-6810-00-8110- - DEVELOPERS ESCROW ZB-24-15/42 Eagle Ridge Way						
20-6810-00-8110- - ZB-24-15/42 Eagle Ridge Way ZB-24-15/42 Eagle Ridge Way						
189405	1885	NJ ADVANCE MEDIA, LLC	19.78	#0011026848 AD 09/10/25	10/07/2025	10/20/2025
Total: DEVELOPERS ESCROW ZB-24-15/42 Eagle Ridge Way			**19.78**			
20-6810-00-8120- - DEVELOPERS ESCROW ZB-24-16/81 Northfield Ave.						
20-6810-00-8120- - ZB-24-16/81 Northfield Ave. ZB-24-16/81 Northfield Ave.						
189424	1889	SAVO, SCHALK, CORSINI, WARNER	97.50	Invoice 4569	10/08/2025	10/20/2025
Total: DEVELOPERS ESCROW ZB-24-16/81 Northfield Ave.			**97.50**			
20-6810-00-8150- - DEVELOPERS ESCROW ZB-25-02 /12-22 Woodland Ave.						
20-6810-00-8150- - ZB-25-02 /12-22 Woodland Ave. ZB-25-02 /12-22 Woodland Ave.						
189528	1890	SAVO, SCHALK, CORSINI, WARNER	390.00	Invoice 4833	10/21/2025	10/20/2025
Total: DEVELOPERS ESCROW ZB-25-02 /12-22 Woodland Ave.			**390.00**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
20-6810-00-8170- - DEVELOPERS ESCROW ZB-25-07 / Mavis Tire Supply, LLC						
20-6810-00-8170- - ZB-25-07 / Mavis Tire Supply, LLC ZB-25-07 / Mavis Tire Supply, LLC						
189529	1875	CME ASSOCIATES	3,504.00	Invoice # 0384415	10/21/2025	10/20/2025
189531	1875	CME ASSOCIATES	106.00	Invoice 385485	10/21/2025	10/20/2025
Total: DEVELOPERS ESCROW ZB-25-07 / Mavis Tire Supply, LLC			**3,610.00**			
Fund Total: 20			**14,568.50**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
22-2010-00-6690-		**- EXPENDITURE CONTROL EXPENDITURE CONTROL**				
22-2010-00-6690-010		**- BUDGET APPROPRIATION RECEIVED BUDGET APPROPRIATION RECEIVED**				
189475	22200026	CLAIMS RESOLUTION CORPORATION	15,120.74	ROLLUPS/CLAIMS 10/13/2025	10/15/2025	10/15/2025
22-2010-00-6690-022		**- WORKERS COMP CLAIMS WORKERS COMP CLAIMS**				
189490	163	THE PMA INS GROUP	100.59	WC SELF INSURED/WORKERS COMP-SEP	10/15/2025	10/15/2025
Total: EXPENDITURE CONTROL EXPENDITURE CONTROL			**15,221.33**			
Fund Total: 22			**15,221.33**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
32-2010-00-1000-		**- EXPENDITURE CONTROL EXPENDITURE CONTROL**				
32-2010-00-1000-010		**- PAYROLL DEDUCTIONS PAYROLL DEDUCTIONS**				
189412	32200024	TOWNSHIP OF WEST ORANGE	360.00		10/07/2025	10/10/2025
189413	32200025	TOWNSHIP OF WEST ORANGE	381.22		10/07/2025	10/10/2025
Total: EXPENDITURE CONTROL EXPENDITURE CONTROL			**741.22**			
Fund Total: 32			**741.22**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
42-2020-00-0000- - SECTION 8 RESERVES SECTION 8 RESERVES						
42-2020-00-0000-142 - SALARIES & WAGES SALARIES & WAGES						
189412	42200027	TOWNSHIP OF WEST ORANGE	4,075.73		10/07/2025	10/10/2025
189412	42200027	TOWNSHIP OF WEST ORANGE	1,348.80		10/07/2025	10/10/2025
189412	42200027	TOWNSHIP OF WEST ORANGE	569.23		10/07/2025	10/10/2025
189412	42200027	TOWNSHIP OF WEST ORANGE	49.96		10/07/2025	10/10/2025
189412	42200027	TOWNSHIP OF WEST ORANGE	213.62		10/07/2025	10/10/2025
Total: SECTION 8 RESERVES SECTION 8 RESERVES			**6,257.34**			
Fund Total: 42			**6,257.34**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
63-2010-00-6690-		**- EXPENDITURE CONTROL EXPENDITURE CONTROL**				
63-2010-00-6690-		**- EXPENDITURE CONTROL HEALTH BENEIFT CLAIMS - IDA**				
189454	63200031	MERITAIN HEALTH	519,156.08	10-07-2025 CLAIMS	10/14/2025	10/14/2025
189526	63200032	MERITAIN HEALTH	442,039.33	10-14-2025 CLAIMS -	10/20/2025	10/20/2025
Total: EXPENDITURE CONTROL EXPENDITURE CONTROL			**961,195.41**			
Fund Total: 63			**961,195.41**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
91-1921-08-1050-		**- Anticipated Revenue-Sec A-Local Rev Fees and Permits**				
91-1921-08-1050-007		**- Fees and Permits CERT OF OCCUPANCY**				
189410	91200001	TOWNSHIP OF WEST ORANGE	100.00	Bounced Ck #1061 - Cert of Occupancy	10/07/2025	10/07/2025
189410	91200001	TOWNSHIP OF WEST ORANGE	-100.00	Bounced Ck #1061 - Cert of Occupancy	10/07/2025	10/07/2025
Total: Anticipated Revenue-Sec A-Local Rev Fees and Permits			**0.00**			
Fund Total: 91			**0.00**			

224-25
October 28, 2025

R E S O L U T I O N

WHEREAS, Arco/Murray National Holdings, Inc., the developer of Trojan Storage, 955 Pleasant Valley Way, West Orange, NJ 07052, Block 172.02, Lot 8.01; and

WHEREAS, Arco/Murray National Holdings, Inc. pursuant to their Zoning Board approval posted a performance bond with the Township of West Orange in the amount of $10,150.08 to guarantee the completion of off-site improvements which is permitted by the Municipal Land Use Law (MLUL), N.J.S.A. 40:55D-53a.(1); and

WHEREAS, by letter dated September 5, 2025 Ryan MacNeill, P.E., CME Associates, Inc., recommends the release of the performance bond to reflect the completion of all site inspections; and

WHEREAS, the Municipal Engineer reviewed the letter of Ryan MacNeill, P.E., and concurs with its findings and recommendations to release the performance bond posted by Green Essex Partners Urban Renewal Entity, LLC subject to the posting of a maintenance bond for a three-year period in the amount of $8,301.00; and

WHEREAS, the Township Council concurs in the foregoing.

NOW THEREFORE BE IT RESOLVED, by the Township Council of the Township of West Orange, that the performance bond posted by Arco/Murray National Holdings, Inc., the developer of Trojan Storage, 955 Pleasant Valley Way, West Orange, NJ 07052, Block 172.02, Lot 8.01 to guarantee the installation of certain off-site improvements in the amount of $10,150.08, be released subject to posting a three-year maintenance bond with the Township in the amount of $8,301.00.

BE IT FURTHER RESOLVED, that a certified copy of this Resolution be sent to Arco/Murray National Holdings, Inc., 4925 Greenville Avenue, Suite 915, Dallas, Texas 75206

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

Joe Krakoviak,
Council President

Adopted: October 28, 2025

I hereby certify that funds are available in Account No. 20-6820-00-0000-201

John Ditinyak, Chief Financial Officer

Consulting & Municipal ENGINEERS

224-25

849 W. Bay Avenue, Suite 16
Barnegat, NJ 08005
732.410.2650
www.cmeusa1.com

September 5, 2025

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Township Engineer
Township of West Orange
66 Main Street
West Orange, NJ 07052

Re: Request for Certificate of Occupancy and Release of Performance Guarantee
Applicant: 955 Pleasant Valley Way, LLC
Block 172.02, Lots 8.01 & 8.03
Our File: VWRE0172.01

Dear Mrs. Carballo:

In accordance with your request, our office has performed inspections of the above-referenced project relative to the developer's request for issuance of a Certificate of Occupancy as well as a release of the performance guarantee for the required site improvements. Please note our inspections have revealed that all items have been installed in a satisfactory manner.

Based on the above, our office has no objection to the issuance of a Certificate of Occupancy and release of the performance guarantee subject to the Applicant posting a 3-year maintenance guarantee in the amount of $8,301.00.

We trust that this letter will answer all of your questions regarding the subject matter. If we can be of further assistance, please feel free to call.

Very truly yours,

Ryan MacNeill, PE
For the Firm

RM/RD
Enclosures
cc: Geniece Gary-Adams – Zoning Official/Director of Planning & Development
955 Pleasant Valley Way, LLC – Applicant

TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

228-25

Resolution Re: Resolution to Amend CY 2025 Budget

WHEREAS, the local municipal budget for the CY 2025 was approved on the 22nd day of July, 2025, and

WHEREAS, the public hearing on said budget has been held as advertised, and

WHEREAS, it is desired to amend said approved budget,

NOW, THEREFORE BE IT RESOLVED, by the Township Council of the Township of West Orange, County of Essex, that the following amendments to the approved budget of CY 2025 be made:

Recorded Vote
(Insert last names)

	(		(		(
	(		(	Abstained	(
	(		(		(
Ayes	(	Nayes	(		
	(		(	Absent	(
	(		(		(
	(		(		(

	From	To
CURRENT FUND		
6. Amount to be Raised by Taxes for Support of Municipal Budget		
Local Tax for Municipal Purposes Including Reserve for Taxes	66,939,614.81	66,139,098.84
Total Amount to be Raised by Taxes for Support of Municipal Budget	69,767,670.17	68,967,154.20
7. Total General Revenues	$ 105,507,001.54	$ 104,706,485.57

General Appropriations
8. General Appropriations

(A)	Operations - Within "CAPS"		
	General Government		
	Town Council		
	Salaries and Wages	$ 62,435.00	$ 59,313.25
	Other Expenses	35,115.04	25,830.00
	Township Clerk		
	Salaries and Wages	260,425.70	259,425.71
	Township Attorney		
	Salaries and Wages	81,000.00	77,365.00
	Planning Board		
	Other Expenses	13,742.56	1,429.34
	Support for Commissions		
	Other Expenses	81,707.42	69,796.96
	Public Defender		
	Other Expenses	22,750.00	17,750.00
	Department of Administration of Finance		
	Office of the Business Administrator		
	Salaries and Wages	320,086.00	305,038.75
	Other Expenses	148,485.00	143,231.00

Central Purchasing		
Other Expenses	3,775.00	2,775.00
Central Printing and Supplies		
Other Expenses	19,700.00	5,700.00
Central Telephone		
Other Expenses	319,500.00	279,500.00
Central Insurance		
Unemployment Compensation Insurance	90,000.00	85,000.00
General Liability	1,329,346.71	1,311,439.50
Central Mailing Service		
Other Expenses	108,350.38	83,550.38
Information Technology		
Central IT PD Services	385,985.55	345,985.55
Tax Collector's Office		
Other Expenses	95,401.64	75,401.64
Township Treasurer		
Other Expenses	2,589.52	1,749.00
Division of Accounts and Control		
Other Expenses	332,800.00	407,800.00
Department of Planning and Development		
Planning and Development Director		
Salaries and Wages	391,610.00	328,280.00
Other Expenses	33,927.72	2,984.07
Housing Code Enforcement		
Salaries and Wages	367,833.00	328,280.00
Other Expenses	7,546.76	1,046.76

Department of Fire		
Division of Fire		
Other Expenses	95,669.27	110,669.27
Uniform Fire Safety		
Other Expenses	31,084.63	28,084.63
Emergency Management Service		
Other Expenses	1,729.89	1.00
Department of Public Works		
Division of Engineering - Office of the Twp. Engineer		
Salaries and Wages	488,136.00	467,437.00
Other Expenses	56,660.71	51,660.71
Division of Building and Property - Public Building Operations		
Other Expenses	1,009,937.63	968,387.63
Shade Tree Care and Pruning		
Other Expenses	395,184.10	313,881.10
Street Repairs		
Other Expenses	55,708.43	46,708.43
Sanitation and General Township Service Force		
Other Expenses	10,991.06	6,455.54
Central Automotive		
Other Expenses	770,394.49	560,745.62
Sewage and Pumping Stations		
Other Expenses	82,400.00	63,400.00
Department of Health and Welfare		
Division of Health		
Other Expenses	49,684.63	31,184.63
Senior Citizen Health Center		
Other Expenses	37,487.50	34,015.31
Garbage and Trash Removal Contract		
Other Expenses	5,326,103.47	5,308,953.47
Department of Recreation		
Parks and Playgrounds		
Salaries and Wages	719,050.70	713,450.70
Other Expenses	157,314.86	140,314.86
Celebration of Public Events, Anniversary, or Holiday		
Other Expenses	69,278.49	61,102.51
Unclassified - Utilities		
Gasoline	483,211.43	465,000.00
Water	54,468.88	52,968.88
Medical Transport Billing Service	185,000.00	150,000.00
Total Operations (Item 8(A)) - Within "CAPS"	71,418,767.98	70,618,252.01
Total Operations Including Contingent - Within "CAPS"	71,419,767.98	70,619,252.00
Detail:		
Salaries and Wages	37,684,444.18	37,532,458.19
Other Expenses	33,735,323.80	33,086,793.82
(H-1) Total General Appropriations for Municipal Purposes Within "CAPS"	81,697,462.62	80,896,946.64
Total Operations - Excluded from "CAPS"	7,017,202.36	7,017,202.36
Detail:		
Other Expenses	7,017,202.36	7,017,202.36
(H-2) Total General Appropriations for Municipal Purposes Excluded	21,361,616.76	21,361,616.76
(O) Total General Appropriations - Excluded from "CAPS"	21,361,616.76	21,361,616.76
(L) Subtotal General appropriations (Items H-1) and (O)	103,059,079.38	102,258,563.40

(M) Reserve for Uncollected Taxes	2,447,922.16	2,447,922.16
9. Total General Appropriations	$ 105,507,001.54	$ 104,706,485.57

BE IT FURTHER RESOLVED, that two certified copies of this resolution be filed forthwith in the Office of the Director of the Division of Local Government Services for certification of the CY 2025 local municipal budget so amended.

BE IT FURTHER RESOLVED, that this complete amendment, in accordance with NJSA 40A:4-9, be published in the Star Ledger in the issue of **October 12, 2025** and that said publication contain notice of a public hearing on said amendment to be held at the Municipal Building on October 16 , 2025 at 7:00P.M.

It is hereby certified that this is a true copy of a resolution amending the budget, approved by the Township Council on the 28th day of October 2025.

CERTIFIED BY ME:

October 28, 2025

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

It is hereby certified that the approved Budget Amendment annexed hereto and hereby made a part is an exact copy of the original on file with the Clerk of the Governing Body, that all additions are correct. All statements contained herein are in proof and the total of anticipated revenues equals the total of appropriations.

Certified by me, this 28th day of October, 2025

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

229-25
October 28, 2025

TOWNSHIP OF WEST ORANGE
ADOPT 2025 MUNICIPAL BUDGET

BE IT RESOLVED by the Township Council of the Township of West Orange, County of Essex, that the budget hereinbefore set forth is hereby adopted and shall constitute an appropriation for the purposes stated of the sums therein set forth as appropriations, and authorization of the amount of:

(a) $66,139,098.84 (Item 2 below) for municipal purposes, and

SUMMARY OF REVENUES

1. General Revenues:	
Surplus Anticipated	$ 3,908,146.03
Miscellaneous Revenues Anticipated	$29,912,467.96
Receipts from Delinquent Taxes	$ 1,918,717.38
2. Amount To Be Raised By Taxation	
For Municipal Purposes (Item 6, Sheet 11)	$66,139,098.84
Minimum Library Tax	$ 2,828,055.36
3. Total Revenues	$104,706,485.57

SUMMARY OF APPROPRIATIONS

5. General Appropriations:	
Salaries & Wages	$37,532,458.19
Other Expense	$50,381,690.82
(a) Capital Improvements	$ 500,000.00
(b) Municipal Debt Service	$11,820,791.00
(c) Deferred Charges – Municipal	$ 2,023,623.40
(d) Reserve for Uncollected Taxes (Include Other Reserves if Any)	$ 2,447,922.16
6. Total Appropriations	$104,706,485.57

POOL UTILITY
SUMMARY OF REVENUES

1. Surplus	$ 56,102.92
2. Total Miscellaneous Revenues	$ 410,000.00
Total Revenues	$ 466,102.92

POOL UTILITY
SUMMARY OF APPROPRIATIONS

1. General Appropriations:	
Salaries & Wages	$ 248,000.00
Other Expenses	$ 103,000.00
Debt Service	$ 1,221.53
Deferred Charges	$ 96,080.39
Statutory Expenses	$ 17,801.00

Total Appropriations	$ 466,102.92

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

Joe Krakoviak
Council President

Adopted: October 28, 2025

231-25
October 28, 2025

RESOLUTION

WHEREAS, on April 10, 2007, Borrower Elizabeth Anane-Agyei (the "Borrower") executed a Mortgage in the amount of $15,040 (the ("Initial Mortgage") to secure a loan through the Township of West Orange's Housing Rehabilitation Program on the property located at 29 Woodland Avenue, West Orange, New Jersey 07052 (the "Property"); and

WHEREAS, the Township of West Orange (the "Township") and the Borrower entered into a revised Mortgage dated July 8, 2007 to correct to amount of the loan with the corrected amount of $15,000 (the "Revised Mortgage"); and

WHEREAS, the Initial Mortgage was recorded on June 19, 2008 at Book: 12142, Page: 3042 with the Essex County Register of Deeds and Mortgages; and

WHEREAS, the Revised Mortgage was recorded on August 1, 2008 at Book: 12150, Page: 7317; and

WHEREAS, after determining that both the Initial Mortgage and the Revised Mortgage were both recorded and duplicative of the loan owed to the Township, on April 5, 2022, the Township adopted Resolution 63-22 to discharge only the Initial Mortgage and leaving the Revised Mortgage as recorded; and

WHEREAS, the remaining balance of the loan was repaid in full from proceed from the sale of the Property; and

WHEREAS, the Township has prepared a Discharge of Mortgage for the Revised Mortgage, annexed hereto as Exhibit **"A"** to be recorded to discharge the Revised Mortgage; and

NOW, BE IT RESOLVED THAT the Mayor be and is hereby authorized to execute the Discharge of Mortgage, annexed hereto as Exhibit **"A,"** as to the Property; and be it further

RESOLVED that the Municipal Clerk be and is hereby authorized to attest to the Mayor's signature on the Discharge of Mortgage concerning the Property; and be it further

RESOLVED that the Township is authorized to record the Discharge of Mortgage for the Initial Mortgage recorded against the Property; and be it further

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

Karen J. Carnevale, R.M.C. **Municipal Clerk**	**Joe Krakoviak** **Council President**

Adopted: October 28, 2025

DISCHARGE OF MORTGAGE

WHEREAS on April 10, 2007, Borrower Elizabeth Anane-Agyei (the "Borrower") executed a Mortgage in the amount of $15,040 (the ("Initial Mortgage") to secure a loan through the Township of West Orange's Housing Rehabilitation Program on the property located at 29 Woodland Avenue, West Orange, New Jersey 07052 (the "Property"); and

WHEREAS the Initial Mortgage was recorded on June 19, 2008 at Book: 12142, Page: 3042 with the Essex County Register of Deeds and Mortgages; and

WHEREAS the amount of the Initial Mortgage was incorrect and the Township of West Orange (the "Township") and the Borrower entered into a revised Mortgage dated July 8, 2007 with the corrected amount of $15,000 (the "Revised Mortgage"); and

WHEREAS the Revised Mortgage was recorded on August 1, 2008 at Book: 12150, Page: 7317; and

WHEREAS a Discharge of Mortgage was recorded to discharge the Initial Mortgage and leave the Revised Mortgage recorded; and

WHEREAS the Borrower has repaid the amount due under the Revised Mortgage.

THEREFORE, the Township declares that:

1. The Revised Mortgage recorded on August 1, 2008 at Book: 12150, Page 7317 be and is hereby SATISFIED and DISCHARGED. It may now be discharged of record. This means that the Revised Mortgage is now canceled and void.

Witnessed or Attested by:

_____
Mayor Susan McCartney

_____
Karen J. Carnevale, R.M.C.

STATE OF NEW JERSEY, COUNTY

OF ESSEX CERTIFY THAT ON SS

Personally, came before me and stated to my satisfaction that this person (or if more than one, each person):
(a) Was title maker of the attached instrument;
(b) Executed this instrument as his or her own act

_____

STATE OF NEW JERSEY, COUNTY
OF ESSEX CERTIFY THAT ON _____ SS

Personally, came before me and stated to my satisfaction that this person (or if more than one, each person): Mayor Susan McCartney
(a) was maker of the attached instrument
(b) was authorized to and did execute this instrument as of the entity name in this instrument, and;
(c) execute this instrument as the act of the entity named in this instrument.

Record and Return to:
Community Action Services
PO Box 6025
East Brunswick, NJ 08816

_____
Print Name/Stamp & Seal

232-25
October 28, 2025

RESOLUTION

WHEREAS, for many years Montclair Golf Club (the Club"), located at 25 Prospect Avenue, West Orange, New Jersey 07052, has arranged for Santa Claus to arrive to meet the Club members and their guests in attendance for a holiday celebration; and

WHERAS, this year's annual Santa Claus events are scheduled for: (i) **Sunday, December 7, 2025** at approximately 11:00 a.m.; and (ii) **Sunday, December 14, 2025** at approximately 11:00 a.m., and

WHERAS, unfortunately, Santa's reindeer, Rudolph et al., are not available for the trip at this time of year as they must be well-rested in preparation for their big Christmas Eve event; and

WHERAS, Santa Claus has again graciously managed to make arrangements to travel by small helicopter to attend the Club's annual holiday celebration; and

WHERAS, the New Jersey Department of Transportation, Division of Aeronautics, Inspection & Aircraft Operation, not wanting to be Scrooge-like, does permit and has in the past permitted helicopter landings such as these on country club property when approved pursuant to its application process; and

WHERAS, Dennis Lever, the helicopter pilot and agent for the Club, will prepare the required Application for Temporary Aeronautical Facility License for submission to the New Jersey Department of Transportation, and which must be accompanied by, among other documents and things which the Club will provide, a "letter, statement, or certificate from the appropriate governing body which states there is no objection to the issuance of a temporary license (mandatory for all temps)"; and

WHEREAS, if the date(s) of Santa's arrival needs to be moved or changed for any reason, including but not limited to weather conditions, the Club shall have permission from the Township for the new dates so long as the Township Police Department and Township Fire Department are advised at least two (2) business days in advance of Santa's newly scheduled arrival.

WHERAS, for this event, the appropriate body is the Township Council of the Township of West Orange; and

NOW, BE IT HEREBY RESOLVED, that the Township Council of the Township of West Orange, does and hereby states that it has no objection to the issuance of a Temporary Aeronautical Facility License to Montclair Golf Club, located at 25 Prospect Avenue, West Orange, NJ 07052, for the purpose of permitting transportation and delivery of Santa Claus to the Club at approximately 11:00 a.m., on the following days: (i) **Sunday, December 7, 2025** at approximately 11:00 a.m.; and (ii) **Sunday, December 14, 2025** at approximately 11:00 a.m., for participation in the Club's traditional Christmas celebrations; and it is further

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

Karen J. Carnevale, R.M.C. **Municipal Clerk**	**Joe Krakoviak** **Council President**

Adopted: October 28, 2025

233-25
October 28, 2025

RESOLUTION

WHEREAS, the Matthew Feula ("Feula") was appointed Deputy Chief of Police since April 24, 2014; and

WHEREAS, the Township and Feula wish to continue this relationship with no changes from the current 2021-2025 contract; and

WHEREAS, the Township agrees to employ Matthew Feula as Deputy Chief of Police of the Township of West Orange in accordance with the New Jersey Civil Service laws in Title 11A of the New Jersey Statutes Annotated and Title 4A of the New Jersey Administrative Code, as well as any other applicable federal, state, or local law;

NOW, BE IT HEREBY RESOLVED, by the Township Council of the Township of West Orange that the Township be authorized to execute the contract annexed hereto as Exhibit **"A;"** and be it further

RESOLVED that the Mayor be and is hereby authorized to execute any document to finalize the contract;

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

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

Joe Krakoviak
Council President

Adopted: October 28, 2025

234-25
October 28, 2025

RESOLUTION

WHEREAS, the Michael Keigher ("Keigher") was appointed Deputy Chief of Police since October 8, 2019; and

WHEREAS, the Township and Keigher wish to continue this relationship with no changes from the current 2021-2025 contract; and

WHEREAS, the Township agrees to employ Michael Keigher as Deputy Chief of Police of the Township of West Orange in accordance with the New Jersey Civil Service laws in Title 11A of the New Jersey Statutes Annotated and Title 4A of the New Jersey Administrative Code, as well as any other applicable federal, state, or local law;

NOW, BE IT HEREBY RESOLVED, by the Township Council of the Township of West Orange that the Township be authorized to execute the contract annexed hereto as Exhibit **"A;"** and be it further

RESOLVED that the Mayor be and is hereby authorized to execute any document to finalize the contract;

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

Karen J. Carnevale, R.M.C.	**Joe Krakoviak**
Township Clerk	**Council President**

Adopted: October 28, 2025

235-25
October 28, 2025

RESOLUTION

WHEREAS, on November 12, 2024, the Township of West Orange adopted Resolution 310-24 granting a local license to operate a Cannabis Retail Business to Dogwood Green Inc. operating at the property located at: Block 10, Lot 1.01, commonly known as 5 Central Avenue (the "Location"); and

WHEREAS, the local license granted to Dogwood Green, Inc. was for a term of one (1) year; and

WHEREAS, Dogwood Green Inc. commenced its operations in March 2025; and

WHEREAS, Dogwood Green, Inc. submitted a renewal application for its local license to the Office of the Township Clerk seeking an additional one (1) year license to operate a cannabis retail business within the Township; and

WHEREAS, Dogwood Green Inc. has provided updates in its most recent renewal application from its prior renewal application for a local license; and

WHEREAS, Dogwood Green Inc.'s application also included a proposed change to it standard operating procedures to allow for curbside pickup of cannabis products at the Location.

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange, County of Essex, State of New Jersey, hereby determines to be in the best interests of the Township, as follows:

1. The above recitals are incorporated as though set forth at length herein.

2. The renewal application of Dogwood Green Inc. for a local license to operate a cannabis retail business within the Township at the property located at: Block 10, Lot 1.01

(commonly known as 5 Central Avenue, West Orange, New Jersey), is in compliance with the Township's local regulations on cannabis businesses, and is hereby approved.

3. The approval for the renewal of Dogwood Green Inc.'s local license **shall not** include a grant to update its standard operating procedures to allow for curbside or drive thru pickup of cannabis products whereby the proposed change to Dogwood Green's standard operating procedures is denied.

4. Dogwood Green, Inc.'s Renewal License shall be effective as of November 12, 2025 consistent with the date of its initial local license.

5. The Township Clerk shall promptly provide Dogwood Green, Inc. and the New Jersey Cannabis Regulatory Commission with a certified copy of this Resolution.

Karen J. Carnevale, R.M.C. **Municipal Clerk**	**Joe Krakoviak,** **Council President**

Adopted: October 28, 2025

236-25
October 28, 2025

RESOLUTION

WHEREAS, the West Orange Planning Board (the "Planning Board") requires professional planning services for the remainder of 2025 following the resignation of the Nishuane Group, LLC effective September 10, 2025; and

WHEREAS, Heyer Gruel & Associates had previously prepared and submitted a response to the Township of West Orange (the "Township") Request for Qualifications to provide planning services for 2025; and

WHEREAS, Heyer Gruel & Associates also provided an updated proposal to provide planning services for the Planning Board for the remainder of 2025 at a rate not to exceed $14,800; and

WHEREAS, on October 3, 2025, the Planning Board adopted a resolution appointing Heyer Gruel & Associates as its professional plannings for the remainder of 2025, annexed hereto as Exhibit **"A;"** and

WHEREAS, the resolution included a copy of Heyer Gruel & Associates' updated proposal (the "Proposal").

NOW, BE IT HEREBY RESOLVED, by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute an agreement, consistent with the Proposal to retain Heyer Gruel & Associates to provide Professional Planning Services for the West Orange Planning Board at a rate not to exceed $14,800; and it is further

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

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

Joe Krakoviak
Council President

Adopted: October 28, 2025

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

John Ditinyak, Chief Financial Officer

Exhibit “A”

RESOLUTION OF THE

TOWNSHIP OF WEST ORANGE

PLANNING BOARD

RESOLUTION APPOINTING THE FIRM HEYER GRUEL & ASSOCIATES

AS CONSULTING PLANNERS TO THE PLANNING BOARD OF THE TOWNSHIP OF

WEST ORANGE FROM OCTOBER 2, 2025 TO DECEMBER 31, 2025

WHEREAS, the firm Heyer Gruel & Associates has demonstrated through the submission of a response to the Township and Board's requests for proposals that they are duly qualified to serve the Board as consulting planning consultants; and

WHEREAS, the Board's previously appointed planning consultants, Nishuane Group, LLC, resigned their position with the Board effective September, 10, 2025; and

WHEREAS, the Planning Board has thus determined that Heyer Gruel & Associates should be appointed as the Board's consulting planning consultants; and

WHEREAS, the Local Public Contracts Law (N.J.S.A. 40A:11-1, et. seq.) permits the awarding of the professional service contracts without competitive bid; and

WHEREAS, this Resolution shall constitute the Board's contractual agreement with Heyer Gruel & Associates to serve as its planning consultants for the period of October 2, 2025 through December 31, 2025.

NOW, THEREFORE, be it resolved by the Planning Board of the Township of West Orange as follows:

1. Heyer Gruel & Associates be and hereby are appointed as consulting planners to the Planning Board of the Township of West Orange, effective October 2, 2025, through and including December 31, 2025, to review applications filed with the Board as assigned by the Board, provide the Board with his/her comments on the assigned applications, attend all Board meetings where those applications will be heard and perform such other services as the Board may direct, including Master Plan consistency reviews of proposed land use ordinances and proposed capital improvement programs and such other services as the Board may direct. Heyer Gruel shall be compensated in accordance with the fee service proposals dated September 22, 2025 and September 25, 2025 attached hereto as Exhibit A.

2. The appointment does not include work to be performed by Heyer Gruel & Associates with respect to the Fourth Round Affordable Housing Element and Fair Share Plan which is the subject of a separate agreement and resolution approved by the Township Council.
3. This appointment is awarded without competitive bid as a "professional service" in accordance with N.J.S.A. 40A:11-5 of the Local Public Contracts Law due to Heyer Gruel & Associates' experience as planning consultants and planners serving public entities.
4. A notice of this action shall be published in the official newspaper of the Township of West Orange.

Adopted: 10/3/25

Jamilet Baquerizo Vite

Planning Board Secretary

Vote Action Taken by the Board on October 3, 2025:

Board Member	Motion	Second	Aye	Nay	Abstain	Absent
K. Alper			X			
J. Guarino		X				---
L. Klein					X	
S. McCartney						---
C. Morgan			X			
S. Scarpa			X			
F. Noborine			X			
W. Wilkes			X			
J. Cardoza			X			
L. Kapferer			X			
R. Bagoff	X		X			

Vote on Memorialization on October 3, 2025:

Board Member	Motion	Second	Aye	Nay	Abstain	Absent
K. Alper		X	X			
J. Guarino						---
L. Klein					X	
S. McCartney						---
C. Morgan			X			
S. Scarpa			X			
F. Noborine			X			
W. Wilkes			X			
J. Cardoza			X			
L. Kapferer			X			
R. Bagoff	X		X			

HGA
HEYER, GRUEL & ASSOCIATES
COMMUNITY PLANNING CONSULTANTS

September 30, 2025

Diana P. McGovern, Esq.
Gaccione Pomaco, P.C.
1Boland Drive- Suite 102
West Orange, NJ 07052
dmcgovern@gpmlegal.com

Dear Ms. McGovern,

As requested, we are pleased to submit the proposal to provide professional planning services to the West Orange Planning Board (PB) for the three (3) applications. These applications, as we understand, are to be heard before the Board prior to the end of the year and HGA is providing its professional planning services to assist the Board with the review of these applications.

1. App # PB 24-01-West Essex Highland Inc.

It is our understanding that there have been over 15 hearings and it is anticipated that there will be at least 2-4 additional PB hearings before the vote on this application. Due to complexity and length of time this application is taking, our scope would include the following:

- Review of all of the hearing transcripts and all the documents submitted by the applicant and objectors
- Review of all memos prepared by Board Professionals
- Preparation of a memo from our firm
- Attendance (in person) at future PB meetings (up to 4 meetings)
- Consultation with Board Professionals

Total Estimated Cost (not to exceed).....$14,800.00

2. App# PB 25-04 Blue Violet Grow, LLC & App #2503-Kantor Residence

It is our understanding that these two applications have been recently filed and deemed complete and to be heard at the PB before the end of the year. It is our understanding that these application shall be conducted via Zoom and given the type of applications we assume no more than 1-2 meetings for these applications. Our scope would include the following:

- Review of the application package
- Review of all memos prepared by the Board professionals
- Preparation of a planning review memo from our firm
- Attendance at future Planning Board Meetings via Zoom (Up to 1-2 meetings)

EXHIBIT A

HGA
HEYER, GRUEL & ASSOCIATES
COMMUNITY PLANNING CONSULTANTS

- Consultation with Board professionals

Total Estimated Cost(Not to exceed) for App# PB 25-04 Blue Violet Grow.....$5,000.00

Total Estimated Cost(Not to exceed) for App #2503-Kantor Residence.....$2,000.00

It is important to note, while it is difficult to determine the level of effort which will be necessary, the above noted costs are our estimates. The applications shall be billed at our hourly rates noted below:

HGA Hourly Fee Schedule

2025 FEE SCHEDULE - MUNICIPAL CLIENTS		
PRINCIPALS:	SUSAN S. GRUEL FRED HEYER	$175 PER HOUR
PRINCIPAL PLANNERS:		$165 PER HOUR
SENIOR PLANNERS:		$150 PER HOUR
ASSOCIATE PLANNERS:		$135 PER HOUR

It is anticipated that the firm's principal planner Malvika Apte, PP, AICP , Principal Planner with the firm would be the project manager and attend all Planning Board meetings. She has extensive experience working with municipalities. Megan Adam one of the firm's associate planners, would assist since she is very familiar with the Township.

Should you have any questions, please do not hesitate to contact me.

Sincerely yours,

HEYER, GRUEL & ASSOCIATES

Susan Gruel, PP
Principal

Cc: Malvika Apte, AICP, PP

RESOLUTION OF THE

TOWNSHIP OF WEST ORANGE

PLANNING BOARD

RESOLUTION APPOINTING THE FIRM HEYER GRUEL & ASSOCIATES

AS CONSULTING PLANNERS TO THE PLANNING BOARD OF THE TOWNSHIP OF

WEST ORANGE FROM OCTOBER 2, 2025 TO DECEMBER 31, 2025

WHEREAS, the firm Heyer Gruel & Associates has demonstrated through the submission of a response to the Township and Board's requests for proposals that they are duly qualified to serve the Board as consulting planning consultants; and

WHEREAS, the Board's previously appointed planning consultants, Nishuane Group, LLC, resigned their position with the Board effective September, 10, 2025; and

WHEREAS, the Planning Board has thus determined that Heyer Gruel & Associates should be appointed as the Board's consulting planning consultants; and

WHEREAS, the Local Public Contracts Law (N.J.S.A. 40A:11-1, et. seq.) permits the awarding of the professional service contracts without competitive bid; and

WHEREAS, this Resolution shall constitute the Board's contractual agreement with Heyer Gruel & Associates to serve as its planning consultants for the period of October 2, 2025 through December 31, 2025.

NOW, THEREFORE, be it resolved by the Planning Board of the Township of West Orange as follows:

1. Heyer Gruel & Associates be and hereby are appointed as consulting planners to the Planning Board of the Township of West Orange, effective October 2, 2025, through and including December 31, 2025, to review applications filed with the Board as assigned by the Board, provide the Board with his/her comments on the assigned applications, attend all Board meetings where those applications will be heard and perform such other services as the Board may direct, including Master Plan consistency reviews of proposed land use ordinances and proposed capital improvement programs and such other services as the Board may direct. Heyer Gruel shall be compensated in accordance with the fee service proposals dated September 22, 2025 and September 25, 2025 attached hereto as Exhibit A.

2. The appointment does not include work to be performed by Heyer Gruel & Associates with respect to the Fourth Round Affordable Housing Element and Fair Share Plan which is the subject of a separate agreement and resolution approved by the Township Council.
3. This appointment is awarded without competitive bid as a "professional service" in accordance with N.J.S.A. 40A:11-5 of the Local Public Contracts Law due to Heyer Gruel & Associates' experience as planning consultants and planners serving public entities.
4. A notice of this action shall be published in the official newspaper of the Township of West Orange.

Adopted: 10/3/25

Jamilet Baquerizo Vite

Planning Board Secretary

Vote Action Taken by the Board on October 3, 2025:

Board Member	Motion	Second	Aye	Nay	Abstain	Absent
K. Alper			X			
J. Guarino		X				---
L. Klein					X	
S. McCartney						---
C. Morgan			X			
S. Scarpa			X			
F. Noborine			X			
W. Wilkes			X			
J. Cardoza			X			
L. Kapferer			X			
R. Bagoff	X		X			

Vote on Memorialization on October 3, 2025:

Board Member	Motion	Second	Aye	Nay	Abstain	Absent
K. Alper		X	X			
J. Guarino						---
L. Klein					X	
S. McCartney						---
C. Morgan			X			
S. Scarpa			X			
F. Noborine			X			
W. Wilkes			X			
J. Cardoza			X			
L. Kapferer			X			
R. Bagoff	X		X			

237-25

AGREEMENT FOR MUNICIPAL ENGINEERING CONSULTING SERVICES

THIS AGREEMENT, dated as of the **28th** day of **October, 2025** between the Township of West Orange, a Municipal Corporation, in the County of Essex, and the State of New Jersey (hereinafter referred to as the "Township"), having its principal offices at 66 Main Street, West Orange, New Jersey; and **CONSULTING AND MUNICIPAL ENGINEERS, LLC,** (hereinafter referred to as the "Contractor"), having its principal offices at 379 US Route 1 South- Suite 100 Monmouth Junction, New Jersey 08852.

WHEREAS, on or about November 13, 2024 the Township issued Request for Qualifications for Professional Services, (the "RFQ") seeking to award a Professional Services Agreement for Environmental Consulting Services; and

WHEREAS, on December 3, 2024, the Contractor submitted a proposal in response to the RFQ, annexed hereto as Exhibit **"A,"** seeking award of the Contract for Engineering Consulting Services (the "Contract") for the scheduled hourly rates that are annexed hereto as Exhibit "**B**" not to exceed $25,000.

WITNESSETH

1. The Contractor hereby covenants and agrees to furnish and deliver to the Township, Engineering Consulting Services consistent with the scope of services as set forth in the RFQ and the Contractor's Proposal submitted on December 3, 2024 (the "Proposal") for the scheduled hourly rates set forth in the Proposal.

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

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

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

5. The term of this Agreement for services is January 1, 2025 through December 31, 2025. Either party may seek to terminate this Agreement with 30-days written notice.

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

7. Contractor agrees to indemnify and hold harmless the Township, its agents, servants and employees from and against any and all losses, damage, liabilities, and expenses

which may arise or be claimed against the Township, its agents, servants and employees, consequent upon or arising out of or in connection with the within Agreement.

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

9. This agreement is effective as of Township's adoption of an authorizing resolution by the Township's governing body.

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

ATTEST:

CONSULTING AND MUNICIPAL ENGINEERS, LLC

_____

Name:

_____

Name:

TOWNSHIP OF WEST ORANGE

ATTEST:

_____

KAREN CARNEVALE, R.M.C
TOWNSHIP CLERK

BY: _____

MAYOR SUSAN McCARTNEY

EXHIBIT A

Consulting & Municipal ENGINEERS

December 3, 2024

Ms. Panayiota Reynolds
Purchasing Agent, RPPS, QPA
Township of West Orange
66 Main Street
West Orange, NJ 07052

Re: Request for Qualifications – 2025 Municipal Engineering Services

Dear Ms. Reynolds,

Thank you for the opportunity to submit our qualifications for 2025 Municipal Engineering Services for the Township of West Orange. CME Associates, with 41 years of experience, is committed to providing personalized, efficient, and cost-effective services. We are confident in our ability to meet the Township's municipal engineering needs.

Our submission includes firm qualifications, key personnel resumes, a government client list, project awards, required forms, and our rate schedule. Our expertise spans municipal engineering, traffic, geotechnical, water/wastewater, planning, environmental services, GIS, and construction administration. We are well-versed in Municipal Land Use Law and regulations from NJDEP, NJDOT, and the Pinelands Commission.

With seven (7) New Jersey offices, our proximity ensures responsive service and meeting attendance. If selected, I, Trevor J. Taylor, PE, PP, CME, CFM, (ttaylor@cmeusa1.com, T. 732-462-7400) a Senior Vice President with the firm, will serve as principal in charge of the account, supported by CME's multidisciplinary team.

Thank you for your consideration. Please contact us with any questions.

Very truly yours,
CME ASSOCIATES

Trevor J. Taylor, PE, PP, CME, CFM
Senior Vice President

QUALIFICATIONS

PROFESSIONAL ENGINEERING SERVICES

ENGINEERS • SURVEYORS • PLANNERS • LANDSCAPE ARCHITECTURE • ENVIRONMENTAL SCIENTISTS



CME ASSOCIATES

Consulting & Municipal ENGINEERS

Barnegat • Berlin • Camden • Howell • Medford • Monmouth Junction • Parlin

WWW.CMEUSA1.COM

CONTENTS

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History/Firm Profile/Services

Section 2: Experience of the Firm

- Municipal Services
- County Consulting Services
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- Environmental
- Geographic Information Systems
- Geotechnical
- Hydraulics and Storm Drainage
- Land Surveying
- Landscape Architecture and Forestry
- MEP Services
- Parks and Recreation
- Planning/Affordable Housing Administrative Services / Land Use Permitting
- Redevelopment
- Site Development/Civil Engineering
- Structural
- Transportation/Traffic
- Wastewater
- Water Resources

Section 3: Resumes of Key Staff

Section 4: Government Clients/References

Section 5: Awards

Section 6: Forms

Section 7: Cost Proposal

GENERAL INFORMATION
&
EXPERIENCE OF THE FIRM

CVE ASSOCIATES

History

40+
YEARS IN BUSINESS

400+
EMPLOYEES

Founded in 1983, CME Associates is one of New Jersey's leading professional services firms.

Our integrated services combine planning, advanced civil, geotechnical & structural engineering, surveying, permitting, and landscape architecture, into one unique practice. From an initial concept through development and construction, CME delivers public projects solutions to a broad range of government clients.

Professional excellence is the cornerstone of our success. We recognize the importance of technical expertise and focus on innovative ways to deliver cost-effective and technically-sound services in a timely manner. Our team of over 400 professionals and staff are committed to exceeding expectations.

Throughout our history, we have established relationships and lines of communication with municipal, state and federal regulators that enable us to become a value-added partner to our clients.

Leadership

President/Chief Executive Officer
Anand (Andy) Paluri, PE, PTOE

Executive Advisor
David J. Samuel, PE, PP, CME

Executive Vice Presidents
Robert L. Churchill, PE, PP, CME
Jay B. Cornell, PE, PP, CME
Michael J. McClelland, PE, PP, CME
John J. Stefani, PE, PLS, PP, CME
Gregory R. Valesi, PE, PP, CME, CFM, CPWM

Senior Vice Presidents
Keith Chiaravallo, PE, CME
James J. Mellett, PE, CFM
Robert Russo, PE, PP, CME
Trevor J. Taylor, PE, PP, CME, CFM
Behram Turan, PE, LSRP

Office Locations

7

OFFICES ACROSS NEW JERSEY

Headquarters
3141 Bordentown Ave.
Parlin, NJ 08859
P: 732.727.8000



Professional Services

- Municipal Services
- County Consulting Services
- Alternative Energy
- Construction Phase Services
- Environmental
- Geographic Information System Services
- Geotechnical
- Stormwater Management
- Landscape Architecture and Forestry Services
- Land Surveying
- MEP Services
- Parks and Recreation
- Planning/Affordable Housing Administrative Services / Land Use Permitting
- Redevelopment Services
- Site Development/Civil Engineering
- Structural
- Transportation/Traffic
- Wastewater
- Water Resources

MUNICIPAL SERVICES







From initial concept through final construction, CME Associates provides analysis, plans, surveys, design, permitting, and construction phase services for Municipalities for a wide range of professional services related to the following types of projects:

Environmental
Transportation
Potable Water
Wastewater
Hydraulic & Storm Drainage
Parks & Recreation
Redevelopment
Alternative Energy
Geotechnical Engineering
Planning & Site Development
Geographic Information Systems
Structural Engineering
Construction Phase Services
Land Surveying and Tax Map Maintenance
Landscaping & Forestry Services
Planning & Zoning Board Project Review
Development Project Site Observation

COUNTY CONSULTING SERVICES







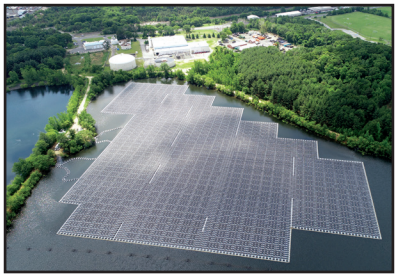




CME Associates has extensive experience in the feasibility, design, and construction of a wide array of various projects for County government including, but not limited to, the following types of projects:

Parks and Recreation Facilities Design
Synthetic Turf Fields
Recreation Facilities and Inclusive Playgrounds
Solid Waste Management
Recycling
Energy Management Including Solar Facilities
Open Space Planning & Evaluation for Acquisition
Golf Course Management
Environmental Studies
Hydrologic & Hydraulic Stream Studies
Storm Sewer System Design
Hydraulic Bridge & Culvert Design
Federal, State, & Local Permitting
Capital Projects Construction Management
Transportation Projects

ALTERNATIVE ENERGY











CME Associates has been involved with a variety of Alternative Energy projects including: ground and roof-mounted solar photovoltaic installations; onshore wind turbine installations; and utilization of landfill or sludge digestion gas-to-energy projects. Our multi-disciplinary team approach to alternative energy projects includes project management, environmental and civil engineering, geotechnical engineering, structural engineering, electrical and mechanical engineering, and surveying services.

Permits

Wetlands Delineation & Permits (Army Corps of Engineers and State)
Land Use Permits
Compliance with Local Ordinances
Site Remediation Permits
Landfill Disruption Permits
Air Permits

Grants Preperation and Writing Assitance

Project-specific Evaluation of Federal, State, & Local Grant Eligibility
Application Preparations
Post-grant Administrative Assistance
Consulting Services
Evaluation & Design of Landfill & Sludge Digestion Gas- to- Energy Projects
Design & Bid Preparation
Implementation of Energy Projects
Energy Audits

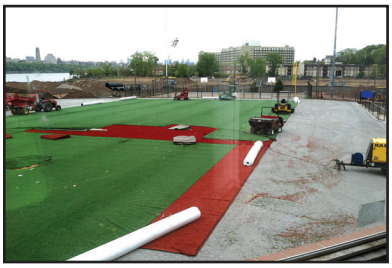
Geotechnical Engineering

Design, Installation & Testing of Deep Foundations for Land-based Wind Turbines
Research on Alternate Foundation Types
Design of Helical Pull-down Micropiles
Geotechnical Analysis
Installation Monitoring of Pile Foundation Systems

CONSTRUCTION PHASE SERVICES











CME Associates has extensive experience in providing construction related services for a wide array of capital projects for Municipalities, Authorities, Counties, and the State of New Jersey. The Construction Phase Services Department of CME Associates provides contract coordination, field observation and quality control testing during the construction phase of our projects. The following highlights the services provided:

Earthwork
Grading
Storm Sewers
Sanitary Sewers
Force Mains
Jack & Bore Operations
Sanitary Sewer Cleaning & Lining
I & I Studies
Pumping Stations
Wastewater Treatment Facilities
Water Distribution Systems
Water Main Cleaning & Lining
Water Treatment Facilities
Water Storage Tanks
Roadway Resurfacing
Roadway Reconstruction
Soil Analysis
Retaining Walls
Concrete Reinforcement
Traffic Signalization
Parks & Recreational Facilities
Landscaping
Roadway Evaluations
Construction Estimating
Plan Preparation
Construction Surveying
Pedestrian Bridges
Bridge Inspections
Overhead Sign Support Inspection
Directional Drill Pipe Installations

ENVIRONMENTAL







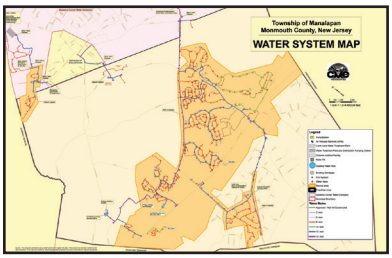




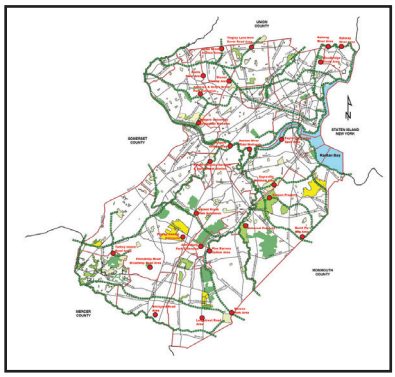
CME Associates provides a complete range of Environmental Engineering services and has represented both the public and private sectors on a wide range of projects. Environmental consulting services provided include:
Phase I preliminary assessments; site investigations; remedial Investigations; remedial actions; brownfield redevelopment; soil and groundwater investigation; regulatory compliance and environmental permit procurement; on-site monitoring of remediation activities; compliance with the Underground Storage Tank regulations; surface and groundwater management; and solid and hazardous waste management including landfill closure and redevelopment projects.

Environmental Site Assessment
Site Characterization & Remediation
ISRA Compliance
Underground Storage Tank (UST) Program
NJDEP Cleanup Star Program
Brownfields Redevelopment Program
Solid Waste Management
Land Use Management & Regulatory Compliance
Licensed Site Remediation Professionals

GEOGRAPHIC INFORMATION SYSTEMS



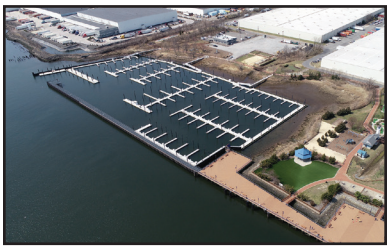




Professional Planning services at CME are complimented with expert knowledge and utilization of Geographic Information Systems (GIS) as an integrated component of the planning process. Our Planning Division is responsible for all GIS data creation, analysis, and incorporation into a wide array of reports, plans, maps, and database systems. GIS services provided include:

Parcel Map Preparation
Environmental Constraints Analysis
Aerial Photography
Land Use Mapping
Utility Mapping
Open Space & Farmland Preservation Maps
Municipal Tax Maps & Parcel Based Maps
Zoning Maps
Geographic Positioning System (GPS)
Data Acquisition and Analysis
Drug-Free Zone Mapping
Circulation & Transportation Planning
Street Maps
Full Color Master Plans
GIS Training for Municipal Clients

GEOTECHNICAL











The Geotechnical Services Division at CME Associates is primarily involved in foundation engineering, subsurface explorations, geotechnical evaluations, soil/rock mechanics, and the preparation of reports providing recommendations for foundation design and guidelines for earthwork. Our geotechnical capabilities include:

Geotechnical Engineering Consultation

Environmental and Hydrogeologic Consultation
Environmental Site Assessments & Audits
Ground Water Contamination Studies
Hydrogeologic Studies
Environmental Cleanup Projects
Computer Groundwater Modeling
On-site Wastewater Treatment & Disposal Systems

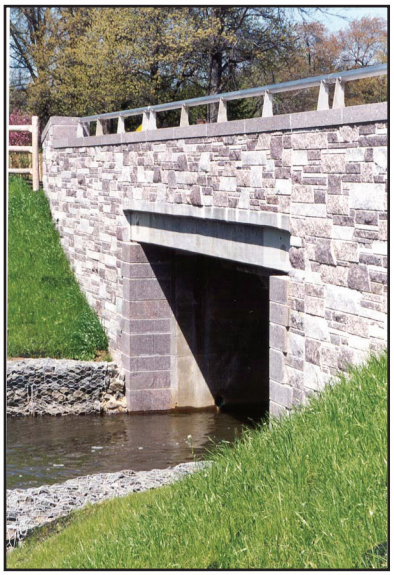
Underground Storage Tank Management
Closure Plan Development
Management of Existing & New Tank Installations
Soil & Ground Water Investigations & Remediation
Discharge Investigation Corrective Action Report (DICAR)

Subsurface Explorations
Geophysical Instruments
Ground Water Wells & Piezometer Installations

Field and Laboratory Testing
Geotechnical Field Testing
Geotechnical Laboratory Testing
Soil and Groundwater Sampling
Soil and Groundwater Testing

Field Monitoring Services
Health and Safety Program

HYDRAULICS AND STORM DRAINAGE









At CME Associates we recognize the need for stormwater management that is attentive to the aesthetics of the community and that addresses both the preservation of public space and of private property. Our designs range from local drainage improvements to large-scale flood control projects, including:

Highway, Roadway, Park & Site Drainage and Stormwater Management Design
Hydraulic Bridge & Culvert Design
Storm Sewer System Design
Detention & Infiltration Basin Design
Water Quality Systems Design
Flood Control Design
Flood Control Grant Applications & Administration
Hydrologic & Hydraulic Stream Studies
Hydrologic & Hydraulic Dam Studies & Design
Athletic Field Underdrain Systems Design
Pedestrian & Bikeway Bridge Design
Stream Cleaning & Restoration Design
Shoreline Protection Design
Lake & Pond Design, Dredging and Restoration
Municipal Stormwater Regulations Program Compliance
Municipal Planning & Zoning Board Project Reviews

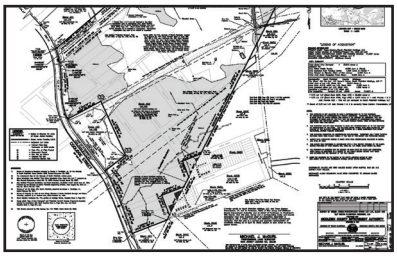
LAND SURVEYING











The Land Surveying Department at CME Associates provides surveying support to the various other departments within CME and to our public/ private clients. CME provides a wide array of surveying services to State, County and local Municipal clients, as well as clients within the Environmental and Construction industries. CME Associates applies modern technology and instrumentation to meet the scheduling, budgeting, and accuracy needs of our clients. Land Surveying services include:

Topographic Mapping
Establishing Horizontal & Vertical Controls
Utility Surveys
As-Built Surveys
Construction Stake Out
Boundary Surveys
Title Surveys
Engineering Surveys
Green Acres Surveys
Farmland Preservation Surveys
Hydrographic Surveying
Riparian Surveys
ROW Surveys
Route Surveys
Monitoring Well Surveys
Surveys of Contaminated Waste Sites
OSHA Certified – Hazwoper
GPS Surveys
GPS/GIS Data Collection
Tax Map Maintenance
Tax Map Creation
Descriptions of Real Property, Voting Districts, Easements, Fee Acquisitions
Geodetic Surveying
Hazardous Waste Surveys
Control Surveys

LANDSCAPE ARCHITECTURE AND FORESTRY













The Landscape Architecture and Forestry Department at CME Associates provides environmental design, site plan development and municipal forestry consulting services for various land development and municipal clients. Wetland mitigation, existing tree preservation, planting design, and park / recreational development projects all benefit from the expertise of Licensed Landscape Architect and Certified Tree Experts. Additional services provided include:

LANDSCAPE ARCHITECTURE

Conceptual Layout & Design of:
Commercial, Residential and Industrial Site Plans
Subdivisions
Recreation & Park Facilities
Overall Landscape Designs
Storm Water Management Planting Design
Wetland Mitigation / Remediation
Detailed Planting Plans
Area & Accent Lighting
Presentation Plans / Color Rendering

FORESTRY

Land Use Board Responsibilities
Tree Removal Review and Permitting
Community Forestry Management Plans
Hazard Tree Surveys and Tree Inventories
Municipal Shade Tree Commission Consulting
Landscape Inspections for Tree Preservation
Landscape Inspections for Bond Release
Grants and Tree City USA
Municipal Arbor Day Activities
Ordinance Preparation for Tree Protection and Removal

PARKS AND RECREATION









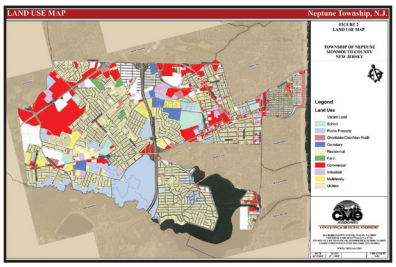


CME Associates has significant experience in the design and construction of a wide array of parks and recreational facilities, and has received numerous awards in recognition thereof. The Parks and Recreation Group performs feasibility studies, conceptual planning, and preliminary and final designs; prepares drawings, bid documents, and permit applications; and also performs construction administration and field observation services. The following list highlights the types of projects carried out by the Parks and Recreation Group:

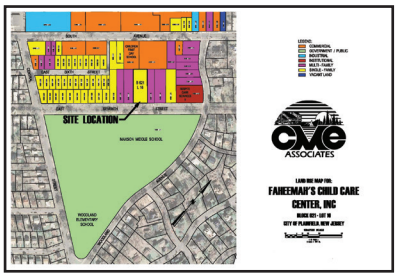
Park and Recreation Facilities Design
Recreation Master Plans
Athletic Field Rehabilitation
Synthetic Turf Fields
Recreation Facilities and Inclusive Playgrounds
Pedestrian Walkways / Bikepaths
Athletic Field Lighting
Track & Field Facilities Design
Recreation Feasibility Studies
ADA Facilities Design
Waterfront Park Design
Skating Rinks
Municipal Park Rehabilitation
Site Planning
Irrigation Systems
Skate Parks
Trails

PLANNING/AFFORDABLE HOUSING ADMINISTRATIVE SERVICES/LAND USE PERMITTING











Professional Planning services provided by CME Associates range from redevelopment planning, affordable housing consulting, and master planning to Planning and Zoning Board consultation. These efforts include comprehensive report writing and high-level Geographic Information Systems (GIS) services. CME's personal service sets us apart from our competition. Our professionals specialize in the following planning services:

Comprehensive Planning

Master Plans and Master Plan Re-Examinations
Land Use Plan
Housing Element and Fair Share Plan
Open Space and Recreation Plan
Circulation Plan and Parking Studies
Utility Service Plan
Community Facilities Plan
Conservation Plan
Economic Plan
Historic Preservation Plan
Farmland Preservation Plan
Green Buildings and Sustainability Plan
Public Access Plan
Transit Village Plan
Climate Vulnerability Assessment
Build-Out/Capacity Analysis

Zoning

Land Use Rezoning Studies
Zoning Ordinance and Amendments
Site Plan and Design Standards
Planning and Zoning Board Representation

Redevelopment

Area in Need of Redevelopment and Rehabilitation Studies
Redevelopment Plans and Rehabilitation Plans
Site Design and Concept Plans
Main Street and Central Business District Plan
Streetscape Design Plan

Housing

Fair Share Plans
Affordable Housing Administration
Rehabilitation Programs

Grant Writing

Green Acres Grant Submission
USDOT Grant Submission

REDEVELOPMENT













CME Associates has significant redevelopment planning experience and the processes associated therewith. Our professionals are experts in preparing legally defensible studies to determine the needs for redevelopment, and have written numerous redevelopment plans. Our experience and expertise in the redevelopment process includes:

Site Identification & Development
Investigation
Site Remediation Studies / Oversight
NJDEP Brownfields Applications & Grant Applications
Grayfield Redevelopment (Blighted Commercial Areas)
Infill Redevelopment Planning
Multi-Modal Transportation & Transit Planning and Engineering

<u>Requests for Qualifications</u>
Preparation
Evaluation
Negotiations
Redevelopment Agreements
Funding – Public/Private

<u>Ordinance Development</u>
Inclusionary Area Determinations
Engineering Design Constraints
Environmental Considerations
Infrastructure Studies
Off-Tract Improvements
Permit Requirements

<u>Site/Subdivision Review for Compliance</u>
Site Parameters
Utilities
Environmental Considerations
Infrastructure
Solid Waste / Recycling

SITE DEVELOPMENT/ CIVIL ENGINEERING













CME Associates and its staff have over fifty (50) years of experience in providing Site Development Services to private developers / redevelopers, non-profit agencies, and government entities. The firm has represented both the public and private sectors on a wide range of projects from inception to completion of construction. Some of the Professional Site Development Services provided by CME Associates include the following:

Presentation to, or Representation of Planning Boards & Boards of Adjustment
Technical Reports & Plans
Litigation Support
Lot Yield Analysis
Minor / Major Subdivisions
Preliminary & Final Major Site Plans
County & Municipal Road Widening Plans
Water Distribution Systems
Potable Water Master Plans
Wastewater Master Plans
Sanitary Sewer Collection Systems
Sanitary Sewer Pumping Stations
Individual Subsurface Sewage Disposal Systems
Soil Erosion & Sediment Control Plans
Stormwater Management Plans
NJDEP Permitting
Environmental Impact Statements
Permit Application Packages

STRUCTURAL











The Structural Department of CME Associates provides: structural engineering reviews of site development submittals for the Municipal Engineering Department; provides structural engineering consultation and sub-consulting services on commercial and joint venture projects; and performs bridge, sign support, and masthead lighting design and inspection services. The following list highlights a portion of the services provided:

Water & Wastewater Treatment Plant Structure Designs
Foundation Design for Elevated Water Tank Structures
Feasibility Evaluations
Building Design
Building Condition Surveys
Design of Structural Repair and Rehabilitation Work
Bridge & Culvert Design
Design of Waterfront Structures
Inspection of Bridges, Sign Supports Section &
High Mast Lighting Foundations
Retaining Wall & Earthen Embankment Designs
Structure Condition Surveys
Slope Stability Design
Structural Evaluation & Design
Design of Building Structures & Site Structures
Evaluation & Design of Dam Structures

TRANSPORTATION/TRAFFIC











CME Associates has considerable experience with Transportation Planning and Traffic studies. The following list highlights the services provided by CME Associates' Transportation / Traffic Engineering Group:

Roadway / Highway Design
Roadway / Highway Reconstruction/Rehabilitation
Roadway / Highway Mill & Overlay
Micro-Paving
Streetscapes
Pedestrian Crosswalks
Feasibility Studies
Bridge Inspection
Overhead Sign Support Inspection
Roadway Lighting
Traffic Impact Study Reviews
Traffic Volume Data Collection
Signalized and Unsignalized Intersection Capacity Studies
Conceptual Intersection Design
Signalized & Unsignalized Intersection
New Construction Designs
Pedestrian Advance Warning Signal Design
Parking Studies & Analysis
Sight Triangle Analysis
Traffic Impact Study Preparation
Speed Studies
Bridge Design

WASTEWATER









The Wastewater Department at CME Associates provides design and support for a wide array of projects. The group performs preliminary and final process designs; prepares construction drawings, bid documents, and permit applications; and participates in construction administration and field observation. The following list highlights the types of projects carried out by the department:

Co-generation Facilities
Wastewater Management Plans
Federal, State, & Local Permitting
Hydraulic Capacity Studies
Development Reviews
Wastewater Pump Stations
Sewage Force Mains
Interceptors & Trunk Sewers
Wastewater Treatment Facilities
Sludge Handling Facilities
Sludge Management Plans
Capital Projects Facilities Evaluations
Small Community Systems
Subsurface Disposal of Effluent
Infiltration & Inflow Remediation
Beneficial Reuse of Wastewater & Residuals
Public Involvement
Rate Studies
Vulnerability Assessments

WATER RESOURCES



CME Associates has extensive experience in water resource management and the planning, design, and construction administration of potable water facilities. We provide feasibility studies and system planning, including master plans performed by advanced computer modeling techniques.









Water Storage Tanks
Transmission / Distribution Systems
Surface Water Intakes
SCADA & Control Systems
Water Treatment Plants
Booster Pump Stations
Production Wells
Facility Evaluations
Vulnerability Assessments
Emergency Response Plans
Irrigation Studies
Water Master Plans & Modeling
Water Reclamation for Beneficial Reuse
Source Water Studies
Hydro-Geological Studies
GIS Utility Mapping
Rate Studies

RESUMES OF KEY STAFF



RESUMES OF KEY STAFF

Senior Vice Presidents:

Keith Chiaravallo, PE, CME
Robert Russo, PE, PP, CME
Trevor J. Taylor, PE, PP, CME, CFM
Behram Turan, PE, LSRP

Vice Presidents:

John Hess, PE, PP, CME
Bruce M. Koch, PE, PP, CME
Laura Neumann, PE, PP, CME, CFM
Lou Ploskonka, PE, CME
Douglas M. Rohmeyer, PE, CME, CFM

Directors:

Malvika Apte, PP, AICP
Nelson Hernández, PE, LEED® AP
Michael McGurl, PLS, CFS
Gary Oliva, PE
Donald Stevens, PE
Karen Twisler, LLA, LEED® AP BD+C, CPRP
James Watson, PE, PTOE

Senior Program Managers:

Michael Dziubeck, PE
Jeffrey Gerstacker
Keith Henderson, PE, PP, PLS
Henry Johnsen, PE
Bennett Matlack, PE, CME, CFM
Darren Mazzei, PE, CME
John Meskill, PE, PP, CME
Drew Pavlick, PE, PP, PTOE, CME, CFM
Michael Roberts, PE, CME
Roland Eric Robinson, PE, CME
Mohammed Sidhoum, Ph.D., BCEEM
Edward Traina, PE
Matthew Zwingraf, PE, CME, CFM

KEITH CHIARAVALLO, PE, CME
SENIOR VICE PRESIDENT
DIRECTOR, WATER/WASTEWATER DIVISION

EDUCATION / CERTIFICATION:
Rutgers University
B.S. Civil Engineering 1993

New Jersey Professional Engineer
License No. 43451

Certified Municipal Engineer:
N.J.M.E.I. Certification 09-11

PROFESSIONAL AFFILIATIONS:
- Water Environment Federation
- NJ Water Environment Association
- American Water Works Association

GENERAL DESCRIPTION OF EXPERIENCE:
As Director of the Water/Wastewater Division, Mr. Chiaravallo is responsible for managing the Department. The Department completes all Water/Wastewater Projects for the Company which include evaluations, permitting, water and wastewater system design, hydraulic modelling and project management. Mr. Chiaravallo's responsibilities include client management, proposal preparation, project management, project scheduling and project cost estimates. Mr. Chiaravallo has extensive experience with New Jersey Infrastructure Bank Funding and US Department of Agriculture Funding and regularly attends funding program update seminars.

Water and Wastewater Engineering experience includes: Evaluations, preparation of reports, design, specifications, permits, bid documents and construction phase services for projects including upgrades, rehabilitation and expansion of water and wastewater systems. Water system experience includes water supply, storage, pumping facilities, treatment and distribution systems and wastewater system experience includes collection systems, pumping facilities and treatment facilities.

General Engineering experience includes: Review of developer submittals for conformance with Municipal and Authority requirements. Preparation of applications for funding from the New Jersey Infrastructure Bank and United States Department of Agriculture for capital improvement projects. Coordination with regulatory agencies and preparation of various permit applications including air pollution control, treatment works approval, Bureau of Water System Engineering construction permits, physical connection permit for drinking water, lead and copper sampling plans, water allocation permits and other regulatory permits and approvals.

WATER PROJECTS:
Mr. Chiaravallo's experience with water system engineering includes the evaluation of existing facilities, water distribution system and treatment design, annual report preparation, permit application preparation, water supply well design and water system hydraulic modeling. In addition, Mr. Chiaravallo has extensive knowledge of the requirements of the Water Quality Accountability Act (WQAA) and the America's Water Infrastructure Act of 2018 (AWIA).

Water system projects include upgrades of existing water distribution systems, water main cleaning and lining, design of new water distribution systems, water supply well design, booster pump station upgrades, water storage tank design and rehabilitation, raw water pump stations, water treatment plant design for surface water and ground water treatment, water system interconnections, disinfection systems and gas chlorine disinfection systems.

WASTEWATER PROJECTS:
Mr. Chiaravallo's experience with wastewater engineering includes the evaluation of existing facilities; upgrades to existing and design of new wastewater facilities including siphon design and gravity sewer design; sewage pumping station force main evaluations and design; Inflow & Infiltration studies; annual report preparation and permit application preparation.

Sewage pumping station projects include rehabilitation of existing pumping stations, conversion to submersible pumping stations, design of new pumping stations, force main evaluations and pump station evaluations.

Wastewater Treatment Plant projects include treatment plant upgrades, digester rehabilitation, aeration tank upgrades, sludge storage tank conversion, gravit belt thickeners for dewatering sludge, concrete tank rehabilitation, mechanical bar screens, high purity oxygen system upgrades, settling tank mechanism upgrades, chlorination facilities and dechlorination facilities.

ENGINEERING PROJECTS:
Mr. Chiaravallo's additional experience has included the design of underground piping installation using trenchless technologies, emergency generator systems including a system with (3) three 1,250 kW generators and paralleling gear, electrical substation relocation for a 36 MVA substation, SCADA systems, flood mitigation, Green Acres roperty acquisition and video surveillance systems.

EXPERIENCE:
Engineering Experience: 30 years

ROBERT J. RUSSO, PE, PP, CME
SENIOR VICE PRESIDENT

EDUCATION / CERTIFICATION:

Rutgers University
B.S. Civil Engineering 1989

New Jersey Professional Engineer
License No. 38966

New Jersey Professional Planner
License No. LI 05546

Certified Municipal Engineer
N.J.M.E.I. Certification No. CME 0620

Certified Public Works Manager
NJ Certification No. M-1765

PROFESSIONAL AFFILIATIONS:

- American Society of Civil Engineers
- NJ Society of Municipal Engineers

GENERAL DESCRIPTION OF EXPERIENCE:

Firm contact for municipal and county clients with duties including the following: Responsible for overseeing all general Municipal engineering tasks such as daily contact with Municipal Officials, supervision of engineering and inspection, long range planning and budgeting and addressing resident concerns, attend Council meetings and present reports on engineering-related progress and topics, supervise the preparation of engineering plans and specifications for municipal and county capital improvement projects

Design of various municipal and county improvement projects including roadway constructions, intersection and traffic signal improvements, new and existing parks, municipal buildings, and water and sanitary sewer system improvements including performing initial field observations of sites to prepare preliminary cost estimates, proposals and concept reports, designing of site grading, roadway vertical and horizontal alignments, traffic signals, storm drainage systems, storm water management facilities, sanitary sewer systems, and water system improvements, preparing of final cost estimates, and coordinating, scheduling and filing of permit applications for local, county and state agencies including NJDEP, NJDOT, Soil Conservation Service and local Planning Boards.

Manage and supervise the construction administration phase of projects including bid phase support, organization of preconstruction meetings, preparation of progress pay estimates and change orders, attendance at meetings with municipal and county officials and contractors, supervision of field inspectors, preparation of punchlists and perform final reviews of project upon completion and recommend project closeout.

Planning and Zoning Board Engineering Services including managing and supervising the review of Planning Board and Zoning Board applications on behalf of municipalities, review and report on the design of storm drainage systems, roadways, water systems, sanitary sewer systems, grading and lot layouts for compliance with all municipal standards, attend Planning and Zoning Board meetings and present reports, prepare performance bond estimates and engineering and inspection escrow estimates and overseeing of all phases of construction by observing sites, supervising field inspectors, responding to resident concerns, preparing punchlists, calculating performance bond reductions and releases, and issuing certificates of occupancy.

EXPERIENCE:

Engineering Experience: 35 years

TREVOR J. TAYLOR, PE, PP, CME, CFM
SENIOR VICE PRESIDENT

EDUCATION / CERTIFICATION:

Lehigh University
B.S. Civil Engineering 1998

New Jersey Professional Engineer
License No. 24GE04457800

Certified Municipal Engineer
N.J.M.E.I. Certification No. CME 04-40

New Jersey Professional Planner
License No. 33L100603200

New Jersey Certified Floodplain Manager
Certification No. US-13-06794

- Timing Traffic Signals Using TEAPAC, PASSER, TRANSYT, and CORSIM, University of Wisconsin, January 2001
- HEC-RAS Workshop, Cook College, June 2000
- Review of Development Permits and Approvals, Cook College, February 2000
- Troxler Nuclear Gauge Operator Certified, June 1997
- 40 Hours Health and Safety Training Course for Hazardous Waste Operations and Emergency Response, June 1996

PROFESSIONAL AFFILIATIONS:

- American Society of Civil Engineers

GENERAL DESCRIPTION OF EXPERIENCE:

Responsible for the preparation and coordination of construction plans, specifications and applications to various Municipal, County, State and Federal review and permitting agencies for private and municipal clients.

Design experience includes preparation of minor and major site plans, waterfront development, storm drainage systems, storm water management plans, sanitary sewer extensions, and soil erosion and sediment control plans for various private clients.

Municipal design experience includes the design and preparation of construction plans and specifications for roadways, traffic signals, parks and swimming pools and preparation of State funded grant applications for roadway and park construction.

Experience in the preparation of various permit applications including Stream Encroachment, Statewide General Permits, CAFRA, Pinelands, Delaware and Raritan Canal Commission, and Treatment Works approvals.

Preparation of grant applications for state funded capital improvement projects, including TEA-21 and NJDOT Municipal Aid to Municipalities.

EXPERIENCE:

Engineering Experience: 26 years

BEHRAM TURAN, PE, LSRP
SENIOR VICE PRESIDENT
DIRECTOR OF ENVIRONMENTAL ENGINEERING SERVICES

EDUCATION / CERTIFICATIONS:

Rutgers University, New Brunswick, New Jersey
Ph.D. Candidate, Civil and Environmental Engineering

Colorado State University, Fort Collins, Colorado
M.S., Hydrology and Water Resources Management, 1984

Istanbul Technical University, Istanbul, Turkey
B.S., Civil Engineering, 1980

New Jersey Professional Engineer
License No. 24GE03921000

Delaware Professional Engineer
License No. DE-No. 9606

Certified Subsurface Evaluator in New Jersey

Licensed Site Remediation Professional, NJ
License No. 509399

- NJDEP Case Study Training for LSRPs (2013)
- NJDEP SRRA Implementation: The Final Rule Package (2012)
- NJDEP's Regulatory Training in Underground Storage Tanks (2002, 2006, 2009, & 2012)
- NJDEP's Site Remediation Basics (2003 & 2009)
- 40-hour OSHA Hazardous Waste Site Operations Health and Safety Certification (1992)
- 8-hour HAZWOPPER refresher (yearly since 1992)
- 8-hour HAZWOPPER Supervisor/Management (2006)

GENERAL QUALIFICATIONS

Mr. Turan is the Principal and Director of Environmental Services of CME Associates. Mr. Turan has over 25 years of experience in the fields of environmental engineering, including site remediation, brownfields redevelopment, management of dredged materials and beneficial reuse, solid and hazardous waste management, wetlands mitigation, surface water hydrology, hydrogeology, groundwater flow and contaminant mass transport, and water resources planning. Mr. Turan is a Professional Engineer in the state of New Jersey, a Licensed Site Remediation Professional (LSRP), and a Certified Subsurface Evaluator. Mr. Turan has successfully completed a number of challenging site remediation projects leading to No Further Action Letter determinations from the NJDEP. Mr. Turan has issued more than twenty (20) Response Action Outcomes (RAOs), and is currently involved in more than ninety (90) site remediation projects since the initiation of the LSRP Program.

SUMMARY OF EXPERIENCE:

LSRP Program Experience

Old Homestead Facility in Frankford Township in Sussex County
Principal and LSRP in charge for the closure of a regulated 1,000-gallon leaded gasoline underground storage tank and associated remediation at the Based on the findings of the post-remedial soil and groundwater sampling, Mr. Turan issued an unrestricted Response Action Outcome (RAO) for the former 1,000-gallon UST.

Princeton Meadows Golf Course in Plainsboro, Middlesex County, New Jersey
Principal and LSRP in charge of remedial activities related to the soil and groundwater contamination associated with the former five (5) USTs removed from the maintenance building area at the golf course.

County of Sussex
Principal and LSRP in charge of remedial activities related to Multi-year LSRP services for five Road Maintenance Garage (RMG) locations within the county.

Regulatory Compliance and Permitting

NJTA Interchange 12 Final Improvements Project
Principal in charge of procuring the environmental permits including NJDEP Freshwater Wetlands General Permit Nos. 12 and 14, an Individual Freshwater Wetlands Permit/ Waterfront Development, Water Quality Certification, Transition Area Waiver and Coastal Consistency and Individual Section 10 and 404 Permit from the U.S. Army Corps of Engineers, and preparation of wetlands mitigation proposal, and engineering design of compensatory wetlands mitigation for approximately 10-acre area including the procurement of NJDEP and ACOE permit approvals.

ILR Landfill in Edison, NJ,
Principal in charge of procuring NJDEP permits for the redevelopment of a portion of ILR Landfill in Edison, NJ, including, Waterfront Development Permit, Landfill Closure and Post-Closure Plan, Major Landfill Disruption Permit, and Closure and Post-Closure Financial Plan, and Remedial Action Workplan approval.

EXPERIENCE:

Engineering Experience: 44 years

JOHN J. HESS, PE, PP, CME
VICE PRESIDENT

EDUCATION / CERTIFICATIONS:

New Jersey Institute of Technology
B.S. Civil Engineering 1977

New Jersey Professional Engineer
License No. 31199

New Jersey Professional Planner
License No. 3467

New Jersey DEP
Underground Storage Tank
License No. 0010873

New Jersey Society of Municipal Engineers
Certified Municipal Engineer
N.J.M.E.I. Certification No. CME 604

PROFESSIONAL AFFILIATIONS:

- American Society of Civil Engineers
- National Society of Professional Engineers

GENERAL DESCRIPTION OF EXPERIENCE:

Responsible for the planning, design and project management of various Public Works projects and site development projects in central and southern New Jersey.

Design experience includes preparation of roadway improvement plans, park and recreation plans, site development and subdivision plans, soil erosion and sediment control plans; design and analysis of stormwater collection and management facilities, water distribution systems, sanitary sewer collection systems and sewage pump stations.

MUNICIPAL ENGINEERING SERVICES:

Mr. Hess has been licensed as a professional engineer and professional planner in the State of New Jersey since 1986. During this time, Mr. Hess has provided municipal engineering services for the Town of West New York, the Townships of Barnegat, Howell, Long Beach, Manchester, Neptune, Ocean, South Orange Village and Stafford; the Boroughs of Beachwood, Berlin, Brielle, Lavallette and Tuckerton; and the City of Long Branch.

Mr. Hess has served as the Municipal Engineer, Planning Board Engineer, Land Use Board Engineer, Zoning Board Engineer and Water/Sewer Utility Engineer for various municipalities. He has also been responsible for the preparation of grant applications to fund various roadway, sanitary sewer and water system projects. He has also been responsible for the preparation of Master Plan Re-Examination Reports, new Master Plans and Affordable Housing/ Fair Share Plans.

Mr. Hess has performed numerous site plan/ subdivision reviews and has been responsible for the management of various capital improvement projects and the coordination /observation of various development projects on behalf of the municipality. Mr. Hess has also provided expert testimony before municipal courts and the Superior Court in Monmouth and Ocean Counties.

EXPERIENCE:

Engineering Experience: 47 years

BRUCE M. KOCH, PE, PP, CME
VICE PRESIDENT

EDUCATION / CERTIFICATIONS:

New Jersey Institute of Technology
B.S. Civil Engineering 1987

New Jersey Professional Engineer
License No. 34378

New Jersey Professional Planner
License No. 4372

Certified Municipal Engineer
N.J.M.E.I. Certification No. CME 0199

Pennsylvania Professional Engineer
License # PE-055159E

Certified for Closure and Installation of
Underground Storage Tanks
NJDEP Certification No. 11106

PROFESSIONAL AFFILIATIONS:

- New Jersey Society of Municipal Engineers

GENERAL DESCRIPTION OF EXPERIENCE:

Roadway design and construction coordination, traffic and transportation services.

Hydraulic, hydrologic, water system and sanitary sewer analysis, design and project supervision; sanitary sewer collection analysis and design; design and analysis of stormwater retention / detention facilities.

MUNICIPAL ENGINEERING EXPERIENCE:

Municipal engineering services including design and construction administration of various municipal capital projects and the preparation of various studies. Planning and zoning board engineering services including expert testimony.

Mr. Koch was appointed as the Municipal Engineer for the Borough of Bradley Beach in July of 2008 and the Borough of Lake Como in 2013. He has also provided Municipal Engineering Services for Highland Park since 1985, for Spotswood since 1986 and for South River since 1990. In addition, he provides Planning and Zoning Board engineering services including site plan and subdivision review for Highland Park since 1985, for Spotswood since 1986 and for South River since 1990.

EXPERIENCE:

Engineering Experience: 37 years

LAURA J. NEUMANN, PE, PP, CME, CFM
VICE PRESIDENT

EDUCATION / CERTIFICATION:
Rutgers University
B.S. Civil Engineering May 2000

New Jersey Professional Engineer
License No.: 24GE04731300

New Jersey Professional Planner
License No.: 33LI00609000

New Jersey Certified Public Works Manager
Certification No. M-2043

Certified Floodplain Manager
Certificate No: US-24-13204

- Qualified by Monmouth County Superior Court as expert witness in Engineering, Planning, and Municipal Engineering

GENERAL DESCRIPTION OF EXPERIENCE:

Ms. Neumann serves CME Associates with a primary focus on Municipal services, including land use planning, zoning ordinance preparation and amendments, site and subdivision plan reviews, construction administration, as well as municipal construction design and preparation of specifications. General municipal consulting experience includes site plan and subdivision reviews for Planning and Zoning Boards, as well as meeting attendance. In particular, technical engineering reviews of stormwater management, traffic analysis and circulation plans, overall layouts, and municipal ordinance conformity. Construction management experience includes calculating performance guarantee estimates, bond reductions, set-up and conduct preconstruction meetings, respond and handle resident complaints, and coordinate between developers and contractors to ensure proper and on-schedule installation of improvements as specified in the projects approved site of subdivision plan; perform Certificate of Occupancy inspections. Design experience includes capital improvement project plan and specification preparation. Projects generally include road rehabilitation, drainage improvements, and sanitary sewer replacement, water main replacement, streetscapes and recreational park facilities. Ms. Neumann currently serves as the Municipal Engineer for the Township of Marlboro (Monmouth County), the City of Long Branch (Monmouth County) and the City of Pleasantville (Atlantic County). She is the Planning and Zoning Board Engineer for the Township of Marlboro; Planning Board Engineer for the Township of Howell; Land Use Board Engineer for the Borough of Point Pleasant (Ocean County); Planning Board Planner for the City of Long Branch, and the Planning and Zoning Board Planner for Marlboro Township.

SPECIFIC EXPERIENCE:

CITY OF LONG BRANCH, MONMOUTH COUNTY, NJ
- Improvements to Long Branch Avenue
- Lower Broadway Redevelopment Plan
- Lake Takanassee Dredging
- Senior Center Improvements
- Jackson Woods Park

BOROUGH OF RED BANK, MONMOUTH COUNTY, NJ
- Water, Sewer, and Roadway Improvement to Broad Street.
- White Street Parking Lot Improvements
- East Side Park Improvements

CITY OF PLEASANTVILLE, ATLANTIC COUNTY, NJ
- Improvements to Ansley Boulevard
- Sewer and Roadway Improvements to Decatur Avenue
- Bikepath Lighting Improvements
- Jokers Field – Waterfront Development Park

EXPERIENCE:

Engineering Experience: Over 22 years

LOU PLOSKONKA, PE, CME
VICE PRESIDENT

EDUCATION / CERTIFICATIONS:

Middlesex County College
A.A.S. Civil/Construction Engineering Technology 1983

New Jersey Institute of Technology
B.S. Civil Engineering 1985

New Jersey Professional Engineer
License No. 40638

Certified Municipal Engineer
N.J.M.E.I. Certification No. 691

GENERAL DESCRIPTION OF EXPERIENCE:

Municipal and Governmental engineering including the design and construction administration of various capital transportation projects including; road rehabilitation, road reconstruction, intersection improvements, traffic signalization, lighting improvements, superelevated roadways, at grade railroad crossings, transit facilities, transportation studies and traffic impact analysis.

Design and construction administration associated with water distribution systems, sanitary sewerage systems, and storm drainage system improvements.

Park improvements and athletic facility design and construction administration including facilities for disabled persons.

Cost estimating, long and short range project budgeting, preparation of municipal roadway improvement studies, preparation of State grant and construction permit applications and reimbursement documentation, review of site plan and subdivision applications, and quality control reviews of project plans and specifications prior to bidding.

Attendance of project bid openings and preparation of reports regarding bid results.

Construction management including the assignment and coordination of construction observation staff, owner and contractor coordination, shop drawing reviews and review of contractor payment requests.

Concept designs, alternative studies and engineering proposals for various municipal projects.

Engineering services associated with the preparation and implementation of Redevelopment Plans and associated site improvements.
Currently, as a Municipal Department Head, Mr. Ploskonka provides engineering services to several Municipalities and Counties. In addition, he provides Planning and Zoning Board engineering services including expert testimony and site plan and subdivision reviews.

EXPERIENCE:

Engineering Experience: 39 years

DOUGLAS M. ROHMEYER, PE, CME, CFM
VICE PRESIDENT

EDUCATION / CERTIFICATION:
University of Connecticut
B.S. Civil Engineering 2001

Ocean County College
Civil Engineering Program 1997-1999

New Jersey Professional Engineer
License Number: 24GE04643700

Certified Municipal Engineer
Certification No. 07-44

ASFPM Certified Floodplain Manager
Certification No. US-13-06809

PROFESSIONAL AFFILIATIONS:
- American Society of Civil Engineers
- New Jersey Associated for Floodplain Management
- Association of State Floodplain Managers

GENERAL DESCRIPTION OF EXPERIENCE:

Mr. Rohmeyer serves CME Associates clients primarily in management and design of capital improvement projects as well as professional engineering representation for various municipal land use boards throughout the State of New Jersey. Mr. Rohmeyer has extensive experience in preparation of design plans and specifications of roadways, streetscaping, intersections, recreational park facilities including sports fields and playgrounds, stormwater management facilities, sanitary sewer and water systems, marina and waterfront structures, handicap ramps along with all associated infrastructure.

In addition, Mr. Rohmeyer provides general engineering consulting services such as construction management, construction cost estimating, grant writing and implementation, obtaining permitting, preparation of zoning ordinances and value engineering. Mr. Rohmeyer serves various private development clients with the preparation of site plans and subdivisions enabling projects
to progress from concepts through construction.

Mr. Rohmeyer currently represents various Municipal Land Use Boards including: Borough of Atlantic Highlands, Atlantic City; Freehold Township; Edison Township; Borough of Seaside Park; Township of Voorhees; and the Township of Brick.

SPECIFIC EXPERIENCE:

Wiggins Park Marina Guest Service Improvements
City of Camden, NJ.
The project consisted of the site design and building programming of a guest services center at the Camden County marina site located at the Camden waterfront. The guest building included secure offices, common spaces and restrooms for marina patrons and staff.

New Jersey Natural Gas Compressed Natural Gas (CNG) Fueling Station - Toms River, NJ.
This project included the construction of a new Compressed Natural Gas fueling station within an existing Waste Management facility. CME Associates provided the survey, site engineering and permitting services for the project.

Sheltered Cove Marina
Borough of Tuckerton, NJ.
CME has provided professional surveying and engineering services to Sheltered Cove Marina for over 30 years. Most recently, CME obtained site plan approval for a new 6-bay service building onsite.

Atlantic Avenue and Ohio Avenue Bikeway Improvement
City of Atlantic City, NJ
This project consisted of the introduction of dedicated bike lanes along Atlantic Avenue along with bike lanes on Ohio Aveneu within the City. The project made connection to existing bikeways within the City, as well as neighboring Ventnor City, Margate City and Longport creating a 5-mile long bikeway to the southern tip of Absecon Island. The project implemented a 2017 NJDOT Bikeway Grant and CME provided professional engineering and construction management services.

Diamonds at Arrowhead Park, Evesham
Burlington County, NJ
The project scope consisted of the creation of a multi-million dollar baseball/softball complex within the Township, including a combination of natural and synthetic fields, sports lighting, concession and restroom building, batting cages, stormwater management areas, parking areas and landscaping to enhance the overall aesthetic of the site. Responsible for overseeing conceptual layout and preliminary design, permitting, final design and preparation of bid plans and specifications, coordination with prospective bidders during the bidding phase, review of bid documents and recommendation of award, and complete oversight during construction through completion

Intersection Improvements at CR 527A & High Bridge Road Manalapan Township, NJ.
The project consisted of the reconfiguration of a five legged intersection under the jurisdiction of Manalapan Township and Monmouth County. The high volume intersection was realigned to meet today's design standards and improve the safety for its users.

EXPERIENCE:

Engineering Experience: Over 20 years

MALVIKA APTE, PP, AICP
DIRECTOR, PLANNING

EDUCATION / CERTIFICATION:
University of Pune, India
BArch - Bachelors in Architecture 2002

State University of Buffalo, New York
MUP - Master in Urban Planning 2005

New Jersey Professional Planner:
License No. 6506

American Institute of Certified Planners

PROFESSIONAL AFFILIATIONS:
- American Planning Association (NJ Chapter)
- American Institute of Certified Planners

GENERAL DESCRIPTION OF EXPERIENCE:
Ms. Apte has over 19 years of experience in providing professional plannin services for various public and private clients in urban, suburban and rural settings. Her public sector experience includes the preparation of various master plans and their many elements, including, but not limited to, Reexamination Reports, Land Use Plans, Circulation Plans, Open Space and Recreation Plans, Historic Elements, Farmland Preservation Elements and Sustainability Elements. She has prepared several Comprehensive Affordable Housing Plans and provided expert testimony and litigation support. She has also served as Board Planner for Planning Board and Zoning Board in various municipalities as well as prepared Special area projects such as redevelopment and rehabilitation plans as well as Main Street Studies.

In addition, Ms. Apte has served as an expert witness in the private sector by providing planning testimony for various site plan and variance applications. She has been accepted as an expert in her field and has provided testimony discussing the merits of the site plan and variance application. She has prepared reports in support of use variance applications as well as socio fiscal economic reports. She has also been accepted as an expert in her field and testified before Superior Court of New Jersey Burlington County Law Division as well as testified before Superior Court of New Jersey Camden County Law Division. Additionally, she has also provided assistance for site design and planning for various infill sites and redevelopment plans. She is proficient in design software programs such as AutoCAD and GIS, as well as 3D software such as SketchUP.

MUNICIPAL PLANNING SERVICES
Ms. Apte has served as a consulting Professional Planner for various municipalities throughout the State. She has served as a Board Planner for various Planning, Zoning and Land Use Boards throughout the State. In this role she has reviewed site plan, subdivision and variance applications, and provided expert testimony at Board meetings. She has served as Board Planner for City of Bayonne Planning and Zoning Board, City of Plainfield Planning and Zoning Board, Township of Monroe Planning and Zoning Board, Township of East Brunswick Planning Board, Borough of South Bound Brook Land Use Board and several others. She has also served as a Township Planner and provided assistance in drafting various land use ordinances, provided assistance in interpretation of ordinance for Zoning Officer, preparation of grant application and presentations on behalf of municipalities and several other functions in the capacity of a Township planner. As a Township Planner she has also served as an affordable housing planner and assisted in preparation of housing plans in accordance with the Court approvals. She has served as affordable housing planner for Township of Winslow, Township of Voorhees, Township of Delran and Township of Lacey.

MASTER PLAN SERVICES:
Ms. Apte has prepared and assisted in preparation of several master plans and its various elements including land use element, open space and recreation element, historic preservation element and other elements as well as master plan re-examination reports. Preparation of these plans included review and analysis of existing conditions, public outreach and recommendations. Some of the representative projects include Master Plan Re-examination Reports for Township of Winslow, Township of Delran, Open Space Plan for Township of Marlboro, Township of Howell and several others.

REDEVELOPMENT PLANS:
Ms. Apte has extensive experience in preparing Area in need of redevelopment and rehabilitation studies, testify and defending the reports/ studies, and preparing redevelopment plans for the designated areas. She has worked with designated redevelopers on behalf of municipalities to execute sound land use planning redevelopment plans. Some of representative projects include Bayfront Redevelopment Plan in City of Bayonne, Main Street Redevelopment Plan Township of Voorhees, Voorhees Town Center Redevelopment Plan, Randevco Redevelopment Plan Township of Winslow and several others.

Ms. Apte has a background in Architecture with a specialization in urban design. She is particularly interested in sustainable and resilient design.

EXPERIENCE:
Planning Experience: 19 years

NELSON HERNÁNDEZ, PE, LEED® AP
DIRECTOR OF STRUCTURAL AND GEOTECHNICAL SERVICES

EDUCATION / CERTIFICATION:

Brown University
B.S. Civil Engineering, 1994

New Jersey Professional Engineer
License No. 24GE04960500

New York Professional Engineer
License No. 077867

Leadership in Energy and Environmental Design,
Accredited Professional

FHWA-NHI-130055
Safety Inspection of In-Service Bridges
(Certified March 2019)

GENERAL DESCRIPTION OF EXPERIENCE:

Mr. Hernández is a dynamic, proactive and detail-oriented professional with over 27 years of experience and outstanding success in planning, managing and executing all aspects of structural engineering projects in the design, rehabilitation and inspection of steel, prestressed, precast and reinforced concrete and timber bridges, as well as steel, reinforced concrete and timber structures.

BRIDGE DESIGN EXPERIENCE:

- Replacement of the W. Century Road Bridge, the Magnolia Avenue Bridge and the Greenwood Avenue Bridge for Bergen County
- Replacement of the North Clinton Avenue Bridge, the Jernee Mill Road Bridge and the Pulaski Street Culvert for Middlesex County
- Reconstruction of Nine (9) Bridge and Culvert Structures on County Route 3, Bridge R-5 and the Deerfield Lane Footbridge for Monmouth County
- Replacement of the Raymond Avenue Bridge, the Netherwood Avenue Bridge, the Martine Minor Avenue Bridge, the Lower Road Minor Bridge and the Dill Avenue Bridge for Union County

BRIDGE INSPECTION EXPERIENCE:

- 2019 Routine Bridge Inspections of the Riverside-Delanco Bridge and Four Minor Bridges for the Burlington County Bridge Commission
- 2020 In-Depth Bridge Inspections of Four Minor Bridges for the Burlington County Bridge Commission

DAM DESIGN AND INSPECTION EXPERIENCE:

- West Branch Reservoir Dam Improvements Project for Somerset County
- Improvements to the Duhernal Lake Dam for Middlesex County
- Formal and Regular Inspections of the Plainsboro Pond Dam and the Regular Inspection of the Duhernal Lake Dam for Middlesex County
- Formal Inspection of the Apshawa Main and Auxiliary Dams for Passaic County
- Regular Inspections of the Deer Head Lake Dam, the Lake Barnegat Dam, the Parker Avenue Dam and the Bamber Lake Dam for Ocean County
- Regular Inspection of the Millhurst Pond Dam for Monmouth County
- Regular Inspection of the Old Mill Pond Dam for Wall Township
- Regular and Formal Inspections of the Iona Lake Dam and the Franklinville Lake Dam for Franklin Township

STRUCTURAL AND GEOTECHNICAL DESIGN EXPERIENCE:

- Effluent Pumping Station for the Joint Meeting of Essex and Union Counties
- Pile-supported Foundation for the Jackson Street Fire House for the Borough of Sayreville
- Carteret Waterfront Park and Recreation Pier for the Borough of Carteret
- ADA Accessible Seawall Project for the Township of Aberdeen
- Vehicle Canopy Projects for the Department of Public Works and for the Police Department in the Township of Piscataway
- Bayfront 1 Redevelopment - Phase 1A Surcharge Program for the Jersey City Redevelopment Agency

SPECIAL STRUCTURAL CONSTRUCTION INSPECTIONS:

- Gilmore School Addition and Renovations, Union City, NJ
- Union City Board of Education 36th Street Parking Garage, Union City, NJ

INSPECTION EXPERIENCE (AT PREVIOUS FIRM):

- The 2011 Queens-Midtown Tunnel Interim Inspection, the 2009 Inspection of the Main Span Traveler Rails of the Verrazano-Narrows Bridge and the 2009 Water Infiltration Study of the Ventilation Buildings of the Queens-Midtown Tunnel for the TBTA of NY
- The 2008 Condition Survey of the Passaic River Lift Bridge (which carries PATH trains over the river), the 2008 Biennial Inspection of the New Jersey Marine Terminal Bridges (also inspected in 2004 and 2006), the 2007 Condition Survey of the Holland Tunnel Sign and Lighting Structures, the 2007 Biennial Inspection of the George Washington Bridge Lower Level (also inspected in 2005), the 2006 Biennial Inspection of the Newark Liberty Internation Airport Bridges, the 2005 Condition Survey of the George Washington Bridge Bus Station, the 2003 Biennial Inspection of the Lincoln Tunnel New York Approach Roadways, the 2002 Biennial Inspection of the Outerbridge Crossing Main Span and Approaches and the 1999 Biennial Inspection of the George Washington Bridge Upper Level (including towers and cables) for the PANY&NJ.

MICHAEL McGURL, PLS, CFS
DIRECTOR OF SURVEYING

EDUCATION / CERTIFICATIONS:

New Jersey Institute of Technology
B.S. Surveying Engineering Technology 1993

Rutgers University Cook College
B.S. Exercise Physiology 1985

New Jersey Professional Land Surveyor
License No. GS 38338

Pennsylvania Professional Land Surveyor
License No. SU-054826-E

New York Professional Land Surveyor
License No. 050463-1

New Jersey Certified Floodplain Surveyor
License No. NJ-35

OSHA Trained per 27 CFR 1910.120 (E), (1.2)

OSHA Trained per 27 CFR 1910.120 (E), (3)

PROFESSIONAL AFFILIATIONS:

- NJ Society of Professional Land Surveyors
- American Congress on Surveying & Mapping
- National Society of Professional Land Surveyors
- Tau Alpha Pi National Engineering Honor Society

GENERAL DESCRIPTION OF EXPERIENCE:

Mr. McGurl has over thirty eight years experience in boundary and right-of-way surveying. This experience has included: the preparation of right-of-way documents, large boundary surveys, establishment of horizontal and vertical control networks through land based and satellite techniques, hydrographic and topographic mapping, research of public and private title records, and the preparation of legal descriptions for fee and easement acquisitions. Over the past twenty-five years Mr. McGurl has prepared right-of-way mapping for the New York State Department of Transportation, New Jersey Department of Transportation, New Jersey Turnpike Authority, and various county and municipal clients.

SPECIFIC EXPERIENCE:

NYC-DDC Underground Storage TanksDesign, reconnaissance, construction and adjustment of a GPS Network encompassing the five Boroughs of New York City for the New York City Department of General Services. The GPS Network was controlled by nine (9) horizontal stations and five (5) vertical stations . Overall 76 horizontal control points were set from this network.

Monmouth County Route 3, Tennent Road, Manalapan
Survey and mapping for 3-miles of Monmouth County Route No. 3, Tennent Road, Township of Manalapan, preparation of General Property Parcel maps (32) and Individual Parcel (150) maps for the acquisition of private property for the improvement of the Monmouth County Route No. 3, Tennent Road, five (5) bridges and adjacent roadway.

West Century Road Bridge, Paramus Borough
Survey and mapping for 800 feet of West Century Avenue, preparation of General Property Parcel and Individual Parcel (5) maps for the acquisition of private property for the improvement of the West Century Road bridge and adjacent roadway.

New Jersey Turnpike Authority
Right-of-Way surveys and mapping for the conveyance of extraneous property to local authorities for public use. Pennval Road, Smith & Dahl Streets, Woodbridge Twsp.

Improvements to GSP Interchange 142,
Union, Hillside and Irvington, NJ
Provided the Right-of-Way, storm and sanitary sewer as-built surveys of approximately four miles of U.S. Highway Route 78 (I-78) and three miles of the Garden State Parkway in the vicinity of Interchange 142. The General Property Parcel and Individual maps were prepared in accordance with NJDOT and New Jersey Turnpike Authority standards for twelve parcels.

Main Street & Woodbridge Center Drive, Woodbridge, NJ
Provided Boundary, Topographic, Right-of-Way and utility surveys for the realignment and widening of CR 514 and improved access to Woodbridge Center Drive. The project was immediately adjacent to twenty-five residential and commercial private properties and required the acquisition of fee and/or easement parcels from seven property owners.

Xanadu Recreation Complex, Secaucus, NJ
Prepared the Boundary, Right-of-Way, Topographic, Utility and Hydrographic surveys for the design and proposed development of the Xanadu Complex on the former Brendan Byrne Arena site. Prepared the ALTA-ACSM survey of the Brendan Byrne Arena property, reestablishment of the existing rights-of-ways for New Jersey State Highway Route Nos. 3 and 120, Paterson Plank Road, and a portion of the New Jersey Turnpike immediately adjacent to the proposed development.

EXPERIENCE:

Surveying experience: 38 years

GARY OLIVA, PE
DIRECTOR OF CIVIL ENGINEERING

EDUCATION / CERTIFICATION:
Roger Williams University, RI
B.S. Engineering 2003

New Jersey Professional Engineer
License No. 47483

GENERAL DESCRIPTION OF EXPERIENCE:
Performed necessary site evaluations required to design roadway layouts; developed proposed vertical and horizontal roadway geometries in accordance with AASHTO and NJDOT guidelines; created profiles, grading plans and cross sections; designed drainage improvements, water distribution systems and sanitary sewerage systems; performed traffic studies and analyses; designed signalized intersections; calculated earthwork; developed traffic control plans according to MUTCD; calculated quantities and prepared engineer's cost estimates; created necessary construction details; prepared contract specifications; prepared soil erosion and sediment control plans and necessary permit applications.

Mr. Oliva regularly attends public meetings and prepares detailed notes; attends project bid openings and
prepares reports regarding bid results of various municipalities and counties.

DETAILED EXPERIENCE:
Mr. Oliva is experienced with roadway and traffic design, traffic signalization, parks and recreation facilities, storm and sanitary sewer design, bridge / culvert replacement, and building facilities having worked on projects including, but not limited to:

- Replacement of Culvert 3-C-73, Jernee Mill Road over Pond Creek
  Borough of Sayreville, NJ
  Client – Middlesex County

- Replacement of Bridge R-5 on County Route 39 (Florence Avenue) over a Tributary of Chingarora Creek Borough of Union Beach, NJ
  Client – Monmouth County

- Replacement of County Road Culvert over Creskill Brook – Bridge 02C0903
  Borough of Demarest, NJ
  Client – Bergen County

- W. Century Road Bridge, Borough of Paramus, NJ
  Client – Bergen County

- Magnolia Avenue Bridge, Borough of Montvale, NJ
  Client – Bergen County
- Greenwood Avenue Bridge, Borough of Midland Park, NJ
  Client – Bergen County (ongoing – prepared in 2019)

- Netherwood Avenue Bridge Replacement, PL-37
  City of Plainfield and the Borough of North Plainfield, Union and Somerset Counties, NJ
  Client – Union County

- Replacement of the Marine Avenue Minor Bridge, SC-22
  Township of Scotch Plains, NJ
  Client – Union County

- Replacement of Bridge 2-B-81, North Clinton Avenue over Bound Brook
  South Plainfield, NJ
  Client: County of Middlesex

- Nassau Street Sewer Improvements
  North Brunswick, NJ
  Client: Township of North Brunswick

- Route 34 Sidewalk Improvements
  Aberdeen, NJ
  Client: Township of Aberdeen

- Annual Roadway Improvement Program
  North Brunswick, NJ
  Client: Township of North Brunswick

- Annual Milling and Resurfacing Program
  Woodbridge, NJ
  Client: Township of Woodbridge

- Building Facilities
  - Replacement of elevators at Monmouth County Human Services Building (2013)
  - RFP preparation for replacement / modernization of elevators at Monmouth County Courthouse and John L. Montgomery Care Center
  Client: Monmouth County

EXPERIENCE:
Engineering experience: Over 21 years

DONALD STEVENS, PE
DIRECTOR OF CONSTRUCTION MANAGEMENT AND CONSTRUCTION INSPECTION SERVICES

EDUCATION / CERTIFICATION:
New Jersey Institute of Technology
B.S. Civil Engineering 1997

New Jersey Professional Engineer License No. 46165

PROFESSIONAL AFFILIATIONS:
- American Society of Civil Engineers

GENERAL DESCRIPTION OF EXPERIENCE:
A Civil Engineer with over 27 years of construction experience ranging from the design and construction of very complex eco-system restoration projects to heavy civil construction of Mega-Projects. With expertise in project design and management and construction management, overseeing projects with construction budgets ranging from $5M to over $750M in South America, the Middle East and the US. Adept at working in adverse conditions and solving complex and challenging problems.

DETAILED EXPERIENCE:
Mr. Stevens has managed design phase projects with duties including conceptual design through finished design plan development, specification development, bid development, client expectations and stakeholder management. He has also managed construction phase projects with duties like preconstruction tasks, shop drawings, pay applications, contractor schedule, resolution of construction issues and management of field inspectors and office support staff. Major projects include:

Chesapeake Bay Bridge and Tunnel, Tunnel Expansion
- Used project proposal to establish sequencing, understand funding budgets, and determine required resources vs. available resources for the project
- Established work plans and staffing plans and oversaw the recruitment of project personnel
- Managed the Project Engineers, Field Engineers, Superintendents and Foremen in charge of the day-to-day construction and overall direction of the project and project team
- Met with project team to outline work plans, assign duties, and developed Responsibility Matrix

Kwajalein Atoll, Republic of Marshall Islands, Echo Pier Restoration
- Oversaw the day to day construction activities managing them through two Superintendents
- Overall responsibility for on-site safety, directly managing the site Health and Safety officers
Managed the staffing of all phases – 150+ employees
- Coordinated all RFIs, Serial Letters, REAs, Submittals, RFPs, QC Deficiencies, Etc. with the client
- Coordinated Procurement schedules, shipping, receiving, logistics
- Maintained schedule, from works schedule, pre-submittal through procurement
- Responsible for all meetings with client, stakeholders, military liaisons Etc.

Doha, Qatar, Services Agreement for CSC for Stadiums, Precincts and Training Sites – Supreme Committee for Delivery and Legacy:
Provided overall coordination and project management to the staff on-site for Demolition Works on Fourth Precinct Stadium, Main Package Works for Al Rayyan Stadium, Enabling Works and Main Package Works for Lusail Stadium, Enabling Works and Main Package Works for Training Sites.

Lincoln Park Tidal Marsh Restoration Project, Hudson County, NJ
Program Manager who oversaw conceptual design through final construction of over 40 acres of tidal marsh restoration along the Hackensack River in Jersey City NJ. Responsible for all aspects of the project from design to administration. Coordination between multiple state agencies and multiple consultants and contractors.

United States Army Corps of Engineers – Middle East District, Dahla Dam Design Project, Kandahar Afghanistan.
Program Manager who oversaw the day to day management of the engineering oversight for Survey Data Collection and Geotechnical Investigations. Coordinated with the US Military, US State Department, Provincial Afghan Government and local officials as well as the USACE to maintain working conditions and stability within the current security conditions. In charge of coordination between LBG personnel, on-site Personnel Security Details (PSDs) and the project risk management company.

- Maintained progress schedules and budgets to direct project personnel ensuring work progressed on schedule and within budget
- Provided technical advice to project personnel
- Coordinated with stakeholders; clients, government agencies, permitting agencies, and subcontractors, etc.
- Coordinated all RFIs, Serial Letters, REAs, Submittals, RFPs, QC Deficiencies, Etc. with the client
- Coordinated procurement schedules, shipping, receiving logistics

EXPERIENCE:
Planning Experience: 27 years

KAREN TWISLER, LLA, LEED® AP, BD+C, CPRP
DIRECTOR OF LANDSCAPE ARCHITECTURE

EDUCATION / CERTIFICATION:

BS Environmental Planning and Design / Landscape Architecture
2003, Rutgers University, New Brunswick, NJ

BA, English with Emphasis in Journalism 1994
Rutgers University, Camden, NJ

New Jersey Professional Landscape Architect
License No. 21AS00098900

Pennsylvania Professional Landscape Architect
License No. LA002723

Delaware Professional Landscape Architect
License No. S1-0000419

North Carolina Professional Landscape Architect
License No. 1966

South Carolina Professional Landscape Architect
License No.1479

Certified Park and Recreation Professional
License No. 10358350

PROFESSIONAL AFFILIATIONS:

- New Jersey Chapter of the American Society of Landscape Architects, Past President
- New Jersey Recreation and Park Association

DETAILED EXPERIENCE: (PRIOR TO CME ASSOCIATES)

- Completed design work in AutoCAD from concept through construction for projects including parks and sports fields, planting plans, and streetscapes
- Coordinated with multidisciplinary professionals, including surveyors and engineers
- Reviewed site plans and subdivision plans for Planning
  Boards and Zoning Boards
- Prepared proposals and grant applications
- Developed and presented materials for potential clients and for public meetings
- Cost estimates
- Inspected landscape installations for performance bond and maintenance bond release

DETAILED PROJECT EXPERIENCE:

Parks Inventory and Assessment
Cherry Hill, NJ
More than 50 Parcels were visited and existing conditions were assessed, including circulation, parking, signage, play equipment, seating and other elements. Recommendations and a 5-year spending/improvement plan were provided based on parks determined to be in greatest need.

City Hall Apron Improvements
Philadelphia, PA
As part of the replacement of a 10-inch water service pipe, the northeast corner of the site was reworked to improve circulation and permeability. One unique design feature was the redesign of an honorary plaques for fallen firefighters. The final design of this National Historic Landmark project met the requirements of the Philadelphia Historical Commission, the Philadelphia Arts Commission, the Philadelphia Water Department, Philadelphia Department of Licenses & Inspections, PennDOT and Section 17-11 of the Philadelphia Code.

Jackson Park Inclusive Playground
Hendersonville, NC
From concept to construction, we worked with the county to produce an inclusive playground suitable for all ages and abilities. A permeable rubber safety service was utilized. Slides were built onto the hillside to take advantage of the existing grade changes. Covered shade structures were provided along with a variety of play opportunities.

EXPERIENCE:

Engineering Experience: 30 years

JAMES C. WATSON, PE, PTOE
DIRECTOR OF TRANSPORTATION / TRAFFIC

EDUCATION / CERTIFICATION:
University of Vermont
B.S. Civil Engineering 1993
New Jersey Professional Engineer
License No. 24GE04452800

Professional Traffic Operations Engineer
Institute of Transportation Engineers

PROFESSIONAL AFFILIATIONS:
- American Society of Civil Engineers
- Institute of Transportation Engineers

GENERAL DESCRIPTION OF EXPERIENCE:
Mr. Watson has managed and designed various County and Municipal Transportation and Traffic Capital Improvement Projects including signalized and unsignalized intersections, full and partial roadway reconstructions, roadway resurfacing and rehabilitations, bridge and culvert replacements, bikeways, multi-use pathways, and ADA Accessible pedestrian facilities. Mr. Watson has managed and conducted numerous traffic studies and the development of conceptual design layouts necessary to effectively plan future County and Municipal Improvement projects. In addition, Mr. Watson has served many Municipal Planning Boards and Zoning Boards of Adjustment providing site plan and traffic study reviews along with expert traffic testimony related to the potential traffic impacts associated with proposed developments..

DETAILED EXPERIENCE:
Parkway Avenue & Plainsboro Road Intersection Improvements, Plainsboro Township, New Jersey
Project Manager for the design associated with the replacement of an existing traffic signal located within the Plainsboro Village Center in accordance with Plainsboro Township and NJDOT design standards, AASHTO and MUTCD.

Raymond Avenue Bridge Reconstruction PL-20 Over Green Brook, City of Plainfield, Borough of North Plainfield and Borough of Watchung, Union County and Somerset County, New Jersey, Union County Project
Project Manager for replacement of the Raymond Avenue Bridge over the Green Brook which included the design of a replacement bridge, drainage improvements and the approach roadways in accordance with Union County and NJDOT design standards, AASHTO and MUTCD.

Route 9 and Main Street (CR 514) Roadway Improvements, Woodbridge Township, New Jersey
Project Manager for the design associated with the replacement of two (2) NJDOT traffic signals, one (1) new Middlesex County traffic signal, the extension of an existing County culvert, Main Street widening and complete drainage system replacement within Woodbridge Township in accordance with NJDOT, Middlesex County and Woodbridge Township design standards, AASHTO. Developed comprehensive traffic control and staging plans and temporary traffic signal plans as per NJDOT standards and MUTCD.

Intersection Improvements at Riva Avenue and Hardenburg Lane, East Brunswick Township, New Jersey
Project Manager for the design associated with the replacement of an existing traffic signal in East Brunswick Township in accordance with East Brunswick Township and NJDOT design standards, AASHTO and MUTCD.

New Dover Road and Colonia Boulevard Intersection Improvements, Woodbridge Township, New Jersey
Project Manager for the design and traffic analyses associated with the Improvements to an existing unsignalized intersection in accordance with NJDOT design standards, AASHTO and MUTCD.

Mullica Hill By-Pass, U.S. Route 322, Mullica Hill, New Jersey, Gloucester County Project
Project Manager for the traffic related design tasks required to prepare final traffic signal design plans for this fast paced project which replaced an existing traffic signal in accordance with Gloucester County and NJDOT standards, AASHTO and MUTCD.

Replacement of W. Century Road Bridge Over Sprout Brook, Borough of Paramus, Bergen County
Project Manager for the traffic related design tasks associated with the development of Traffic Control Plans required to support multiple construction stages with Detour Plans in accordance with NJDOT, Bergen County and Paramus Borough design standards, AASHTO and MUTCD.

Replacement of Magnolia Avenue Bridge, Borough of Montvale, Bergen County
Project Manager for the traffic related design tasks associated with the development of Magnolia Avenue Full Bridge Closure Detour Plans in accordance with NJDOT, Bergen County and Montvale Borough design standards, AASHTO and MUTCD.

EXPERIENCE:
Planning Experience: 27 years

MICHAEL DZIUBECK, PE
SENIOR PROGRAM MANAGER

EDUCATION / CERTIFICATION:
New Jersey Institute of Technology
B.S. Mechanical Engineering 2005

New Jersey Professional Engineer
License No. 48358

PROFESSIONAL AFFILIATIONS:
- NJ Water Environment Association

GENERAL DESCRIPTION OF EXPERIENCE:
Design, preparation of plans, specifications and bid documents for projects including potable and non-potable water systems, including storage, pumping facilities, treatment and distribution systems, and of wastewater systems, including collection systems, pumping facilities and upgrades of, treatment facilities.

Coordination with regulatory agencies and preparation of various permit applications including air pollution control, treatment works approval, physical connection permit for drinking water and other regulatory permits and approvals.

WATER SUPPLY PROJECTS:
- Design of water main upgrade projects for various clients in New Jersey. The projects have included water main replacement, directional drilled water mains, service replacements, water main lining

- Development and operation of water models utilizing Bentley WaterGEMS. Modeling included the preparation of hydraulic systems including development of skeletal model, importation of water demands, field and office model calibration, water system evaluation utilizing the developed model, indentification of potential water system improvements and continual model maintenance. Water Model development have been prepared for the following water systems:

    - Old Bridge Municipal Utilities Authority
    - Borough of Sayreville
    - Township of North Brunswick
    - Berkeley Township Municipal Utilities Authority

- Design of a 5 MG water treatment plant on Harbor Road in Marlboro Township including ten (10) vertical pressure filters, backwash tanks, laboratory, 10,000 square foot building, instrumentation and site piping.

- Construction phase services for 7 MG water treatment plant in the City of Rahway including four (4) membrane filter trains, replacement of pond liners, backwash waste recycle system, metal building enclosure and site piping.

- 7 MG water treatment plant in the Borough of Sayreville including four (4) membrane filter trains, clarifier tank, backwash waste recycle system, granular activated carbon filters, and site piping.
- Improvements to the North Brunswick 10 mgd Water Treatment Plant including backwash tanks, thickener modifications, inline mechanical mixer and site piping.

WASTEWATER PROJECTS:
- Design of (3) three 1,250 kw generators for the Township of Brick Municipal Utilities Authority.

- Replacement of three (3) 350 HP sewage pumps including variable speed drives, transformers and controls at the Joint Meeting of Essex and Union Counties.

- Upgrades to various pumping stations for the Western Monmouth Utilities Authority including Brunswick Drive Pump Station, Prince William Pump Station, Texas Road Pump Station, Greenwood Road Pump Station, Lloyd Road Pump Station and Hawkins Road Pump Station.

- Design and construction phase services for the South Monmouth Regional Sewer Authority, Sea Girt Avenue Pump Station that consisted of a mobile equipment enclosure due to the location of the station in a flood prone area.

- Design of the South Monmouth Regional Sewerage Authority, Lake Como Pump Station. The design include gravity sewer and force main extensions to relocate the pump station approximately 1,000 feet to remove it from a flood prone area. A unique design approach was implemented in order for the new pump station to maintain the aesthetics of the neighborhood.

- Design of sewage pump station upgrade projects for various clients in New Jersey. The projects have included pump replacement, piping modifications, wet well rehabilitation, conversations to submersible type pump stations, control systems, site improvements, construction of utility buildings and other various upgrades as deemed necessary to implements fully functional pumps station.

EXPERIENCE:

Engineering experience: 18 years

JEFF GERSTACKER
SENIOR PROGRAM MANAGER

EDUCATION / CERTIFICATIONS:

New Jersey Institute of Technology
B.S. Civil Engineering Technology, 1991

- Health and Safety for Uncontrolled Hazardous Waste Site Investigation Certification, 40 hours, 1991
- Municipal Engineering Inspection Certification, 1994
- Confined Space Training Certification, 1998
- Asphalt Technology Certification, 1999
- 8-Hour Hazwopper Refresher Certification, 2018
- NICET Certified Engineering Technologist, 2016

GENERAL DESCRIPTION OF EXPERIENCE:

Responsible for construction engineering/site observation services.

Responsible for the construction inspection of capital improvement projects and the site observation of residential, commercial and industrial developments.

Construction administration of water treatment plants, water and sewage pumping stations, water distribution and sanitary collection systems, highway construction, roadway construction, roadway rehabilitation, parks and recreational facilities.

ROAD AND HIGHWAY:

Projects include minor roadway, major highway and intersection improvements. Roadway construction, roadway rehabilitation and roadway evaluations.

The work includes the installation of storm sewer pipe and underdrain systems, water main relocation, earthwork, grading, curb and sidewalk replacement, subgrade preparation, subbase installation, base paving, milling, roadway resurfacing, striping, lighting, signage, traffic signalization and other associated work.

HYDRAULIC AND SANITARY:

Projects include water distribution mains, transmission mains, pumping stations, elevated storage tanks, water treatment plants, wastewater treatment facilities, wastewater pumping stations and wastewater collection systems.

The work includes the installation of cement lined DIP water main, gate valves, fire hydrants, water services, water main cleaning and lining, welded steel potable water storage tank painting, PVC gravity sanitary sewer, bore and jack crossing, micro tunneling, television inspection and infiltration inflow analyses.

PARK AND RECREATIONAL FACILITIES:

Projects include tot lots, comfort stations, baseball fields, soccer fields, football fields, tennis courts, basketball courts and hockey rinks.

The work includes site clearing, site grading, construction of retaining walls, concrete paver block, bituminous concrete walkways, storm drainage systems, irrigation systems, lighting systems, various types of tot lot play structures and site landing.

RECENT PROJECTS:

- 2017 Roadway Paving and Reconstruction Project - Phase 1
  Borough of Sayreville
- Winding Woods Wastewater Pump Station Reconstruction
  Borough of Sayreville
- The Meadows at Middlesex Golf Cart Path Improvements
  County of Middlesex
- Modifications to the Former Bordentown Avenue Water Treatment Plant Building
  Borough of Sayreville
- Public Safety Complex Cooling Tower Replacement
  Borough of Sayreville

EXPERIENCE:

Engineering Experience: 33 years

KEITH HENDERSON, PE, PP, PLS
SENIOR PROGRAM MANAGER

EDUCATION / CERTIFICATION:

- BS, Civil Engineering, Drexel University, 1975
- MS, Environmental Engineering, Manhattan College, 1978
- Post Master Study, Biochemical Engineering, Drexel University, 1984

New Jersey Professional Engineer
License No. 24GE03080400

Pennsylvania Professional Engineer
License No. PE-027367-E

New Jersey Professional Planner
License No. 33LI00357600

Pennsylvania Professional Land Surveyor
License No. SU-001363-A

PROFESSIONAL AFFILIATIONS:

- National Society of Professional Engineers
- Water Environment Federation
- American Water Works Association

GENERAL DESCRIPTION OF EXPERIENCE:

Mr. Henderson has more than 40 years of experience in the fields of environmental and civil engineering. His expertise includes asset management, rate studies, capital facility planning and financing, stormwater management and water and sewer system design and operation.

He is also experienced in master planning, civil engineering design, scheduling, interpretation of contract plans and specifications, technical analysis, and construction management from initiation to completion.

Mr. Henderson has performed numerous Phase I and Phase II environmental site assessments, environmental audits and remediation projects. His clients have included private industry, financial institutions and municipal governments.

DETAILED DESCRIPTION OF EXPERIENCE:

Designated Consultant to Various NJ Sewerage Authorities Water Commissions and Municipal Utility Authorities.
Communities include Barnegat Township Water and Sewer Utility, Lacey Municipal Utilities Authority, Ocean Township Municipal Utilities Authority, Tuckerton Borough Water and Sewer Utility, Mount Holly Sewerage Authority, Pennsauken Sewerage Authority, Plainfield Municipal Utilities Authority, Berkeley Sewerage Authority, Northwest Bergen County Utility Authority, Western Monmouth Utility Authority, and the Passaic Valley Sewage Commissioners.
Borough of Highlands Stormwater System Improvements
Principal in charge of the preparation of design plans and permit applications for the renovation and upgrade of a Borough wide stormwater system. The project included installation of a new stormwater collection system in the downtown area, construction of a new stormwater pump station at Snug Harbor, which included two 36-inch diameter axial flow pumps, and upgrades to the Valley Street stormwater pump station.

Stormwater Management Consultant to over 20 municipalities and municipal authorities for compliance with NJDEP Phase II Municipal Stormwater Management Permit requirements. Responsibilities include preparation of Municipal Stormwater Pollution Prevention Plans (SPPP), Municipal Stormwater Management Plans and directing Municipal Departments' compliance with stormwater permit requirements.

Northwest Bergen County Utilities Authority (NBCUA)
Authority Engineer responsible for the planning, design and construction management for all of the Authority's capital projects. Major projects include expansion of the interceptor system into the Borough of Franklin Lakes, reconstruction of the Authority's three major pumping stations, construction of a septage receiving station and new head works at the 16 MGD treatment plant.

Passaic Valley Sewerage Commission
Principal-In-Charge of many projects in this 330 MGD facility, including design and construction management of a new plant wide security system; and construction management for the reconstruction of the head works, sludge thickening facilities and reconstruction of the final clarifiers. Total construction value of all projects exceeds $45 million.

EXPERIENCE:

Engineering Experience: Over 45 years

HENRY L. JOHNSEN, PE
SENIOR PROGRAM MANAGER

EDUCATION / CERTIFICATION:
Clemson University
B.S. Civil Engineering 1961

Newark College of Engineering (NJIT)
M.S. Civil Engineering 1964

New Jersey Professional Engineer
License No. 13855

New York Professional Engineer
License No. 41962

Vermont Professional Engineer
License No. 98143

PROFESSIONAL AFFILIATIONS:
- American Society of Civil Engineers
- NJ Water Environment Association

GENERAL DESCRIPTION OF EXPERIENCE:
Experience expanding from the design of housing and industrial subdivisions and site plans including water, storm sewers, sanitary sewers, roads and related facilities to complete design and project management of water and sewage treatment plants.

Hydraulic and environmental engineering, including preparation of feasibility reports, project reports, master plans; analysis and design, including specifications of major transmission systems, treatment plants, storage and supply facilities and pumping stations for both potable water and sanitary sewer facilities.

ENVIRONMENTAL AND HYDRAULIC PROJECTS:
Mr. Johnsen's experience prospered at Rist-Frost Associates with design and resident engineering responsibility for the Village of Granville Secondary Sewage Treatment Plant which included trickling filters; the Village of Saranac Lake and Lake Placid secondary sewage treatment plants, which include suspended growth systems; and the City of Saratoga Springs Water Treatment Plant.

While at Killam Associates, Mr. Johnsen's work expanded to include the design and construction management of large regional collection and sewage treatment facilities such as South Monmouth, Western Monmouth, Neptune, Hanover and Berkeley Heights, all of which have trickling filters. Additional activated sludge projects including the Joint Meeting of Essex and Union, Warren Twp., and Rockaway Valley.

Mr. Johnsen's experience continued to thrive at CFM Associates with project management responsibilities for the design of advanced wastewater treatment plants including, rotating biological contactors, oxidation ditches, nitrification, filtration and ultraviolet disinfection for Mendham, Washington Township, and Long Hill Township with oxidation ditches. Industrial pre-treatment experience includes heavy metal removal for Driver Harris, oil removal for Atlas Refinery, and pH control for Proctor and Gamble.

Mr. Johnsen's current success at CME Associates includes project management for both water and wastewater. Projects include the Joint Meeting of Essex and Union Counties Wastewater Treatment Plant, Delran Township Sewerage Department, Linden Roselle Sewerage Authority, Township of Neptune Sewerage Authority, North Brunswick Water Treatment Plant, Old Bridge MUA, Sayreville Water Treatment Plant, Milltown water and sewerage improvements, City of New Brunswick sanitary and stormwater separation, and the Township of Ocean Wastewater Treatment Plant.

NEW JERSEY CLIENTS:
*Joint Meeting Essex and Union Counties, Linden Roselle Sewerage Authority, Delran Township Sewerage Authority, *South Monmouth Regional Sewerage Authority, *Western Monmouth Sewerage Authority, *Hanover Sewerage Authority, *Berkeley Heights, Long Hill Township, Washington Township Municipal Utilities Authority, Ford Motor Company, Driver Harris Alloys, Six Flags Great Adventure, Proctor and Gamble, Sundor Food Products,Bedminster Township, North Brunswick Township, *Neptune Township Sewerage Authority, Township of Ocean Sewerage Authority, the Borough of Sayreville, Old Bridge MUA, the Borough of Milltown, and the City of New Brunswick.

NEW YORK STATE CLIENTS:
Saratoga Springs, *Lake Placid, *Saranac Lake, Granville, New York State Department of Environmental Conservation, Glens Falls, South Glens Falls, Queensbury, Hudson Falls, Fort Edward and Lake George.

VERMONT CLIENTS:
Brandon Training School, Stratton Mountain Corp., Inglenook Lodge - Jay Peak.

* Co-generation clients

EXPERIENCE:
Consulting & Municipal Experience: 60 years

BENNETT MATLACK, PE, CME, CFM
SENIOR PROGRAM MANAGER

EDUCATION / CERTIFICATION:

Rutgers University
B.S. Civil Engineering 2006

New Jersey Professional Engineer
License No. 24GE04934600

Certified Municipal Engineer
N.J.M.E.I. Certification No. 13-020

NJ Certified Floodplain Manager
Certification No. US-14-07705

- Design of ADA Curb Ramps
  Rutgers University, January 2017
- NJ Association of Flood Plain Managers Conference
  Atlantic City, 2014 - 2017
- Grant Management for Federal Aided Projects
  Rutgers University, April 2017
- Highway Inspection Procedures for Federal-Aid Projects
  Rutgers University, April 2017

PROFESSIONAL AFFILIATIONS:

- American Society of Civil Engineers
- NJ Society of Municipal Engineers
- ASFPM Certified Flood Plain Manager

GENERAL DESCRIPTION OF EXPERIENCE:

Experienced in the preparation and coordination of construction plans, specifications and applications to various Municipal, County and State review and permitting agencies for private and municipal clients.

Design experience includes preparation of major site plans, subdivisions, storm drainage systems, storm water management plans, sanitary sewer and water extensions and connections, and soil erosion & sediment control plans for various private clients.

Municipal design and construction administration experience includes the design and construction oversight of roadways, parking lots, streetscapes, traffic signals, boardwalks, parks and public works yards. Experience in the preparation of various permit applications including Flood Hazard Area, Statewide General Permits, Soil Erosion & Sediment Control, and Planning and Zoning Board Applications. Mr. Matlack has represented various planning and zoning boards including Atlantic Highlands, Marlboro, Hazlet, Keyport and Voorhees.

DETAILED EXPERIENCE:

CAMDEN COUNTY, NJ
- Haddon Avenue Transit Village Roadway Improvements
  (Federally Funded)

VOORHEES TOWNSHIP, CAMDEN COUNTY, NJ
- Kresson Road Sidewalk Improvements (Federally Funded)

TOWNSHIP OF HOLMDEL
- Holmdel Firehouse
- Crawfords Corner Road, Phases 4-5

MANALAPAN TOWNSHIP, MONMOUTH COUNTY, NJ
- Manalapan Recreation Center Expansion
- Improvements to Iron Ore & High Bridge Roads
- Improvements to Poets Section
- Gordons Corner Road Corridor Improvements

BOROUGH OF CARTERET, MIDDLESEX COUNTY, NJ
- Chrome Streetscape Project
- Carteret DPW

TOWNSHIP OF HOWELL, MONMOUTH COUNTY, NJ
- Improvements to Ford Road
- Howell DPW

TOWNSHIP OF MAPLE SHADE, BURLINGTON COUNTY, NJ
- Improvements to N. Coles Avenue
- Improvements to East Mill Road

TOWNSHIP OF EVESHAM, BURLINGTON COUNTY, NJ
- Evesham Recreation Center
- Improvements to Memorial Field

TOWNSHIP OF DELRAN, BURLINGTON COUNTY, NJ
- Westover Drainage Improvements
- Fairview Sidewalk Improvements
- Stewart Ave. Outfall Improvements
- Improvements to Haines Mill Rd.

TOWNSHIP OF BRICK, OCEAN COUNTY, NJ
- Improvements to Bernard J. Cooke Park
- Roadway Improvements to Lakewood Gardens
- Roadway Improvements to Woodland Valley

MISCELLANEOUS MUNICIPALITIES
- Sanitary Sewer Infrastructure Improvements, Point Pleasant Beach, Ocean County, NJ
- Improvements to Pine Street, Old Bridge, Middlesex County, NJ

EXPERIENCE:

Engineering experience: 17 years

DARREN MAZZEI, PE, CME
SENIOR PROGRAM MANAGER

EDUCATION / CERTIFICATION:

Rutgers University, New Brunswick, NJ
B.S. Civil Engineering, Fall 2005

Lake Forest College, Lake Forest, IL
Physics Major, Fall 2000 - 2001

New Jersey Professional Engineer
License No.: 24GE04869400

Certified Municipal Engineer
Certificate No.: 13-022

GENERAL DESCRIPTION OF EXPERIENCE:

Duties include: design and preparation of engineering plans and specifications for Municipal, Private and State construction projects. These design projects include: construction and/or reconstruction of roadways; intersection and traffic signal improvements; site plan layouts; sanitary sewer, storm sewer and potable water distribution system installation and improvements; and parks and recreation facilities.

Specific responsibilities relative to the above mentioned projects include: initial site feasibility studies for design; design of roadway layouts including grading, vertical and horizontal curves, cross sections, and earthwork calculations; the design of storm drainage systems (TR-55 and Rational Methods); design of sanitary sewer systems (capacity analysis and line sizing); design of potable water systems; preparation of soil erosion and sediment control plans; culvert, hydrologic, and hydraulic analyses; and coordination, scheduling and filing of permit applications to County and State agencies. Duties also include construction administration for these projects, including shop drawing review.

Municipal Engineer duties include: reviewing of major/minor subdivisions and site plans of residential and commercial developments for Municipal Zoning and Planning Boards for compliance with all Municipal standards, and preparation of reports thereof; preparation of feasibility studies and master plans; preparation of bond estimates; and overseeing of development projects during construction.

SPECIFIC EXPERIENCE:

- Improvements to Hammond Ave.
  Bradley Beach, New Jersey 2011
- Improvements to Main Street and Thomas Street
  County of Middlesex - Design Phase - 2011
- Improvements to Jernee Mill Rd. & Bordentown Ave.
  County of Middlesex - Design Phase 2011
- Mercer County Firearms Range Improvements
  County of Mercer - Design Phase 2011
- New Maintenance Garage - Davidson's Mill Pond County Park - County of Middlesex - Design Phase 2011
- South River Public Library Expansion Site Improvements
  South River, New Jersey 2011
- 2010 Roadway Improvements
  Plainsboro, New Jersey 2011
- 2011 Road Improvement Program
  Pleasantville, New Jersey 2011
- 2010 Roadway Improvements
  South River, New Jersey 2011
- Heritage Village at Bloomfield
  Bloomfield, New Jersey 2011
- Improvements to the Intersection of Montgomery Street & John F. Kennedy Drive North & South
  Bloomfield, New Jersey 2011
- Resurrection Cemetery Site Plan
  Piscataway, New Jersey 2011

EXPERIENCE:

Municipal Engineering Experience: 19 years

JOHN E. MESKILL, III, PE, PP, CME
SENIOR PROGRAM MANAGER

EDUCATION / CERTIFICATIONS:

Rutgers University College of Engineering
B.S. Civil Engineering 1986

New Jersey Professional Engineer
License No. 36180

New Jersey Professional Planner
License No. LI00566

Certified Municipal Engineer
N.J.M.E.I. Certification No. CME 682

GENERAL DESCRIPTION OF EXPERIENCE:

Construction observation for municipal roadway, utility, 3.0 mg standpipe and various construction projects, including preparation of daily reports.

Surveying: Rodman, transit man and party chief member in field survey crew; outbound property surveys, aerial control layouts, right-of-way surveys, stakeouts for utilities and buildings; right-of-way and easement property acquisition reviews. Review of general property parcel maps, individual property maps, and descriptions in accordance with the Middlesex County filing requirements.

Design of road construction and reconstruction, street intersections, noise barriers, parking facilities, water distribution systems, storm drainage systems, stormwater detention/retention facilities; sanitary sewage collection /transmission systems, force mains, and pump station facilities including interior piping and valving layout; hydraulic and hydrologic analysis; site grading, parks and recreation facilities including athletic fields, tot lots and comfort/concession buildings; waterfront improvements, including boat ramps and observation decks. Design and coordination of athletic field lighting, drainage and irrigation facilities. Rehabilitation of existing sanitary sewer and water distribution systems. Sanitary sewer flowmetering studies. Quality control reviews of project plans and specifications prior to bid phase. Preparation of cost estimates, plans, specifications and contract documents for various County, Municipal, Board of Education, Private and Capital construction projects.

Construction Management: overseeing of construction inspectors and design engineers; attend meetings with Municipal officials and contractors, bid phase services including coordination, analysis, and all other tasks relative to same; preparation of progress pay estimates and change orders; review of resident complaints, shop drawing reviews, preparation of as-builts, and alternate layout designs due to unforseen existing conditions encountered during construction. Design and engineering review of the Raritan Center Interchange project prepared for the Middlesex County Improvement Authority.

Preparation of plans and permit applications for various NJDEP, NJDOT and soil conservation regulatory agencies. Preparation of grant applications for various funding agencies.

Planning, budgeting, scheduling, coordination, alternative analyses and conceptual designs for various projects. Preparation of costs analyses for proposed project improvements required for company proposals. Specifying project design requirements, creating design teams, and issuing tasks.

MUNICIPAL ENGINEERING SERVICES:

Design and administration of County, Municipal, Private and Capital construction projects; preparation of water distribution, storm sewer and sanitary sewer studies; Planning Board and Zoning Board services including the review of major subdivisions and site plan applications, attendance at Zoning Board meetings, preparation of reports and observation of construction.

EXPERIENCE:

Engineering Experience: 62 years

DREW PAVLICK, PE, PP, PTOE, CME, CFM
SENIOR PROGRAM MANAGER

EDUCATION:
University of Delaware
B.C.E. Civil Engineering 2011
M.C.E. Civil Engineering 2012

New Jersey Professional Engineer
License No. 24GE05251600

New Jersey Professional Planner
License No.: 33LI00636400

NJ Certified Floodplain Manager
Certification No. US-16-09127

Certified Municipal Engineer
NJMEI Certification No. 17-18

- Compliance with the Americans with Disabilities Act
  Rutgers University, July 2011
- Transportation Research Board Annual Meeting
  Washington, DC, January 2012
- NJDEP Flood Hazard Area Control Act Rules
  Rutgers University, August 2016
- NJ Association of Floodplain Managers Conference
  Atlantic City, October 2016-2021
- NJDEP Stormwater Management Design Review
  Rutgers University, May 2017 & 2021
- Highway Inspection Procedures for Federally Funded Projects

PUBLICATION:
- Pavlick, Drew and Dr. Ardeshir Faghri. Health Effects of
  the Built Transportation Environment.
  University of Delaware. 2012.

GENERAL DESCRIPTION OF EXPERIENCE:
Experienced in municipal, private, and academic engineering subfields. Involved in the preparation and coordination of construction plans, specifications, and applications to various Municipal, County, and State review and permitting agencies for private and municipal clients.

Design experience includes preparation of site plans, storm drainage systems, and sediment control plans for various public and private clients. Other experience includes preparation of stormwater reports, flood hazard area studies, environmental impact statements, and site investigation reports.

Municipal design and construction administration experience includes the design and construction oversight of roadways, parking lots, streetscapes, traffic signals, boardwalks, parks, and public building sites. Experienced with Federally-funded design and construction/ management inspection projects.

Experienced in the preparation of various permit applications including Flood Hazard Area, DEP General Permits, Soil Erosion & Sediment Control, Municipal Utility Permits, and Planning & Zoning Board Applications. Mr. Pavlick has represented various planning and zoning boards and serves as the planning and zoning board engineer for the City of Trenton and Township of Mount Laurel.

SPECIFIC EXPERIENCE:
Highlands Borough, Monmouth County, NJ
- Cedar St & Jones Creek Bulkhead
- Improvements to Valley Street
- Phase 1 Sanitary Sewer Improvements (NJEIT)
- Snug Harbor Park Improvements

Brick Township, Ocean County, NJ
- Brick Beach I Shower Pad & Parking Lot
- Safe Routes to Schools Lanes Mill & Midstreams (Federal)
- Bernard J. Cooke Park Improvements
- Improvements to Laurelhurst Ph 1 & 2 (NJDOT)
- Lanes Mill Elementary Parking Lot Improvements
  Atlantic Highlands Borough, Monmouth County, NJ
- Bayside Drive Improvements (3 NJDOT Grants)
  Atlantic City, Atlantic County, NJ
- Caspian Pointe Pedestrian & Bikeway Connection (Federal)
- Atlantic Avenue Road Diet – Phase 1 (Federal)
- Improvements to Chelsea Area & Albany Ave (Federal)
  Atlantic County, NJ
- Improvements to Jimmie Leeds Rd (CR 561)
  Evesham Township, Burlington County, NJ
- Memorial Sports Complex - Synthetic Field M2
  Lumberton Township, Burlington County, NJ
- New Public Safety Building
  Bordentown Township, Burlington County, NJ
- Municipal Drive & Germantown Road Pipe Lining
  Voorhees Township, Camden County, NJ
- Maiaroto Sports Complex Synthetic Field

EXPERIENCE:
Engineering experience: 11 years

MICHAEL J. ROBERTS, PE, CME
SENIOR PROGRAM MANAGER

EDUCATION / CERTIFICATION:
The Pennsylvania State University
B.S. Civil Engineering 2006

New Jersey Professional Engineer
License No. 24GE05152600

New Jersey Society of Municipal Engineers
Certified Municipal Engineer
NJMEI Certificate Number 19-31

PROFESSIONAL AFFILIATIONS:
- NJ Society of Professional Engineers
- American Society of Civil Engineers

GENERAL DESCRIPTION OF EXPERIENCE:
Over eighteen (18) years of experience in the preparation, design, coordination, implementation, and review of construction plans, specifications, and local and state agency development applications for various public and private clients throughout New Jersey.

Private site design experience includes the preparation of land use applications and project specifications for residential, commercial, and industrial uses, as well as coordination with local and state agencies for wetlands disruption permits, Flood Hazard Area permits, Soil Erosion and Sediment Control, Treatment Works Approvals, roadway access permits, etc.

Public design experience includes the design and construction of municipal and county owned public works facilities, stormwater detention and conveyance facilities, as well as parks and recreation facilities. Mr. Roberts also has significant experience in the preparation of plans and specifications for roadway rehabilitation and new roadway design and construction.

Mr. Roberts currently represents the following municipalities as the Board Engineer or Board Traffic Engineer: Berlin Borough, Deptford Township, East Greenwich Township, Haddonfield Borough, Hamilton Township (Atlantic County), Palmyra Borough, Westampton Township, and Winslow Township.

Construction experience includes inspection and oversight for the construction and rehabilitation of roadways, concrete bridges and culverts, storm drainage systems, public and private land development projects, as well as environmental remediation and mitigation projects.

ENGINEERING EXPERIENCE: 18 years

DETAILED EXPERIENCE:

Burlington County, NJ
- Arney's Mount Trail, Springfield, NJ
- Long Bridge Park, Hainesport, NJ
- Willingboro Lakes Park, Willingboro, NJ

Camden City, Camden County, NJ
- Camden City Intersection Improvements, various locations
- Federal and Flanders intersection improvements
- Camden Fleet Garage

Camden County, NJ
- Berlin Park Improvements
- Reverend Evers Park Improvements
- Centre Street Improvements
- Whitman Park Improvements

Cumberland County Improvement Authority
- CCIA Landfill Stormwater Improvements
- Lincoln Avenue (CR 655) Rehabilitation and Burns Avenue Extension

Delran Township, Burlington County, NJ
- Creek Road Sewer Extension
- Delran Community Park
- Municipal Road Program, multiple locations
- St. Mihiel Drive and Leon Ave Drainage Outfalls
- Traffic Calming, Grand Boulevard and Tenby Chase

Ewing, West Windsor, and Robbinsville Townships, Mercer County, NJ
- Multiple Roadway Rehabilitation projects (NJDOT Local Aid)
- Hamilton Township Municipal Stormwater Conveyance Reconstruction (emergency permit)

Franklin Township, Gloucester County, NJ
- Lacey Rae Drive Basin Mitigation

Haddonfield Borough, Camden County, NJ
- Crows Woods Fields Sports Complex
- Radnor Field

Kinder Morgan, Woodbridge, NJ
- EPEC Polymers, Former Nuodex Facility
- CPV Woodbridge Energy Center, Phase II

Manalapan Township, Monmouth County, NJ
- Municipal Road Program, multiple locations

Mercer County Parks Commission
- Basketball Court Reconstruction
- MCPC Turf Fields
- Concessions building and comfort station
- Tennis Court Reconstruction

Middletown Township, Monmouth County, NJ
- Veterans' Housing Facility

Princeton Township Public Schools, Mercer County, NJ
- Princton High School Expansion and Drainage Improvements

Philadelphia Water Department
- Green Streets Program, multiple locations

Trenton City
- Assunpink Creek Park, multiple phases

ROLAND ERIC ROBINSON, PE, CME
SENIOR PROGRAM MANAGER

EDUCATION:
New Jersey Institute of Technology
B.S. Civil Engineering 1998

New Jersey Professional Engineer License No. 24GE04513200

Certified Municipal Engineer
N.J.M.E.I. Certification No.: CME 05-30

PROFESSIONAL AFFILIATIONS:
- American Society of Civil Engineers
- Chi Epsilon, National Civil Engineering Honor Society
- New Jersey Society of Municipal Engineers

GENERAL DESCRIPTION OF EXPERIENCE:
Duties include: design and preparation of engineering plans and specifications for Municipal, Private and State construction projects. These design projects include: construction and/or reconstruction of roadways; intersection and traffic signal improvements; intersection and traffic signal improvements; site plan layouts; sanitary sewer, storm sewer and potable water distribution system installation and improvements; and parks and recreation facilities.

Specific responsibilities relative to the above mentioned projects include: initial site feasibility studies for design; design of roadway layouts including grading, vertical and horizontal curves, cross sections, and earthwork calculations; traffic studies including data collection and analysis; analyzation of signalized and unsignalized intersections using HCS software; geometric intersection design in accordance with AASHTO standards; traffic signal design in accordance with MUTCD and NJDOT standards; warrant analyses in accordance with MUTCD; development of traffic control plans according to MUTCD; design of ADA compliant curb ramps; quantity calculations; preparation of construction cost estimates and scheduling; the design of storm drainage systems (TR-55 and Rational Methods); design of sanitary sewer systems (capacity analysis and line sizing); design of potable water systems; preparation of soil erosion and sediment control plans; culvert, hydrologic, and hydraulic analyses; and coordination, scheduling and filing of permit applications to County and State agencies. Duties also include construction administration for these projects, including shop drawing review and construction management.

Municipal Engineer duties include: reviewing of major/ minor subdivisions and site plans of residential and commercial developments for Municipal Zoning and Planning Boards for compliance with all Municipal standards, and preparation of reports thereof; preparation of feasibility studies and master plans; preparation of bond estimates; and overseeing of development projects during construction.

EXPERIENCE:
Engineering experience: 26 years

MOHAMMED SIDHOUM, PH.D., BCEEM
SENIOR PROGRAM MANAGER

EDUCATION:

B.E Chemical &Cryogenic Engineering. Algerian Petroleum Institute 1978

MS, Chemical Engineering,
Stevens Institute of Technology,1985 Ph.D., Chemical Engineering, Stevens Institute of Technology,1988

Master of Technology Management, Howe School of Management, 2005

Board Certified Environmental Engineer

PROFESSIONAL AFFILIATIONS:

American Institute of Chemical Engineers New York Academy of Sciences
American Academy of Environmental Engineers

GENERAL DESCRIPTION OF EXPERIENCE:

•Conducted a pilot study for PFAS removal from drinking water for a Municipality in New Jersey

•Trouble shooting of a 14 MGD Municipal potable water treatment plant in NJ

•Brought the plant operation from 50% to its full design capacity

•Conducted extensive testing (bench scale; pilot and test runs) to optimize plant operation

•Reduced drastically annual consumption of coagulant chemicals and lime

•Designed, constructed and operated a pilot unit demonstrating an additional 40% reduction in lime consumption

•Troubleshooting the operation of ultrafiltration hollow fiber filtration modules. Modified manufacturer's CIP procedure which resulted in restoring membrane modules performance.

•Design and procurement of UV disinfection systems for two wastewater treatment plants.

•Conceptual design of a membrane bioreactor and reverse osmosis system for the treatment of 100,000 GPD leachate with groundwater recharge of treated effluent.

•Troubleshoot root causes of drastic chlorate increase in process water. Directed the EPC for three innovative on-site chlorine dioxide generators and upgraded the water treatment system for the largest shrimp farming and processing plant in Honduras.

•Developed operating procedures for plant operators and supervisors at a 30 MGD wastewater treatment plant in North Africa.

•Field Project Manager and QA/QC Officer for the New Jersey Toxics Reduction Workplan sediments, water and Hydrodynamic monitoring for NY/NJ Harbor.

•Development of local limits of industrial discharges for POTWs

•Managed the revamping of a 50,000 GPD compact activated sludge wastewater treatment plant.

•Design of remediation treatment systems for contaminated sites (groundwater and soils)

•Design of leachate treatment systems through a combination of physical and biological systems

•Development of local limits for POTWs

•Design of remediation treatment systems for contaminated sites (groundwater and soils)

•Developed a new process and directed a pilot study at an Army Ammunition Production Plant for the biological treatment of process water contaminated with Perchlorate

•Destruction of energetic compounds (RDX, HMX, and TNT) in aqueous waste streams using zero valent iron followed by biological treatment

•Technology development and pilot demonstration unit for the destruction of the explosive RDX by alkaline hydrolysis followed by biological treatment.

•Developed a novel greywater biological treatment system under micro-gravity conditions for NASA interplanetary space missions

•Design of immobilized packed bed bioreactors for the removal of ammonia from wastewater.

EXPERIENCE:

Engineering experience: 46 years

EDWARD TRAINA, PE
SENIOR PROGRAM MANAGER

EDUCATION / CERTIFICATION:
Stevens Institute of Technology
B.E. Mechanical Engineering 1988

New Jersey Professional Engineer
License No. 38241

Pennsylvania Professional Engineer
License No. 61527

PROFESSIONAL AFFILIATIONS:
- Central NJ Water Environment Federation
- American Society of Mechanical Engineers

GENERAL DESCRIPTION OF EXPERIENCE:

Mr. Traina has been involved in various stages of client and project management, conception, design, permitting, bidding and engineering services during construction for a wide variety of potable and wastewater projects and clients, including suburban and urban municipalities and Authorities.

Hydraulic, mechanical, and project design/management and construction engineering services of potable and non-potable water systems including storage, pumping facilities and treatment and distribution systems, and of sanitary and combined sewer systems, including collection systems and pumping facilities, and upgrades of, modifications to, and expansions of various treatment facilities.

Coordination with regulatory agencies, permit application preparation and submission and reception of applicable permits, including air pollution control, New Jersey Pollutant Discharge Elimination System, safe drinking water and treatment works applications to construct and operate. Application and coordination with various entities regarding project funding methods including the New Jersey Environmental Infrastructure Trust and United States Department of Agriculture.

Mr. Traina's experience includes client management for a number of water and/or sewer Authorities involving Commissioners Meeting attendance, project conceptualization and coordination, applications and presentations for local approval and coordination with other local, county and state level project stakeholders.

WASTEWATER PROJECTS:
Mr. Traina performed management, design, permitting, bid and construction phase engineering services for a wide variety of sanitary and combined sewerage systems including the rehabilitation of anaerobic digester and sludge storage tanks, replacement of digester mixing systems, construction of sodium hypochlorite and dechlorination facilities, and was involved in the installation of 350 hp variable frequency drives, design of a plant-wide SCADA system, a NJPDES permit appeal and development of permit compliance reports. Mr. Traina also oversaw numerous design and construction projects for new sewage pump stations and the rehabilitation of or modifications to existing sewage stations ranging up to 50-mgd capacity including a 2.5 mgd, 125 psi sewage pump station involving extensive modeling for the re-use of a 90 year-old, 9000-foot long cast iron force main; the conversion of buried can-type sewage pump stations to submersible style stations; the replacement of large antiquated sewage pump stations with submersible stations; slip-lining of several thousand feet of deteriorated 54-inch concrete cylinder pipe under a railroad; extensive replacement and/or rehabilitation of existing large diameter combined sewers in an urban environment; the installation of 8 pump station bypass systems and the reconstruction of two beachside sewage pump stations in flood zones utilizing transportable and/or storm resistant structures, all utilizing a single interconnected force main; performance of inflow and infiltration studies; and various other facility and equipment upgrades and installations for a variety of clients.

WATER PROJECTS:
Mr. Traina has been involved in a variety of aspects of the management, design, permitting and construction of water system facilities for suburban and urban clients, including the design and construction of a 7-mgd potable water treatment plant and the subsequent 7-mgd expansion utilizing membrane filtration; rehabilitation and upgrade of water treatment plants ranging in size from less than 1 mgd to 14 mgd; a 10.4 mgd, 100 psi potable water pumping facility; 2-mg and 10-mg ground level and two 1-mg elevated storage tanks; rehabilitation of various elevated and ground level water tanks from 0.5 to 10-mg; and installation of new and replacement of existing treatment plant and distribution system-wide SCADA systems. Many distribution system improvements projects included extensive replacements of existing in-service water mains, some in State highways and City streets with many existing surrounding utilities and conflicts; directional drill and jack-and-bore installations; construction of interconnecting pressure control and bulk meter facilities located in City streets requiring extensive local authority and traffic control; chlorination facility rehabilitation; large diameter aqueduct studies and reviews of proposed crossings; and computer based water system modeling.

EXPERIENCE:
Engineering Experience: 35 years

MATTHEW R. ZWINGRAF, PE, CME, CFM
SENIOR PROGRAM MANAGER

EDUCATION:
Lafayette College
BA Engineering Studies, 2011

New Jersey Professional Engineer
License No. 24GE05628500

New Jersey Certified Floodplain Manager
Certification No. US-17-10139

New Jersey Society of Municipal Engineers
Certified Municipal Engineer No. 18-37

- NJDEP Stormwater Design Review Course, June 2021
- ADA Curb Ramp Seminar
  CAIT, Rutgers University, 2015 & 2021
- OSHA 10-Hour Construction Safety and Certification, December 2014

GENERAL DESCRIPTION OF EXPERIENCE:

Experienced in the design, preparation and administration of public contracts for various Municipal, County, and State agencies. Municipal engineering experience includes the design of roadways, streetscapes, waterfront construction, recreation facilities, and municipal facilities.

Typical construction management tasks include leading meetings, resolving field issues, utility coordination, tracking construction quantities and interfacing between contractors, owners and residents.

Design experience for private clients includes the preparation of major site plans, subdivisions, stormwater management plans, sanitary sewer and water extensions, and soil erosion & sediment control plans.

Permitting experience includes the preparation and coordination of Planning Board applications, NJDEP Flood Hazard Area Applications, Treatment Works Approvals and Water Main Extension applications, and US Army Corps of Engineers permits.

Experienced in preparation and coordination of various grant/funding sources including NJDEP, NJDOT, FEMA, and CDBG.

EXPERIENCE:

Borough of Carteret, Middlesex County, NJ
- 2012 through 2021 Road Improvement Programs
- Waterfront Marina Phase I: Dredging and Bulkhead
- Waterfront Marina Phase II: Dock, Pier, and Wavescreen Construction
- Waterfront Marina Phase III: Upland Site Improvements
- New Jersey State Police Marine Barracks
- Improvements to the Intersection of Roosevelt Ave. (CR602) and Minue St.
- Industrial Highway and Middlesex Avenue LFIF Improvements
- Improvements to Cornell Park and Chrome Park

Borough of Keyport, Monmouth County, NJ
- 2014-2018 Road Improvement Programs
- Fireman's Park Boardwalk Reconstruction
- Waterfront Park Hurricane Sandy Reconstruction
- Beach Park Storm Sewer Outfall
- Main Street Skate Park Improvements
- Benjamin Terry & Veteran's Park Improvements

Miscellaneous Municipalities
- 10,000 Ton Salt Storage Facility, Monmouth County DPW, Freehold Township
- Fire Training Facility, Monmouth County Fire Academy, Freehold Township
- West Avenue Stormwater Relief Project, Old Bridge, Middlesex County, NJ
- South Orange - Maplewood School District, Essex County, NJ

Private Site Development
- Regency at Monroe (Toll Brothers)– Monroe, NJ
- Pearl Pointe Redevelopment (Peron Development) Burlington City, NJ
- 21 & 29 Washington Avenue Redevelopment (Kalian Companies), Carteret, NJ
- Washington Lofts Redevelopment (Forte Real Estate), Carteret, NJ

ENGINEERING EXPERIENCE: 13 years

GOVERNMENT CLIENTS
&
REFERENCES

CME ASSOCIATES

Government Clients

CME Associates currently provides, or has previously provided, Municipal and/or Consulting Engineering and Planning Services to the following Governmental Entities.

- Aberdeen
- Atlantic City
- Atlantic County Utilities Authority
- Atlantic Highlands
- Avalon
- Barnegat
- Bass River
- Bayonne
- Bayshore Regional Sewerage Authority
- Beach Haven
- Beachwood
- Beachwood Sewerage Authority
- Belleville
- Bergen County
- Bergen County Housing Authority
- Bergen County Utilities Authority
- Bergenfield
- Berkeley
- Berkeley Township Municipal Utilities Authority
- Berlin
- Bloomfield
- Bloomingdale
- Bordentown
- Bradley Beach
- Brick
- Brick Township Municipal Utilities Authority
- Bridgeton
- Brigantine
- Burlington
- Burlington County
- Burlington County Bridge Commission
- Burlington County Department of Parks
- Camden Community Partnership
- Camden
- Camden County
- Cape May County
- Carteret
- Carteret Port Authority
- Carteret Redevelopment Agency
- Cranford
- Cumberland County
- Cumberland County Improvement Authority
- Cumberland County Utilities Authority
- Delran
- Deptford
- Deptford Township Municipal Utilities Authority
- Dover
- Dumont
- Dunellen
- East Brunswick
- East Brunswick Utilities Department
- East Greenwich
- East Newark
- East Newark - Board of Education
- East Orange
- East Orange Water Commission
- Edgewater
- Edgewater Park
- Edison
- Elizabeth
- Englewood
- Essex County
- Essex County Improvement Authority
- Estell Manor
- Evesham
- Fair Haven
- Fair Lawn
- Fairfield
- Fanwood
- Flemington
- Florence
- Franklin (Gloucester County)
- Franklin (Somerset County)
- Franklin Township Sewerage Authority
- Freehold (Borough)
- Freehold (Township)
- Galloway

Government Clients

CME Associates currently provides, or has previously provided, Municipal and/or Consulting Engineering and Planning Services to the following Governmental Entities.

- Gloucester
- Gloucester County
- Gloucester County Health Department
- Gloucester County Improvement Authority
- Gloucester County Utilities Authority
- Haddon
- Haddon Heights
- Hamilton
- Hamilton Bureau of Water Pollution Control
- Hazlet
- Hazlet Township Sewerage Authority
- Highland Park
- Highlands
- Hillsborough
- Holmdel
- Howell
- Howell Municipal Utilities Authority
- Hudson County
- Irvington
- Jackson
- Jersey City
- Jersey City Redevelopment Agency
- Jersey City Municipal Utilities Authority
- Joint Meeting of Essex & Union Counties
- Keansburg
- Keyport
- Lacey
- Lake Como
- Lakewood
- Lakewood Municipal Utilities Authority
- Lavallette
- Linden
- Little Falls
- Lumberton
- Long Branch
- Manalapan
- Manasquan
- Mantua
- Maple Shade
- Maplewood
- Marlboro
- Marlboro Water Utility Division
- Matawan
- Mercer County
- Mercer County Park Commission
- Metuchen
- Middle
- Middlesex County
- Middlesex County Improvement Authority
- Middlesex County Utility Authority
- Millburn
- Millstone
- Milltown
- Millville
- Monmouth County
- Monmouth Beach
- Monroe (Middlesex County)
- Montclair
- Morristown
- Mount Holly
- Mount Laurel
- Neptune (Township)
- Neptune Township Sewerage Authority
- Newark
- New Brunswick
- New Jersey
- New Jersey Department of Transportation
- New Jersey Meadowlands Commission
- New Jersey Turnpike Authority –
  (Turnpike and Garden State Parkway Divisions)
- New Jersey Rate Payer Advocate
- North Brunswick
- Ocean County
- Ocean

Government Clients

CME Associates currently provides, or has previously provided, Municipal and/or Consulting Engineering and Planning Services to the following Governmental Entities.

- Ocean Township Sewerage Authority
- Old Bridge
- Old Bridge Municipal Utilities Authority
- Palmyra
- Paulsboro
- Pemberton
- Pemberton Township Municipal Utilities Authority
- Perth Amboy
- Plainfield
- Plainfield Municipal Utilities Authority
- Plainsboro
- Pleasantville
- Piscataway
- Point Pleasant Beach
- Point Pleasant - Board of Education
- Point Pleasant (Borough)
- Rahway
- Rahway Valley Sewerage Authority
- Red Bank
- Riverside
- Roselle
- Roselle Public School District
- Rumson
- Salem County
- Salem County Pollution Control Finance Authority
- Sayreville
- Sayreville Board of Education
- Seaside Park
- SERA – Sayreville Economic Redevelopment Agency
- Scotch Plains
- Somerset
- South Amboy
- South Amboy Redevelopment Agency
- Southampton
- South Bound Brook
- South Brunswick
- South Monmouth Regional Sewerage Authority
- South Plainfield
- South River
- Spotswood
- Stafford
- State of New Jersey Rater Payer Advocate
- Summit
- Sussex
- Tinton Falls
- Toms River
- Trenton
- Union Township
- Union, County
- Union County Improvement Authority
- Union County Utilities Authority
- Upper Freehold
- Voorhees
- Wall
- Watchung
- Waterford
- West New York
- West Orange
- Westampton
- Western Monmouth Utilities Authority
- Wildwood
- Wildwood Crest
- Willingboro
- Winslow
- Winslow Township School Board
- Woodbridge
- Woodland Park
- Wrightstown

References

CME Associates currently provides, or has previously provided, Municipal and/or Consulting Engineering and Planning Services to the following Governmental Entities.

ABERDEEN
Bryan A. Russell, QPA & Township Manager
P. 732.583.4200

ATLANTIC COUNTY
Douglas DiMeo, PE & County Engineer
P. 609.645.5898

ATLANTIC HIGHLANDS
Robert Ferragina, Chief Executive Officer
P. 732.291.1444 ext. 3101

BARNEGAT
Martin Lisella, Township Administrator
P. 609.698.0080

BAYONNE
James Davis, Mayor
P. 201.858.6010

BERGEN COUNTY
Joseph A. Femia, PE, Director & County Engineer
P. 201.336.6808

BERGEN COUNTY (NORTHWEST) UTILITIES AUTHORITY
Robert E. Laux, Executive Director
P. 201.807.5801

BERKELEY TOWNSHIP MUA
Michele Nugent, Executive Director
P. 732.237.0100

BRADLEY BEACH
Meredith DeMarco, Acting Borough Administrator
P. 732.776.2999 ext.1012

BRICK
Joanne Bergin, Business Administrator
P. 732.262.1040

BURLINGTON COUNTY
Joseph Brickley, PE, County Engineer & Director of Public Works
P. 856.642.3700

BURLINGTON COUNTY BRIDGE COMMISSION
Joseph Andl, Executive Director
P. 856.829.1900

BURLINGTON COUNTY DEPARTMENT OF PARKS
Matt Johnson, Coordinator of Open Space Acquisition and Park Development
P. 856.642.3850

CAMDEN
Vic Carstarphen, Mayor
P. 856.757.7200

CAMDEN COMMUNITY PARTNERSHIP
Joseph Meyers, Chief Operating Officer
P. 856.912.1018

CAMDEN COUNTY
James Winckowski, PE & County Engineer
P. 856.566.2971

CAMDEN COUNTY MUA
Oleg Zonis, Director of Engineering
P. 856.583.1222

CARTERET
Daniel J. Reiman, Mayor
P. 732.541.3800

CUMBERLAND COUNTY IMPROVEMENT AUTHORITY
Gerard Velazquez III, President & CEO
P. 856.825.3700

DELRAN
Gary Catambrone, Mayor
P. 609.800.4279
Joseph Bellina, Business Administrator
P. 856.461.7734

DEPTFORD
Donald Banks, Director of Community Development
P. 856.686.2218

DEPTFORD TOWNSHIP MUA
Michael Cusick, Executive Director
P. 856.415.1111

DOVER
James P. Dodd, Mayor
P. 973.366.2200 ext. 1144

References

CME Associates currently provides, or has previously provided, Municipal and/or Consulting Engineering and Planning Services to the following Governmental Entities.

DUNELLEN
Jason Cilento, Mayor
P. 732.968.3033

EAST BRUNSWICK
Joseph Criscuolo, Business Administrator
P. 732.390.6810

EAST GREENWICH
Dale Archer, Mayor
P. 856.423.0654

EDGEWATER
Gregory Franz, Administrator
P. 201.943.1700

EDISON
Sonia Alves-Viveiros, Business Administrator
P. 732.248.7298

ELIZABETH
Steven Rinaldi, Supervising Engineer
P. 908.820.4278

ESSEX COUNTY - DEPARTMENT OF PARKS, RECREATION AND CULTURAL AFFAIRS
Daniel K. Salvante, Director
P. 973.268.3517

EVESHAM
Kevin Rijs, Director of Community Development
P. 856.983.2914

FAIRFIELD
Mike Burden, Township Administrator
P. 856.451.9284

FANWOOD
Colleen Mahr, Mayor
P. 201.288.2600

FRANKLIN (GLOUCESTER CO)
Matthew Finley, Township Administrator
P. 856.694.1234

FRANKLIN (SOMERSET CO)
Robert Vornlocker, Township Manager
P. 732.873.2500

FRANKLIN TOWNSHIP SEWERAGE AUTHORITY
Joseph Danielsen, Executive Director
P. 732.873.2121

FREEHOLD
Stephen Gallo, Business Administrator & Special Projects Manager
P. 732.462.4200

GALLOWAY
Anthony Coppola Jr., Mayor
P. 609.652.3700

GLOUCESTER COUNTY
Barry C. Beckett, PE & County Engineer
P. 856.307.6600

GLOUCESTER COUNTY HEALTH DEPARTMENT
Matthew Olejarski, Principal REHS
P. 856.218.4170

GLOUCESTER COUNTY IMPROVEMENT AUTHORITY
George Strachan, Executive Director
P. 856.825.3700

GLOUCESTER COUNTY UTILITIES AUTHORITY
John Vinci Sr., Executive Director
P. 856.423.3500

HAMILTON (MERCER CO)
Fred B. Dumont, Director of Community and Economic Development
P. 609.890.3627

HAZLET
Robert A. Bengivenga Jr., Administrator
P. 732.264.1700

HIGHLAND PARK
Teri Jover, Borough Administrator
P. 732.819.3789

HIGHLANDS
Michael Muscillo, Borough Administrator
P. 732.872.1224

HILLSBOROUGH
Anthony Ferrera, Administrator & Clerk
P. 908.369.4313

References

CME Associates currently provides, or has previously provided, Municipal and/or Consulting Engineering and Planning Services to the following Governmental Entities.

HOLMDEL
Jay Delaney, Township Administrator
P. 732.946.2820

HOWELL
Joe Clark, Interim Manager
P. 732.938.4500

JERSEY CITY MUNICIPAL UTILITIES AUTHORITY
Jose R. Cunha, PE & Executive Director
P. 201.432.1150

JOINT MEETING OF ESSEX AND UNION COUNTIES
Hanifa Johnson, Executive Director
P. 732.353.1313

KEYPORT
Kimberly Humphrey, Borough Administrator
P. 732.739.5123

LAKE COMO
Andrew Huisman, Borough Administrator
P. 732.681.3232

LAKEWOOD TOWNSHIP MUNICIPAL UTILITIES AUTHORITY
Justin Flancbaum, Executive Director
P. 732.363.4422

LINDEN-ROSELLE SEWERAGE AUTHORITY
Jeffrey Williams, Executive Director
P. 908.862.7100

LONG BRANCH
Charles F. Shirley, Business Administrator
P. 732.571.5645

MANASQUAN RIVER REGIONAL SEWERAGE AUTHORITY
Brian J. Brach, PE & Executive Director
P. 732.431.8185

MANALAPAN
Tara L. Lovrich, Township Administrator
P. 732.446.8308

MAPLE SHADE
Susan Danson, QPA & Township Manager
P. 856.779.9610

MAPLEWOOD
Paul J. Kittner, PE & Township Engineer
P. 973.762.8120

MARLBORO
Jonathan Capp, Business Administrator
P. 732.536.0200

MATAWAN
Joseph Altomonte, Mator
P. 732.566.3898 ext. 605

MERCER COUNTY IMPROVEMENT AUTHORITY
Allan C. Collins, Deputy Executive Director
P. 609.278.8100

MERCER COUNTY PARK COMMISSION
Aaron Watson, Executive Director
P. 609.303.0700

METUCHEN
Jonathan Busch, Mayor
P. 732.632.8540

Melissa Perilstein, Borough Administrator
P. 732.632.8509

MIDDLESEX COUNTY
Ronald Sendner, PE & County Engineer
P. 732.745.3283

MIDDLESEX COUNTY IMPROVEMENT AUTHORITY
H. James Polos, Executive Director
P. 609.655.5141

MIDDLESEX COUNTY UTILITIES AUTHORITY
Joe Cryan, Executive Director
P. 732.721.3800

MIDDLETOWN
Anthony Mercantante, Township Administrator
P. 732.615.2010

Ted Maloney, Township Engineer
P. 732.615.2110

MILLTOWN
George Murray, Mayor
P. 732.828.2100 ext. 160

References

CME Associates currently provides, or has previously provided, Municipal and/or Consulting Engineering and Planning Services to the following Governmental Entities.

MONMOUTH COUNTY
Joseph Ettore, PE & County Engineer
P. 732.431.7760

MONROE
Stephen Dalina, Mayor
P. 732.521.4400

MOUNT LAUREL
Meredith Riculfy, Municipal Clerk & Township Manager
P. 856.234.0001

NEPTUNE TOWNSHIP
Gina LaPlaca, Business Administrator
P. 732.988.5200 ext. 232

NEW JERSEY TURNPIKE AUTHORITY
Daniel L. Hesslein, Acting Chief Engineer
P. 732.442.8600

NJDOT - DESIGN ASSISTANCE PROGRAM
Julie Seaman, Program Manager
P. 609.963.2004

NORTH BRUNSWICK
Francis "Mac" Womack, Mayor
P. 732.247.0922

OCEAN TOWNSHIP
Dave Brown, Township Manager
P. 732.531.500 ext. 3310

OCEAN SEWERAGE AUTHORITY
Tim Shea, Executive Director
P. 732.531.2213

OLD BRIDGE
Nicole Shapiro, PE, Township Engineer & Director of Community Development
P. 732.721.5600 ext. 7906

Anahita Feltz, Business Administrator
P. 732.721.5600 ext. 7902

OLD BRIDGE MUNICIPAL UTILITIES AUTHORITY
Michael Roy, PE, Executive Director & Authority Engineer
P. 732.566.2534

PALMYRA
John Gural, CPM & Borough Administrator
P. 856.829.6100 ext. 125

PARSIPPANY-TROY HILLS SEWER UTILITY
Joseph Beckmeyer, Sewer Superintendent & Engineering Consultant
P. 973.428.7593

PISCATAWAY
Brian C. Wahler, Mayor
P. 732.562.2300

PLAINFIELD
Zenobia L. Fields, Director of Economic Development
P. 908.753.3664

PLAINSBORO
Peter Cantu, Mayor
P. 609.799.0909

PLEASANTVILLE
Judy M. Ward, Mayor
P. 609.484.3603

POINT PLEASANT BOROUGH
Robert A. Sabosik, Mayor
P. 732.892.3434

RAHWAY
Raymond A. Giacobbe, Mayor
P. 732.827.2004

RED BANK
James Gant, Borough Manager
P. 732-530-2748

SAYREVILLE
Glenn Skarzynski, Business Administrator
P. 732.390.7071

SAYREVILLE BOARD OF EDUCATION
Erin Hill, Business Administrator
P. 732.525.5204

SEASIDE PARK
John A. Peterson Jr, Mayor
P. 732.793.3700
Karen Kroon, Administrator
P. 732.793.3700

References

CME Associates currently provides, or has previously provided, Municipal and/or Consulting Engineering and Planning Services to the following Governmental Entities.

SOMERSET COUNTY
Matthew D. Loper, PE & County Engineer
P. 908.231.7024

SOUTH AMBOY
Fred A. Henry, Mayor
P. 732.727.4200

SOUTH BOUND BROOK
Christina Fischer, Administrator
P. 732.356.0258 ext. 111

SOUTH BRUNSWICK
Bryan Bidlack, Township Manager
P. 732.329.4000 ext. 7300

SOUTH MONMOUTH REGIONAL SEWERAGE AUTHORITY
Ryan Krause, Executive Director
P. 732.681.0611

SOUTH PLAINFIELD
Glenn Cullen, Administrator & CFO
P. 908.226.7602

SOUTH RIVER
Peter Guindi, Mayor
P. 732.803.9157

TOMS RIVER
John Salonis, Business Administrator
John M. Mele, PE, Township Engineer
P. 732.341.1000

UNION COUNTY UTILITIES AUTHORITY
Linda D. Stender, Acting Executive Director
P. 732.382.9400

UPPER
Gary Demarzo, Township Administrator
P. 609.628.2011

VINELAND
David J. Maillet, PE & City Engineer
P. 856.794.4000 ext. 4098

VOORHEES
Steven Steglik, Township Administrator
P. 856.429.7174
Mario DiNatale, Community & Economic Development
P. 856.882.5263

VOORHEES ENVIRONMENTAL COMMISSION
Edward Hale, Chairman
P. 856.429.7757

WALL
Jeffry Bertrand, Township Administrator
P. 732.449.8444

WATCHUNG
Ronald Jubin, Mayor
P. 908.756.0080

WESTAMPTON
Wendy Gibson, Township Administrator
P. 609.267.1891 ext. 6

WESTERN MONMOUTH UTILITIES AUTHORITY
Brian J. Valentino, Chief Executive Officer
P. 732.446.9300

WILDWOOD
Lisa A. Brown, City Clerk
P. 609.522.2444

WILLINGBORO
Dwayne Harris, Township Manager
P. 609.877.2200

WINSLOW
Joseph Gallagher, Township Administrator
P. 609.567.0700

WINSLOW BOARD OF EDUCATION
Tyra McCoy-Boyle, Business Administrator
P. 856.767.2850 ext. 7501

WOODBRIDGE
John E. McCormac, Mayor
P. 732.634.4500

AWARDS



AWARDS

NJ SOCIETY OF MUNICIPAL ENGINEERS

CME Associates is dedicated to providing quality project solutions for its clients, and has been recognized by the ***New Jersey Society of Municipal Engineers*** at its Annual Awards Presentation for a number of projects as follows:

2022
Township of Holmdel
Holmdel Firehouse

City of Bayonne
Improvements to Frances G Fitzpatrick Park

Borough of Highland Park
Highland Park Synthetic Turf and Track Resurfacing

2021
Township of Franklin
Construction of the Franklin Township Youth Center

Township of Woodbridge
Cypress Park

2020
Borough of Sayreville
Management of a Green Energy Solution aka
Sayreville Solar Project

Townhip of Marlboro
Harbor Road Water Treatment Plant

Borough of Carteret
Construction of the Carteret Municipal Marina
Phase II & III

City of Bayonne
Improvements to Dennis Collins Park

Township of Aberdeen
Failing Septic System Eliminated in Aberdeen

2019
Township of Aberdeen
Raritan Bay Asphalt Trail

Borough of Highlands
Improvements to Valee Street

Township of Brick
Improvements to Bernie Cooke Park

County of Union
Trailside Nature and Science Center at Watchung
Reservation

2018
Township of Lacey
Reconstruction of Bayfront Park

City of Bayonne
Improvements to Richard Korpi Ice Rink

City of Rahway
Improvements to the Rahway Water Treatment Plant

2017
Township of Brick
Facilities Improvement Project

Borough of Sayreville
Sayreville's Choice for Water for the New Generation

The Reconstruction of Veterans Field
Borough of Edgewater

Firehouse Management Project
Borough of South River

2016
Borough of Milltown
Electrical Substation Construction

Town of West New York
Improvements to Veterans Park

Township of Piscataway
Department of Public Works Vehicle Canopy Project

2015
Township of Woodbridge
Avenel Street Improvements

Township of Marlboro
Tennent Road Water Treatment Plant

Township of Delran
Delran Community Park

Township of Manalapan
Splash Pad and Comfort Building

2014
Township of Evesham
Diamonds at Arrowhead Park

County of Middlesex
Intersection of Bordentown Ave. and Ernston Rd.

AWARDS

NEW JERSEY ALLIANCE FOR ACTION

2023 Distinguished Engineering Awards
The Awards Program honors a truly special circle of Garden State engineering projects that have a significant and extraordinary impact on the state's economy and environment. CME Associates received awards for 2 such projects. The Improvements to Long Branch Avenue in the City of Long Branch also the Francis G. Fitzpatrick Park Improvements located in the City of Bayonne.

AMERICAN COUNCIL OF ENGINEERING COMPANIES – NEW JERSEY (ACECNJ)

2024 Engineering Excellence Awards
The ACECNJ Engineering Awards recognizes engineering firms for projects that demonstrate an exceptional degree of innovation, complexity, achievement and value. CME Associates was recognized with a Distinguished Award for the design and construction of the Francis G. Fitzpatrick Park Improvements located in the City of Bayonne.

RECREATION FACILITY AWARDS

CME Associates has been recognized by various park and recreational organizations for excellence in design.

NEW JERSEY RECREATION AND PARK ASSOCIATION

2021 EXCELLENCE IN DESIGN AWARD
CME Associates was awarded the Excellence in Design Award for the Improvements to Bayside Park, located in Brick, New Jersey

2021 EXCELLENCE IN DESIGN AWARD
CME Associates was awarded the Excellence in Design Award for the Improvements to Cypress Park, located in Woodbridge, New Jersey

2020 EXCELLENCE IN DESIGN AWARD
CME Associates received the Excellence in Design Award for the Improvements to Bernie Cooke Park, located in Brick, New Jersey

2019 EXCELLENCE IN DESIGN AWARD
CME Associates received the Excellence in Design Award for Trailside Nature and Science Center at Watchung Reservation, located in the County of Union

2018 EXCELLENCE IN DESIGN AWARD
CME Associates received the Excellence in Design Award for Bay Front Park, located in Lacey Township , NJ

2018 EXCELLENCE IN DESIGN AWARD
CME Associates received the Excellence in Design Award for Veterans Park, located in Edgewater, NJ

2018 EXCELLENCE IN DESIGN AWARD
CME Associates received the Excellence in Design Award for Cedar Grove Park, Essex County's newest county park located in Cedar Grove, NJ

2015 EXCELLENCE IN DESIGN AWARD
CME Associates received the Excellence in Design Award for Diamonds at Arrowhead Park, located in Evesham Township, NJ.

The Robert B. Kinsey Memorial Award is given each year by the NJ Recreation and Park Association at their Annual Conference in recognition of Design Excellence.

FORMS



TOWNSHIP OF WEST ORANGE

CHECKLIST

PROFESSIONAL SERVICE TITLE: Municipal Engineering Services

SUBMISSION DATE: December 03, 2024 at 1:00PM.

The following items are required to be **included** with the sealed submission:

- Qualification Statement
- Non-Collusion Affidavit
- Statement of Ownership Disclosure
- Insurance Requirement Acknowledgement Form
- Mandatory Equal Employment Opportunity Notice Acknowledgement
- Copy of your Business Registration Certificate as issued by the

  State of New Jersey, Department of Treasury, Division of Revenue
- Acknowledgement of Corrections, Additions or Deletions Form
- Non- Conflict of Interest Declaration
- Political Disclosure Certification
- Iranian Disclosure Statement
- Russia-Belarus Certification
- Americans with Disabilities Act of 1990

Reminder: Please submit one (1) original and one (1) additional copy must be on a USB stick/flash drive/external hard drive. If a company has multiple services, a separate Qualification packet for each service should be submitted.

CME ASSOCIATES

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name:	CONSULTING AND MUNICIPAL ENGINEERS LLC
Trade Name:	
Address:	1460 ROUTE 9 SOUTH HOWELL, NJ 07731
Certificate Number:	2786089
Effective Date:	October 31, 2022
Date of Issuance:	January 03, 2023

For Office Use Only:

20230103100839074

(REVISED 4/10)
EXHIBIT A

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

GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS

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

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

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

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

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

The contractor or subcontractor agrees to make good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. l7:27-5.2.
The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability,

nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

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

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

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

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

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

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

REQUIRED EVIDENCE

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

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

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

The Bidder must submit no later than three (3) days after the signing of the Contract an Initial Project Manning Table consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-7.
Bidders are referred to the Bidder's Information Section of the Bid Packet for a further description of the above requirements.

NO BIDDER MAY BE ISSUED A CONTRACT UNLESS THEY COMPLY WITH THE AFFIRMATIVE ACTION REGULATIONS OF N.J.S.A. 10:5-31, et seq.
The following questions must be answered by all Bidders:

Do you have a federally-approved or sanctioned Affirmative Action Program?

Yes_____ (If yes, submit a copy of such approval.)No ✓.

Do you have a State Certificate of Employee Information Report approval?

Yes✓ (If yes, submit a copy of such approval.)No _____.

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

COMPANY:NAME: CME Associates

SIGNATURE & TITLE: Trevor J. Taylor, PE, PP, CME, CFM, Senior Vice President

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

Certification 1818

CERTIFICATE OF EMPLOYEE INFORMATION REPORT

RENEWAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of 15-FEB-2023 to 15-FEB-2026

CME ASSOCIATES
1460 ROUTE 9, SOUTH
HOWELL NJ 07731 1194

ELIZABETH MAHER MUOIO
State Treasurer

AFFIDAVIT OF NON-COLLUSION

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

To the best of the bidder's knowledge and belief, the annexed bid proposal for this project has not been prepared in collusion with any other bidder of like item or services and the prices, discounts, terms and conditions thereof have not been directly or indirectly communicated by or on behalf of the bidder to any person other than *the* recipient of the bid and will not be communicated *to any* person prior to the official opening of the bid.

The bidder fully understands that no premiums, rebates, or gratuities are permitted either with, prior to, or after signing of contract. Any violation will result in cancellation and removal from the bid list.

The bidder further certifies that the undersigned has the necessary authority, to sign this stipulation stating that the bidder has not entered into any agreement, or otherwise taken any action in restraint of free competitive bidding in connection with this bid.

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

(Signature) _____

Trevor J. Taylor, PE, PP, CME, CFM, Senior VP

Subscribed and sworn to

Before me this day 3rd December of 20 24

AFFIANT _____

PEGGY VIGGIANO
Notary Public, State of New Jersey
Commission # 50174964
My Commission Expires October 19, 2026

NOTARY PUBLIC OF

MY COMMISSION EXPIRES: 20 _____

INSURANCE REQUIREMENTS AND ACKNOWLEDGEMENT FORM

Certificate(s) of Insurance shall be filed with the Municipal Clerk's Office upon award of contract by the Mayor and Township Council.

The minimum amount of insurance to be carried by the Professional Service Entity shall he as follows:

PROFESSIONAL LIABILITY INSURANCE

Limits shall be a minimum of $1,000,000.00 for each claim and $1,000,000.00 aggregate each policy period.

Acknowledgement of Insurance *Requirement:*

CME Associates

(Signature) December 3, 2024 (Date)

Trevor J. Taylor, PE, PP, CME, CFM, Senior VP

(Printed Name and Title)

This form must be completed, signed and returned with RFQ.

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 07/10/2024

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
Willis Towers Watson Insurance Services West, Inc.
c/o 26 Century Blvd
P.O. Box 305191
Nashville, TN 372305191 USA

CONTACT NAME: WTW Certificate Center
PHONE (A/C, No, Ext): 1-877-945-7378 **FAX (A/C, No):** 1-888-467-2378
E-MAIL ADDRESS: certificates@wtwco.com

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A: Liberty Mutual Fire Insurance Company	23035
INSURER B: Liberty Insurance Corporation	42404
INSURER C: American Guarantee and Liability Insurance	26247
INSURER D: Allied World Surplus Lines Insurance Compa	24319
INSURER E:	
INSURER F:	

INSURED
Consulting and Municipal Engineers LLC (CME Associates)
3141 Bordentown Avenue
Parlin, NJ 08859

COVERAGES **CERTIFICATE NUMBER:** W34270360 **REVISION NUMBER:**

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

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY CLAIMS-MADE [X] OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: X POLICY [ ] PRO-JECT [ ] LOC OTHER:	Y	Y	TB2-641-446161-053	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 $ 1,000,000 $ 25,000 $ 2,000,000 $ 4,000,000 $ 4,000,000
B	AUTOMOBILE LIABILITY X ANY AUTO OWNED AUTOS ONLY HIRED AUTOS ONLY SCHEDULED AUTOS NON-OWNED AUTOS ONLY	Y	Y	AS7-641-446161-043	12/31/2023	12/31/2024	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)	$ 5,000,000 $ $ $
C	X UMBRELLA LIAB X OCCUR EXCESS LIAB CLAIMS-MADE DED RETENTION $			AUC 8344746-00	12/31/2023	12/31/2024	EACH OCCURRENCE AGGREGATE	$ 10,000,000 $ 10,000,000
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANYPROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) Y/N No If yes, describe under DESCRIPTION OF OPERATIONS below	N/A	Y	WC7-641-446161-063	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
D	Professional Liab incl Pollution			0313-8987	07/01/2023	12/31/2024	Each Claim Limit Policy 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)
The Certificate Holder included as an Additional Insured as respects to General Liability and Auto Liability. The General Liability and Auto Liability shall be Primary and Non-Contributory with any other insurance in force for or which may be purchased by The Certificate Holder. Waiver of Subrogation applies in favor of The Certificate Holder with respects to General Liability, Auto Liability, and Workers Comp, as permitted by law.

CERTIFICATE HOLDER
Evidence of Insurance

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

AUTHORIZED REPRESENTATIVE

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NON-CONFLICT OF INTEREST CERTIFICATION

REQUEST FOR QUALIFICATIONS
FOR

Municipal Engineering Services
(Title of RFQ)

The undersigned certifies to the Township of West Orange, County of Essex, State of New Jersey that in performing services to the Township he/she is aware of no circumstance that would constitute a conflict of interest, financial or otherwise, between him/her (or his/her firm) and the interests of the Township. The undersigned certifies that he/she has made a search of his/her firm's client base and has executed this certification subsequent to such search. The undersigned acknowledges this a continuing certification, and shall remain in effect for the term of the services contained in the solicited request for qualifications. I certify that the foregoing statements made by me are true and accurate to my personal knowledge; I am making this certification in good faith. I am aware that if any of the foregoing statements made by me are false, the Board is free to terminate any professional service agreement entered into with the undersigned and/or his or her firm.
Certifying Official:

PRINT NAME: Trevor J. Taylor, PE, PP, CME, CFM

SIGNED BY: _____

TITLE: Senior Vice President

DATE: December 3, 2024

TOWNSHIP OF WEST ORANGE, NEW JERSEY

Professional Service Contract
Qualification and Costs Submission Form

Note: A separate resume can be attached.

1. Please provide the name and address of Names and roles of the individuals who will perform the services and description of their education, municipal experience and experience with projects similar to the services contained herein including their education, degrees and certifications.

Trevor J. Taylor, PE, PP, CME, CFM, Senior Vice President

Please refer to his resumes in Section 3 " Resumes of Key Staff" in our qualification package.

2. References and record of success of same or similar service.

Please refer to Section 4 "Government Clients/References" in our Qualification Package.

3. Description of ability to provide the services in a timely fashion (including staffing, familiarity and location of key staff.

CME Associates has the staff and possesses the resources, experience and expertise to, including seven (7) offices in New Jersey, necessary to successfully represent the Township in a professional, efficient and timely manner.

4. Cost details, including the hourly rates of each of the individuals who will perform services, and all expenses:

Please refer to Section 7 "Cost Proposal" of our Qualification Package for our hourly rates.

Authorized Representative Trevor J. Taylor, PE, PP, Senior VP (print name)

Authorized Representative _____ (signature)

Telephone # 732-462-7400

FAX # 732-409-0756

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM
Required Pursuant To N.J.S.A. 19:44A-20.26

This form or its permitted facsimile must be submitted to the local unit no later than 10 days prior to the award of the contract.

Part I – Vendor Information

Vendor Name:	CME Associates		
Address:	1460 Route 9 South		
City:	Howell	State: NJ	Zip: 07731

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

Michael Motyka — Signature
Michael Motyka — Printed Name
CFO — Title

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than $200 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

☐ Check here if disclosure is provided in electronic form.

Contributor Name	Recipient Name	Date	Dollar Amount
			$
Please see attached.			

☐ Check here if the information is continued on subsequent page(s)

Chapter 271 - Contribution Disclosure

CONTRIBUTOR	CONTRIBUTION TO	DATE	AMOUNT
D J Samuel	Tammy Murphy for Senate	02/06/24	500.00
D J Samuel	Middlesex County Republican Women's Club	02/14/24	200.00
D J Samuel	CTE Mundell for Mayor	05/21/24	500.00
D J Samuel	New Jersey Young Democrats	07/10/24	500.00
G R Valesi	Tammy Murphy for Senate	12/21/23	5,000.00
G R Valesi	Continued Progress	01/22/24	500.00
G R Valesi	Steve Sweeney for Governor	02/12/24	4,900.00
G R Valesi	EFO Troy Singleton for Senate	02/12/24	500.00
G R Valesi	LINCOLN DAY COMMITTEE	02/27/24	400.00
G R Valesi	Gopal for Senate	03/20/24	300.00
G R Valesi	EFO Robert W. Singer for NJ Senate	07/14/24	800.00
G R Valesi	Curtiss Bashaw for US Senate	08/09/24	3,300.00
J B Cornell	Middlesex County Republican Women's Club	02/14/24	200.00
J B Cornell	CTE Mundell for Mayor	02/21/24	1,000.00
J B Cornell	CTE Mundell for Mayor	04/08/24	1,000.00
J B Cornell	Steve Sweeney for Governor	04/18/24	4,900.00
M J McClelland	Greenstein for Senate	12/12/23	1,000.00
M J McClelland	Brannick for Governor	06/03/24	500.00
M J McClelland	New Jersey Young Democrats	07/10/24	500.00
Trilon	CTRE Annibal Ramos, JR.	07/16/24	2,000.00
Trilon	EFO Robert W. Singer for NJ Senate	07/16/24	5,200.00
Trilon	Cryan for Senate	07/25/24	1,500.00
Trilon	CTE Mundell for Mayor	08/09/24	2,500.00
Trilon	Ocean County Republican Chairman's PAC	08/15/24	3,000.00
Trilon	Friends of Michael Testa for Senate	08/15/24	2,500.00
Trilon	Belleville Victory 2026	08/23/24	300.00
Trilon	Middlesex County Young Democrats	08/29/24	500.00
Trilon	MCFDW	09/09/24	500.00
Trilon	Next Generation Leaders	09/09/24	1,000.00
Trilon	CTE Patrick Diegnan for Senate	09/13/24	750.00
Trilon	Friends of Michael Testa for Senate	09/13/24	2,500.00
Trilon	CTE Mundell for Mayor	10/03/24	1,000.00
Trilon	Community Action Guild	10/07/24	5,000.00
Trilon	Luciano for Commissioner	10/10/24	300.00
Trilon	Cryan for Senate	10/10/24	1,000.00
Trilon	Cornerstone PAC	10/18/24	1,200.00
Trilon	Ciattarelli for Governor	10/18/24	1,000.00
Trilon	EFO Bob Smith for Senate	10/18/24	2,600.00
Trilon	Ocean County Conservative PAC	10/24/24	3,000.00
Trilon	Ocean County Republican Chairman's PAC	10/24/24	3,000.00
Trilon	SOC-R PAC	10/24/24	3,000.00
Waggoner	Burzichelli for Senate	11/14/23	1,000.00
Waggoner	Denise King for Senate	11/14/23	400.00
Waggoner	Luciano for Commissioner	11/30/23	300.00
Waggoner	Melham For Belleville 2026	11/30/23	500.00

Chapter 271 - Contribution Disclosure

CONTRIBUTOR	CONTRIBUTION TO	DATE	AMOUNT
Waggoner	Burlington County Democratic Organization	01/11/24	5,000.00
Waggoner	Essex County Democratic Committee	02/06/24	2,500.00
Waggoner	Burlington County Federation Of Democratic Women	02/13/24	2,500.00
Waggoner	Ocean County Conservative Republican Orgsnization	02/13/24	2,500.00
Waggoner	Ocean County Republican Chairman's PAC	02/13/24	2,500.00
Waggoner	PRG PAC	02/13/24	2,500.00
Waggoner	Cryan for Senate	02/13/24	1,000.00
Waggoner	Good Government PAC	02/20/24	2,500.00
Waggoner	SOC-R PAC	02/20/24	2,500.00
Waggoner	EFO Douglas Adams	03/26/24	1,000.00
Waggoner	CTE Mundell for Mayor	03/26/24	2,500.00
Waggoner	Cmte to Re-Elect Annbal Ramos Jr.	03/26/24	2,000.00
Waggoner	Sweeney for Governor	03/26/24	4,900.00
Waggoner	Amato for Senate	04/16/24	1,000.00
Waggoner	Middlesex County Young Democrats	05/01/24	500.00
Waggoner	Melham For Belleville 2026	05/13/24	300.00
Waggoner	Ocean County Conservative PAC	05/13/24	4,000.00
Waggoner	Ocean County Republican Chairman's PAC	05/13/24	4,000.00
Waggoner	SOC-R PAC	05/13/24	4,000.00
Waggoner	Ciatterelli for Governor	05/13/24	1,000.00
Waggoner	Scutari for Senate	05/13/24	5,200.00
Waggoner	CTE Patrick Diegnan for Senate	05/21/24	750.00
Waggoner	Tammy Williams 4 West Orange	05/30/24	500.00
Waggoner	Ocean County Strong	05/30/24	2,500.00
Waggoner	Greenstein for Senate	05/30/24	1,250.00
Waggoner	Lagana for Senate	05/30/24	1,250.00
Waggoner	EFO Troy Singleton for Senate	05/30/24	750.00
Waggoner	Bob Smith for Senate	05/30/24	2,500.00
Waggoner	Owen Henry for Senate	06/05/24	500.00
Waggoner	Prosperity Rising NJ Inc	06/16/24	5,000.00
Waggoner	Brick Progress	07/08/24	5,000.00
Waggoner	Citizens for Good Government	07/08/24	1,200.00
Waggoner	Gopal for Senate	07/08/24	5,200.00
Waggoner	Polistina for Senate	07/08/24	1,000.00

List of Agencies with Elected Officials Required for Political Contribution Disclosure
N.J.S.A. 19:44A-20.26

County Name: Essex
State: Governor
Legislative District #s: 26, 27, 28, 29, 34, & 40
State Senator and two members of the General Assembly per district.

County:
County Commissioners County Clerk Sheriff
County Executive Surrogate Registrar of Deeds

Municipalities (Mayor and members of governing body, regardless of title):

Belleville Township
Bloomfield Township
Caldwell Borough
Cedar Grove Township
East Orange City
Essex Fells Township
Fairfield Township
Glen Ridge Borough
Irvington Township
Livingston Township
Maplewood Township
Millburn Township
Montclair Township
Newark City
North Caldwell Borough
Nutley Township
Orange City
Roseland Borough
South Orange Village
Verona Township
West Caldwell Township
West Orange Township

Boards of Education (Members of the Board):

Belleville Town
Bloomfield Township
Caldwell-West Caldwell
Cedar Grove Township
Essex Fells Borough
Fairfield Township
Glen Ridge Borough
Irvington Township
Livingston Township
Millburn Township
Newark City
North Caldwell Borough
Nutley Town
Roseland Borough
South Orange-Maplewood
Verona Borough
West Essex Regional
West Orange Township

Fire Districts (Board of Fire Commissioners):
NONE

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: CME Associates

Organization Address: 1460 Route 9 South, Howell, NJ 07731

Part I Check the box that represents the type of business organization:

☐ Sole Proprietorship (skip Parts II and III, execute certification in Part IV)

☐ Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)

☐ For-Profit Corporation (any type) ☑ Limited Liability Company (LLC)

☐ Partnership ☐ Limited Partnership ☐ Limited Liability Partnership (LLP)

☐ Other (be specific): _____

Part II

☐ The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. (**COMPLETE THE LIST BELOW IN THIS SECTION**)

OR

☑ No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. (**SKIP TO PART IV**)

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Address
N/A	

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above.** The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the ***Township of West Orange*** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with ***Township of West Orange*** to notify the ***Township of West Orange*** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the ***Township of West Orange*** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Trevor J. Taylor, PE, PP, CME, CFM	Title:	Senior VP
Signature:		Date:	December 3, 2024

ACKNOWLEDGEMENT OF CORRECTIONS, ADDITIONS AND DELETIONS FORM

I, Trevor J. Taylor, PE, PP, CME, CFM, Senior VP of the firm CME Associates hereby acknowledge that any corrections, additions and/or, deletions have been initialed and dated in this Submission Package.

(Signature)_____

(Date) December 3, 2024

Part 2: Additional Information

Disclosure of Investment Activities in Iran

Person or Entity	CME Associates

Part 1: Certification

COMPLETE PART 1 BY CHECKING **EITHER BOX**.

Pursuant to Public Law 2012, c. 25, any person or entity that is a successful bidder or proposer, or otherwise proposes to enter into or renew a contract, must complete the certification below to attest, under penalty of perjury, that neither the person or entity, nor any parent entity, subsidiary, or affiliate is identified on the State Department of Treasury's Chapter 25 list as a person or entity engaging in investment activities in Iran. The list is found on Treasury's website at www.state.nj.us/treasury/purchase/pdf/Chapter25List.pdf.

The Chapter 25 list must be reviewed prior to completing the below certification. If a vendor or contractor is found to be in violation of law, action may be taken as appropriate and as may provided by law, rule or contract, including but not limited to imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

☑	*I certify, pursuant to Public Law 2012, c. 25, that neither the person or entity listed above, nor any parent entity, subsidiary, or affiliate thereof is listed on the N.J. Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List"). I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf. I will skip Part 2 and sign and complete the Certification below.*
OR	
☐	*I am unable to certify as above because the person or entity and/or a parent entity, subsidiary, or affiliate thereof is listed on the N.J. Department of the Treasury's Chapter 25 list. I will provide a detailed, accurate and precise description of the activities in Part 2 below sign and complete the Certification below.*

PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN.

You must provide a detailed, accurate and precise description of the activities of the person or entity, or a parent entity, subsidiary, or affiliate thereof engaging in investment activates in Iran below and, if more space is needed, on additional sheets provided by you.

Part 3: Certification of True and Complete Information

I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments there to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity.

I acknowledge that the **Township of West Orange** *is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the* ***Reference to Township of West Orange*** *to notify the* ***Reference to Township of West Orange*** *in writing of any changes to the answers of information contained herein.*

I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the ***Township of West Orange*** *and that the* ***Reference to Township of West Orange*** *at its option may declare any contract(s) resulting from this certification void and unenforceable.*

Full Name (Print)	Trevor J. Taylor, PE,PP, CME, CFM	**Title**	Senior Vice President
Signature		**Date**	December 3, 2024

CERTIFICATION OF NON-INVOLVEMENT IN PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS

Pursuant to N.J.S.A. 52:32-60.1, et seq. (L. 2022, c. 3) any person or entity (hereinafter "Vendor[i]") that seeks to enter into or renew a contract with a State agency for the provision of goods or services, or the purchase of bonds or other obligations, must complete the certification below indicating whether or not the Vendor is identified on the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, available here: https://sanctionssearch.ofac.treas.gov/. If the Department of the Treasury finds that a Vendor has made a certification in violation of the law, it shall take any action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

I, the undersigned, certify that I have read the definition of "Vendor" below, and have reviewed the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, and having done so certify:

(Check the Appropriate Box)

☑ A. That the Vendor is not identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

OR

☐ B. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

OR

☐ C. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list. However, the Vendor is engaged in activity related to Russia and/or Belarus consistent with federal law, regulation, license or exemption. A detailed description of how the Vendor's activity related to Russia and/or Belarus is consistent with federal law is set forth below.

(Attach Additional Sheets If Necessary.)

Signature of Vendor's Authorized Representative	December 3, 2024 Date
Trevor J. Taylor, PE, PP, Senior VP Print Name and Title of Vendor's Authorized Representative	22-3484435 Vendor's FEIN
CME Associates Vendor's Name	732-462-7400 Vendor's Phone Number
1460 Route 9 South Vendor's Address (Street Address)	732-409-0756 Vendor's Fax Number
Howell, NJ 07731 Vendor's Address (City/State/Zip Code)	ttaylor@cmeusa1.com Vendor's Email Address

[i] Vendor means: (1) A natural person, corporation, company, limited partnership, limited liability partnership, limited liability company, business association, sole proprietorship, joint venture, partnership, society, trust, or any other nongovernmental entity, organization, or group; (2) Any governmental entity or instrumentality of a government, including a multilateral development institution, as defined in Section 1701(c)(3) of the International Financial Institutions Act, 22 U.S.C. 262r(c)(3); or (3) Any parent, successor, subunit, direct or indirect subsidiary, or any entity under common ownership or control with, any entity described in paragraph (1) or (2).

NJ Rev. 1.22.2024

AMERICANS WITH DISABILITIES ACT OF 1990
Equal Opportunity for Individuals with Disability

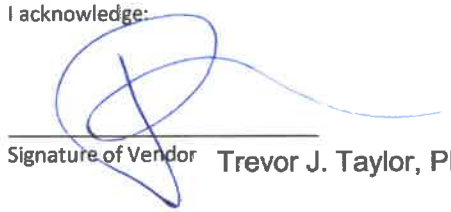
The contractor and the Township of West Orange, (hereafter "TOWNSHIP") do hereby agree that the provisions of Title 11 of the Americans With Disabilities Act of 1990 (the "Act") (42 U.S.C. S121 01 et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, activities provided or made available by public entities, and the rules and regulations promulgated pursuant there unto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the TOWNSHIP pursuant to this contract, the contractor agrees that the performance shall be in strict compliance with the Act. In the event that the contractor, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the contractor shall defend the TOWNSHIP in any action or administrative proceeding commenced pursuant to this Act. The contractor shall indemnify, protect, and save harmless the TOWNSHIP, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind of nature arising out of or claimed to arise out of the alleged violation. The contractor shall, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the TOWNSHIP's grievance procedure, the contractor agrees to abide by any decision of the TOWNSHIP which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the TOWNSHIP, or if the TOWNSHIP incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the contractor shall satisfy and discharge the same at its own expense.

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

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

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

I acknowledge:



Signature of Vendor Trevor J. Taylor, PE, PP, CME, CFM, Senior VP

CERTIFICATE OF GOOD STANDING

I, **Trevor J. Taylor, PE, PP, CME, CFM,** a senior Vice President of the firm of **CME Associates**, being duly sworn, depose and say that neither the firm, nor any individuals assigned to this engagement are disbarred, suspended, or otherwise prohibited from professional practice by any federal, state, or local agency.

(Signature)

Trevor J. Taylor, PE, PP, CME, CFM
Senior Vice President – CME Associates
(Print Name and Title)

Subscribed and sworn to before
me this _3rd__day of _December____ , 2024

Notary Public

PEGGY VIGGIANO
Notary Public, State of New Jersey
Commission # 50174964
My Commission Expires October 19, 2026

COST PROPOSAL



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.



Consulting & Municipal
ENGINEERS

Barnegat • Berlin • Camden • Howell • Medford • Monmouth Junction • Parlin

WWW.CMEUSA1.COM

EXHIBIT B

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
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Drone Technician	$ 86.00 Per Hour
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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

TOWNSHIP OF WEST ORANGE

ZONING BOARD OF ADJUSTMENT

RESOLUTION NO. ____-2025

RESOLUTION APPOINTING CME ASSOCIATES AS ZONING BOARD PLANNER FOR THE REMAINDER OF CALENDAR YEAR 2025 AND AUTHORIZING A NOT-TO-EXCEED AMOUNT

WHEREAS, the Zoning Board of Adjustment of the Township of West Orange (the "Board") requires professional planning services for the review of pending and new applications and for attendance at Board meetings; and

WHEREAS, CME Associates, through Christopher Dochney, PP, AICP, has submitted hourly rates and estimated hour caps for the Board's pending work through December 31, 2025; and

WHEREAS, in these circumstances, professional services are exempt from public bidding pursuant to N.J.S.A. 40A:11-5(1)(a)(i), and may be awarded by resolution of the Board;

NOW, THEREFORE, BE IT RESOLVED by the Zoning Board of Adjustment of the Township of West Orange, County of Essex, State of New Jersey, that:

1. Appointment. CME Associates (Christopher Dochney, PP, AICP) is hereby appointed as Board Planner for the remainder of Calendar Year 2025 (through December 31, 2025).

2. Rates. Compensation shall be at the hourly rate of $185.00 per hour for the principal planner and $157.00 per hour for staff planner assistance.

3. Authorized Tasks & Caps.

    - Review of existing/pending applications: not to exceed 7 hours (aggregate).

    - Review of the "Mavis" application: not to exceed 10 hours (aggregate, inclusive of staff support).

    - Hearing attendance and related meeting preparation for special and regular meetings through year-end: presently projected at approximately 25-30 hours.

4. Not-to-Exceed Amount. The Board hereby establishes a not-to-exceed amount of Fifteen Thousand Dollars ($15,000.00) for planning services through December 31, 2025, chargeable to applicant escrows and/or Board accounts as applicable. No services shall be rendered in excess of this amount without further Board authorization.

5. Availability of Funds. The Chief Financial Officer has certified the availability of funds as may be required pursuant to N.J.S.A. 40A:4-57, which certification shall be placed on file with this Resolution.

6. Pay-to-Play Compliance. This award is made pursuant to the professional services exception, without competitive bidding, in accordance with N.J.S.A. 19:44A-20.5 et seq. and the Township's pay-to-play ordinances. CME Associates shall submit all required political contribution disclosure and business entity disclosure certifications prior to the issuance of a purchase order.

7. Publication. The Secretary is authorized and directed to publish and/or maintain this Resolution in accordance with law and to issue any necessary notices.

ROLL CALL VOTE:

	Motion to adopt Resolution Date: October 23, 2025					
Member	**Motion**	**2nd**	**Aye**	**Nay**	**Ineligible**	**Absent**
Neuer	X		X			
Schwarzbaum						X
Barbee			X			
Miller			X			
Cohen			X			
Scott			X			
Weiss			X			
Ben-Zvi						
Sussman			X			
Dannemiller		X				

CERTIFICATION

The foregoing is a true copy of a Resolution adopted by the Zoning Board of Adjustment of the Township of West Orange at its meeting of October 23, 2025.

Diana Lyn Chandler

Diana Chandler-Zimmermann, Secretary
ZONING BOARD OF ADJUSTMENT
OF THE TOWNSHIP OF WEST ORANGE,
COUNTY OF ESSEX,
STATE OF NEW JERSEY

Dated: October 23, 2025

238-25
October 28, 2025

RESOLUTION

WHEREAS, on September 24, 2025, the Township of West Orange (the "Township") issued a set of Bid Specifications for the: **CONTRACT FOR SNOW REMOVAL SERVICES FROM SIDEWALKS, PATHS, CROSSWALK AND BUS SHELTERS AND STOPS WITHIN THE TOWNSHIP FOR 2025-2026 WITH AN OPTION TO EXTEND FOR TWO (2) ONE-YEAR PERIODS** (the "Contracts"); and

WHEREAS, the bid specifications for the Contract (the "Bid Specifications") set forth the potential award of three (3) separate options as follows:

> Option 1: NORTHEAST AND NORTHWEST QUADRANT
> Provide snow plowing equipment with operators and other personnel to clear snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.
>
> Option 2: SOUTHEAST AND SOUTHWEST QUADRANT
> Provide snow plowing equipment with operators and other personnel to clear snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.
>
> Option 3: 10 ROONEY CIRCLE AND WEST ORANGE DOG PARK (EXECUTIVE DRIVE)
>
> Provide snow plowing equipment with operators and other personnel and calcium chloride pellet form to clear
> snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.

and

WHEREAS, on October 8, 2025, the Township received bids in response to the Bid Specifications; and

WHEREAS, the bidder with the lowest bids for Options 1 and Options 2 failed to provide evidence of a Public Works Contractors Certificate as required pursuant to paragraph 23 of the general instructions to the Bid Specifications;

WHEREAS, the following bidders submitted the lowest responsible bids for each of the respective options, including:

Option 1: NORTHEAST AND NORTHWEST QUADRANT
Lowest Responsible Bidder: Grabowski Construction of West Orange NJ
Bid Price: $14,400.00 for option 1A, 1B, and 1C

Option 2: SOUTHEAST AND SOUTHWEST QUADRANT
Lowest Responsible Bidder: Grabowski Construction of West Orange, NJ
Bid Price: $14,400.00 for option 2A, 2B, and 2C

Option 3: 10 ROONEY CIRCLE AND WEST ORANGE DOG PARK (EXECUTIVE DRIVE)
Lowest Responsible Bidder: Shauger Property Services of Orange, NJ
Bid Price: $10,200.00 for option 3A, 3B, and 3C

and

WHEREAS, the Township seeks to award three (3) separate contracts representing each of the three options, annexed hereto as Exhibits **"A," "B**," and **"C."**

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Township hereby award the Contracts annexed hereto as Exhibits **"A," "B**," and **"C;"** and it is further

RESOLVED, that the Mayor be and is hereby authorized to execute the Contracts annexed hereto as Exhibits **"A," "B**," and **"C;"** and it is further

RESOLVED, that the Contracts shall be maintained in the Municipal Clerk's office.

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

Joe Krakoviak
Council President

Adopted: October 28, 2025

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

John Ditinyak, Chief Financial Officer

238-25

Exhibit “A”

TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

Request for Bids

2025-2026

BID

Contract for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026 with an option to extend two one-year periods

Bid Submission Date:
Wednesday, October 8, 2025

11:00 a.m.
Prevailing Time

TOWNSHIP OF WEST ORANGE * 66 MAIN STREET * WEST ORANGE, NJ 07052
(973) 325-4056

September 2025

NOTICE TO BIDDERS

THE TOWNSHIP OF WEST ORANGE, NEW JERSEY
SIDEWALK SNOW REMOVAL SERVICES 2025-2026

The Township of West Orange, New Jersey, County of Essex, is seeking companies to perform **Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026.** Bid forms may be obtained during regular business hours, 8:30 am to 4:30 pm M-F, at the Purchasing office, of Town Hall, 66 Main Street, West Orange, NJ 07052 or you can email a request to preynolds@westorange.org. Sealed bids will be received in the Council Chambers, Room 116, Municipal Building, 66 Main Street, West Orange, New Jersey 07052 on Wednesday, October 8, 2025 at 11:00 A.M**.** local prevailing time. Sealed bids may also be delivered to the Office of the Purchasing Agent, Room 111, Municipal Building, 66 Main Street, West Orange, New Jersey 07052, provided the bid is received prior to the day, date and time listed above. The submission deadline is **October 8, 2025 at 11:00 A.M.** and they will be publicly opened and read at that time in the Council Chambers on the same day. Bids received after that time will not be accepted. Bidders are required to comply with the Affirmative Action pursuant to N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27, and have a New Jersey Business Registration Certificate P.L. 2004. Each bidder shall provide a Certified Check or Cashier's Check or Bid Bond for ten percent (10%) of the bid but not to exceed $20,000 or be less than $500.00. Successful bidders upon the award of a contract will be required to submit a performance bond for 100% of the award amount. Bidders will also be required to complete and return other documents identified within the bid materials. Failure to comply with Instructions to bidders and to complete and submit all required forms may be cause for disqualification and rejection of bid.

Panayiota Reynolds
Purchasing Agent

GENERAL INSTRUCTION TO BIDDERS

1. The Township of West Orange reserves the right to reject any or all bids, or to waive any informalities in the bids, and unless otherwise specified by the bidder, to accept any item in the bid, should it be deemed in the best interest of the Township of West Orange to do so.

2. In case of default by the bidder or contractor, the Township of West Orange may procure the articles or services from other sources and hold the bidder or contractor responsible for any excess cost occasioned thereby.

3. The bidder, if awarded a contract, agrees to protect, defend and save harmless the Township of West Orange against any damage for payment for the use of any patented material process, article or devise that may enter into manufacture, construction, or form a part of the work covered by either order or contract, and the bidder further agrees to indemnify and save harmless the Township of West Orange from suits or actions of every nature and description brought against it, for, or on account of any injuries or damages received or sustained by any party or parties by, or from any of the acts of the contractor, his servants or agents.

4. The contractor shall maintain sufficient insurance to protect against all claims under Workers Compensation, General Liability and Automobile and shall be subject to approval for adequacy of protection and certificates of such insurance shall be provided to the Township of West Orange when required.

5. It is to be understood by the bidder that this bid is submitted on the basis of specifications prepared by the Township of West Orange and the fact that any bidder is not familiar with these specifications or conditions will not be accepted as an excuse.

6. Each bid must be signed in ink or ball pen by the person authorized to do so.

7. Bidders must use the proposal form furnished by the Township of West Orange when submitting their bid, if applicable.

8. Non-Collusion Affidavit must be completed and included with bid.

9. A Bid Guaranty of 10% of the bid amount not to exceed $20,000 and not to be less than $500.00 along with a Consent of Surety.

10. A Performance Bond in the amount of 100% of total bid is required.

11. Insert prices for furnishing all of the material and/or labor described or required. Prices shall be net, including any charges for packing, crating, containers, etc. and all transportation charges fully prepaid by the contractor. F.O.B. destination and placement at locations specified by the Township of West Orange. No additional charges will be allowed for any transportation costs resulting from partial shipments made at the vendor's convenience when a single shipment is ordered.

12. Payments will be made upon the approval of vouchers with the requirements of the Township of West Orange and subject to the Township of West Oranges customary procedures.

13. Contract will be awarded on a (Line Item) or (Lump Sum) basis, if applicable.

14. Award will be made by Township of West Orange within sixty (60) days after receipt of bids.

15. Prevailing Wage & Labor Laws. The New Jersey prevailing Wage Act (P.L. 1963, Chapter 150) and provisions of the State Labor Laws shall be complied with by the successful bidder in construction contracts.

16. Equal or Tie Bids. The Township of West Orange reserves the right to award at their discretion to any one of the tie bidders. (Should state method for tie bidding, i.e., drawing lots)

17. Return of Bid Security. All bid security of the three lowest responsible bidders shall be returned with 10 days. Within 3 days after signing of the contract and approval of contractor's performance bond, the bid security remaining bidders shall be returned to them, if applicable.

18. The Township of West Orange is exempt from any State sales tax or Federal excise tax.

19. For purpose of evaluation where an equivalent product is being furnished, bidder must indicate any variation to our specifications no matter how slight. If no variations are indicated, it will be construed that the bid fully complies with our specifications.

20. Quantities as shown are approximate and the Township of West Orange reserves the right to increase or decrease quantities by 20% at the unit price bid.

21. The contract, if applicable, shall be in effect for one (1) year from date of award unless otherwise stated. Continuation of the terms of this contract beyond one year is contingent on availability of funds in the following year's Budget and in the event of unavailability of such funds; the Township of West Orange reserves the right to cancel this contract.

22. Bids may be hand delivered or mailed per legal notice to bidders. In case of mailed bids, the Township of West Orange assumes no responsibility for bids after the designated date and time and will return late bids to the bidder unopened.

23. Mandatory: Bidder shall be registered for their Business Registration Certificate. In addition, Contractors providing services for regarding construction or repair of a public building must provide copy of Public Works Contractor Registration Certificate.

24. No interpretation of the meaning of the specifications will be made to any bidder orally. Every request for such interpretations should be in writing to the Purchasing Agent and to be given consideration must be received at least days prior to the date fixed of the

opening bids. Any and all such interpretations and any supplemental instruction will be mailed to all prospective bidders (at the respective addresses furnished for such purpose) not later than three (3) days prior to the date fixed for the opening of bids. Failure of any bidder to receive any such addenda or interpretations shall not relieve any bidder from any obligation under his bid submitted. All addenda so issued shall become part of the contract document.

25. Mandatory: Bidder shall submit Disclosure of Ownership Form stating the names and addresses of all stockholders in the corporation or partners in the partnership, who own a 10% or more of its stock, or any class, or of all individual partners in the partnership who own a 10% or greater interest therein, as the case may be.

HOLD HARMLESS

It is understood and agreed that the Contractor shall hold harmless the Township of West Orange, and all their officers, agents and employees from all suits, actions or claims brought for or on account of any injuries, death or damages received or sustained by any person, persons or property by or from the Contractor, or its subcontractors, agents or employees from the operations under this contract referred to in this agreement, or in any manner arising out of the performance of work assigned under this agreement.

LIABILITY INSURANCE

The Contractor shall not commence work under this contract until Contractor has obtained all insurance required under this section and until Contractor has filed the Certificate of Insurance or a certified copy of the insurance policy with the Township. Contractor shall obtain, at its cost and expense, liability insurance insuring the Contractor, the Township and equipment against any and all liability and damage, arising under this agreement, in not less than the following amounts.

a. Comprehensive General Liability with a combined single liability of $1,000,000/$2,000,000 aggregate applicable to bodily injury and property damage. Coverage to include completed operations.

b. Auto liability with a combined single limit of liability of $1,000,000/$2,000,000 aggregate applicable to bodily injury and property damage.

c. Workers Compensation and Employer's Liability in accordance with the applicable laws, rules and regulations performing the same.

d. Excess Umbrella Liability of $1,000,000

Contractor shall furnish the Township with three (3) copies of Certificate of Insurance listing the **Township as an additional insured** as proof of such insurance coverage.

BIDDER'S CHECKLIST MANDATORY ITEMS

- Business Registration Certification _____
- Bid Bond/Bid Deposit _____
- Consent of Surety (if Bid Bond Provided) _____
- Stockholders Disclosure Statement _____
- Affirmative Action Compliance Notice _____
- Iranian Disclosure Form _____
- Completed Bid Proposal Form _____
- Non-Collusion Affidavit _____
- Political Contribution Disclosure Statement _____
- Site Inspection Affidavit _____
- Americans with disabilities act of 1990 _____
- Addenda/Addendum _____
- CERTIFICATION OF NON-INVOLVEMENT IN PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS _____
- Public Works Contractors Certificate _____

Please provide one additional copy of entire bid package, which should be provided on an external hard drive/usb flash drive.

AMERICANS WITH DISABILITIES ACT OF 1990
Equal Opportunity for Individuals with Disability

The contractor and the Township of West Orange, (hereafter "TOWNSHIP") do hereby agree that the provisions of Title 11 of the Americans With Disabilities Act of 1990 (the "Act") (42 *U.S.C.* S121 01 et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, activities provided or made available by public entities, and the rules and regulations promulgated pursuant there unto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the TOWNSHIP pursuant to this contract, the contractor agrees that the performance shall be in strict compliance with the Act. In the event that the contractor, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the contractor shall defend the TOWNSHIP in any action or administrative proceeding commenced pursuant to this Act. The contractor shall indemnify, protect, and save harmless the TOWNSHIP, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind of nature arising out of or claimed to arise out of the alleged violation. The contractor shall, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the TOWNSHIP's grievance procedure, the contractor agrees to abide by any decision of the TOWNSHIP which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the TOWNSHIP, or if the TOWNSHIP incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the contractor shall satisfy and discharge the same at its own expense.

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

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

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

I acknowledge:

_____
Signature of Vendor

TOWNSHIP OF WEST ORANGE

ACKNOWLEDGMENT OF RECEIPT OF ADDENDA

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

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

☐ No addenda was received. (please check off if no addenda received)

Acknowledged for: _____
(Company Name)

By: _____
(Signature of Authorized Representative)

Name: _____
(Print)

Title: _____

Date: _____

EXHIBIT A

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

GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS

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

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

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

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

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

The contractor or subcontractor agrees to make good faith efforts to employ minority and women workers consistent with the applicable county employment goals established in accordance with N.J.A.C. l7:27-5.2, or a binding determination of the applicable county employment goals determined by the Division, pursuant to N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, labor

unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

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

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

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

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA302

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

REQUIRED EVIDENCE

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

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

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or

2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or

3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

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

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

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

The following questions must be answered by all Bidders:

1. Do you have a federally-approved or sanctioned Affirmative Action Program?

   Yes _____ (If yes, submit a copy of such approval.) No

2. Do you have a State Certificate of Employee Information Report approval?

   Yes _____ {If yes, submit a copy of such approval.) No

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

COMPANY: _____ NAME:

SIGNATURE:_____ TITLE: _____

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

AFFIDAVIT OF NON-COLLUSION

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

A. To the best of the bidder's knowledge and belief, the annexed bid proposal for this project has not been prepared in collusion with any other bidder of like item or services and the prices, discounts, terms and conditions thereof have not been directly or indirectly communicated by or on behalf of the bidder to any person other than the recipient of the bid and will not be communicated to any person prior to the official opening of the bid.

B. The bidder fully understands that no premiums, rebates, or gratuities are permitted either with, prior to, or after signing of contract. Any violation will result in cancellation and removal from the bid list.

C. The bidder further certifies that the undersigned has the necessary authority, to sign this stipulation stating that the bidder has not entered into any agreement, or otherwise taken any action in restraint of free competitive bidding in connection with this bid.

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

Date: _____

(Signature)

_____

(Name and Title)

_____

(Company Name)

_____

(Address)

_____

(Corporate Seal)

Subscribed and sworn to before me

this_____ day of _____ , 20____

Notary Seal

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

Business entities (contractors) receiving contracts from a public agency that are NOT awarded pursuant to a "fair and open" process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of N.J.S.A. 19:44A-20.26. This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
    - of the public entity awarding the contract
    - of that county in which that public entity is located
    - of another public entity within that county
    - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed $200 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an "interest" ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, "a contribution by that person's spouse or child, residing therewith, shall be deemed to be a contribution by the business entity." [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor's responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor's submission and is disclosable to the public under the Open Public Records Act.

The contractor must also complete the attached Ownership Disclosure Certification. This will assist the agency in meeting its obligations under the law. **NOTE: This section does not apply to Board of Education contracts.**

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

This form or its permitted facsimile must be submitted to the local unit no later than 10 days prior to the award of the contract.

Part I – Vendor Information

Vendor Name:			
Address:			
City:		State:	Zip:

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

_____ _____ _____

Signature Printed Name Title

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than $200 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

☐ Check here if disclosure is provided in electronic form.

Contributor Name	Recipient Name	Date	Dollar Amount
			$

Continuation Page

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

Page ___ of ______

Vendor Name:

Contributor Name	Recipient Name	Date	Dollar Amount
			$

List of Agencies with Elected Officials Required for Political Contribution Disclosure
N.J.S.A. 19:44A-20.26

County Name: Essex

State: Governor

Legislative District #s: 26, 27, 28, 29, 34, & 40

State Senator and two members of the General Assembly per district.

County:

County Commissioners	County Clerk	Sheriff
County Executive	Surrogate	Registrar of Deeds

Municipalities (Mayor and members of governing body, regardless of title):

Belleville Township	Irvington Township	Orange City
Bloomfield Township	Livingston Township	Roseland Borough
Caldwell Borough	Maplewood Township	South Orange Village
Cedar Grove Township	Millburn Township	Verona Township
East Orange City	Montclair Township	West Caldwell Township
Essex Fells Township	Newark City	West Orange Township
Fairfield Township	North Caldwell Borough	
Glen Ridge Borough	Nutley Township	

Boards of Education (Members of the Board):

Belleville Town
Bloomfield Township
Caldwell-West Caldwell
Cedar Grove Township
Essex Fells Borough
Fairfield Township
Glen Ridge Borough
Irvington Township
Livingston Township
Millburn Township
Newark City
North Caldwell Borough
Nutley Town
Roseland Borough
South Orange-Maplewood
Verona Borough
West Essex Regional
West Orange Town

Fire Districts (Board of Fire Commissioners):

NONE

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: _____

Organization Address: _____

Part I **Check the box that represents the type of business organization:**

☐ Sole Proprietorship (skip Parts II and III, execute certification in Part IV)

☐ Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)

☐ For-Profit Corporation (any type) ☐ Limited Liability Company (LLC)

☐ Partnership ☐ Limited Partnership ☐ Limited Liability Partnership (LLP)

☐ Other (be specific): _____

Part II

☐ The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. (**COMPLETE THE LIST BELOW IN THIS SECTION**)

OR

☐ No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. (**SKIP TO PART IV**)

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Address

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed**.

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above**. The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the ***Township of West Orange*** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with ***Township of West Orange*** to notify the ***Township of West Orange*** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the ***Township of West Orange*** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):		Title:	
Signature:		Date:	

BUSINESS REGISTRATION CERTIFICATION AND PUBLIC WORKS CONTRACTOR REGISTRATION CERTIFICATION

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

Contractors are responsible for notifying subcontractors.

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

****

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

CERTIFICATION OF NON-INVOLVEMENT IN PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS

Pursuant to N.J.S.A. 52:32-60.1, et seq. (L. 2022, c. 3) any person or entity (hereinafter "Vendor[i]") that seeks to enter into or renew a contract with a State agency for the provision of goods or services, or the purchase of bonds or other obligations, must complete the certification below indicating whether or not the Vendor is identified on the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, available here: https://sanctionssearch.ofac.treas.gov/. If the Department of the Treasury finds that a Vendor has made a certification in violation of the law, it shall take any action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

I, the undersigned, certify that I have read the definition of "Vendor" below, and have reviewed the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, and having done so certify:

(Check the Appropriate Box)

☐ A. That the Vendor is not identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

OR

☐ B. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

OR

☐ C. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list. However, the Vendor is engaged in activity related to Russia and/or Belarus consistent with federal law, regulation, license or exemption. A detailed description of how the Vendor's activity related to Russia and/or Belarus is consistent with federal law is set forth below.

_____

_____

_____

_____

_____

_____

(Attach Additional Sheets If Necessary.)

Signature of Vendor's Authorized Representative	Date
Print Name and Title of Vendor's Authorized Representative	Vendor's FEIN
Vendor's Name	Vendor's Phone Number
Vendor's Address (Street Address)	Vendor's Fax Number
Vendor's Address (City/State/Zip Code)	Vendor's Email Address

[i] Vendor means: (1) A natural person, corporation, company, limited partnership, limited liability partnership, limited liability company, business association, sole proprietorship, joint venture, partnership, society, trust, or any other nongovernmental entity, organization, or group; (2) Any governmental entity or instrumentality of a government, including a multilateral development institution, as defined in Section 1701(c)(3) of the International Financial Institutions Act, 22 U.S.C. 262r(c)(3); or (3) Any parent, successor, subunit, direct or indirect subsidiary, or any entity under common ownership or control with, any entity described in paragraph (1) or (2).

NJ Rev. 1.22.2024

SITE INSPECTION AFFIDAVIT

I, _____, on behalf of the bidder, _____,
do hereby declare that, I or my duly authorized representative, did satisfactorily inspect the project limits for the purpose of being fully informed as to the locations and conditions of the various Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township of West Orange for snow removal to be cleared under this contract.

I inspected the various sites on the _____ day of_____, _____, and I hereby acknowledge that I have satisfied myself regarding the conditions of the various sites and the nature and extent of the work to be performed under this contract.

By_____

(Print or type name)

_____

(Bidding Firm/Contractor)

Subscribed and sworn to
Sworn before me this ____day of _____ 20_____.

_____

(Notary Public)

My commission expires on _____, _____.

STANDARD BID DOCUMENT REFERENCE						
Disclosure of Investment Activities in Iran						
Statutory Reference	N.J.S.A. 52:32-55 et seq. N.J.S.A. 40A:11-2.1 N.J.S.A. 18A:18A-49.4					
Applicability		**Y/N**		**Mandatory**	**Optional**	**N/A**
	LPCL	**Y**	Goods and Services	**X**		
	PSCL	**Y**	Construction			**X**
Instructions Reference						
Description	P.L. 2012, c.25 prohibits the awarding of State and local public contracts for goods and services with persons or entities engaging in certain investment activities in energy or finance sectors of Iran. Prior to contract award, vendors and contractors must certify that neither they nor any parent entity, subsidiary, or affiliate is listed on the New Jersey Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List").					

The Certification form requires the insertion of contracting unit identification information which should be filled in (in italics on the form) prior to its use.

Person or Entity	

Part 1: Certification

COMPLETE PART 1 BY CHECKING **EITHER BOX**.

Pursuant to Public Law 2012, c. 25, any person or entity that is a successful bidder or proposer, or otherwise proposes to enter into or renew a contract, must complete the certification below to attest, under penalty of perjury, that neither the person or entity, nor any parent entity, subsidiary, or affiliate is identified on the State Department of Treasury's Chapter 25 list as a person or entity engaging in investment activities in Iran. The list is found on Treasury's website at www.state.nj.us/treasury/purchase/pdf/Chapter25List.pdf.

The Chapter 25 list must be reviewed prior to completing the below certification. If a vendor or contractor is found to be in violation of law, action may be taken as appropriate and as may provided by law, rule or contract, including but not limited to imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

☐	*I certify, pursuant to Public Law 2012, c. 25, that neither the person or entity listed above, nor any parent entity, subsidiary, or affiliate thereof is listed on the N.J. Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List"). I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf. I will skip Part 2 and sign and complete the Certification below.*
OR	
☐	*I am unable to certify as above because the person or entity and/or a parent entity, subsidiary, or affiliate thereof is listed on the N.J. Department of the Treasury's Chapter 25 list. I will provide a detailed, accurate and precise description of the activities in Part 2 below sign and complete the Certification below.*

Part 2: Additional Information

PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN.

You must provide a detailed, accurate and precise description of the activities of the person or entity, or a parent entity, subsidiary, or affiliate thereof engaging in investment activates in Iran below and, if more space is needed, on additional sheets provided by you.

Part 3: Certification of True and Complete Information

I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments there to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity.

I acknowledge that the **Township of West Orange** *is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the* ***Reference to Township of West Orange*** *to notify the* ***Reference to Township of West Orange*** *in writing of any changes to the answers of information contained herein.*

I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the ***Township of West Orange*** *and that the* ***Reference to Township of West Orange*** *at its option may declare any contract(s) resulting from this certification void and unenforceable.*

Full Name (Print)		**Title**	
Signature		**Date**	

REQUEST FOR BIDS

The Township of West Orange requests bids, for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for the period November 1, 2025 through April 30, 2026 winter season. The Township prepared this bid with the following options:

Please note is bid is for services "as needed". This bid is only for services when called upon.

Option 1: NORTHEAST AND NORTHWEST QUADRANT

Provide snow plowing equipment with operators and other personnel to clear snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.

Option 2: SOUTHEAST AND SOUTHWEST QUADRANT

Provide snow plowing equipment with operators and other personnel to clear snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.

Option 3: 10 ROONEY CIRCLE AND WEST ORANGE DOG PARK (EXECUTIVE DRIVE)

Provide snow plowing equipment with operators and other personnel and calcium chloride pellet form to clear snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.

SCOPE OF WORK AND SERVICES TO BE PERFORMED BY CONTRACTOR

The contractor shall provide the necessary equipment, operators and personnel as specified and listed in the Proposal for the snow removal from sidewalks, paths, crosswalks and bus stops and shelters under Municipal jurisdiction. These services shall be at the times, places and routes designated by the Township in accordance with the terms and conditions set forth hereafter and in accordance with the "Rules and Regulations for Snow Plowing, Salting, Removal and Hauling" which are attached hereto and made a part hereof. Contractors will be notified to report to work at the direction of the Superintendent of Public Works or his designee.

Equipment to be Furnished by Contractors

Each and every snow blower and tractor, to be furnished by the Contractor or Contractors in the performance of this bid shall be in good operating condition, and they shall be Model Year 2006 or newer. All vehicles and equipment shall have skid chains. All operators shall have the appropriate licenses, including Commercial Drivers Licenses, to operate the vehicles and equipment. Each operator shall supply sufficient tools to operate each piece of equipment as specified.

The equipment to be provided is as follows:

Snowblower, minimum 5HP, with a minimum width of 20 inches and maximum width of 36 inches.

Backpack blower.

Tractor, four-wheel drive minimum 25HP, 48 inches wide and plow width, 48 inches.

Shovels and/or any other equipment as necessary to perform snow removal services in this contract.

SNOW PLOWING, REMOVAL AND SALTING:

Sidewalks, Paths, Crosswalks, Bus Shelters and Stops

Time for payment for snow plowing, removal and salting services will start when the contractor's equipment and personnel arrive at the Public Works Building at 25 Lakeside Avenue. Time will cease when released by the Superintendent of Public Works or his designee. No traveling time will be paid between the contractor's site and the Public Works Building.

The contractor must notify the Superintendent or his designee prior to leaving the route for any reason. No fuel or equipment will be supplied. Time for payment will not include down time due to failure of contractor's equipment, rest breaks, or meals. No repairs will be made by Township employees. The Township will not be responsible for any damage to the contractor's property.

Salt will be supplied by the Township.

Sidewalks, paths, crosswalks, bus shelters and bus stops shall be kept passable throughout the event. At the conclusion of the event, the contractor shall have a specified amount of time (see below) to clear all sidewalks, paths, crosswalks, bus shelters and bus stops depending upon the snowfall amount during the event. That amount of time is as follows:

Event snowfall amount	Time allowed to clear all locations after snow ceases
Up to 4 inches	4 hours
4 inches to 8 inches	6 hours
8 inches to 12 inches	8 hours
12 inches to 18 inches	12 hours
Over 18 inches	24 hours

The contractor will be compensated a minimum of 4 hours for equipment and personnel at the hourly rates bid for the equipment and personnel assigned plus a lump sum amount for final cleanup dependent upon the amount of snow per the above schedule and as bid all in the proposal.

SALTING: FOR OPTION 1 AND 2

The Township will provide and load salt for the operations covered under this proposal from either the Public Works Building, 25 Lakeside Avenue or the Environmental and Recycling Center, 590 Mt. Pleasant Avenue. The Superintendent of Public Works or his designee will direct the contractors on the use of salt throughout the entire snow/ice event including pre salting and post event salting.

CALCIUM CHLORIDE: FOR OPTION 3

This will need to be provided by the vendor and should be calculated in your bid. – Calcium chloride in pellet form: purity (e.g., 93% minimum assay for pellets)

RULES AND REGULATIONS FOR SNOW REMOVAL SERVICES FROM SIDEWALKS, PATHS, CROSSWALK AND BUS SHELTERS AND STOPS WITHIN THE TOWNSHIP

1. All tractors, equipment, and personnel to be used in these operations shall be inspected at the Township's Public Works Facility located at 25 Lakeside Avenue, West Orange, N.J. 07052 by Township personnel in the presence of the Contractor's drivers prior to the snow season.

2. The Contractor shall accept a route that may be assigned for snow removal and will perform all snow removal services required in a manner satisfactory to the Township, and will carry out all directions and instructions given by the Township or his designee.

3. The Contractor shall accept full responsibility for the care and protection of all equipment belonging to the Township while in his custody and will reimburse the Township for all losses of or damage to such equipment when, in the judgment of the Township said Contractor has been derelict in caring for same.

4. The Township of West Orange will not be responsible for any damage to the Contractor's tractor or tractors due to mounting of snow removal equipment.

7. All tractors and crews shall be ready to proceed immediately with their work whenever the need arises in storm conditions.

8. All equipment belonging to the Township shall be properly housed, if necessary, and kept in proper working order.

9. The Contractor and crews will thoroughly familiarize themselves with the physical conditions and locations of sidewalks, paths, crosswalks, and bus shelters and stops in the routes allotted.

10. Immediately before proceeding to work the contractor shall notify headquarters.

11. The Township may transfer any tractor and crew to any other route of section of the Township when necessary to carry on the work.

12. Contractors shall supply a sufficient number of crew members to operate tractors and blowers continuously from the beginning of operations until sidewalks, paths, crosswalks, and bus shelters and stops are thoroughly cleaned to full width and to the satisfaction of the Township.

13. Contractor and crew members shall report to the following locations, to be loaded with de-icing material for snow and ice control for option 1 and 2. **NOTE option 3 de-icing materials shall be included in the contract/supplied by the vendor. **

    * Public Works Salt Dome, 25 Lakeside Avenue, West Orange, N.J. 07052
    * West Orange Environmental Center, 590 Mt. Pleasant Avenue, West Orange, N.J. 07052

14. Upon "Snow Removal Order" Contractors will immediately proceed to remove snow their respective assigned routes.

15. "Headquarters" used in these rules and regulations shall mean the Public Works Building located at 25 Lakeside Avenue, West Orange, N.J. 07052, Telephone # (973) 325-4067.

16. All crews of the contractor shall call "Headquarters" each time they make a complete circuit of their respective routes and give reports of progress and conditions and will be monitored by a Township supervisor.

17. In case of accident to equipment, or if work is not progressing satisfactorily, "Headquarters" **MUST** be notified immediately.

18. Contractor's crews will continue to work unless otherwise ordered by the Township.

19. After such work has been completed and before turning in, contractor's crews shall notify "Headquarters."

20. Upon orders from "Headquarters," all contractors' crews shall then return home.

21. Contractors shall maintain close communication with Headquarters by advising of snowfall and weather conditions in their respective sections.

22. The Township agrees, as part of the contract, that each tractor, piece of equipment or personnel actually used for these operations shall be used a minimum of four (4) hours for each snow fall for which said equipment or personnel are called. The Township further agrees that it will use all of the tractors, equipment or personnel which it orders from the Contractor for a period of four (4) hours. However, there shall be no obligation on the part of the Township to order a greater number of tractors than the Township may deem necessary for handling of the particular snow fall for which the tractors are called. These four (4) hours may include stand-by rate hours which are one half the bid rate.

23. The operator of each equipment shall receive fifteen (15) minutes time off after each three (3) hour period of snow removal.

24. All snow removal shall be for the entire width of sidewalk. The Contractor shall not dispose and pile snow removal material on private property immediately adjacent to the sidewalks, paths, crosswalks and bus stops that are being serviced.

25. Township supervisory personnel will be assigned as inspectors on all routes. Contractor's crews should be instructed to carry out all instructions given by these inspectors in the absence of inspectors, contractor's driver should be instructed to call in at the end of each round, as outlined in the "Rules and Regulations."

26. The use of these tractors, equipment, and personnel for any purpose other than on Township sidewalks, paths, crosswalks, and bus shelters and stops or other Township maintained facilities is strictly forbidden and shall be deemed sufficient cause for cancellation on the contract.

27. Upon assembly orders, the Township reserves the right to place contract tractors, equipment, or personnel on stand-by rate on location or during the course of any storm when it is determined to interrupt snow removal operations and then resume shortly thereafter at the discretion of the Superintendent of Public Works or his designee.

28. All vehicle operators to have proper operator's licenses for the vehicle. This includes a valid New Jersey CDL when needed.

29. Contractors shall maintain close communications with Headquarters by advising of snow fall and weather conditions in their respective sections.

30. The contractor shall be responsible for repairing all damage caused by the operation of his/her equipment during the performance of this contract. This includes but is not limited to curbs, sidewalks, lawn areas, driveways, mailboxes and road pavement. All damage shall be corrected by May 1, 2025 and each subsequent May 1 if the contract is extended.

PROPOSAL

OPTION 1- NORTHEAST AND NORTHWEST QUADRANTS

Snow Plowing and Salting for the Department of Public Works, Township of West Orange, N.J., Sidewalks, Paths, Crosswalks, Bus Stops and Shelters

Contractor shall always have shovels, ice choppers, buckets and/or wheel barrows to carry for snow removal operations.

TO THE TOWNSHIP COUNCIL, TOWNSHIP OF WEST ORANGE, N. J.

The undersigned has read the advertisement, instruction to bidders, scope of work, and rules and regulations for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026

The undersigned agrees to furnish the equipment, with operator and personnel below

For Items 1A and 1B there will be a minimum of two crews and a maximum of four crews during the event.

For Item 1C there will be a minimum of zero and maximum of two crews during the event.

ITEM	DESCRIPTION	UNIT PRICE PER FOUR PERSON CREW PER HOUR	MINIMUM HOURS	AMOUNT (UNIT PRICE X 4 HOURS)
1A	Two (2) Snow Blower with Operators Minimum 5 HP; Minimum Width 20”, Max. Width 36”; Plus two (2)- Shovelers/Salters		4	
1B	Min. Two (2) Backpacks Blowers with Operators; Plus, One (1) Shoveler /Salter if blowable		4	
1C	One (1) Four Wheel Drive Tractor with Operator, Maximum Width of Tractor 48”, Plow Width 48”, Min. HP 20 plus, three (3) Shovelers, Salters and/or Blowers		4	
TOTAL ITEMS 1A, 1B, 1C				

IN WORDS

Basis of Award for Option 1 is the bidder with the lowest total price for all Items, 1A, 1B and 1C subject to meeting all the other requirements of the bid.

_____shall make this proposal with full knowledge of the stipulations and requirements. If this contract is awarded to our firm we enter into the same with good and sufficient sureties for faithful performance.

Name_____

Address_____

Date_____

Phone Number_____

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

PLEASE SUBMIT PROPOSAL IN DUPLICATE.

PROPOSAL

OPTION 2- SOUTHEAST AND SOUTHWEST QUADRANTS

Snow Plowing and Salting for the Department of Public Works, Township of West Orange, N.J., Sidewalks, Paths, Crosswalks, Bus Stops and Shelters

Contractor shall always have shovels, ice choppers, buckets and/or wheel barrows to carry for snow removal operations at Sidewalks, Paths, Crosswalks, Bus Stops and Shelters.

TO THE TOWNSHIP COUNCIL, TOWNSHIP OF WEST ORANGE, N. J.

The undersigned has read the advertisement, instruction to bidders, scope of work, and rules and regulations for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026

The undersigned agrees to furnish the equipment, with operator and personnel

For Items 2A and 2B there will be a minimum of two crews and a maximum of four crews during the event.

For Item 2C there will be a minimum of zero and maximum of two crews during the event.

ITEM	DESCRIPTION	UNIT PRICE PER FOUR PERSON CREW PER HOUR	MINIMUM HOURS	AMOUNT (UNIT PRICE X 4 HOURS)
2A	Two (2) Snow Blower with Operators Minimum 5 HP; Minimum Width 20”, Max. Width 36”; Plus two (2)- Shovelers/Salters		4	
2B	Min. Two (2) Backpacks Blowers with Operators; Plus, One (1) Shoveler /Salter if blowable		4	
2C	One (1) Four Wheel Drive Tractor with Operator, Maximum Width of Tractor 48”, Plow Width 48”, Min. HP 20 plus, three (3) Shovelers, Salters and/or Blowers		4	
TOTAL ITEMS 2A, 2B, 2C				

IN WORDS

Basis of Award for Option 1 is the bidder with the lowest total price for all Items, 2A, 2B and 2C subject to meeting all the other requirements of the bid.

_____shall make this proposal with full knowledge of the stipulations and requirements. If this contract is awarded to our firm we enter into the same with good and sufficient sureties for faithful performance.

Name_____

Address_____

Date_____

Phone Number_____

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

PLEASE SUBMIT PROPOSAL IN DUPLICATE.

PROPOSAL

OPTION 3- 10 Rooney Circle and West Orange Dog Park (Executive Drive)

Snow Plowing and Salting for the Department of Public Works, Township of West Orange, N.J., Sidewalks, Paths, Crosswalks, Bus Stops and Shelters

Contractor shall always have shovels, ice choppers, buckets and/or wheel barrows to carry for snow removal operations.

TO THE TOWNSHIP COUNCIL, TOWNSHIP OF WEST ORANGE, N. J.

The undersigned has read the advertisement, instruction to bidders, scope of work, and rules and regulations for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026

The undersigned agrees to furnish the equipment and calcium chloride (pellet form), with operator and personnel.

For Items 3A and 3B there will be a minimum of two crews and a maximum of four crews during the event.

For Item 3C there will be a minimum of zero and maximum of two crews during the event.

ITEM	DESCRIPTION	UNIT PRICE PER FOUR PERSON CREW PER HOUR	MINIMUM HOURS	AMOUNT (UNIT PRICE X 4 HOURS)
3A	Two (2) Snow Blower with Operators Minimum 5 HP; Minimum Width 20”, Max. Width 36”; Plus two (2)- Shovelers/Salters		4	
3B	Min. Two (2) Backpacks Blowers with Operators; Plus, One (1) Shoveler /Salter if blowable		4	
3C	One (1) Four Wheel Drive Tractor with Operator, Maximum Width of Tractor 48”, Plow Width 48”, Min. HP 20 plus, three (3) Shovelers, Salters and/or Blowers		4	
TOTAL ITEMS 3A, 3B, 3C				

IN WORDS

Basis of Award for Option 3 is the bidder with the lowest total price for all Items, 3A, 3B and 3C subject to meeting all the other requirements of the bid.

_____shall make this proposal with full knowledge of the stipulations and requirements. If this contract is awarded to our firm we enter into the same with good and sufficient sureties for faithful performance.

Name_____

Address_____

Date_____

Phone Number_____

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

PLEASE SUBMIT PROPOSAL IN DUPLICATE.

OPTION 1

EQUIPMENT LIST

SNOW BLOWER & OR TRACTOR TYPE & SIZE (IDENTIFY EACH)	MODEL YEAR	EQUIPMENT WIDTH	PLOW WIDTH

NAME:_____

ADDRESS:_____

LOCATION OF EQUIPMENT_____

OPTION 2

EQUIPMENT LIST

SNOW BLOWER & OR TRACTOR TYPE & SIZE (IDENTIFY EACH)	MODEL YEAR	EQUIPMENT WIDTH	PLOW WIDTH

NAME:_____

ADDRESS:_____

LOCATION OF EQUIPMENT_____

OPTION 3

EQUIPMENT LIST

SNOW BLOWER & OR TRACTOR TYPE & SIZE (IDENTIFY EACH)	MODEL YEAR	EQUIPMENT WIDTH	PLOW WIDTH

NAME:_____

ADDRESS:_____

LOCATION OF EQUIPMENT_____

SPECIAL CONDITIONS

1. The Township reserves the right to reject any and all bids and to make such awards as may be in its best interest.

2. For storm events the contractor shall perform all sidewalk, crosswalk, bus stop clearing and salting when snow begins to accumulate.

3. The contractor will be called in by the Superintendent of Public Works or his duly authorized representative. Usually there will be a time set for each storm but if there is an emergency situation, the contractor must be on site within one hour of telephone notification by Superintendent of Public Works.

4. Snow removal during work and school hours will need to be consistent in order to keep pedestrians safe. (See attached lists and maps).

5. Sidewalk, bus stop and crosswalk clearing shall be performed such that no more than 3 inches of snow is allowed to accumulate at any time on the traveled way and/or on any sidewalks.

6. For evening or nighttime winter storm events (after 5:00 p.m.) and for cleanup after daytime storms, the contractor shall perform sidewalk, bus stop, and crosswalk clearing such that all work is completed as so unobstructed pedestrian traffic and buildings are ready to open by 7:00 a.m. on the morning following the storm. Snow disposal locations will be identified by the Township if needed in larger storm events.

7. For bid purposes the Township has been divided into zones. Each zone has a list of sidewalks, bus stops, and crosswalks along with a map marked with their location as shown in Appendix A.

8. Any damage will be the contractor's responsibility to repair as soon as possible or **no later than May 1st, 2026, and if awarded for 2027 and 2028**.

ALL INFORMATION FOR SIDEWALKS, PATHS, CROSSWALKS, BUS STOPS AND SHELTERS AND MAPS ARE LISTED SEPARATELY AS APPENDIX A

Appendix A

APPENDIX A- OPTIONS 1 & 2 WITH CORRESPONDING MAPS

SHOVELING LIST

OPTION 1-NORTHEAST QUADRANT		
ITEM	LOCATION	APPOX. LIN. FEET
BUS STOP	N.W. CORNER of MAIN ST. + PARK TERR.	30
BUS STOP	N.W. SIDE of MAIN ST. ACROSS FROM LAKESIDE AVE.	30
CROSS WALK	COMMUNITY HOUSE	2X15
CROSS WALK	WASHINGTON ST AND WATCHUNG AVE	4X15
CROSS WALK	SHEPARD TER. LOT	60
CROSS WALK	VALLEY WAY + ELM ST.	2X15
CROSS WALK	HIGH ST. + RIDGE ST.	4X15
CROSS WALK	WATSON AVE. + RIDGE ST.	3X15
CROSS WALK	WASHINGTON ST. + MAIN ST.	3X15
CROSS WALK	HARRISON + ELM ST.	4X15
CROSS WALK	FRANKLIN AVE + WILLIAMS ST.	4X15
CROSS WALK	FRANKLIN AVE. + MAIN ST.	3X15
CROSS WALK	FRANKLIN AVE + CHESTNUT ST.	4X15
CROSS WALK	WHITTLESEY AVE. + JOHN ST.	3X15
CROSS WALK	MISSISSIPPI AVE. + ELM ST.	3X15
CROSS WALK/WALK	MAIN ST. + HARRISON AVE.	3X15
CROSS WALK/WALK	MISSISSIPPI AVE. LOT	350
WALKS	WASHINGTON ST. PARKING LOT AND SUB. STATION 5 LOCATION ON PERIMETER	225
WALKS	JOHNST LOT + WHITTLESEY AVE.	180
WALKS	PARK TER. LOT	60
WALKS	SHEPARD TER. LOT	60
WALKS	COLGATE PARK, RECREATION OFFICE, 60 CHERRY ST.	1000
WALKS	LIBERTY ST.	430
WALKS	LAFAYETTE PARK	800
BUS STOP	N.E. CORNER of MAIN ST. + PARK WAY LEWELLYN PARK	30
WALKS	WILLIAMS ST. from POOL TO MAIN ST.	370
WALKS	PROSPECT PL. BY P.A.L.	180
WALKS	REDEVELOPMENT ASHLAND, LAKESIDE, WATCHUNG AND COLUMBIA ST.	1750

OPTION 1-NORTHWEST QUADRANT		
ITEM	**LOCATION**	**FEET**
BUS STOP	N.E. CORNER PLEASANT VALLEY WAY + ROUTE 280	30
BUS STOP	N.E. CORNER PLEASANT VALLEY WAY + HOOPER AVE.	30
BUS STOP	N.E. CORNER PLEASANT VALLEY WAY + ALISA DR.	30
BUS STOP	S.W. CORNER PLEASANT VALLEY WAY + EAGLE ROCK AVE.	30
BUS STOP	S.W. CORNER EAGLE ROCK AVE. + BEASLEY ST.	30
BUS STOP	S.W. CORNER EAGLE ROCK AVE. + CONFORTI AVE.	30
BUS STOP	NORTHSIDE EAGLE ROCK AVE, WEST OF WOODHULL AVE.	30
BUS STOP	EAGLE ROCK AVE. + WOODHULL AVE.	30
PARK WALKS	DEGNAN	1850
CROSS WALKS	REDWOOD AVE. + WOODLAND AVE.	3X15
CROSS WALKS	PLEASANT VALLEY WAY + STANFORD AVE.	2X15
CROSS WALKS	PLEASANT VALLEY WAY + HOOPER AVE.	4X15
CROSS WALKS	EAGLE ROCK AVE. + FORREST AVE.	4X15
CROSS WALKS	PLEASANT VALLEY WAY + WOODLAND AVE	3X15
CROSS WALKS	REDWOOD AVE. + CANNON ST.	1x15
CROSS WALKS	WOODLAND AVE. + FORREST ST. plus 35' sidewalk	5x15
CROSS WALKS	PLEASANT VALLEY WAY + EAGLE ROCK AVE.	4x15
SIDE WALKS	HOOPER AVE. 2 sides of the street	350
SIDE WALKS	CONFORTI AVE. + MANN ST	100
SIDE WALKS	FORREST AVE. by brook both sides of street	150
SIDE WALKS	BUCKINGHAM RD., LOT + BOTH SIDES OF BRIDGE	100
SIDEWALKS	PLEASANT VALLEY WAY ROUTE 280 EXCHANGE BOTH SIDES OF PVW	1850
SIDE WALKS	WOODLAND AVE. 2 LOTS AND BRIDGE both sides of street	350
SIDE WALKS	CARTERET ST. FALCONE PATH	100
SIDE WALKS	PROSPECT AVE. + CRYSTALL AVE.	90
SIDE WALKS	PROSPECT AVE. + HARRINGTON AVE.	70
SIDE WALKS	PROSPECT AVE. from BOLAND DR. to EXXON ST. by (O.S.P.A.C.) 3 BUS STOPS ALSO	1300
SIDE WALKS	HALLER RD WALK IN REAR OF PARKING LOT	125
SIDE WALKS	PLEASANT VALLEY WAY METERED PARKING LOT BY FORTISIMO'S	150
BUS STOP	PLEASANT VALLEY WAY & EAGLE ROCK AVE. WEST SIDE INFRONT OF CHASE BANK	30

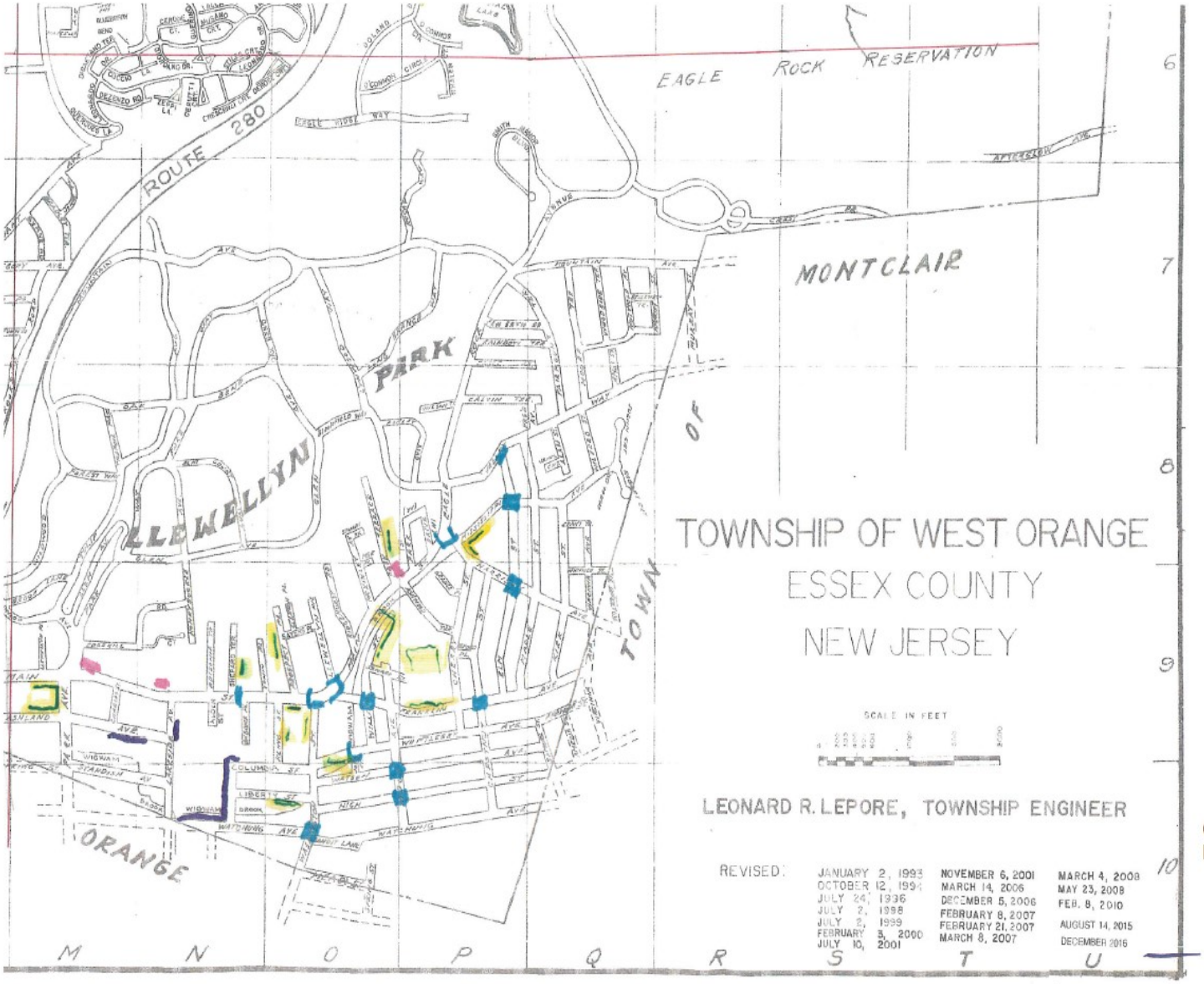
OPTION 2-SOUTHEAST QUADRANT		
ITEM	LOCATION	APPROX. LIN. FEET
BUS STOP	NORTHFIELD AVE. EAST BOUND by BRADFORD AVE. 150' EASTERLY	30
BUS STOP	NORTHFIELD AVE. EAST BOUND by GRANDVIEW AVE. 150' EASTERLY	30
CROSS & SIDEWALK	CLUB BLVD. & GILBERT PL. (PARK)	200
CROSS WALK	NORTHFIELD AVE. & GREGORY AVE.	4x15
CROSS WALK	GREGORY AVE. & MITCHELL ST. (ALL)	4x15
CROSS WALK	GREGORY AVE. & FORRESTHILL RD. (ALL)	4x15
CROSS WALK	GREGORY AVE. & WALKER RD. (ALL)	4x15
CROSS WALK	WALKER RD. & LOWELL PL. (ALL)	2x15
CROSS WALK	HAZEL AVE & PINE ST. (ALL)	2x15
CROSS WALK	MITCHELL ST. & VALLEY RD. (ALL)	4x15
CROSS WALK	ROLLINSON ST. & MITCHELL ST. (ALL)	4x15
CROSS WALK/WALK	VALLEY RD. & CENTRAL AVE. - WEST SIDE SIDE 50' walk & CROSS WALK	3x15
WALKS	CENTRAL AVE. SOUTHSIDE FROM KRAUSERS EAST	200
CROSS WALK	KINGSLEY ST. & WHITTINGHAM PL.	2x15
CROSS WALK	MITCHELL ST. & GLENN RD. (ALL)	2x15
CROSS WALK	NORTHFIELD AVE.. & WHITTINGHAM PL. (ALL & ON ISLANDS) + 50' sidewalk	4x15
WALKS	VALLEY RD. PARKING LOT	200
CROSS WALK	SOUTH VALLEY RD. & TREMONT AVE. (ALL)	2x15
WALKS	TOMPKINS ST. LOT	60
WALKS	MITCHELL AVE. & VALLEY RD. (SUB. STATION)	140
WALKS	HAZEL AVE & VALLEY RD. PARKING LOT (WALKS ON VALLEY RD.)	60
WALKS	LAIRD DR. & MT. PLEASANT AVE. INCLD. SOUTH SIDE MT.PLEASANT BRIDGE LAIRD TO BRENNAN	650
WALKS	NORTHFIELD AVE. NORTHSIDE EAST OF BRENNAN DR. TO 280 EAST RAMP	100
WALKS	MT. PLEASANT AND HIGHWOOD RD. TENNIS CT.S	375
WALKS	MITCHELL ST. NORTHSIDE ACROSS FROM TOMKINS ST.	100

OPTION 2-SOUTHWEST QUADRANT		
ITEM	LOCATION	APROX. LIN. FEET
BUS STOP/WALK	SOUTH SIDE NORTHFIELD AVE. @ SHERIDAN AVE WESTERLY TO END	30
CROSS AND WALKS	STAGG FIELD ALONG ST. CLOUD AVE. INC. FIED HOUSE PERIMETER	850
CROSS WALK	SHERIDAN AVE & MASSON PL.	2X15
WALK	LENNOX TERR. SCHOOL PATH	500
BUS STOP/WALKS	PUMP ST. NOTHFIELD AVE. & DOGWOOD RD. WALK AND BUS STOP	300
CROSS WALKS (3)	MT. PLEASANT AVE. & KELLY DR.	3X15
CROSS WALK	ELISON AVE. & MANGER RD.	3X15
CROSS AND WALK	ELISON AVE. & CARLSON DR NORTH SIDE OF CARLSON FROM ELISON AVE. + 150' of walk	4X15
CROSS WALK	SHERIDAN AVE EAST SIDE IN FRONT OF SCHOOL	1X15

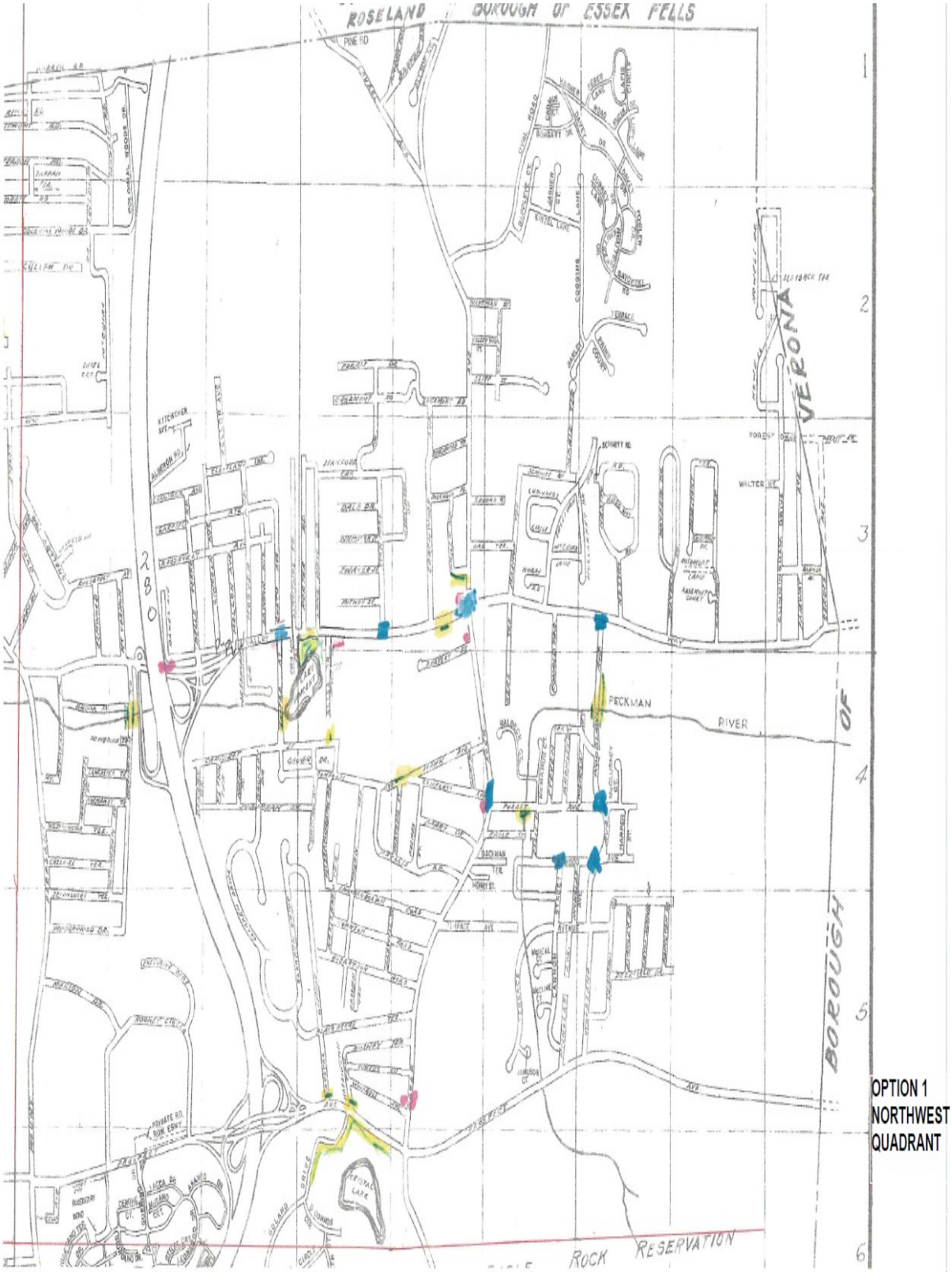
OPTION 3

10 ROONEY CIRCLE & WEST ORANGE DOG PARK

ITEM	LOCATION	APROX. LIN. FEET
WALKS	WEST ORANGE DOG PARK 4000 EXECUTIVE DRIVE	150, 8 FT WIDE
WALKS	LIBRARY 10 ROONEY CIRCLE	650

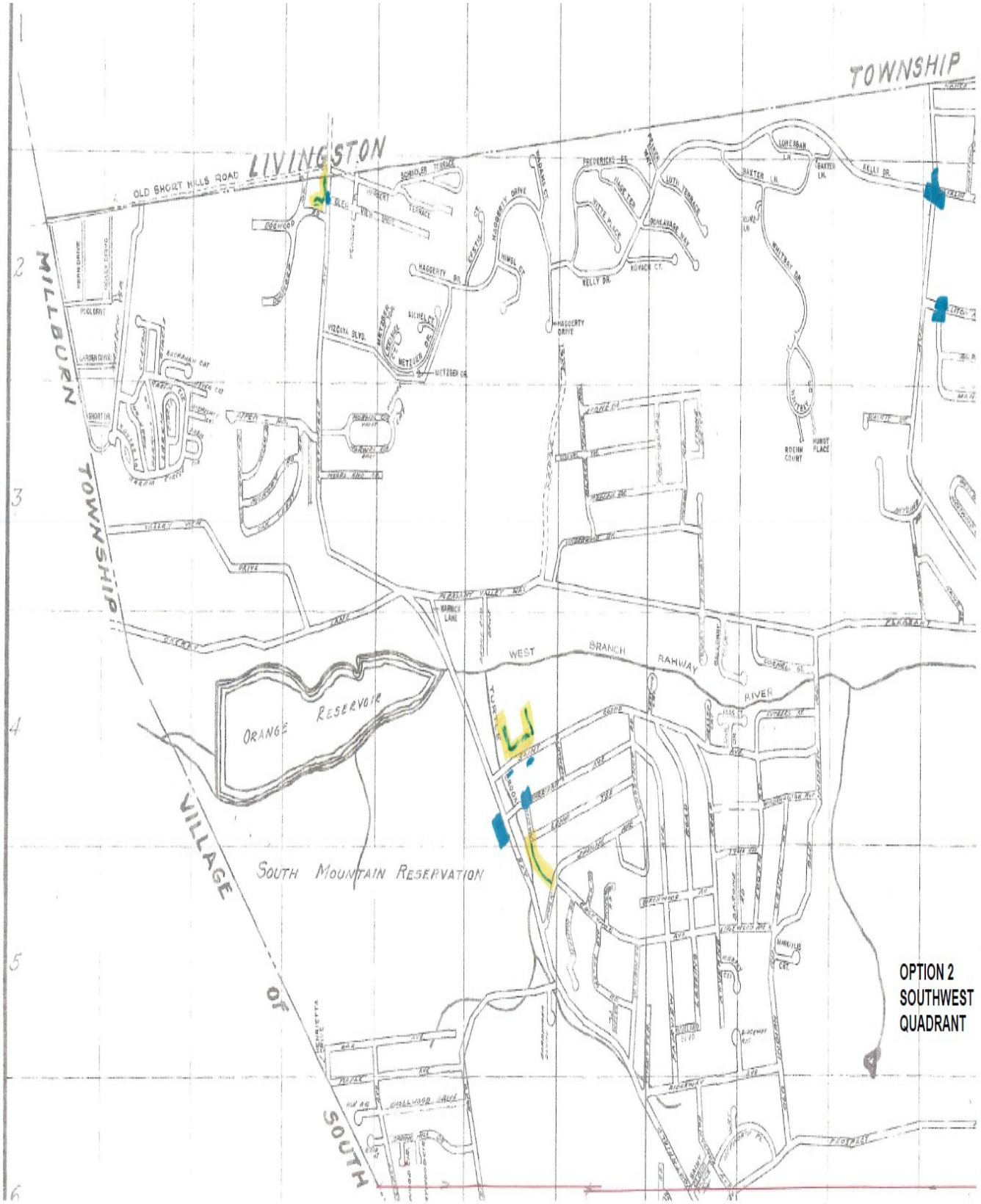


OPTION 1
NORTHEAST QUADRANT



OPTION 1
NORTHWEST
QUADRANT


WALKS
CROSSWALKS
Bus STOPS
redevelopment
ORANGE
CITY
OF
OPTION 2
SOUTHEAST QUADRANT
6
7
8
9
10
A
B
C
D
E
F
G
H
J
K
L


TOWNSHIP
LIVINGSTON
OLD SHORT HILLS ROAD
MILLBURN
TOWNSHIP
WEST BRANCH RAHWAY RIVER
ORANGE RESERVOIR
SOUTH MOUNTAIN RESERVATION
VILLAGE OF SOUTH
OPTION 2
SOUTHWEST
QUADRANT

Option 3 10 Rooney circle



option 3

West Orange Dog Park

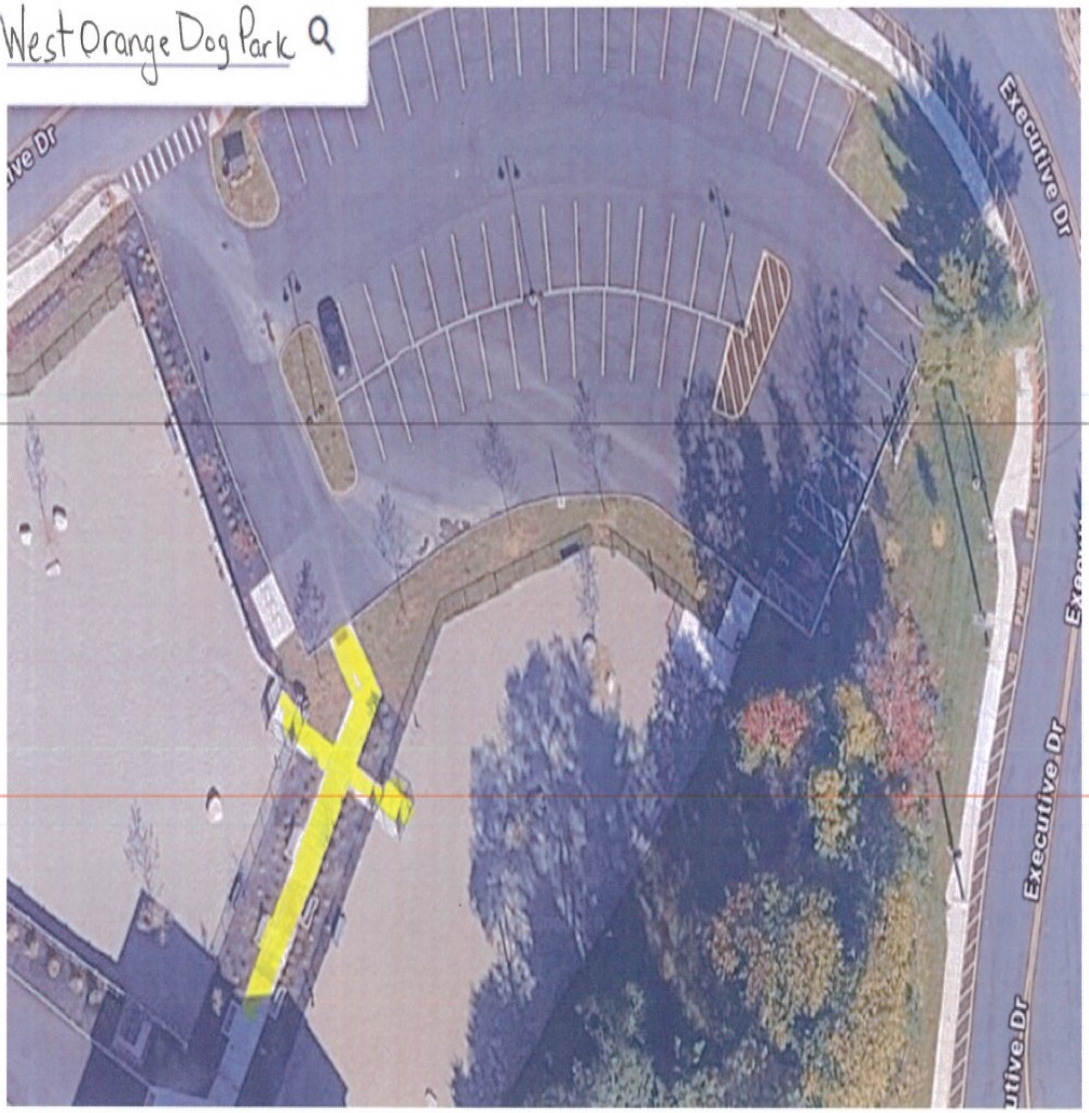


Exhibit “B”

238-25

Exhibit B

Grabowski Construction

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name:	GRABOWSKI CONSTRUCTION, INC.
Trade Name:	
Address:	770 NORTHFIELD W ORANGE, NJ 07052
Certificate Number:	0492642
Date of Issuance:	October 26, 2006

For Office Use Only:

20061026101355002

Certificate Number
632270

Registration Date: 08/28/2024
Expiration Date: 08/27/2026

State of New Jersey

Department of Labor and Workforce Development
Division of Wage and Hour Compliance

Public Works Contractor Registration Act

Pursuant to N.J.S.A. 34:11-56.48, et seq. of the Public Works Contractor Registration Act, this certificate of registration is issued for purposes of bidding on any contract for public work or for engaging in the performance of any public work to:

Grabowski Construction, Inc

2024

Responsible Representative(s):
Paul Grabowski, President
John Grabowski, Principal

Responsible Representative(s):
Stephen Grabowski, Secretary

Robert Asaro-Angelo, Commissioner
Department of Labor and Workforce Development

NON TRANSFERABLE

This certificate may not be transferred or assigned and may be revoked for cause by the Commissioner of Labor and Workforce Development.

FIRST INDEMNITY OF AMERICA INSURANCE COMPANY
2740 Rt. 10 West, Suite 205
Morris Plains, NJ 07950
(973) 402-1200

BID BOND

KNOW ALL MEN BY THESE PRESENTS: **BOND NO.** BD028151

That we, GRABOWSKI CONSTRUCTION, LLC, PAUL L. GRABOWSKI
770 Northfield Ave West Orange, NJ 07052,
as Principal and FIRST INDEMNITY OF AMERICA INSURANCE COMPANY, a corporation duly organized under the laws of the State of New Jersey, as Surety, are hereby held and firmly bound unto TOWNSHIP OF WEST ORANGE
66 MAIN STREET West Orange, NJ 07052,
as Obligee, in penal sum of 10 % of AMOUNT BID NOT TO EXCEED $20,000.00 Dollars, lawful money of the United States, for which payment, well and truly to be made, we bind ourselves, our heirs, executors, administrators, successors, and assigns, jointly and severally, firmly, by these presents.

WHEREAS the Principal has submitted a bid for

Contract for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026 with an option to extend two one-year periods

NOW THEREFORE, if the Obligee shall accept the bid of the Principal and the Principal shall enter into a contract with the Obligee in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or Contract Documents with good and sufficient surety of the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give such bond or bonds, if the Principal shall pay to the Obligee its damages up to the amount of 10 % of the Bid amount not to exceed $20,000.00, then this obligation shall be null and void, otherwise to remain in full force and effect.

CONSENT OF SURETY

It is hereby understood and agreed that the FIRST INDEMNITY OF AMERICA INSURANCE COMPANY will provide Surety on the Bond of the Principal for the work described above provided the Principal is the successful bidder and is awarded the Contract.

The Consent of Surety contained herein is limited to a Contract award not to exceed $ $100,000.00

This Bid Bond No. BD028151 and Consent of Surety has been signed and sealed this 8th day of October, 2025.

Witness/Attest As To Principal

Dylan Drummond
Notary Public of New Jersey
Commission: 50134209
Expires: August 13, 2030

GRABOWSKI CONSTRUCTION, LLC
PRINCIPAL PAUL L. GRABOWSKI

Gina Ring
Witness/Attest As to Surety

FIRST INDEMNITY OF AMERICA INSURANCE COMPANY
Surety
By
Karen Quitulsaca
Attorney-in-Fact

FIRST INDEMNITY OF AMERICA INSURANCE COMPANY

2740 Rt. 10 West, Suite 205 Morris Plains, New Jersey 07950
Telephone: (973) 402-1200

POWER OF ATTORNEY FOR BONDS AND UNDERTAKINGS

Know All Men By These Presents: That First Indemnity of America Insurance Company, a Corporation of the State of New Jersey does hereby appoint: Karen Quitulsaca, its true and lawful Attorneys-in-Fact; to make, execute, sign, acknowledge, affix the Company Seal to, deliver any and all surety bonds, undertakings, recognizances, and other contracts of indemnity and writings obligatory in the nature of a bond, for and on behalf of said Company and as an act and deed of said Company.

IN WITNESS WHEREOF, First Indemnity of America Insurance Company of the State of New Jersey has executed these presents this 25th day of November, 2019.

Patrick J. Lynch, President

STATE OF NEW JERSEY)
COUNTY OF MORRIS) ss:

On this 25th day of November, 2019, before me came the above named officer of First Indemnity of America Insurance Company of New Jersey, to me personally known to be the individual and officer described herein, and acknowledge that he executed the foregoing instrument and affixed the seal of said corporation thereto by authority of this office.

KATHLEEN FOGHESTO
Commission # 2394310
Notary Public, State of New Jersey
My Commission Expires
March 16, 2030

CERTIFICATE

Excerpts of Resolutions (Article V, Paragraph 5, of the By-Laws of said Company) adopted by the Board of Directors of the First Indemnity of America Insurance Company of the State of New Jersey, November 25, 2019.

RESOLVED, on November 25, 2019, that the President, or any one of the Vice Presidents specially authorized to do so by the Board of Directors, or by the Executive Committee, shall have power to appoint Attorneys-in-Fact as the business of the company may require, or to authorize any person or persons to execute on behalf of the Company any bonds, undertakings, recognizances, stipulations, policies, contracts, agreements, deeds, and release and assignment of judgments, decrees, mortgages and instruments in the nature of mortgages, and also all other instruments and documents which the business of the Company may require and to affix the Seal of the Company thereto.

FURTHER RESOLVED, that the signatures and attestations of such officers and the seal of the Company may be affixed to any such Power of Attorney or to any certificate relating to the Power of Attorney by facsimile and any such Power of Attorney or certificate bearing such facsimile signatures or facsimile seal shall be valid and binding upon the Company with respect to any bond, undertaking, recognizances or other contract of indemnity of writing obligatory in the nature thereof.

I, Jane E. Lynch, Secretary of First Indemnity of America Insurance Company of New Jersey, do hereby certify that the foregoing excerpts of the Resolution adopted by the Board of Directors of the Corporation and the Powers of Attorney issued pursuant thereto, are true and correct and that both the Resolution and the Powers of Attorney are in full force and effect.

IN WITNESS WHEREOF, I have herewith set my hand and affixed the seal of said Corporation this 8th day of October, 2025.

Jane E. Lynch, Secretary

FIRST INDEMNITY OF AMERICA INSURANCE COMPANY
2740 Route 10 West, Suite 205, Morris Plains, N.J. 07950
STATEMENT OF FINANCIAL CONDITION AS OF DECEMBER 31, 2024

Assets:		
Bonds		$ 13,295,662
Preferred & Common Stocks		6,268,370
Mortgage Loans		379,080
Real Estate		1,130,027
Cash and Short Term Investments		11,472,976
Investment Income Due and Accrued		135,968
Premiums in the Course of Collection (under 90 days)		778,211
Reinsurance Recoverable on Loss and LAE Payments		118,318
Deferred Tax Asset		251,549
Other Assets		116,300
Total Admitted Assets		$ 33,946,461
Liabilities and Surplus:		
Reserve for Loss and Loss Adjustment Expenses		6,788,275
Other Expenses		189,544
Taxes Licenses and Fees		67,983
Federal Income Tax Payable		161,379
Unearned Premium		2,820,600
Amounts Withheld or Retained for Others		6,375,652
Ceded Reinsurance Balances Payable		204,651
Security Deposits		12,600
Total Liabilities		16,620,584
Capital & Surplus:		
Common Stock, Paid Up	2,500,000	
Paid in and Contributed Surplus	1,480,945	
Unassignd Surplus	13,344,932	
Surplus as Regards to Policyholders		17,325,877
Total Liabilities and Surplus		$ 33,946,461

I, Glenn A. Runne, Chief Financial Officer of First Indemnity of America Insurance Company, do hereby certify that the foregoing statement is a correct exhibit of the assets and surplus of the said company, on the 31st day of December, 2024, according to the best information, knowledge, and belief.

Glenn A. Runne
Chief Financial Officer

State of New Jersey)
County of Morris) SS:
Subscribed and sworn to, before me, a Notary Public of the State of New Jersey in the Township of Morris Plains, this 25th day of February 2025.

Kathleen Fochesto
Commission #2394310
Notary Public, State of New Jersey
My Commission Expires
March 16, 2030

Kathleen Fochesto
My Commission Expires March 16, 2030

TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

Request for Bids

2025-2026

BID

Contract for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026 with an option to extend two one-year periods

Bid Submission Date:
Wednesday, October 8, 2025

11:00 a.m.
Prevailing Time

TOWNSHIP OF WEST ORANGE * 66 MAIN STREET * WEST ORANGE, NJ 07052
(973) 325-4056

September 2025

NOTICE TO BIDDERS

THE TOWNSHIP OF WEST ORANGE, NEW JERSEY
SIDEWALK SNOW REMOVAL SERVICES 2025-2026

The Township of West Orange, New Jersey, County of Essex, is seeking companies to perform **Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026.** Bid forms may be obtained during regular business hours, 8:30 am to 4:30 pm M-F, at the Purchasing office, of Town Hall, 66 Main Street, West Orange, NJ 07052 or you can email a request to preynolds@westorange.org. Sealed bids will be received in the Council Chambers, Room 116, Municipal Building, 66 Main Street, West Orange, New Jersey 07052 on Wednesday, October 8, 2025 at 11:00 A.M. local prevailing time. Sealed bids may also be delivered to the Office of the Purchasing Agent, Room 111, Municipal Building, 66 Main Street, West Orange, New Jersey 07052, provided the bid is received prior to the day, date and time listed above. The submission deadline is **October 8, 2025 at 11:00 A.M.** and they will be publicly opened and read at that time in the Council Chambers on the same day. Bids received after that time will not be accepted. Bidders are required to comply with the Affirmative Action pursuant to N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27, and have a New Jersey Business Registration Certificate P.L. 2004. Each bidder shall provide a Certified Check or Cashier's Check or Bid Bond for ten percent (10%) of the bid but not to exceed $20,000 or be less than $500.00. Successful bidders upon the award of a contract will be required to submit a performance bond for 100% of the award amount. Bidders will also be required to complete and return other documents identified within the bid materials. Failure to comply with instructions to bidders and to complete and submit all required forms may be cause for disqualification and rejection of bid.

Panayiota Reynolds
Purchasing Agent

GENERAL INSTRUCTION TO BIDDERS

1. The Township of West Orange reserves the right to reject any or all bids, or to waive any informalities in the bids, and unless otherwise specified by the bidder, to accept any item in the bid, should it be deemed in the best interest of the Township of West Orange to do so.

2. In case of default by the bidder or contractor, the Township of West Orange may procure the articles or services from other sources and hold the bidder or contractor responsible for any excess cost occasioned thereby.

3. The bidder, if awarded a contract, agrees to protect, defend and save harmless the Township of West Orange against any damage for payment for the use of any patented material process, article or devise that may enter into manufacture, construction, or form a part of the work covered by either order or contract, and the bidder further agrees to indemnify and save harmless the Township of West Orange from suits or actions of every nature and description brought against it, for, or on account of any injuries or damages received or sustained by any party or parties by, or from any of the acts of the contractor, his servants or agents.

4. The contractor shall maintain sufficient insurance to protect against all claims under Workers Compensation, General Liability and Automobile and shall be subject to approval for adequacy of protection and certificates of such insurance shall be provided to the Township of West Orange when required.

5. It is to be understood by the bidder that this bid is submitted on the basis of specifications prepared by the Township of West Orange and the fact that any bidder is not familiar with these specifications or conditions will not be accepted as an excuse.

6. Each bid must be signed in ink or ball pen by the person authorized to do so.

7. Bidders must use the proposal form furnished by the Township of West Orange when submitting their bid, if applicable.

8. Non-Collusion Affidavit must be completed and included with bid.

9. A Bid Guaranty of 10% of the bid amount not to exceed $20,000 and not to be less than $500.00 along with a Consent of Surety.

10. A Performance Bond in the amount of 100% of total bid is required.

11. Insert prices for furnishing all of the material and/or labor described or required. Prices shall be net, including any charges for packing, crating, containers, etc. and all transportation charges fully prepaid by the contractor. F.O.B. destination and placement at locations specified by the Township of West Orange. No additional charges will be allowed for any transportation costs resulting from partial shipments made at the vendor's convenience when a single shipment is ordered.

12. Payments will be made upon the approval of vouchers with the requirements of the Township of West Orange and subject to the Township of West Oranges customary procedures.

13. Contract will be awarded on a (Line Item) or (Lump Sum) basis, if applicable.

14. Award will be made by Township of West Orange within sixty (60) days after receipt of bids.

15. Prevailing Wage & Labor Laws. The New Jersey prevailing Wage Act (P.L. 1963, Chapter 150) and provisions of the State Labor Laws shall be complied with by the successful bidder in construction contracts.

16. Equal or Tie Bids. The Township of West Orange reserves the right to award at their discretion to any one of the tie bidders. (Should state method for tie bidding, i.e., drawing lots)

17. Return of Bid Security. All bid security of the three lowest responsible bidders shall be returned with 10 days. Within 3 days after signing of the contract and approval of contractor's performance bond, the bid security remaining bidders shall be returned to them, if applicable.

18. The Township of West Orange is exempt from any State sales tax or Federal excise tax.

19. For purpose of evaluation where an equivalent product is being furnished, bidder must indicate any variation to our specifications no matter how slight. If no variations are indicated, it will be construed that the bid fully complies with our specifications.

20. Quantities as shown are approximate and the Township of West Orange reserves the right to increase or decrease quantities by 20% at the unit price bid.

21. The contract, if applicable, shall be in effect for one (1) year from date of award unless otherwise stated. Continuation of the terms of this contract beyond one year is contingent on availability of funds in the following year's Budget and in the event of unavailability of such funds; the Township of West Orange reserves the right to cancel this contract.

22. Bids may be hand delivered or mailed per legal notice to bidders. In case of mailed bids, the Township of West Orange assumes no responsibility for bids after the designated date and time and will return late bids to the bidder unopened.

23. Mandatory: Bidder shall be registered for their Business Registration Certificate. In addition, Contractors providing services for regarding construction or repair of a public building must provide copy of Public Works Contractor Registration Certificate.

24. No interpretation of the meaning of the specifications will be made to any bidder orally. Every request for such interpretations should be in writing to the Purchasing Agent and to be given consideration must be received at least days prior to the date fixed of the

opening bids. Any and all such interpretations and any supplemental instruction will be mailed to all prospective bidders (at the respective addresses furnished for such purpose) not later than three (3) days prior to the date fixed for the opening of bids. Failure of any bidder to receive any such addenda or interpretations shall not relieve any bidder from any obligation under his bid submitted. All addenda so issued shall become part of the contract document.

25. Mandatory: Bidder shall submit Disclosure of Ownership Form stating the names and addresses of all stockholders in the corporation or partners in the partnership, who own a 10% or more of its stock, or any class, or of all individual partners in the partnership who own a 10% or greater interest therein, as the case may be.

HOLD HARMLESS

It is understood and agreed that the Contractor shall hold harmless the Township of West Orange, and all their officers, agents and employees from all suits, actions or claims brought for or on account of any injuries, death or damages received or sustained by any person, persons or property by or from the Contractor, or its subcontractors, agents or employees from the operations under this contract referred to in this agreement, or in any manner arising out of the performance of work assigned under this agreement.

LIABILITY INSURANCE

The Contractor shall not commence work under this contract until Contractor has obtained all insurance required under this section and until Contractor has filed the Certificate of Insurance or a certified copy of the insurance policy with the Township. Contractor shall obtain, at its cost and expense, liability insurance insuring the Contractor, the Township and equipment against any and all liability and damage, arising under this agreement, in not less than the following amounts.

a. Comprehensive General Liability with a combined single liability of $1,000,000/$2,000,000 aggregate applicable to bodily injury and property damage. Coverage to include completed operations.

b. Auto liability with a combined single limit of liability of $1,000,000/$2,000,000 aggregate applicable to bodily injury and property damage.

c. Workers Compensation and Employer's Liability in accordance with the applicable laws, rules and regulations performing the same.

d. Excess Umbrella Liability of $1,000,000

Contractor shall furnish the Township with three (3) copies of Certificate of Insurance listing the **Township as an additional insured** as proof of such insurance coverage.

BIDDER'S CHECKLIST MANDATORY ITEMS

- Business Registration Certification PLG
- Bid Bond/Bid Deposit PLG
- Consent of Surety (if Bid Bond Provided) PLG
- Stockholders Disclosure Statement PLG
- Affirmative Action Compliance Notice PLG
- Iranian Disclosure Form PLG
- Completed Bid Proposal Form PLG
- Non-Collusion Affidavit PLG
- ~~Political Contribution Disclosure Statement~~ PLG
- Site Inspection Affidavit PLG
- Americans with disabilities act of 1990 PLG
- Addenda/Addendum PLG
- CERTIFICATION OF NON-INVOLVEMENT IN PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS PLG
- Public Works Contractors Certificate PLG

Please provide one additional copy of entire bid package, which should be provided on an external hard drive/usb flash drive.

AMERICANS WITH DISABILITIES ACT OF 1990
Equal Opportunity for Individuals with Disability

The contractor and the Township of West Orange, (hereafter "TOWNSHIP") do hereby agree that the provisions of Title 11 of the Americans With Disabilities Act of 1990 (the "Act") (42 U.S.C. S121 01 et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, activities provided or made available by public entities, and the rules and regulations promulgated pursuant there unto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the TOWNSHIP pursuant to this contract, the contractor agrees that the performance shall be in strict compliance with the Act. In the event that the contractor, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the contractor shall defend the TOWNSHIP in any action or administrative proceeding commenced pursuant to this Act. The contractor shall indemnify, protect, and save harmless the TOWNSHIP, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind of nature arising out of or claimed to arise out of the alleged violation. The contractor shall, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the TOWNSHIP's grievance procedure, the contractor agrees to abide by any decision of the TOWNSHIP which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the TOWNSHIP, or if the TOWNSHIP incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the contractor shall satisfy and discharge the same at its own expense.

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

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

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

I acknowledge:

Paul L Grabowski

Signature of Vendor

TOWNSHIP OF WEST ORANGE

ACKNOWLEDGMENT OF RECEIPT OF ADDENDA

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

Addendum Number	Dated	Acknowledge Receipt (Initial)

☑ No addenda was received. (please check off if no addenda received)

Acknowledged for: GRABOWSKI CONSTRUCTION, INC
(Company Name)

By: Paul L Grabowski
(Signature of Authorized Representative)

Name: PAUL L GRABOWSKI
(Print)

Title: PRESIDENT

Date: OCTOBER 8, 2025

EXHIBIT A

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

GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS

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

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

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

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

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

The contractor or subcontractor agrees to make good faith efforts to employ minority and women workers consistent with the applicable county employment goals established in accordance with N.J.A.C. 17:27-5.2, or a binding determination of the applicable county employment goals determined by the Division, pursuant to N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, labor

unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

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

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

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

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA302

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

REQUIRED EVIDENCE

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

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

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or

2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or

3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

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

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

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

The following questions must be answered by all Bidders:

1. Do you have a federally-approved or sanctioned Affirmative Action Program?

   Yes _____ (If yes, submit a copy of such approval.) No

2. Do you have a State Certificate of Employee Information Report approval?

   Yes ✓ (If yes, submit a copy of such approval.) No

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

COMPANY: GRABOWSKI CONSTRUCTION, INC NAME: PAUL L GRABOWSKI

SIGNATURE: Paul L Grabowski TITLE: PRESIDENT

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

AFFIDAVIT OF NON-COLLUSION

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

A. To the best of the bidder's knowledge and belief, the annexed bid proposal for this project has not been prepared in collusion with any other bidder of like item or services and the prices, discounts, terms and conditions thereof have not been directly or indirectly communicated by or on behalf of the bidder to any person other than the recipient of the bid and will not be communicated to any person prior to the official opening of the bid.

B. The bidder fully understands that no premiums, rebates, or gratuities are permitted either with, prior to, or after signing of contract. Any violation will result in cancellation and removal from the bid list.

C. The bidder further certifies that the undersigned has the necessary authority, to sign this stipulation stating that the bidder has not entered into any agreement, or otherwise taken any action in restraint of free competitive bidding in connection with this bid.

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

Date: OCTOBER 8, 2025 Paul L Grabowski - Pres.
(Signature)

PAUL L GRABOWSKI
(Name and Title)

GRABOWSKI CONSTRUCTION INC
(Company Name)

110 NORTHFIELD AVE
(Address)

WEST ORANGE, NJ 07052

(Corporate Seal)

Subscribed and sworn to before me

this 8 day of October, 2025

Notary Seal

Dylan Drummond
Notary Public of New Jersey
Commission: 50134209
Expires: August 13, 2030

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

Business entities (contractors) receiving contracts from a public agency that are NOT awarded pursuant to a "fair and open" process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of N.J.S.A. 19:44A-20.26. This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
  - of the public entity awarding the contract
  - of that county in which that public entity is located
  - of another public entity within that county
  - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed $200 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an "interest" ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, "a contribution by that person's spouse or child, residing therewith, shall be deemed to be a contribution by the business entity." [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor's responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor's submission and is disclosable to the public under the Open Public Records Act.

The contractor must also complete the attached Ownership Disclosure Certification. This will assist the agency in meeting its obligations under the law. **NOTE: This section does not apply to Board of Education contracts.**

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

This form or its permitted facsimile must be submitted to the local unit no later than 10 days prior to the award of the contract.

Part I – Vendor Information

Vendor Name:	GRABOWSKI CONSTRUCTION, INC		
Address:	770 NORTHFIELD AVE		
City:	WEST ORANGE	State: NJ	Zip: 07052

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

Signature Paul L Grabowski Printed Name PAUL L GRABOWSKI Title PRESIDENT

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than $200 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

☐ Check here if disclosure is provided in electronic form.

Contributor Name	Recipient Name	Date	Dollar Amount
			$
"	NONE	"	

Continuation Page

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

Page 2 of 2

Vendor Name:

Contributor Name	Recipient Name	Date	Dollar Amount
			$
"NONE"			

List of Agencies with Elected Officials Required for Political Contribution Disclosure
N.J.S.A. 19:44A-20.26

County Name: Essex
State: Governor
Legislative District #s: 26, 27, 28, 29, 34, & 40
State Senator and two members of the General Assembly per district.

County:

County Commissioners	County Clerk	Sheriff
County Executive	Surrogate	Registrar of Deeds

Municipalities (Mayor and members of governing body, regardless of title):

Belleville Township	Irvington Township	Orange City
Bloomfield Township	Livingston Township	Roseland Borough
Caldwell Borough	Maplewood Township	South Orange Village
Cedar Grove Township	Millburn Township	Verona Township
East Orange City	Montclair Township	West Caldwell Township
Essex Fells Township	Newark City	West Orange Township
Fairfield Township	North Caldwell Borough	
Glen Ridge Borough	Nutley Township	

Boards of Education (Members of the Board):

Belleville Town
Bloomfield Township
Caldwell-West Caldwell
Cedar Grove Township
Essex Fells Borough
Fairfield Township
Glen Ridge Borough
Irvington Township
Livingston Township
Millburn Township
Newark City
North Caldwell Borough
Nutley Town
Roseland Borough
South Orange-Maplewood
Verona Borough
West Essex Regional
West Orange Town

Fire Districts (Board of Fire Commissioners):
NONE

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: GRABOWSKI CONSTRUCTION, INC

Organization Address: 110 NORTHFIELD AVE, WEST ORANGE, NJ 07052

Part I **Check the box that represents the type of business organization:**

☐ Sole Proprietorship (skip Parts II and III, execute certification in Part IV)

☐ Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)

☑ For-Profit Corporation (any type) ☐ Limited Liability Company (LLC)

☐ Partnership ☐ Limited Partnership ☐ Limited Liability Partnership (LLP)

☐ Other (be specific): _____

Part II

☑ The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

☐ No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Address
JOHN C GRABOWSKI	359 ST CLOUD AVE WEST ORANGE, NJ 07052
STEPHEN J GRABOWSKI	106 FORD RD DENVILLE, NJ 07834
PAUL L GRABOWSKI	51 LAUREL AVE WEST ORANGE, NJ 07052

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above.** The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the ***Township of West Orange*** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with ***Township of West Orange*** to notify the ***Township of West Orange*** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the ***Township of West Orange*** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	PAUL L GRABOWSKI	Title:	PRESIDENT
Signature:	Paul L Grabowski	Date:	OCTOBER 8, 2025

BUSINESS REGISTRATION CERTIFICATION AND PUBLIC WORKS CONTRACTOR REGISTRATION CERTIFICATION

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

Contractors are responsible for notifying subcontractors.

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

****

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

CERTIFICATION OF NON-INVOLVEMENT IN PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS

Pursuant to N.J.S.A. 52:32-60.1, et seq. (L. 2022, c. 3) any person or entity (hereinafter "Vendor") that seeks to enter into or renew a contract with a State agency for the provision of goods or services, or the purchase of bonds or other obligations, must complete the certification below indicating whether or not the Vendor is identified on the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, available here: https://sanctionssearch.ofac.treas.gov/. If the Department of the Treasury finds that a Vendor has made a certification in violation of the law, it shall take any action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

I, the undersigned, certify that I have read the definition of "Vendor" below, and have reviewed the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, and having done so certify:

(Check the Appropriate Box)

☑ A. That the Vendor is not identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

OR

☐ B. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

OR

☐ C. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list. However, the Vendor is engaged in activity related to Russia and/or Belarus consistent with federal law, regulation, license or exemption. A detailed description of how the Vendor's activity related to Russia and/or Belarus is consistent with federal law is set forth below.

(Attach Additional Sheets if Necessary.)

Paul L Grabowski Signature of Vendor's Authorized Representative	OCTOBER 8, 2025 Date
PAUL L GRABOWSKI Print Name and Title of Vendor's Authorized Representative	82-2589512 Vendor's FEIN
GRABOWSKI CONSTRUCTION, INC Vendor's Name	973-731-0111 Vendor's Phone Number
110 NORTHFIELD AVE Vendor's Address (Street Address)	N/A Vendor's Fax Number
WEST ORANGE, NJ 07052 Vendor's Address (City/State/Zip Code)	construction110@verizon.net Vendor's Email Address

[1] Vendor means: (1) A natural person, corporation, company, limited partnership, limited liability partnership, limited liability company, business association, sole proprietorship, joint venture, partnership, society, trust, or any other nongovernmental entity, organization, or group; (2) Any governmental entity or instrumentality of a government, including a multilateral development institution, as defined in Section 1701(c)(3) of the International Financial Institutions Act, 22 U.S.C. 262r(c)(3); or (3) Any parent, successor, subunit, direct or indirect subsidiary, or any entity under common ownership or control with, any entity described in paragraph (1) or (2).

NJ Rev. 1.22.2024

SITE INSPECTION AFFIDAVIT

I, PAUL L GRABOWSKI, on behalf of the bidder, GRABOWSKI CONSTRUCTION, INC do hereby declare that, I or my duly authorized representative, did satisfactorily inspect the project limits for the purpose of being fully informed as to the locations and conditions of the various Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township of West Orange for snow removal to be cleared under this contract.

I inspected the various sites on the 8TH day of OCTOBER, 2025, and I hereby acknowledge that I have satisfied myself regarding the conditions of the various sites and the nature and extent of the work to be performed under this contract.

By PAUL L GRABOWSKI Paul L Grabowski

(Print or type name)

GRABOWSKI CONSTRUCTION, INC

(Bidding Firm/Contractor)

Subscribed and sworn to
Sworn before me this 8 day of October 2025.

(Notary Public)

My commission expires on Aug 13, 2030.

Dylan Drummond
Notary Public of New Jersey
Commission: 50134209
Expires: August 13, 2030

STANDARD BID DOCUMENT REFERENCE

Disclosure of Investment Activities in Iran

Statutory Reference	N.J.S.A. 52:32-55 et seq. N.J.S.A. 40A:11-2.1 N.J.S.A. 18A:18A-49.4

Applicability		Y/N		Mandatory	Optional	N/A
	LPCL	Y	Goods and Services	X		
	PSCL	Y	Construction			X

Instructions Reference	
Description	P.L. 2012, c.25 prohibits the awarding of State and local public contracts for goods and services with persons or entities engaging in certain investment activities in energy or finance sectors of Iran. Prior to contract award, vendors and contractors must certify that neither they nor any parent entity, subsidiary, or affiliate is listed on the New Jersey Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List").

The Certification form requires the insertion of contracting unit identification information which should be filled in (in Italics on the form) prior to its use.

Person or Entity	

Part 1: Certification

COMPLETE PART 1 BY CHECKING **EITHER BOX.**

Pursuant to Public Law 2012, c. 25, any person or entity that is a successful bidder or proposer, or otherwise proposes to enter into or renew a contract, must complete the certification below to attest, under penalty of perjury, that neither the person or entity, nor any parent entity, subsidiary, or affiliate is identified on the State Department of Treasury's Chapter 25 list as a person or entity engaging in investment activities in Iran. The list is found on Treasury's website at www.state.nj.us/treasury/purchase/pdf/Chapter25List.pdf.

The Chapter 25 list must be reviewed prior to completing the below certification. If a vendor or contractor is found to be in violation of law, action may be taken as appropriate and as may provided by law, rule or contract, including but not limited to imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

☑	*I certify, pursuant to Public Law 2012, c. 25, that neither the person or entity listed above, nor any parent entity, subsidiary, or affiliate thereof is listed on the N.J. Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List"). I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf. I will skip Part 2 and sign and complete the Certification below.*
OR	
☐	*I am unable to certify as above because the person or entity and/or a parent entity, subsidiary, or affiliate thereof is listed on the N.J. Department of the Treasury's Chapter 25 list. I will provide a detailed, accurate and precise description of the activities in Part 2 below sign and complete the Certification below.*

Part 2: Additional Information

PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN.

You must provide a detailed, accurate and precise description of the activities of the person or entity, or a parent entity, subsidiary, or affiliate thereof engaging in investment activates in Iran below and, if more space is needed, on additional sheets provided by you.

Part 3: Certification of True and Complete Information

I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments there to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity.

I acknowledge that the **Township of West Orange** *is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the* ***Reference to Township of West Orange*** *to notify the* ***Reference to Township of West Orange*** *in writing of any changes to the answers of information contained herein.*

I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the ***Township of West Orange*** *and that the* ***Reference to Township of West Orange*** *at its option may declare any contract(s) resulting from this certification void and unenforceable.*

Full Name (Print)	PAUL L GLADOWSKI	**Title**	PRESIDENT
SIGNATURE	Paul L Gladowski	**Date**	OCTOBER 8, 2025

PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN.

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Full Name (Print)	PAUL L GABOWSKI	**Title**	PRESIDENT
Signature	Paul L Gabowski	**Date**	OCTOBER 8, 2025

REQUEST FOR BIDS

The Township of West Orange requests bids, for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for the period November 1, 2025 through April 30, 2026 winter season. The Township prepared this bid with the following options:

Please note is bid is for services "as needed". This bid is only for services when called upon.

Option 1: NORTHEAST AND NORTHWEST QUADRANT

Provide snow plowing equipment with operators and other personnel to clear snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.

Option 2: SOUTHEAST AND SOUTHWEST QUADRANT

Provide snow plowing equipment with operators and other personnel to clear snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.

Option 3: 10 ROONEY CIRCLE AND WEST ORANGE DOG PARK (EXECUTIVE DRIVE)

Provide snow plowing equipment with operators and other personnel and calcium chloride pellet form to clear snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.

SCOPE OF WORK AND SERVICES TO BE PERFORMED BY CONTRACTOR

The contractor shall provide the necessary equipment, operators and personnel as specified and listed in the Proposal for the snow removal from sidewalks, paths, crosswalks and bus stops and shelters under Municipal jurisdiction. These services shall be at the times, places and routes designated by the Township in accordance with the terms and conditions set forth hereafter and in accordance with the "Rules and Regulations for Snow Plowing, Salting, Removal and Hauling" which are attached hereto and made a part hereof. Contractors will be notified to report to work at the direction of the Superintendent of Public Works or his designee.

Equipment to be Furnished by Contractors

Each and every snow blower and tractor, to be furnished by the Contractor or Contractors in the performance of this bid shall be in good operating condition, and they shall be Model Year 2006 or newer. All vehicles and equipment shall have skid chains. All operators shall have the appropriate licenses, including Commercial Drivers Licenses, to operate the vehicles and equipment. Each operator shall supply sufficient tools to operate each piece of equipment as specified.

The equipment to be provided is as follows:

Snowblower, minimum 5HP, with a minimum width of 20 inches and maximum width of 36 inches.

Backpack blower.

Tractor, four-wheel drive minimum 25HP, 48 inches wide and plow width, 48 inches.

Shovels and/or any other equipment as necessary to perform snow removal services in this contract.

SNOW PLOWING, REMOVAL AND SALTING:

Sidewalks, Paths, Crosswalks, Bus Shelters and Stops

Time for payment for snow plowing, removal and salting services will start when the contractor's equipment and personnel arrive at the Public Works Building at 25 Lakeside Avenue. Time will cease when released by the Superintendent of Public Works or his designee. No traveling time will be paid between the contractor's site and the Public Works Building.

The contractor must notify the Superintendent or his designee prior to leaving the route for any reason. No fuel or equipment will be supplied. Time for payment will not include down time due to failure of contractor's equipment, rest breaks, or meals. No repairs will be made by Township employees. The Township will not be responsible for any damage to the contractor's property.

Salt will be supplied by the Township.

Sidewalks, paths, crosswalks, bus shelters and bus stops shall be kept passable throughout the event. At the conclusion of the event, the contractor shall have a specified amount of time (see below) to clear all sidewalks, paths, crosswalks, bus shelters and bus stops depending upon the snowfall amount during the event. That amount of time is as follows:

Event snowfall amount	Time allowed to clear all locations after snow ceases
Up to 4 inches	4 hours
4 inches to 8 inches	6 hours
8 inches to 12 inches	8 hours
12 inches to 18 inches	12 hours
Over 18 inches	24 hours

The contractor will be compensated a minimum of 4 hours for equipment and personnel at the hourly rates bid for the equipment and personnel assigned plus a lump sum amount for final cleanup dependent upon the amount of snow per the above schedule and as bid all in the proposal.

SALTING: FOR OPTION 1 AND 2

The Township will provide and load salt for the operations covered under this proposal from either the Public Works Building, 25 Lakeside Avenue or the Environmental and Recycling Center, 590 Mt. Pleasant Avenue. The Superintendent of Public Works or his designee will direct the contractors on the use of salt throughout the entire snow/ice event including pre salting and post event salting.

CALCIUM CHLORIDE: FOR OPTION 3

This will need to be provided by the vendor and should be calculated in your bid. – Calcium chloride in pellet form: purity (e.g., 93% minimum assay for pellets)

RULES AND REGULATIONS FOR SNOW REMOVAL SERVICES FROM SIDEWALKS, PATHS, CROSSWALK AND BUS SHELTERS AND STOPS WITHIN THE TOWNSHIP

1. All tractors, equipment, and personnel to be used in these operations shall be inspected at the Township's Public Works Facility located at 25 Lakeside Avenue, West Orange, N.J. 07052 by Township personnel in the presence of the Contractor's drivers prior to the snow season.

2. The Contractor shall accept a route that may be assigned for snow removal and will perform all snow removal services required in a manner satisfactory to the Township, and will carry out all directions and instructions given by the Township or his designee.

3. The Contractor shall accept full responsibility for the care and protection of all equipment belonging to the Township while in his custody and will reimburse the Township for all losses of or damage to such equipment when, in the judgment of the Township said Contractor has been derelict in caring for same.

4. The Township of West Orange will not be responsible for any damage to the Contractor's tractor or tractors due to mounting of snow removal equipment.

7. All tractors and crews shall be ready to proceed immediately with their work whenever the need arises in storm conditions.

8. All equipment belonging to the Township shall be properly housed, if necessary, and kept in proper working order.

9. The Contractor and crews will thoroughly familiarize themselves with the physical conditions and locations of sidewalks, paths, crosswalks, and bus shelters and stops in the routes allotted.

10. Immediately before proceeding to work the contractor shall notify headquarters.

11. The Township may transfer any tractor and crew to any other route of section of the Township when necessary to carry on the work.

12. Contractors shall supply a sufficient number of crew members to operate tractors and blowers continuously from the beginning of operations until sidewalks, paths, crosswalks, and bus shelters and stops are thoroughly cleaned to full width and to the satisfaction of the Township.

13. Contractor and crew members shall report to the following locations, to be loaded with de-icing material for snow and ice control for option 1 and 2. **NOTE option 3 de-icing materials shall be included in the contract/supplied by the vendor. **

    * Public Works Salt Dome, 25 Lakeside Avenue, West Orange, N.J. 07052
    * West Orange Environmental Center, 590 Mt. Pleasant Avenue, West Orange, N.J. 07052

14. Upon "Snow Removal Order" Contractors will immediately proceed to remove snow their respective assigned routes.

15. "Headquarters" used in these rules and regulations shall mean the Public Works Building located at 25 Lakeside Avenue, West Orange, N.J. 07052, Telephone # (973) 325-4067.

16. All crews of the contractor shall call "Headquarters" each time they make a complete circuit of their respective routes and give reports of progress and conditions and will be monitored by a Township supervisor.

17. In case of accident to equipment, or if work is not progressing satisfactorily, "Headquarters" MUST be notified immediately.

18. Contractor's crews will continue to work unless otherwise ordered by the Township.

19. After such work has been completed and before turning in, contractor's crews shall notify "Headquarters."

20. Upon orders from "Headquarters," all contractors' crews shall then return home.

21. Contractors shall maintain close communication with Headquarters by advising of snowfall and weather conditions in their respective sections.

22. The Township agrees, as part of the contract, that each tractor, piece of equipment or personnel actually used for these operations shall be used a minimum of four (4) hours for each snow fall for which said equipment or personnel are called. The Township further agrees that it will use all of the tractors, equipment or personnel which it orders from the Contractor for a period of four (4) hours. However, there shall be no obligation on the part of the Township to order a greater number of tractors than the Township may deem necessary for handling of the particular snow fall for which the tractors are called. These four (4) hours may include stand-by rate hours which are one half the bid rate.

23. The operator of each equipment shall receive fifteen (15) minutes time off after each three (3) hour period of snow removal.

24. All snow removal shall be for the entire width of sidewalk. The Contractor shall not dispose and pile snow removal material on private property immediately adjacent to the sidewalks, paths, crosswalks and bus stops that are being serviced.

25. Township supervisory personnel will be assigned as Inspectors on all routes. Contractor's crews should be instructed to carry out all instructions given by these inspectors in the absence of inspectors, contractor's driver should be instructed to call in at the end of each round, as outlined in the "Rules and Regulations."

26. The use of these tractors, equipment, and personnel for any purpose other than on Township sidewalks, paths, crosswalks, and bus shelters and stops or other Township maintained facilities is strictly forbidden and shall be deemed sufficient cause for cancellation on the contract.

27. Upon assembly orders, the Township reserves the right to place contract tractors, equipment, or personnel on stand-by rate on location or during the course of any storm when it is determined to interrupt snow removal operations and then resume shortly thereafter at the discretion of the Superintendent of Public Works or his designee.

28. All vehicle operators to have proper operator's licenses for the vehicle. This includes a valid New Jersey CDL when needed.

29. Contractors shall maintain close communications with Headquarters by advising of snow fall and weather conditions in their respective sections.

30. The contractor shall be responsible for repairing all damage caused by the operation of his/her equipment during the performance of this contract. This includes but is not limited to curbs, sidewalks, lawn areas, driveways, mailboxes and road pavement. All damage shall be corrected by May 1, 2025 and each subsequent May 1 if the contract is extended.

PROPOSAL

OPTION 1- NORTHEAST AND NORTHWEST QUADRANTS

Snow Plowing and Salting for the Department of Public Works, Township of West Orange, N.J., Sidewalks, Paths, Crosswalks, Bus Stops and Shelters

Contractor shall always have shovels, Ice choppers, buckets and/or wheel barrows to carry for snow removal operations.

TO THE TOWNSHIP COUNCIL, TOWNSHIP OF WEST ORANGE, N. J.

The undersigned has read the advertisement, Instruction to bidders, scope of work, and rules and regulations for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026

The undersigned agrees to furnish the equipment, with operator and personnel below

For Items 1A and 1B there will be a minimum of two crews and a maximum of four crews during the event.

For Item 1C there will be a minimum of zero and maximum of two crews during the event.

ITEM	DESCRIPTION	UNIT PRICE PER FOUR PERSON CREW PER HOUR	MINIMUM HOURS	AMOUNT (UNIT PRICE X 4 HOURS)
1A	Two (2) Snow Blower with Operators Minimum 5 HP; Minimum Width 20", Max. Width 36"; Plus two (2)- Shovelers/Salters	$ 1,200.00	4	$ 4,800.00
1B	Min. Two (2) Backpacks Blowers with Operators; Plus, One (1) Shoveler /Salter if blowable	$ 1,200.00	4	$ 4,800.00
1C	One (1) Four Wheel Drive Tractor with Operator, Maximum Width of Tractor 48", Plow Width 48", Min. HP 20 plus, three (3) Shovelers, Salters and/or Blowers	$ 1,200.00	4	$ 4,800.00
TOTAL ITEMS 1A, 1B, 1C				$ 14,400.00

IN WORDS FOURTEEN THOUSAND FOUR HUNDRED DOLLARS AND ZERO CENTS

Basis of Award for Option 1 is the bidder with the lowest total price for all items, 1A, 1B and 1C subject to meeting all the other requirements of the bid.

GRABOWSKI CONSTRUCTION, LLC shall make this proposal with full knowledge of the stipulations and requirements. If this contract is awarded to our firm we enter into the same with good and sufficient sureties for faithful performance.

Name GRABOWSKI CONSTRUCTION, INC

Address 110 NORTHFIELD AVE, WEST ORANGE, NJ 07052

Date OCTOBER 8, 2025

Phone Number 973-731-0111

By Paul L Grabowski - PRESIDENT
(Signature and Title of Company Officer authorized to execute contract)

PLEASE SUBMIT PROPOSAL IN DUPLICATE.

PROPOSAL

OPTION 2- SOUTHEAST AND SOUTHWEST QUADRANTS

Snow Plowing and Salting for the Department of Public Works, Township of West Orange, N.J., Sidewalks, Paths, Crosswalks, Bus Stops and Shelters

Contractor shall always have shovels, ice choppers, buckets and/or wheel barrows to carry for snow removal operations at Sidewalks, Paths, Crosswalks, Bus Stops and Shelters.

TO THE TOWNSHIP COUNCIL, TOWNSHIP OF WEST ORANGE, N. J.

The undersigned has read the advertisement, instruction to bidders, scope of work, and rules and regulations for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026

The undersigned agrees to furnish the equipment, with operator and personnel

For Items 2A and 2B there will be a minimum of two crews and a maximum of four crews during the event.

For Item 2C there will be a minimum of zero and maximum of two crews during the event.

ITEM	DESCRIPTION	UNIT PRICE PER FOUR PERSON CREW PER HOUR	MINIMUM HOURS	AMOUNT (UNIT PRICE X 4 HOURS)
2A	Two (2) Snow Blower with Operators Minimum 5 HP; Minimum Width 20", Max. Width 36"; Plus two (2) Shovelers/Salters	$ 1,200.00	4	$ 4,800.00
2B	Min. Two (2) Backpacks Blowers with Operators; Plus, One (1) Shoveler /Salter if blowable	$ 1,200.00	4	$ 4,800.00
2C	One (1) Four Wheel Drive Tractor with Operator, Maximum Width of Tractor 48", Plow Width 48", Min. HP 20 plus, three (3) Shovelers, Salters and/or Blowers	$ 1,200.00	4	$ 4,800.00
TOTAL ITEMS 2A, 2B, 2C				$ 14,400.00

IN WORDS FOURTEEN THOUSAND FOUR HONORED DOLLARS AND ZERO CENTS

Basis of Award for Option 1 is the bidder with the lowest total price for all items, 2A, 2B and 2C subject to meeting all the other requirements of the bid.

GRABOWSKI CONSTRUCTION, INC shall make this proposal with full knowledge of the stipulations and requirements. If this contract is awarded to our firm we enter into the same with good and sufficient sureties for faithful performance.

Name GRABOWSKI CONSTRUCTION, INC

Address 770 NORTHFIELD AVE, WEST ORANGE, NJ 07052

Date OCTOBER 8, 2025

Phone Number 973-731-0111

By Paul L Grabowski - PRESIDENT
(Signature and Title of Company Officer authorized to execute contract)

PLEASE SUBMIT PROPOSAL IN DUPLICATE.

PROPOSAL

OPTION 3- 10 Rooney Circle and West Orange Dog Park (Executive Drive)

Snow Plowing and Salting for the Department of Public Works, Township of West Orange, N.J., Sidewalks, Paths, Crosswalks, Bus Stops and Shelters

Contractor shall always have shovels, ice choppers, buckets and/or wheel barrows to carry for snow removal operations.

TO THE TOWNSHIP COUNCIL, TOWNSHIP OF WEST ORANGE, N. J.

The undersigned has read the advertisement, Instruction to bidders, scope of work, and rules and regulations for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026

The undersigned agrees to furnish the equipment and calcium chloride (pellet form), with operator and personnel.

For Items 3A and 3B there will be a minimum of two crews and a maximum of four crews during the event.

For Item 3C there will be a minimum of zero and maximum of two crews during the event.

ITEM	DESCRIPTION	UNIT PRICE PER FOUR PERSON CREW PER HOUR	MINIMUM HOURS	AMOUNT (UNIT PRICE X 4 HOURS)
3A	Two (2) Snow Blower with Operators Minimum 5 HP; Minimum Width 20", Max. Width 36"; Plus two (2) Shovelers/Salters	$ 1,200.00	4	$ 4,800.00
3B	Min. Two (2) Backpacks Blowers with Operators; Plus, One (1) Shoveler /Salter if blowable	$ 1,200.00	4	$ 4,800.00
3C	One (1) Four Wheel Drive Tractor with Operator, Maximum Width of Tractor 48", Plow Width 48", Min. HP 20 plus, three (3) Shovelers, Salters and/or Blowers	$ 1,200.00	4	$ 4,800.00
TOTAL ITEMS 3A, 3B, 3C				$ 14,400.00

IN WORDS
FOURTEEN THOUSAND FOUR HUNDRED DOLLARS AND ZERO CENTS

Basis of Award for Option 3 is the bidder with the lowest total price for all items, 3A, 3B and 3C subject to meeting all the other requirements of the bid.

GRABOWSKI CONSTRUCTION, INC shall make this proposal with full knowledge of the stipulations and requirements. If this contract is awarded to our firm we enter into the same with good and sufficient sureties for faithful performance.

Name GRABOWSKI CONSTRUCTION, INC

Address 110 NORTHFIELD AVE, WEST ORANGE, NJ 07052

Date OCTOBER 8, 2025

Phone Number 973-731-0111

By Paul J Grabowski - PRESIDENT
(Signature and Title of Company Officer authorized to execute contract)

PLEASE SUBMIT PROPOSAL IN DUPLICATE.

OPTION 1

EQUIPMENT LIST

SNOW BLOWER & OR TRACTOR TYPE & SIZE (IDENTIFY EACH)	MODEL YEAR	EQUIPMENT WIDTH	PLOW WIDTH	
38" TRACK DRIVE SNOW BLOWER	HONDA 18HP 2023			4 UNITS
MILWAUKEE MX FUEL BACK PACK BLOWER	MXF600 2024			6 UNITS
4X4 V TV XQ SIZE 900 W/ PLOW	POLARIS PRO 2023			2 UNITS

NAME: GRABOWSKI CONSTRUCTION, INC

ADDRESS: 770 NORTHFIELD AVE, WEST ORANGE, NJ

LOCATION OF EQUIPMENT WEST ORANGE

OPTION 2

EQUIPMENT LIST

SNOW BLOWER & OR TRACTOR TYPE & SIZE (IDENTIFY EACH)	MODEL YEAR	EQUIPMENT WIDTH	PLOW WIDTH	
38" TRACK DRIVE SNOW BLOWER	HONDA 18HP 2023			4 UNITS
MILWAUKEE MX FUEL BACK PACK BLOWER	MX F 600 2024			6 UNITS
4X4 UTV XD SIZE 200 W/ PLOW	POLARIS PRO 2023			2 UNITS

NAME: GRABOWSKI CONSTRUCTION INC

ADDRESS: 110 NORTHFIELD AVE, WEST ORANGE, NJ

LOCATION OF EQUIPMENT WEST ORANGE

OPTION 3

EQUIPMENT LIST

SNOW BLOWER & OR TRACTOR TYPE & SIZE (IDENTIFY EACH)	MODEL YEAR	EQUIPMENT WIDTH	PLOW WIDTH
38" TRACK DRIVE SNOW BLOWER	HONDA 18HP 2023		
MILWAUKEE MX FUEL BACK PACK BLOWER	MXF 600 2024		
4X4 UTV X OS, 2E 200 W/ PLOW	POLARIS PRO 2023		

4 UNITS

6 UNITS

2 UNITS

NAME: GRABOWSKI CONSTRUCTION, INC

ADDRESS: 710 NORTHFIELD AVE, WEST ORANGE, NJ 07052

LOCATION OF EQUIPMENT WEST ORANGE, NJ 07052

SPECIAL CONDITIONS

1. The Township reserves the right to reject any and all bids and to make such awards as may be in its best interest.

2. For storm events the contractor shall perform all sidewalk, crosswalk, bus stop clearing and salting when snow begins to accumulate.

3. The contractor will be called in by the Superintendent of Public Works or his duly authorized representative. Usually there will be a time set for each storm but if there is an emergency situation, the contractor must be on site within one hour of telephone notification by Superintendent of Public Works.

4. Snow removal during work and school hours will need to be consistent in order to keep pedestrians safe. (See attached lists and maps).

5. Sidewalk, bus stop and crosswalk clearing shall be performed such that no more than 3 inches of snow is allowed to accumulate at any time on the traveled way and/or on any sidewalks.

6. For evening or nighttime winter storm events (after 5:00 p.m.) and for cleanup after daytime storms, the contractor shall perform sidewalk, bus stop, and crosswalk clearing such that all work is completed as so unobstructed pedestrian traffic and buildings are ready to open by 7:00 a.m. on the morning following the storm. Snow disposal locations will be identified by the Township if needed in larger storm events.

7. For bid purposes the Township has been divided into zones. Each zone has a list of sidewalks, bus stops, and crosswalks along with a map marked with their location as shown in Appendix A.

8. Any damage will be the contractor's responsibility to repair as soon as possible or **no later than May 1st, 2026, and if awarded for 2027 and 2028**.

ALL INFORMATION FOR SIDEWALKS, PATHS, CROSSWALKS, BUS STOPS AND SHELTERS AND MAPS ARE LISTED SEPARATELY AS APPENDIX A

Appendix A

APPENDIX A- OPTIONS 1 & 2 WITH CORRESPONDING MAPS

SHOVELING LIST

OPTION 1-NORTHEAST QUADRANT		
ITEM	LOCATION	APPOX. LIN. FEET
BUS STOP	N.W. CORNER of MAIN ST. + PARK TER.	80
BUS STOP	N.W. SIDE of MAIN ST. ACROSS FROM LAKESIDE AVE.	30
CROSS WALK	COMMUNITY HOUSE	2X15
CROSS WALK	WASHINGTON ST. AND WATCHUNG AVE.	3X15
CROSS WALK	SHEPARD TER. LOT	60
CROSS WALK	VALLEY WAY + ELM ST.	2X15
CROSS WALK	HIGH ST. + RIDGE ST.	4X15
CROSS WALK	WATSON AVE. + RIDGE ST.	3X15
CROSS WALK	WASHINGTON ST. + MAIN ST.	2X15
CROSS WALK	HARRISON + ELM ST.	4X15
CROSS WALK	FRANKLIN AVE. + WILLIAMS ST.	4X15
CROSS WALK	FRANKLIN AVE. + MAIN ST.	3X15
CROSS WALK	FRANKLIN AVE. + CHESTNUT ST.	4X15
CROSS WALK	WHITTLESEY AVE. + JOHNST.	2X15
CROSS WALK	MISSISSIPPI AVE. + ELM ST.	3X15
CROSS WALK/WALK	MAIN ST. + HARRISON AVE.	3X15
CROSS WALK/WALK	MISSISSIPPI AVE. LOT	350
WALKS	WASHINGTON ST. PARKING LOT AND SUB. STATION 5 LOCATION ON PERIMETER	225
WALKS	JOHNST LOT + WHITTLESEY AVE.	180
WALKS	PARK TER. LOT	60
WALKS	SHEPARD TER. LOT	60
WALKS	COLGATE PARK, RECREATION OFFICE, 60 CHERRY ST.	1000
WALKS	LIBERTY ST.	430
WALKS	LAFAYETTE PARK	800
BUS STOP	N.E. CORNER of MAIN ST. + PARK WAY, LEWELLYN PARK	80
WALKS	WILLIAMS ST. from POOL TO MAIN ST.	370
WALKS	PROSPECT PL. BY P.A.L.	180
WALKS	REDEVELOPMENT ASHLAND, LAKESIDE, WATCHUNG AND COLUMBIA ST.	1750

OPTION 1-NORTHWEST QUADRANT		
ITEM	LOCATION	FEET
BUS STOP	N.E. CORNER PLEASANT VALLEY WAY + ROUTE 280	30
BUS STOP	N.E. CORNER PLEASANT VALLEY WAY + HOOPER AVE.	30
BUS STOP	N.E. CORNER PLEASANT VALLEY WAY + ALISA DR.	30
BUS STOP	S.W. CORNER PLEASANT VALLEY WAY + EAGLE ROCK AVE.	30
BUS STOP	S.W. CORNER EAGLE ROCK AVE. + BRASLEY ST.	30
BUS STOP	S.W. CORNER EAGLE ROCK AVE. + CONFORTI AVE.	30
BUS STOP	NORTHSIDE EAGLE ROCK AVE. WEST OF WOODHULL AVE.	30
BUS STOP	EAGLE ROCK AVE. E WOODHULL AVE.	30
PARK WALKS	DEGNAN	1850
BLOND WALKS	TAPWOOD AVE. + WOODLAND AVE.	3X15
CROSS WALKS	PLEASANT VALLEY WAY + STANFORD AVE.	2X15
CROSS WALKS	PLEASANT VALLEY WAY + HOOPER AVE.	4X15
CROSS WALKS	EAGLE ROCK AVE. + FORREST AVE.	4X15
CROSS WALKS	PLEASANT VALLEY WAY + WOODLAND AVE.	3X15
CROSS WALKS	REDWOOD AVE. + CANFORD ST.	1X15
CROSS WALKS	WOODLAND AVE. + FORREST ST. (Just 1 sidewalk)	5X15
CROSS WALKS	PLEASANT VALLEY WAY + EAGLE ROCK AVE.	2X15
SIDE WALKS	HOOPER AVE. 2 sides of the street	350
SIDE WALKS	CONFORTI AVE. + MANN ST.	100
SIDE WALKS	FORREST AVE. by brook both sides of street	150
SIDE WALKS	BUCKINGHAM RD., LOT + BOTH SIDES OF BRIDGE	100
SIDEWALKS	PLEASANT VALLEY WAY ROUTE 280 EXCHANGE BOTH SIDES OF PVW	1850
SIDE WALKS	WOODLAND AVE. 2 LOTS AND BRIDGE both sides of street	350
SIDE WALKS	CARTERET ST. FALCONE PATH	100
SIDE WALKS	PROSPECT AVE. + CRYSTAL AVE.	90
SIDE WALKS	PROSPECT AVE. + HARRINGTON AVE.	70
SIDE WALKS	PROSPECT AVE. from BOLAND DR. to EXXON ST. by (O.S.P.A.C.) 3 BUS STOPS ALSO	1300
SIDE WALKS	HALLER RD WALK IN REAR OF PARKING LOT	125
SIDE WALKS	PLEASANT VALLEY WAY METERED PARKING LOT BY FORTISIMO'S	150
BUS STOP	PLEASANT VALLEY WAY & EAGLE ROCK AVE. WEST SIDE INFRONT OF CHASE BANK	30

OPTION 2-SOUTHEAST QUADRANT		
ITEM	LOCATION	APPROX. LIN. FEET
BUS STOP	NORTHFIELD AVE. EAST BOUND by BRADFORD AVE. 150' EASTERLY	30
BUS STOP	NORTHFIELD AVE. EAST BOUND by GRANDVIEW AVE. 150' EASTERLY	30
CROSS & SIDEWALK	CLUB BLVD. & GILBERT PL. (PARK)	200
CROSS WALK	NORTHFIELD AVE. & GREGORY AVE.	4x15
CROSS WALK	GREGORY AVE. & MITCHELL ST. (ALL)	4x15
CROSS WALK	GREGORY AVE. & PORRETTE RD. (ALL)	4x15
CROSS WALK & SIDEWALK	GREGORY AVE. & WALKER RD. (ALL)	4x15 & 5
CROSS WALK	WALKER RD. & LOWELL PL. (ALL)	3x15
CROSS WALK	HAZEL AVE. & PINE ST. (ALL)	3x15
CROSS WALK	MILGHOUST & VALLEY RD. (ALL)	3x15
CROSS WALK	ROBINSON ST. & MITCHELL ST. (ALL)	3x15
CROSS WALK/WALK	VALLEY RD. & CENTRAL AVE. - WEST SIDE SIDE 50' walk & CROSS WALK	3x15
WALKS	CENTRAL AVE. SOUTHSIDE FROM KRAUSERS EAST	200
CROSS WALK	KINGSLEY ST. & WHITTINGHAM PL.	3x15
CROSS WALK	MITCHELL ST. & GLENN RD. (ALL)	3x15
CROSS WALK	NORTHFIELD AVE. & WEST INGHAM RD. (ALL & ON ISLANDS) 50' sideWALK	4x15
WALKS	VALLEY RD. PARKING LOT	200
CROSS WALK	SOUTH VALLEY RD. & FREMONT AVE. (ALL)	2x15
WALKS	TOMPKINS ST. LOT	60
WALKS	MITCHELL AVE. & VALLEY RD. (SUB. STATION)	140
WALKS	HAZEL AVE & VALLEY RD. PARKING LOT (WALKS ON VALLEY RD.)	60
WALKS	LAIRD DR. & MT. PLEASANT AVE. INCLD. SOUTH SIDE MT.PLEASANT BRIDGE LAIRD TO BRENNAN	650
WALKS	NORTHFIELD AVE. NORTHSIDE EAST OF BRENNAN DR. TO 280 EAST RAMP	100
WALKS	MT. PLEASANT AND HIGHWOOD RD. TENNIS CT.S	375
WALKS	MITCHELL ST. NORTHSIDE ACROSS FROM TOMPKINS ST.	100

OPTION 2-SOUTHWEST QUADRANT

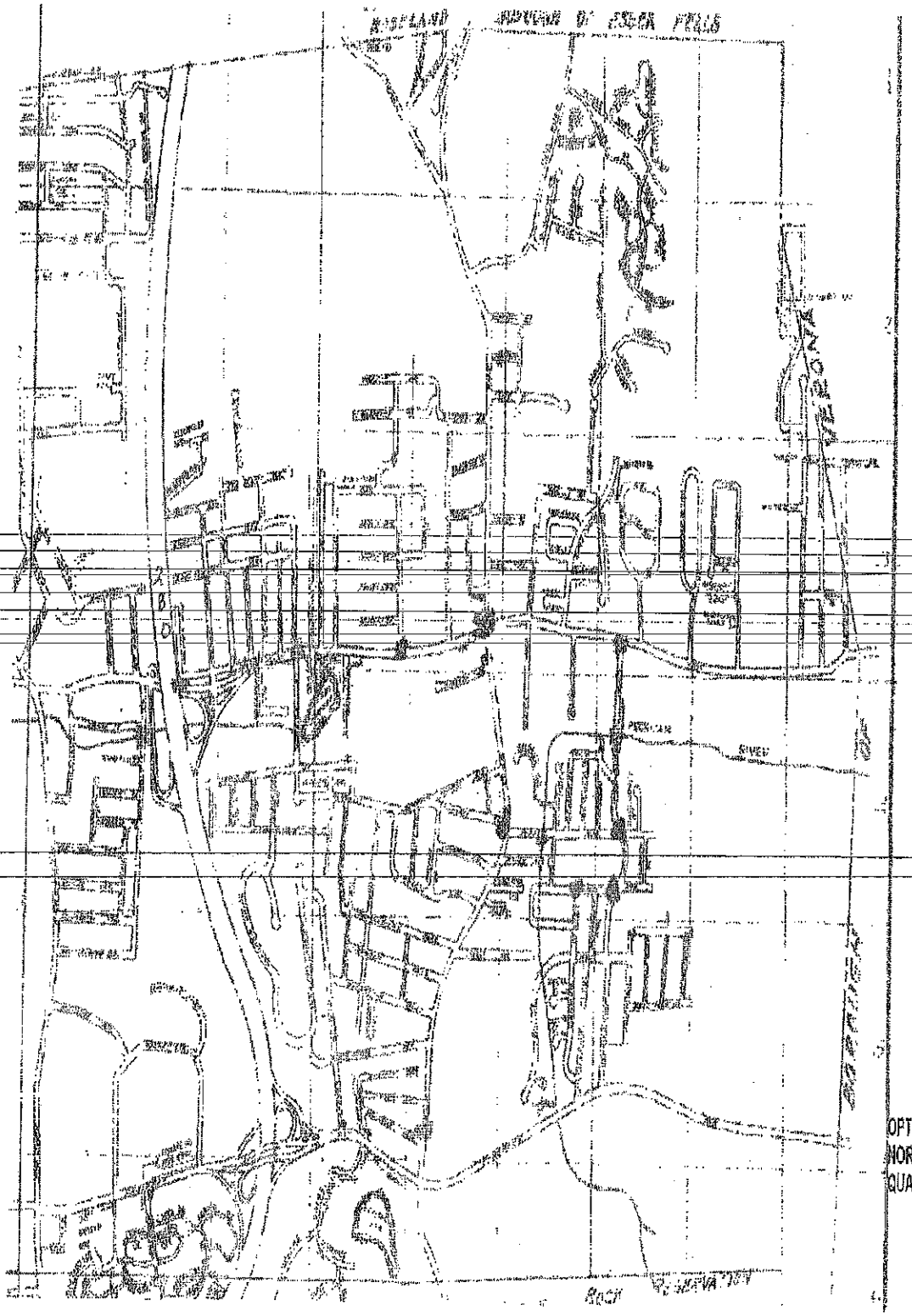
ITEM	LOCATION	APROX. LIN. FEET
BUS STOP/WALK	SOUTH SIDE NORTHFIELD AVE. @ SHERIDAN AVE WESTERLY TO END	30
CROSS AND WALKS	3 LAGS FLING ALONG ST. GEORGE AVE. INCLUDING OLD HOUSE PEN METER	650
CROSS WALK	SHERIDAN AVE & MASSON PL	2X15
WALK	LENNOX TERR. SCHOOL PATH	500
BUS STOP/WALKS	PUMP ST. NOTHFIELD AVE. & DOGWOOD RD. WALK AND BUS STOP	300
CROSS WALK (6)	MT. PLEASANT AVE. & KELLY DR.	6X15
CROSS WALK	ELISON AVE. & MANGER RD.	5X15
CROSS AND WALK	ELISON AVE. & CARLSON PL. NORTH SIDE OF CARLSON FROM ELISON AVE. E 200' & walk	1X15
CROSS WALK	SHERIDAN AVE EAST SIDE IN FRONT OF SCHOOL	1X15

OPTION 3

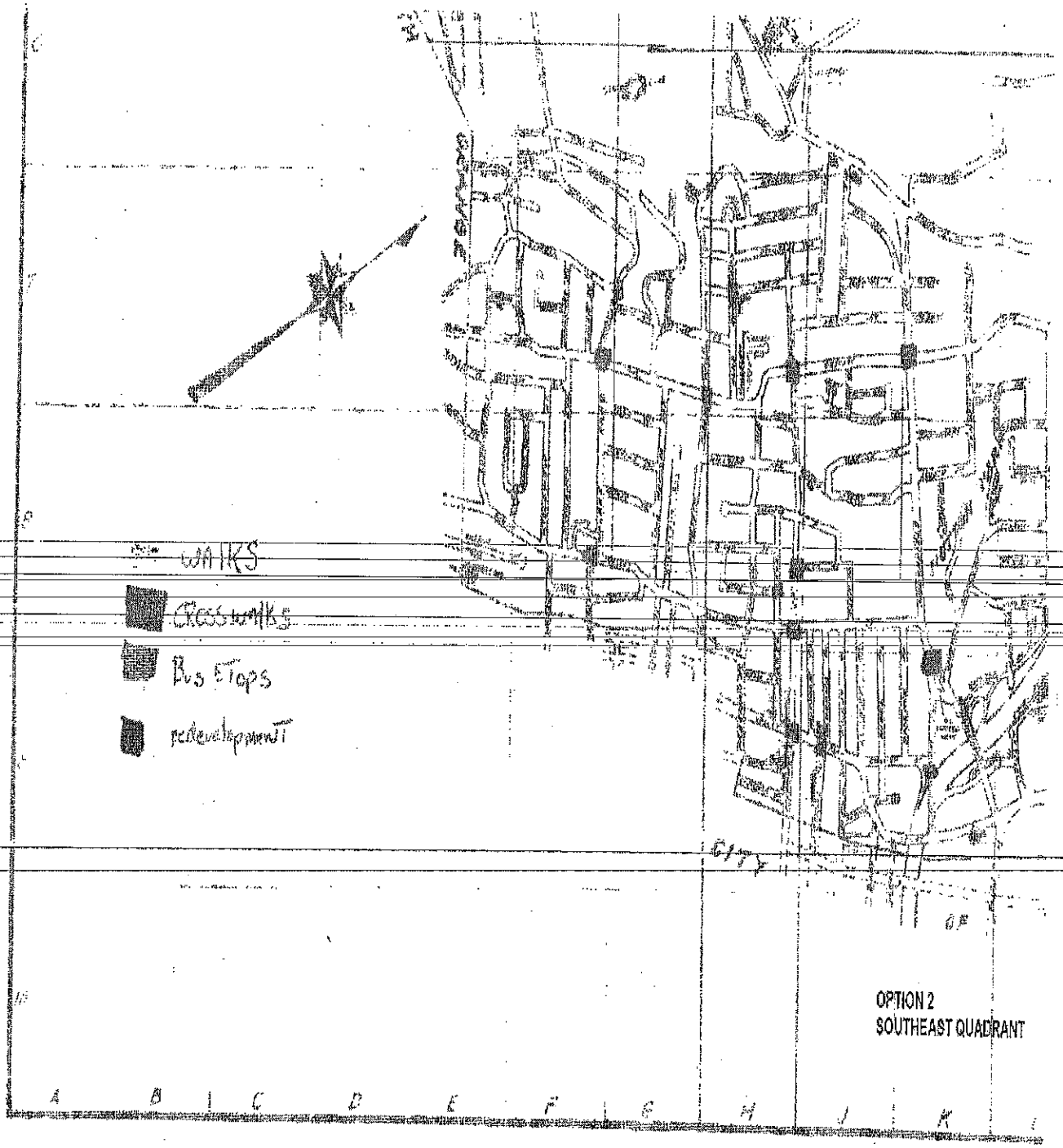
10 ROONEY CIRCLE & WEST ORANGE DOG PARK

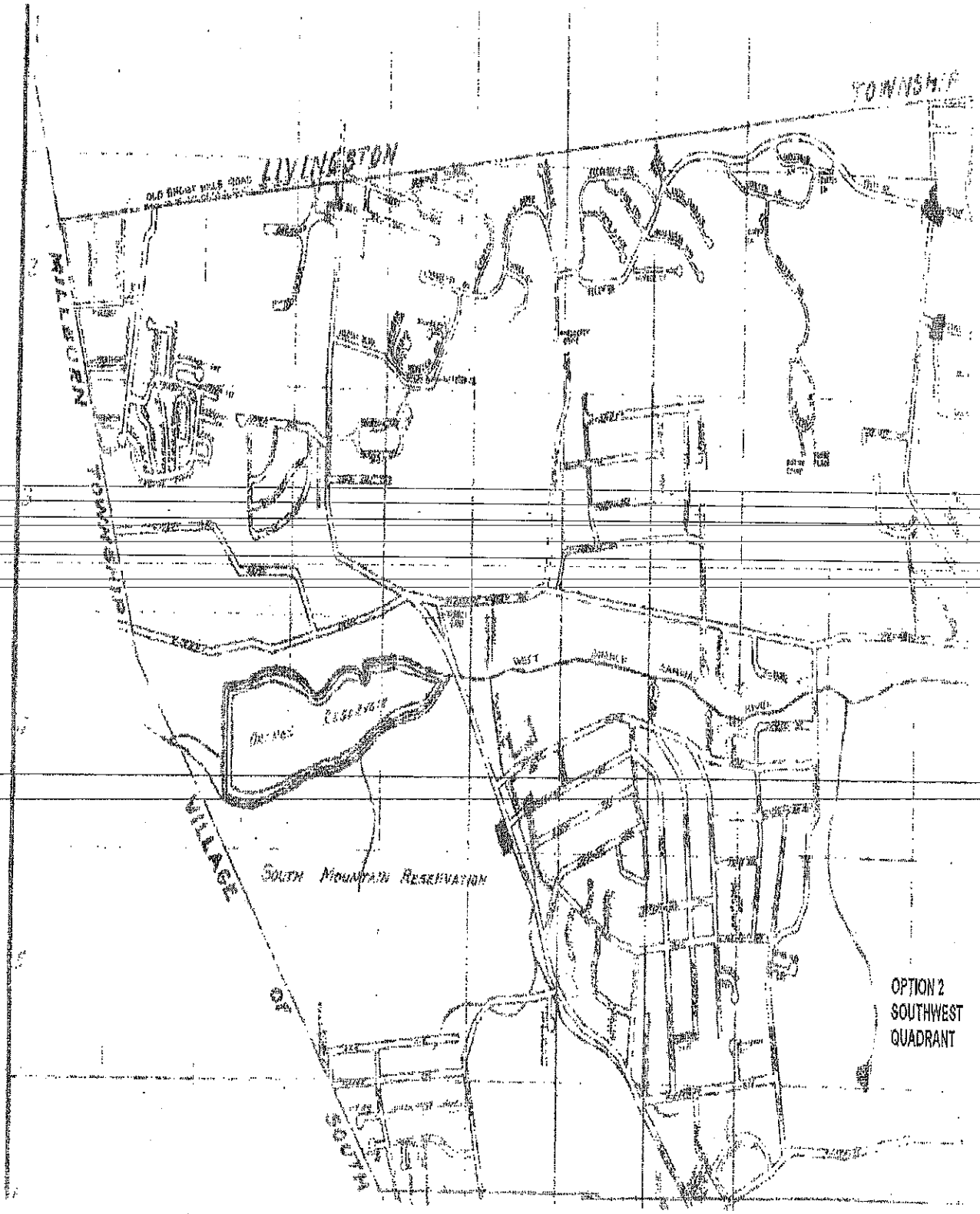
ITEM	LOCATION	APROX. LIN. FEET
WALKS	WEST ORANGE DOG PARK 4000 EXECUTIVE DRIVE	150, 8 FT WIDE
WALKS	LIBRARY 10 ROONEY CIRCLE	650

OPTION 1
NORTHEAST QUADRANT

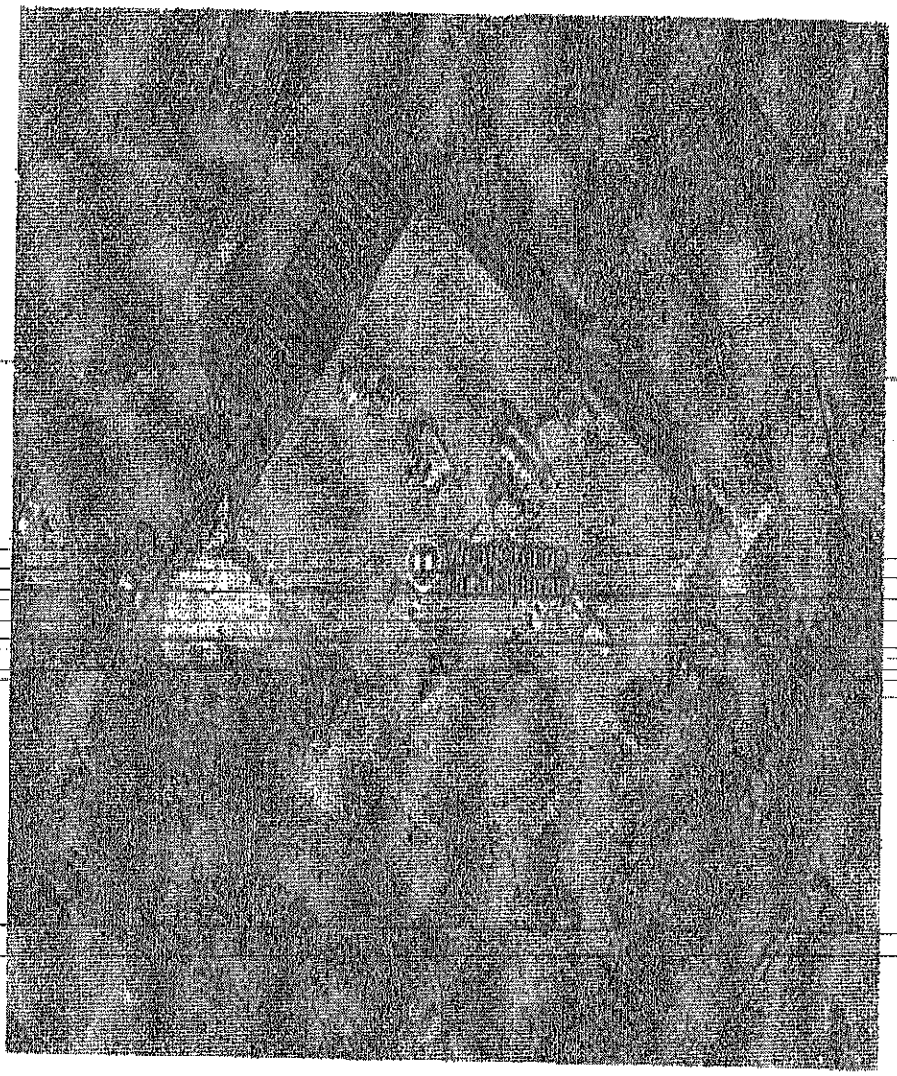


OPTION 1
NORTHWEST
QUADRANT


WALKS
Crosswalks
Bus Stops
redevelopment
OPTION 2
SOUTHEAST QUADRANT

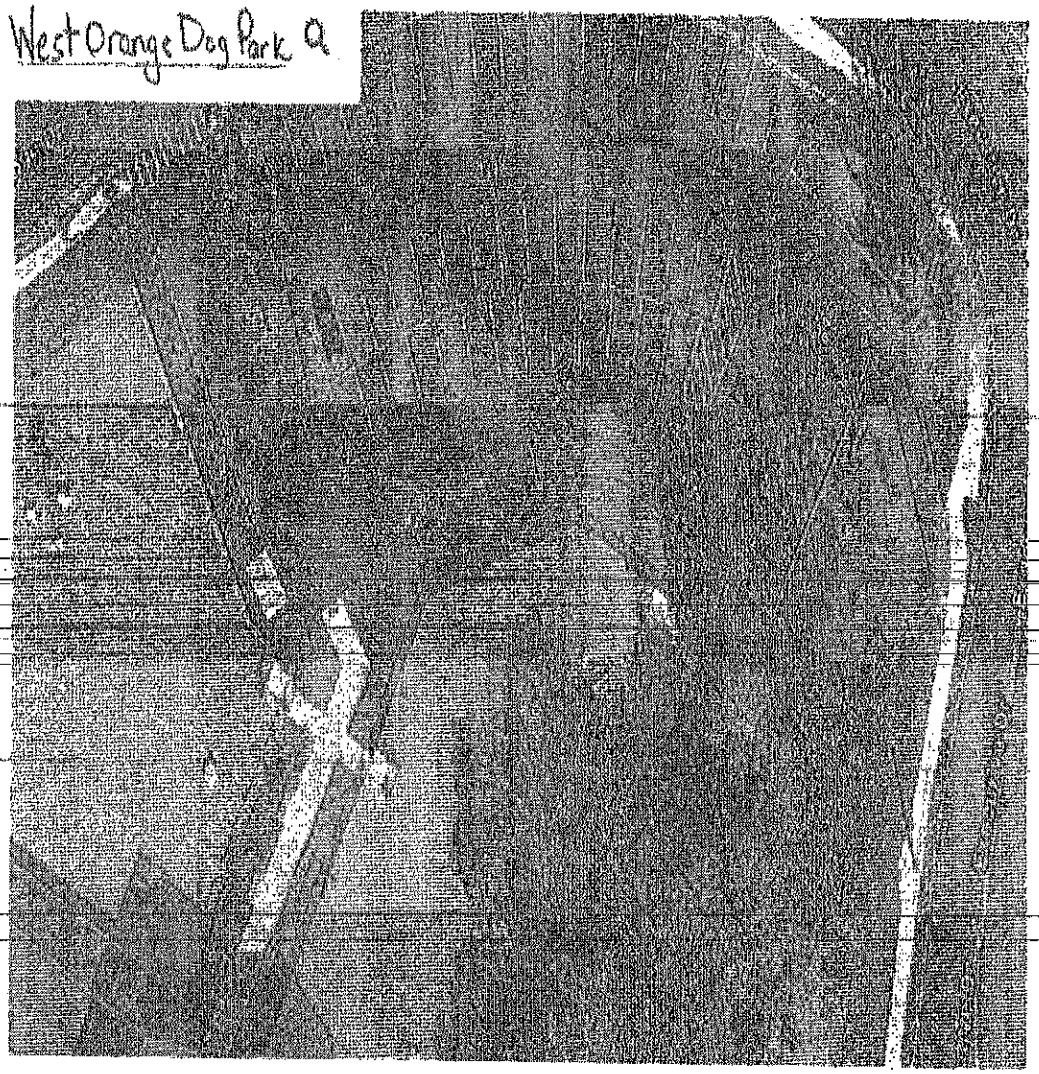

LIVINGSTON
SOUTH MOUNTAIN RESERVATION
OPTION 2
SOUTHWEST
QUADRANT

Option 3 10 Rooney circle



Option 3

West Orange Dog Park a



Shauger Property Services

TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

Request for Bids

2025-2026

BID

Contract for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026 with an option to extend two one-year periods

Bid Submission Date:
Wednesday, October 8, 2025

11:00 a.m.
Prevailing Time

TOWNSHIP OF WEST ORANGE * 66 MAIN STREET * WEST ORANGE, NJ 07052
(973) 325-4056

September 2025

NOTICE TO BIDDERS

THE TOWNSHIP OF WEST ORANGE, NEW JERSEY
SIDEWALK SNOW REMOVAL SERVICES 2025-2026

The Township of West Orange, New Jersey, County of Essex, is seeking companies to perform **Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026.** Bid forms may be obtained during regular business hours, 8:30 am to 4:30 pm M-F, at the Purchasing office, of Town Hall, 66 Main Street, West Orange, NJ 07052 or you can email a request to preynolds@westorange.org. Sealed bids will be received in the Council Chambers, Room 116, Municipal Building, 66 Main Street, West Orange, New Jersey 07052 on Wednesday, October 8, 2025 at 11:00 A.M. local prevailing time. Sealed bids may also be delivered to the Office of the Purchasing Agent, Room 111, Municipal Building, 66 Main Street, West Orange, New Jersey 07052, provided the bid is received prior to the day, date and time listed above. The submission deadline is **October 8, 2025 at 11:00 A.M.** and they will be publicly opened and read at that time in the Council Chambers on the same day. Bids received after that time will not be accepted. Bidders are required to comply with the Affirmative Action pursuant to N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27, and have a New Jersey Business Registration Certificate P.L. 2004. Each bidder shall provide a Certified Check or Cashier's Check or Bid Bond for ten percent (10%) of the bid but not to exceed $20,000 or be less than $500.00. Successful bidders upon the award of a contract will be required to submit a performance bond for 100% of the award amount. Bidders will also be required to complete and return other documents identified within the bid materials. Failure to comply with Instructions to bidders and to complete and submit all required forms may be cause for disqualification and rejection of bid.

Panayiota Reynolds
Purchasing Agent

GENERAL INSTRUCTION TO BIDDERS

1. The Township of West Orange reserves the right to reject any or all bids, or to waive any informalities in the bids, and unless otherwise specified by the bidder, to accept any item in the bid, should it be deemed in the best interest of the Township of West Orange to do so.

2. In case of default by the bidder or contractor, the Township of West Orange may procure the articles or services from other sources and hold the bidder or contractor responsible for any excess cost occasioned thereby.

3. The bidder, if awarded a contract, agrees to protect, defend and save harmless the Township of West Orange against any damage for payment for the use of any patented material process, article or devise that may enter into manufacture, construction, or form a part of the work covered by either order or contract, and the bidder further agrees to indemnify and save harmless the Township of West Orange from suits or actions of every nature and description brought against it, for, or on account of any injuries or damages received or sustained by any party or parties by, or from any of the acts of the contractor, his servants or agents.

4. The contractor shall maintain sufficient insurance to protect against all claims under Workers Compensation, General Liability and Automobile and shall be subject to approval for adequacy of protection and certificates of such insurance shall be provided to the Township of West Orange when required.

5. It is to be understood by the bidder that this bid is submitted on the basis of specifications prepared by the Township of West Orange and the fact that any bidder is not familiar with these specifications or conditions will not be accepted as an excuse.

6. Each bid must be signed in ink or ball pen by the person authorized to do so.

7. Bidders must use the proposal form furnished by the Township of West Orange when submitting their bid, if applicable.

8. Non-Collusion Affidavit must be completed and included with bid.

9. A Bid Guaranty of 10% of the bid amount not to exceed $20,000 and not to be less than $500.00 along with a Consent of Surety.

10. A Performance Bond in the amount of 100% of total bid is required.

11. Insert prices for furnishing all of the material and/or labor described or required. Prices shall be net, including any charges for packing, crating, containers, etc. and all transportation charges fully prepaid by the contractor. F.O.B. destination and placement at locations specified by the Township of West Orange. No additional charges will be allowed for any transportation costs resulting from partial shipments made at the vendor's convenience when a single shipment is ordered.

12. Payments will be made upon the approval of vouchers with the requirements of the Township of West Orange and subject to the Township of West Oranges customary procedures.

13. Contract will be awarded on a (Line Item) or (Lump Sum) basis, if applicable.

14. Award will be made by Township of West Orange within sixty (60) days after receipt of bids.

15. Prevailing Wage & Labor Laws. The New Jersey prevailing Wage Act (P.L. 1963, Chapter 150) and provisions of the State Labor Laws shall be complied with by the successful bidder in construction contracts.

16. Equal or Tie Bids. The Township of West Orange reserves the right to award at their discretion to any one of the tie bidders. (Should state method for tie bidding, i.e., drawing lots)

17. Return of Bid Security. All bid security of the three lowest responsible bidders shall be returned with 10 days. Within 3 days after signing of the contract and approval of contractor's performance bond, the bid security remaining bidders shall be returned to them, if applicable.

18. The Township of West Orange is exempt from any State sales tax or Federal excise tax.

19. For purpose of evaluation where an equivalent product is being furnished, bidder must indicate any variation to our specifications no matter how slight. If no variations are indicated, it will be construed that the bid fully complies with our specifications.

20. Quantities as shown are approximate and the Township of West Orange reserves the right to increase or decrease quantities by 20% at the unit price bid.

21. The contract, if applicable, shall be in effect for one (1) year from date of award unless otherwise stated. Continuation of the terms of this contract beyond one year is contingent on availability of funds in the following year's Budget and in the event of unavailability of such funds; the Township of West Orange reserves the right to cancel this contract.

22. Bids may be hand delivered or mailed per legal notice to bidders. In case of mailed bids, the Township of West Orange assumes no responsibility for bids after the designated date and time and will return late bids to the bidder unopened.

23. Mandatory: Bidder shall be registered for their Business Registration Certificate. In addition, Contractors providing services for regarding construction or repair of a public building must provide copy of Public Works Contractor Registration Certificate.

24. No interpretation of the meaning of the specifications will be made to any bidder orally. Every request for such interpretations should be in writing to the Purchasing Agent and to be given consideration must be received at least days prior to the date fixed of the

opening bids. Any and all such interpretations and any supplemental instruction will be mailed to all prospective bidders (at the respective addresses furnished for such purpose) not later than three (3) days prior to the date fixed for the opening of bids. Failure of any bidder to receive any such addenda or interpretations shall not relieve any bidder from any obligation under his bid submitted. All addenda so issued shall become part of the contract document.

25. Mandatory: Bidder shall submit Disclosure of Ownership Form stating the names and addresses of all stockholders in the corporation or partners in the partnership, who own a 10% or more of its stock, or any class, or of all individual partners in the partnership who own a 10% or greater interest therein, as the case may be.

HOLD HARMLESS

It is understood and agreed that the Contractor shall hold harmless the Township of West Orange, and all their officers, agents and employees from all suits, actions or claims brought for or on account of any injuries, death or damages received or sustained by any person, persons or property by or from the Contractor, or its subcontractors, agents or employees from the operations under this contract referred to in this agreement, or in any manner arising out of the performance of work assigned under this agreement.

LIABILITY INSURANCE

The Contractor shall not commence work under this contract until Contractor has obtained all insurance required under this section and until Contractor has filed the Certificate of Insurance or a certified copy of the insurance policy with the Township. Contractor shall obtain, at its cost and expense, liability insurance insuring the Contractor, the Township and equipment against any and all liability and damage, arising under this agreement, in not less than the following amounts.

a. Comprehensive General Liability with a combined single liability of $1,000,000/$2,000,000 aggregate applicable to bodily injury and property damage. Coverage to include completed operations.

b. Auto liability with a combined single limit of liability of $1,000,000/$2,000,000 aggregate applicable to bodily injury and property damage.

c. Workers Compensation and Employer's Liability in accordance with the applicable laws, rules and regulations performing the same.

d. Excess Umbrella Liability of $1,000,000

Contractor shall furnish the Township with three (3) copies of Certificate of Insurance listing the **Township as an additional insured** as proof of such insurance coverage.

BIDDER'S CHECKLIST MANDATORY ITEMS

- Business Registration Certification LS
- Bid Bond/Bid Deposit LS
- Consent of Surety (if Bid Bond Provided) LS
- Stockholders Disclosure Statement LS
- Affirmative Action Compliance Notice LS
- Iranian Disclosure Form LS
- Completed Bid Proposal Form LS
- Non-Collusion Affidavit LS
- Political Contribution Disclosure Statement LS
- Site Inspection Affidavit LS
- Americans with disabilities act of 1990 LS
- Addenda/Addendum LS
- CERTIFICATION OF NON-INVOLVEMENT IN PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS LS
- Public Works Contractors Certificate LS

Please provide one additional copy of entire bid package, which should be provided on an external hard drive/usb flash drive.

BID BOND

KNOW ALL MEN BY THESE PRESENTS, that we, the undersigned,

SHAUGER PROPERTY SERVICES, INC. as Principal, and

SWISS RE CORPORATE SOLUTIONS AMERICA INSURANCE CORPORATION as Surety, is

hereby held and firmly bound unto TOWNSHIP OF WEST ORANGE

as Owner, in the Penal Sum of TEN PERCENT OF THE AMOUNT BID NOT TO EXCEED TWENTY THOUSAND DOLLARS (10% NOT TO EXCEED $20,000)

for the payment of which, well and truly to be made, we hereby jointly and severally bind ourselves, successors and assigns.

Signed this 8TH day of OCTOBER, 2025

The condition of the above obligation is such that whereas the Principal has submitted to

TOWNSHIP OF WEST ORANGE

a certain bid, attached hereto and hereby made a part of hereof, to enter into a contract in writing for the

CONTRACT FOR SNOW REMOVAL SERVICES FROM SIDEWALKS, PATHS, CROSSWALK AND BUS SHELTERS AND STOPS WITHIN THE TOWNSHIP FOR 2025-2026 WITH AN OPTION TO EXTEND TWO, ONE-YEAR PERIODS

NOW THEREFORE,

A) If said bid shall be rejected or in the alternative,

B) If said bid shall be accepted and the Principal shall execute and deliver a contract in the form of contract attached hereto (properly completed in accordance with said bid) and shall furnish a bond for his faithful performance of said contract, and for the payment of all persons performing labor or furnishing materials in the connection therewith, and shall in all other respects perform the agreement created b, the acceptance of said bid,

Then this obligation shall be void, otherwise the same shall remain in full force and effect; it being expressly understood and agreed that the liability of the surety for any and all claims hereunder shall, in no event, exceed the penal amount of this obligation as herein stated.

The Surety, for value received, hereby stipulates and agrees that the obligations of said Surety and its bond shall be in no way impaired or affected by any extension of the time within which the Owner may accept such bid; and Surety does hereby waive notice of any such extension.

IN WITNESS WHEREOF, the Principal and the Surety have hereunto set their hands and seals, and such of them as are corporations have caused their corporate seals to be hereto affixed and these presents to be signed by their proper officers, the day and year first set forth above.

SHAUGER PROPERTY SERVICES, INC.

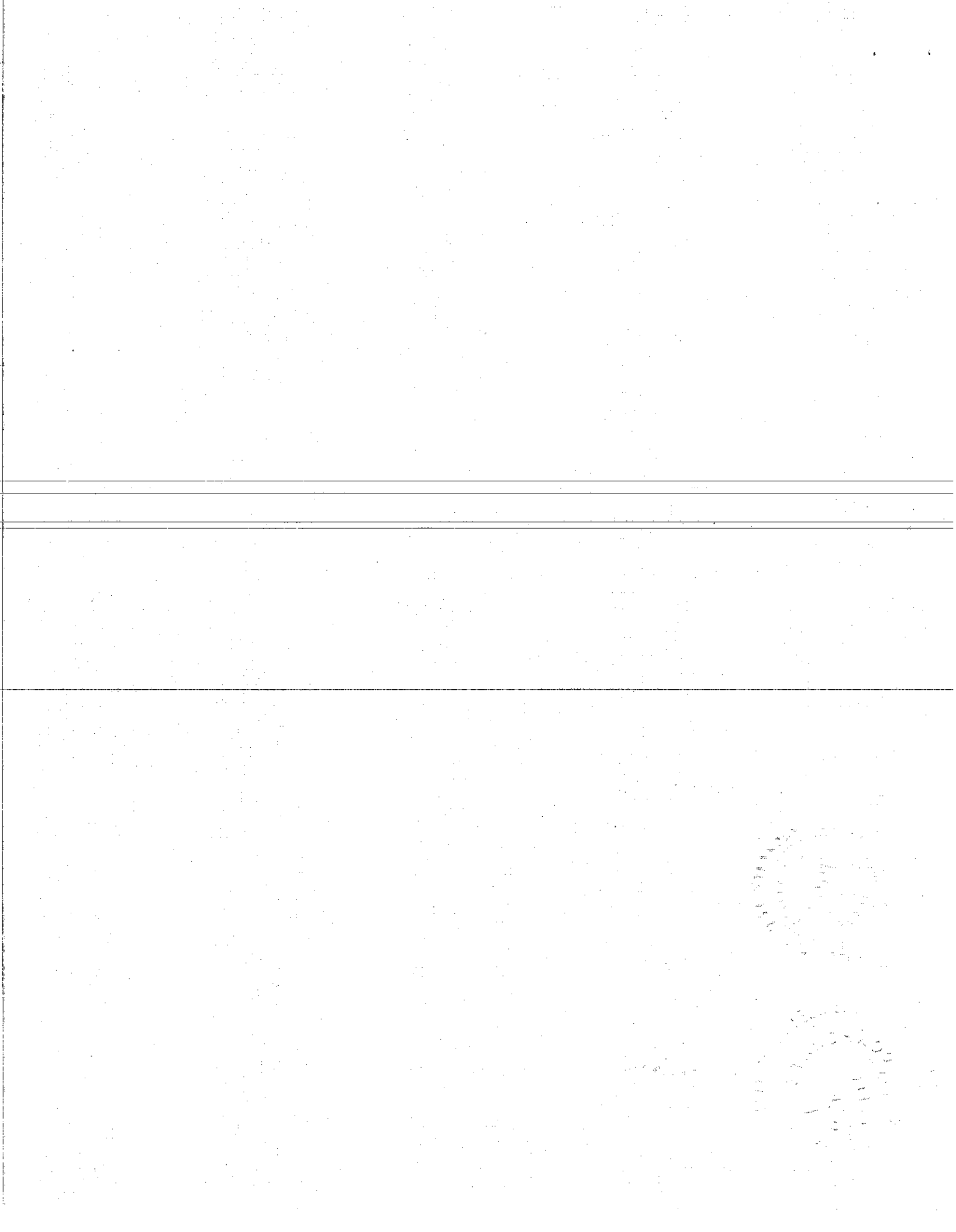
BY: Linda M. Spahle
Principal
Linda M. Spahle, Acting Secretary

ATTEST: Judith A. Raimondi
Judith A. Raimondi, As-to-Corporation

SWISS RE CORPORATE SOLUTIONS AMERICA INSURANCE CORPORATION

BY: Sandra A. Pace
SANDRA A. PACE, Attorney-in-Fact

WITNESS: Christina Arcelay
CHRISTINA ARCELAY, Witness as to Surety



CONSENT OF SURETY

KNOW ALL MEN BY THESE PRESENTS, that for and in consideration of the sum of $1.00, lawful money of the United States of America, the receipt whereof is hereby acknowledged, paid the undersigned corporation, and for other valuable consideration, the

SWISS RE CORPORATE SOLUTIONS AMERICA INSURANCE CORPORATION

Incorporated, organized and existing under the laws of the State of **MISSOURI**

and licensed to do business in the State of NEW JERSEY certifies and agrees, that if contract for

CONTRACT FOR SNOW REMOVAL SERVICES FROM SIDEWALKS, PATHS, CROSSWALK AND BUS SHELTERS AND STOPS WITHIN THE TOWNSHIP FOR 2025-2026 WITH AN OPTION TO EXTEND TWO, ONE-YEAR PERIODS

for: TOWNSHIP OF WEST ORANGE

is awarded to SHAUGER PROPERTY SERVICES, INC.

the undersigned Corporation will execute the bond or bonds as required of the contract documents and will become Surety in the full amount set forth in the contract documents for the faithful performance of all obligations of the Contractor, provided however, that this commitment shall expire ninety (90) days from the bid opening.

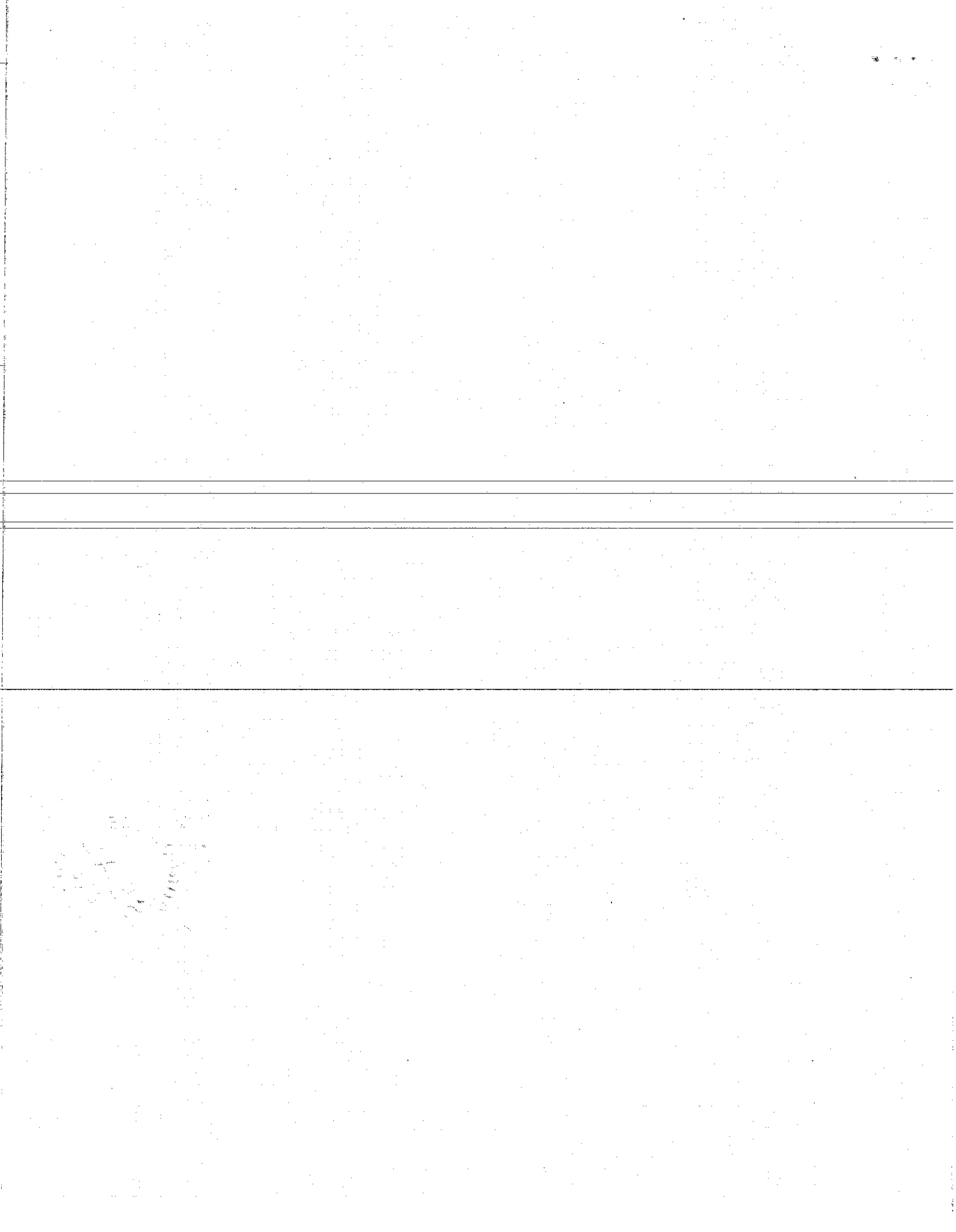
BID DATE: OCTOBER 8, 2025

SWISS RE CORPORATE SOLUTIONS AMERICA INSURANCE CORPORATION

BY: Sandra A. Pace
SANDRA A. PACE Attorney-in-Fact

WITNESS: Christina Arcelay
CHRISTINA ARCELAY Witness as to Surety

(To be accompanied by the usual proof of Authority of officers of the Surety Company to execute same.)



SWISS RE CORPORATE SOLUTIONS

SWISS RE CORPORATE SOLUTIONS AMERICA INSURANCE CORPORATION ("SRCSAIC")
SWISS RE CORPORATE SOLUTIONS PREMIER INSURANCE CORPORATION ("SRCSPIC")
WESTPORT INSURANCE CORPORATION ("WIC")

GENERAL POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS, THAT SRCSAIC, a corporation duly organized and existing under laws of the State of Missouri, and having its principal office in the City of Kansas City, Missouri, and SRCSPIC, a corporation organized and existing under the laws of the State of Missouri and having its principal office in the City of Kansas City, Missouri, and WIC, organized under the laws of the State of Missouri, and having its principal office in the City of Kansas City, Missouri, each does hereby make, constitute and appoint:

MICHAEL SINZER, DANA MONTAGNA, SANDRA A. PACE, AND CHERYL R. COLEMAN

JOINTLY OR SEVERALLY

Its true and lawful Attorney(s)-in-Fact, to make, execute, seal and deliver, for and on its behalf and as its act and deed, bonds or other writings obligatory in the nature of a bond on behalf of each of said Companies, as surety, on contracts of suretyship as are or may be required or permitted by law, regulation, contract or otherwise, provided that no bond or undertaking or contract or suretyship executed under this authority shall exceed the amount of:

UNLIMITED

This Power of Attorney is granted and is signed by facsimile under and by the authority of the following Resolutions adopted by the Boards of Directors of both SRCSAIC and SRCSPIC at meetings duly called and held on the 18th of November 2021 and WIC by written consent of its Executive Committee dated July 18, 2011.

"RESOLVED, that any two of the President, any Managing Director, any Senior Vice President, any Vice President, the Secretary or any Assistant Secretary be, and each or any of them hereby is, authorized to execute a Power of Attorney qualifying the attorney named in the given Power of Attorney to execute on behalf of the Corporation bonds, undertakings and all contracts of surety, and that each or any of them hereby is authorized to attest to the execution of any such Power of Attorney and to attach therein the seal of the Corporation; and it is

FURTHER RESOLVED, that the signature of such officers and the seal of the Corporation may be affixed to any such Power of Attorney or to any certificate relating thereto by facsimile, and any such Power of Attorney or certificate bearing such facsimile signatures or facsimile seal shall be binding upon the Corporation when so affixed and in the future with regard to any bond, undertaking or contract of surety to which it is attached."

By_____
David Satory, Senior Vice President of SRCSAIC & Senior Vice President of SRCSPIC & Senior Vice President of WIC

By_____
Gerald Jagrowski, Vice President of SRCSAIC & Vice President of SRCSPIC & Vice President of WIC

IN WITNESS WHEREOF, SRCSAIC, SRCSPIC, and WIC have caused their official seals to be hereunto affixed, and these presents to be signed by their authorized officers

this 23rd day of SEPTEMBER, 20 24

Swiss Re Corporate Solutions America Insurance Corporation
Swiss Re Corporate Solutions Premier Insurance Corporation
Westport Insurance Corporation

State of Illinois
County of Cook ss

On thi 23rd day of SEPTEMBER, 20 24, before me, a Notary Public personally appeared David Satory, Senior Vice President of SRCSAIC and Senior Vice President of SRCSPIC and Senior Vice President of WIC and Gerald Jagrowski, Vice President of SRCSAIC and Vice President of SPCSPIC and Vice President of WIC, personally known to me, who being by me duly sworn, acknowledged that they signed the above Power of Attorney as officers of and acknowledged said instrument to be the voluntary act and deed of their respective companies.

Karen M. Krzywda, Notary

I, Jeffrey Goldberg, the duly elected Senior Vice President and Assistant Secretary of SRCSAIC and SRCSPIC and WIC, do hereby certify that the above and foregoing is a true and correct copy of a Power of Attorney given by said SRCSAIC and SRCSPIC and WIC, which is still in full force and effect.
IN WITNESS WHEREOF, I have set my hand and affixed the seals of the Companies this 8th day of October, 20 25.

Jeffrey Goldberg, Senior Vice President &
Assistant Secretary of SRCSAIC and
SRCSPIC and WIC

Swiss Re
Corporate Solutions
SWISS RE CORPORATE SOLUTIONS AMERICA INSURANCE CORPORATION

1400 American Lane, Suite 1000, SCHAUMBURG, ILLINOIS 60173
800/338-0763

SWISS RE CORPORATE SOLUTIONS AMERICA INSURANCE CORPORATION
A Missouri Corporation

BALANCE SHEET AS OF DECEMBER 31, 2024
(Statutory Basis)

Valuation of securities on National Association of Insurance Commissioner Basis

ASSETS		LIABILITIES	
Cash	940,032,893	Reserve for Unearned Premiums	276,166,502
Bonds	1,535,250,095	Reserve for Losses and Loss Adjustment Expenses	924,477,589
Common Stock	268,276,053	Funds Withheld	251,164,955
Other Invested Assets	0	Taxes and Other Liabilities	1,014,703,182
Other Admitted Assets	933,513,489	Surplus	1,209,560,002
TOTAL ADMITTED ASSETS	3,677,072,530	**TOTAL LIABILITIES & POLICYHOLDERS' SURPLUS**	3,677,072,530

The undersigned, being duly sworn, says: That he is the Senior Vice President of Swiss Re Corporate Solutions America Insurance Corporation, Kansas City, Missouri that said company is a corporation duly organized, existing by virtue of the Laws of the State of Missouri and that said Company has also complied with and is duly qualified to act as Surety under the Act of Congress approved, July 1947 6 U.S.C. sec. 6-13; and that to the best of his knowledge and belief, the above statement is a full, true and correct statement of the financial condition of the said Company on the 31st day of December, 2024.

David Satory, Senior Vice President
Swiss Re Corporate Solutions America Insurance Corporation

Subscribed and sworn before me,
this 7th day of March 2025.

OFFICIAL SEAL
KAREN M SZWEDA
Notary Public, State of Illinois
Commission No. 978628
My Commission Expires September 25, 2027

Notary Public



Swiss Re
Corporate Solutions

Swiss Re Corporate Solutions America Insurance Corporation

SURETY DISCLOSURE STATEMENT AND CERTIFICATION
Pursuant to N.J.S.A. 2A:44-143

Swiss Re Corporate Solutions America Insurance Corporation, (hereinafter called "Surety"), the Surety on the attached bond, hereby certifies the following:

1) The Surety meets the applicable surplus requirements of R.S.17:17-6 OR R.S.17:17-7 as of the Surety's most current annual filing with the New Jersey Department of Insurance.

2) The surplus of Swiss Re Corporate Solutions America Insurance Corporation as determined in accordance with the applicable laws of this State, totals $1,208,560,002 as of the calendar year ended December 31, 2024, which amount has been certified by KPMG LLP, and is included in the Annual Statement on file with the New Jersey Department of Insurance, 20 West State Street CN-325, Trenton, New Jersey 08625-0325.

3) Swiss Re Corporate Solutions America Insurance Corporation has received from the United States Secretary of the Treasury a certificate of authority pursuant to 31 U.S.C. Section 9305, with an underwriting limitation established therein on July 1, 2025 in the amount of $113,827,000.

4) The amount of the bond to which this statement and certification is attached is $ The Amount Bid .

5) If, by virtue of one or more contracts of reinsurance, the amount of the bond indicated under item (4) above exceeds the total underwriting limitation of all sureties on the bond as set forth in item (3) above, then for each such contract of reinsurance:

(a) The name and address of each such reinsurer under that contract and the amount of the reinsurer's participation in the contract is as follows:

Reinsurer	Address	Amount
Swiss Reinsurance Company Ltd	1200 Main Street, Suite 800 Kansas City, MO 64105 (Administrative Address)	100%

(b) Each surety that is party to any such contract of reinsurance certifies that each reinsurer listed under item (5)(a) satisfies the credit for reinsurance requirement established under P.L. 1993, c.243 (C.17:51B-1 et seq.) and any applicable regulations in effect as of the date on which the bond to which this statement and certification is attached shall have been filed with the appropriate public agency.

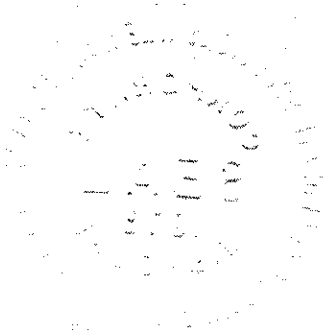
CERTIFICATE

I, Gerald Jagrowski, Senior Vice President for Swiss Re Corporate Solutions America Insurance Corporation, an insurance company domiciled in the State of Missouri, DO HEREBY CERTIFY that, to the best of my knowledge, the foregoing statements made by me on behalf of Swiss Re Corporate Solutions America Insurance Corporation are true, and ACKNOWLEDGE that, if any of those statements made by me on behalf of Swiss Re Corporate Solutions America Insurance Corporation are false, this bond is VOIDABLE.

SWISS RE CORPORATE SOLUTIONS AMERICA INSURANCE CORPORATION

By: Gerald Jagrowski
Gerald Jagrowski, Vice President

Dated: October 8, 2025



AMERICANS WITH DISABILITIES ACT OF 1990
Equal Opportunity for Individuals with Disability

The contractor and the Township of West Orange, (hereafter "TOWNSHIP") do hereby agree that the provisions of Title 11 of the Americans With Disabilities Act of 1990 (the "Act") (42 U.S.C. S121 01 et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, activities provided or made available by public entities, and the rules and regulations promulgated pursuant there unto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the TOWNSHIP pursuant to this contract, the contractor agrees that the performance shall be in strict compliance with the Act. In the event that the contractor, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the contractor shall defend the TOWNSHIP in any action or administrative proceeding commenced pursuant to this Act. The contractor shall indemnify, protect, and save harmless the TOWNSHIP, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind of nature arising out of or claimed to arise out of the alleged violation. The contractor shall, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the TOWNSHIP's grievance procedure, the contractor agrees to abide by any decision of the TOWNSHIP which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the TOWNSHIP, or if the TOWNSHIP incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the contractor shall satisfy and discharge the same at its own expense.

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

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

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

I acknowledge:

Linda M. Spahle

Signature of Vendor

Linda M. Spahle, Acting Secretary
Shauger Property Services, Inc.

TOWNSHIP OF WEST ORANGE

ACKNOWLEDGMENT OF RECEIPT OF ADDENDA

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

Addendum Number	Dated	Acknowledge Receipt (Initial)

[X] No addenda was received. (please check off if no addenda received)

Acknowledged for: Shauger Property Services, Inc.
(Company Name)

By: Linda M. Spahle
(Signature of Authorized Representative)

Name: Linda M. Spahle
(Print)

Title: Acting Secretary

Date: 10/8/2025

EXHIBIT A

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

GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS

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

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

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

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

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

The contractor or subcontractor agrees to make good faith efforts to employ minority and women workers consistent with the applicable county employment goals established in accordance with N.J.A.C. l7:27-5.2, or a binding determination of the applicable county employment goals determined by the Division, pursuant to N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, labor

unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

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

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

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

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA302

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

30. The contractor shall be responsible for repairing all damage caused by the operation of his/her equipment during the performance of this contract. This includes but is not limited to curbs, sidewalks, lawn areas, driveways, mailboxes and road pavement. All damage shall be corrected by May 1, 2025 and each subsequent May 1 if the contract is extended.

REQUIRED EVIDENCE

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

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

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or

2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or

3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

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

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

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

The following questions must be answered by all Bidders:

1. Do you have a federally-approved or sanctioned Affirmative Action Program?

   Yes _____ (If yes, submit a copy of such approval.) No X

2. Do you have a State Certificate of Employee Information Report approval?

   Yes X (If yes, submit a copy of such approval.) No

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

COMPANY: Shauger Property Services, Inc. NAME: Linda M. Spahle

SIGNATURE: Linda M. Spahle TITLE: Acting Secretary

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

Certification **26890**

CERTIFICATE OF EMPLOYEE INFORMATION REPORT **RENEWAL**

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-Jul-2023** to **15-Jul-2026**

THE SHAUGER GROUP
429 DODD STREET
EAST ORANGE **NJ** **07017**

ELIZABETH MAHER MUOIO
State Treasurer

AFFIDAVIT OF NON-COLLUSION

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

A. To the best of the bidder's knowledge and belief, the annexed bid proposal for this project has not been prepared in collusion with any other bidder of like item or services and the prices, discounts, terms and conditions thereof have not been directly or indirectly communicated by or on behalf of the bidder to any person other than the recipient of the bid and will not be communicated to any person prior to the official opening of the bid.

B. The bidder fully understands that no premiums, rebates, or gratuities are permitted either with, prior to, or after signing of contract. Any violation will result in cancellation and removal from the bid list.

C. The bidder further certifies that the undersigned has the necessary authority, to sign this stipulation stating that the bidder has not entered into any agreement, or otherwise taken any action in restraint of free competitive bidding in connection with this bid.

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

Date: 10/8/2025 Linda M. Spahle
(Signature)

Linda M. Spahle, Acting Secretary
(Name and Title)

Shauger Property Services, Inc.
(Company Name)

429 Dodd Street
(Address)

East Orange, NJ 07017

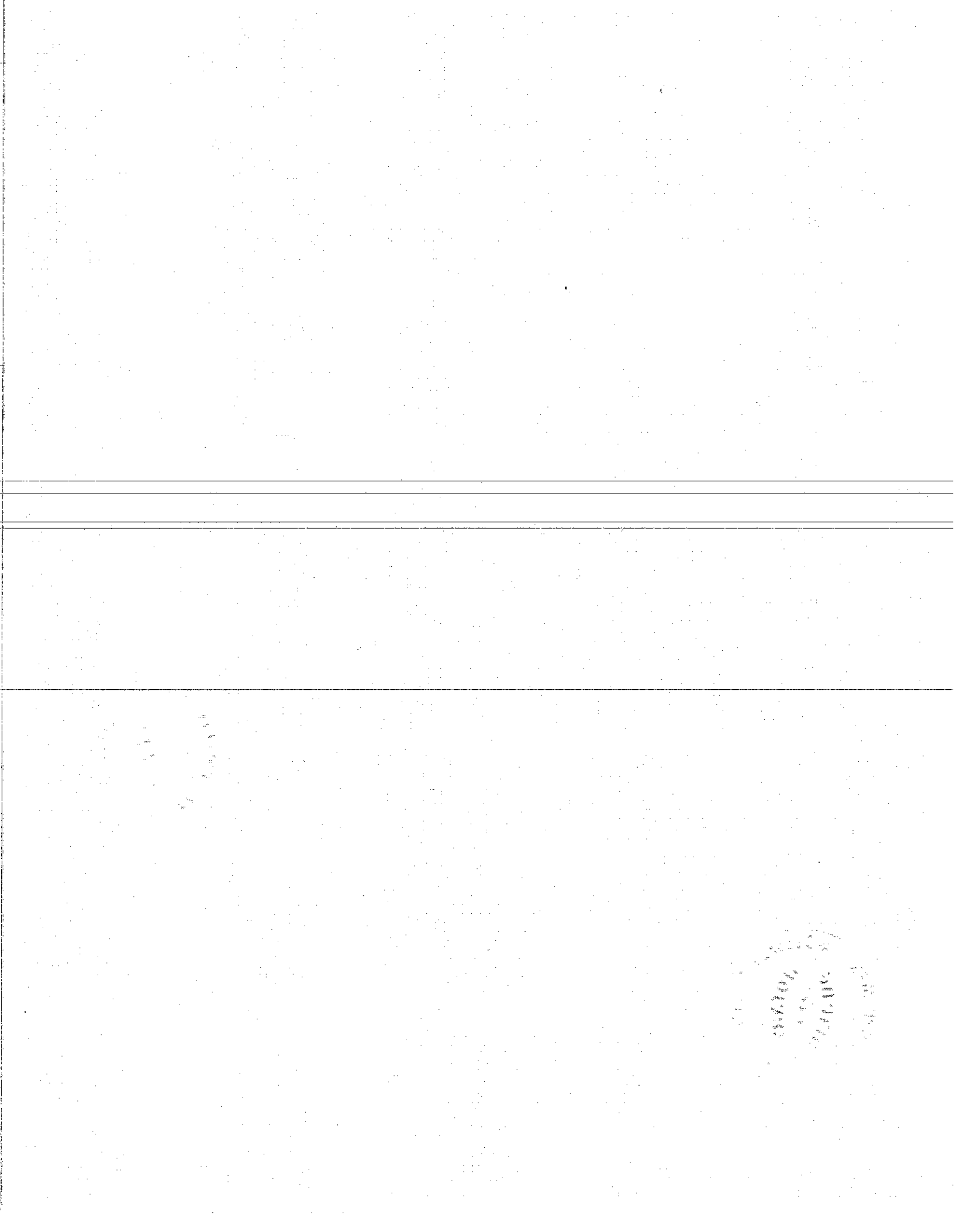
(Corporate Seal)

Subscribed and sworn to before me

this 8th day of October , 20 25

Notary Seal

DEBORAH K. LAMORTICELLA
NOTARY PUBLIC
STATE OF NEW JERSEY
MY COMMISSION EXPIRES SEPT. 24, 2028



C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

Business entities (contractors) receiving contracts from a public agency that are NOT awarded pursuant to a "fair and open" process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of N.J.S.A. 19:44A-20.26. This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
  - of the public entity awarding the contract
  - of that county in which that public entity is located
  - of another public entity within that county
  - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed $200 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an "interest" ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, "a contribution by that person's spouse or child, residing therewith, shall be deemed to be a contribution by the business entity." [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor's responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor's submission and is disclosable to the public under the Open Public Records Act.

The contractor must also complete the attached Ownership Disclosure Certification. This will assist the agency in meeting its obligations under the law. **NOTE: This section does not apply to Board of Education contracts.**

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

This form or its permitted facsimile must be submitted to the local unit no later than 10 days prior to the award of the contract.

Part I – Vendor Information

Vendor Name:	Shauger Property Services, Inc.		
Address:	429 Dodd Street		
City:	East Orange	State: NJ	Zip: 07017

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

Linda M. Spahle

Signature Printed Name Linda M. Spahle Title Acting Secretary

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than $200 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

☐ Check here if disclosure is provided in electronic form.

Contributor Name	Recipient Name	Date	Dollar Amount
Please see Political Contributions Disclosure Listing attached			$

Political Contributions Disclosure Listing - Shauger Property Services, Inc

NAME OF CONTRIBUTOR		RECIPIENT NAME	CONTRIBUTION	DATE
Donald Shauger (spouse)	of 100% stockholder	Carmen T Morales	$2,500.00	10/22/2024
By 429 Dodd Street LLC		Ted Green for Mayor 2025	$3,600.00	3/5/2025
Donald Shauger (spouse)	of 100% stockholder	Democracy Engine LLC	$920.00	4/7/2025
Donald Shauger (spouse)	of 100% stockholder	Fulop for Governor	$920.00	4/7/2025
Donald Shauger (spouse)	of 100% stockholder	Lyndhurst Pride	$250.00	3/6/2025
Lisa Shauger	100% Stockholder	Democracy Engine LLC	$250.00	3/7/2025
Donald Shauger (spouse)	of 100% stockholder	Booker Victory Fund	$3,500.00	4/7/2025
Donald Shauger (spouse)	of 100% stockholder	Joseph DiVincenzo Jr. for Essex C	$2,500.00	4/28/2025
Donald Shauger (spouse)	of 100% stockholder	CTRE Anibal Ramos	$1,000.00	5/6/2025
Donald Shauger (spouse)	of 100% stockholder	Essex County Democratic Comm	$2,500.00	5/19/2025
Donald Shauger (spouse)	of 100% stockholder	Ted Green for Mayor	$1,000.00	5/19/2025
Donald Shauger (spouse)	of 100% stockholder	Green Team 2025	$1,000.00	6/2/2025
By 429 Dodd Street LLC		Green Team 2025	$1,000.00	6/1/2025
Donald Shauger (spouse)	of 100% stockholder	Green Team 2025	$1,000.00	6/2/2025
Donald Shauger (spouse)	of 100% stockholder	Comm. To Re-elect Christopher /	$300.00	6/3/2025
Donald Shauger (spouse)	of 100% stockholder	Comm. To Re-elect Bergson Lene	$300.00	6/3/2025
Donald Shauger (spouse)	of 100% stockholder	Comm. To Re-elect Tamika G. W.	$300.00	6/3/2025

Continuation Page

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

Page ____ of ______

Vendor Name:

Contributor Name	Recipient Name	Date	Dollar Amount
			$

List of Agencies with Elected Officials Required for Political Contribution Disclosure
N.J.S.A. 19:44A-20.26

County Name: Essex
State: Governor
Legislative District #s: 26, 27, 28, 29, 34, & 40
State Senator and two members of the General Assembly per district.

County:
County Commissioners County Clerk Sheriff
County Executive Surrogate Registrar of Deeds

Municipalities (Mayor and members of governing body, regardless of title):

Belleville Township	Irvington Township	Orange City
Bloomfield Township	Livingston Township	Roseland Borough
Caldwell Borough	Maplewood Township	South Orange Village
Cedar Grove Township	Millburn Township	Verona Township
East Orange City	Montclair Township	West Caldwell Township
Essex Fells Township	Newark City	West Orange Township
Fairfield Township	North Caldwell Borough	
Glen Ridge Borough	Nutley Township	

Boards of Education (Members of the Board):

Belleville Town
Bloomfield Township
Caldwell-West Caldwell
Cedar Grove Township
Essex Fells Borough
Fairfield Township
Glen Ridge Borough
Irvington Township
Livingston Township
Millburn Township
Newark City
North Caldwell Borough
Nutley Town
Roseland Borough
South Orange-Maplewood
Verona Borough
West Essex Regional
West Orange Town

Fire Districts (Board of Fire Commissioners):
NONE

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: Shauger Property Services, Inc.

Organization Address: 429 Dodd Street, East Orange, NJ 07017

Part I **Check the box that represents the type of business organization:**

☐ Sole Proprietorship (skip Parts II and III, execute certification in Part IV)

☐ Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)

☒ For-Profit Corporation (any type) ☐ Limited Liability Company (LLC)

☐ Partnership ☐ Limited Partnership ☐ Limited Liability Partnership (LLP)

☐ Other (be specific): _____

Part II

☒ The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

☐ No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Address
Lisa Shauger (100%)	10 Meadow Lane, Roseland, NJ 07068

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above**. The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the ***Township of West Orange*** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with ***Township of West Orange*** to notify the ***Township of West Orange*** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the ***Township of West Orange*** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Linda M. Spahle	Title:	Acting Secretary
Signature:	Linda M. Spahle	Date:	10/8/2025

BUSINESS REGISTRATION CERTIFICATION AND PUBLIC WORKS CONTRACTOR REGISTRATION CERTIFICATION

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

Contractors are responsible for notifying subcontractors.

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

****

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

CERTIFICATION OF NON-INVOLVEMENT IN PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS

Pursuant to N.J.S.A. 52:32-60.1, et seq. (L. 2022, c. 3) any person or entity (hereinafter "Vendor") that seeks to enter into or renew a contract with a State agency for the provision of goods or services, or the purchase of bonds or other obligations, must complete the certification below indicating whether or not the Vendor is identified on the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, available here: https://sanctionssearch.ofac.treas.gov/. If the Department of the Treasury finds that a Vendor has made a certification in violation of the law, it shall take any action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

I, the undersigned, certify that I have read the definition of "Vendor" below, and have reviewed the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, and having done so certify:

(Check the Appropriate Box)

⊗ A. That the Vendor is not identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

OR

○ B. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

OR

○ C. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list. However, the Vendor is engaged in activity related to Russia and/or Belarus consistent with federal law, regulation, license or exemption. A detailed description of how the Vendor's activity related to Russia and/or Belarus is consistent with federal law is set forth below.

(Attach Additional Sheets If Necessary.)

Linda M. Spahle — Signature of Vendor's Authorized Representative

10/8/2025 — Date

Linda M. Spahle, Acting Secretary — Print Name and Title of Vendor's Authorized Representative

22-3564559 — Vendor's FEIN

Shauger Property Services, Inc. — Vendor's Name

973-676-2100 — Vendor's Phone Number

429 Dodd Street — Vendor's Address (Street Address)

973-676-8200 / 973-676-5641 — Vendor's Fax Number

East Orange, NJ 07017 — Vendor's Address (City/State/Zip Code)

lspahle@shauger.com / mmulligan@shauger.com — Vendor's Email Address

[1] Vendor means: (1) A natural person, corporation, company, limited partnership, limited liability partnership, limited liability company, business association, sole proprietorship, joint venture, partnership, society, trust, or any other nongovernmental entity, organization, or group; (2) Any governmental entity or instrumentality of a government, including a multilateral development institution, as defined in Section 1701(c)(3) of the International Financial Institutions Act, 22 U.S.C. 262r(c)(3); or (3) Any parent, successor, subunit, direct or indirect subsidiary, or any entity under common ownership or control with, any entity described in paragraph (1) or (2).

NJ Rev. 1.22.2024

SITE INSPECTION AFFIDAVIT

I, Linda M. Spahle, on behalf of the bidder, Shauger Property Services, Inc. do hereby declare that, I or my duly authorized representative, did satisfactorily inspect the project limits for the purpose of being fully informed as to the locations and conditions of the various Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township of West Orange for snow removal to be cleared under this contract.

I inspected the various sites on the 26th day of September, 2025, and I hereby acknowledge that I have satisfied myself regarding the conditions of the various sites and the nature and extent of the work to be performed under this contract.

By Linda M. Spahle
Linda M. Spahle, Acting Secretary
(Print or type name)

Shauger Property Services, Inc.
(Bidding Firm/Contractor)

Subscribed and sworn to
Sworn before me this 8th day of October 20 25.

(Notary Public)

My commission expires on 9/24/28.

DEBORAH K. LAMORTICELLA
NOTARY PUBLIC
STATE OF NEW JERSEY
COMMISSION EXPIRES SEPT. 24, 2028



STANDARD BID DOCUMENT REFERENCE

Disclosure of Investment Activities in Iran

Statutory Reference	N.J.S.A. 52:32-55 et seq. N.J.S.A. 40A:11-2.1 N.J.S.A. 18A:18A-49.4					
Applicability		**Y/N**		**Mandatory**	**Optional**	**N/A**
	LPCL	**Y**	Goods and Services	**X**		
	PSCL	**Y**	Construction			**X**
Instructions Reference						
Description	P.L. 2012, c.25 prohibits the awarding of State and local public contracts for goods and services with persons or entities engaging in certain investment activities in energy or finance sectors of Iran. Prior to contract award, vendors and contractors must certify that neither they nor any parent entity, subsidiary, or affiliate is listed on the New Jersey Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List").					

The Certification form requires the insertion of contracting unit identification information which should be filled in (in italics on the form) prior to its use.

Person or Entity	Shauger Property Services, Inc.

Part 1: Certification

COMPLETE PART 1 BY CHECKING **EITHER BOX.**

Pursuant to Public Law 2012, c. 25, any person or entity that is a successful bidder or proposer, or otherwise proposes to enter into or renew a contract, must complete the certification below to attest, under penalty of perjury, that neither the person or entity, nor any parent entity, subsidiary, or affiliate is identified on the State Department of Treasury's Chapter 25 list as a person or entity engaging in investment activities in Iran. The list is found on Treasury's website at www.state.nj.us/treasury/purchase/pdf/Chapter25List.pdf.

The Chapter 25 list must be reviewed prior to completing the below certification. If a vendor or contractor is found to be in violation of law, action may be taken as appropriate and as may provided by law, rule or contract, including but not limited to imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

☒	*I certify, pursuant to Public Law 2012, c. 25, that neither the person or entity listed above, nor any parent entity, subsidiary, or affiliate thereof is listed on the N.J. Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List"). I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf. I will skip Part 2 and sign and complete the Certification below.*
OR	
☐	*I am unable to certify as above because the person or entity and/or a parent entity, subsidiary, or affiliate thereof is listed on the N.J. Department of the Treasury's Chapter 25 list. I will provide a detailed, accurate and precise description of the activities in Part 2 below sign and complete the Certification below.*

Part 2: Additional Information

PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN.

You must provide a detailed, accurate and precise description of the activities of the person or entity, or a parent entity, subsidiary, or affiliate thereof engaging in investment activates in Iran below and, if more space is needed, on additional sheets provided by you.

Part 3: Certification of True and Complete Information

I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments there to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity.

I acknowledge that the **Township of West Orange** *is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the* ***Reference to Township of West Orange*** *to notify the* ***Reference to Township of West Orange*** *in writing of any changes to the answers of information contained herein.*

I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the ***Township of West Orange*** *and that the* ***Reference to Township of West Orange*** *at its option may declare any contract(s) resulting from this certification void and unenforceable.*

Full Name (Print)	Linda M. Spahle	**Title**	Acting Secretary
Signature	Linda M. Spahle	**Date**	10/8/2025

REQUEST FOR BIDS

The Township of West Orange requests bids, for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for the period November 1, 2025 through April 30, 2026 winter season. The Township prepared this bid with the following options:

Please note is bid is for services "as needed". This bid is only for services when called upon.

Option 1: NORTHEAST AND NORTHWEST QUADRANT

Provide snow plowing equipment with operators and other personnel to clear snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.

Option 2: SOUTHEAST AND SOUTHWEST QUADRANT

Provide snow plowing equipment with operators and other personnel to clear snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.

Option 3: 10 ROONEY CIRCLE AND WEST ORANGE DOG PARK (EXECUTIVE DRIVE)

Provide snow plowing equipment with operators and other personnel and calcium chloride pellet form to clear snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.

SCOPE OF WORK AND SERVICES TO BE PERFORMED BY CONTRACTOR

The contractor shall provide the necessary equipment, operators and personnel as specified and listed in the Proposal for the snow removal from sidewalks, paths, crosswalks and bus stops and shelters under Municipal jurisdiction. These services shall be at the times, places and routes designated by the Township in accordance with the terms and conditions set forth hereafter and in accordance with the "Rules and Regulations for Snow Plowing, Salting, Removal and Hauling" which are attached hereto and made a part hereof. Contractors will be notified to report to work at the direction of the Superintendent of Public Works or his designee.

Equipment to be Furnished by Contractors

Each and every snow blower and tractor, to be furnished by the Contractor or Contractors in the performance of this bid shall be in good operating condition, and they shall be Model Year 2006 or newer. All vehicles and equipment shall have skid chains. All operators shall have the appropriate licenses, including Commercial Drivers Licenses, to operate the vehicles and equipment. Each operator shall supply sufficient tools to operate each piece of equipment as specified.

The equipment to be provided is as follows:

Snowblower, minimum 5HP, with a minimum width of 20 inches and maximum width of 36 inches.

Backpack blower.

Tractor, four-wheel drive minimum 25HP, 48 inches wide and plow width, 48 inches.

Shovels and/or any other equipment as necessary to perform snow removal services in this contract.

SNOW PLOWING, REMOVAL AND SALTING:

Sidewalks, Paths, Crosswalks, Bus Shelters and Stops

Time for payment for snow plowing, removal and salting services will start when the contractor's equipment and personnel arrive at the Public Works Building at 25 Lakeside Avenue. Time will cease when released by the Superintendent of Public Works or his designee. No traveling time will be paid between the contractor's site and the Public Works Building.

The contractor must notify the Superintendent or his designee prior to leaving the route for any reason. No fuel or equipment will be supplied. Time for payment will not include down time due to failure of contractor's equipment, rest breaks, or meals. No repairs will be made by Township employees. The Township will not be responsible for any damage to the contractor's property.

Salt will be supplied by the Township.

Sidewalks, paths, crosswalks, bus shelters and bus stops shall be kept passable throughout the event. At the conclusion of the event, the contractor shall have a specified amount of time (see below) to clear all sidewalks, paths, crosswalks, bus shelters and bus stops depending upon the snowfall amount during the event. That amount of time is as follows:

Event snowfall amount	Time allowed to clear all locations after snow ceases
Up to 4 inches	4 hours
4 inches to 8 inches	6 hours
8 inches to 12 inches	8 hours
12 inches to 18 inches	12 hours
Over 18 inches	24 hours

The contractor will be compensated a minimum of 4 hours for equipment and personnel at the hourly rates bid for the equipment and personnel assigned plus a lump sum amount for final cleanup dependent upon the amount of snow per the above schedule and as bid all in the proposal.

SALTING: FOR OPTION 1 AND 2

The Township will provide and load salt for the operations covered under this proposal from either the Public Works Building, 25 Lakeside Avenue or the Environmental and Recycling Center, 590 Mt. Pleasant Avenue. The Superintendent of Public Works or his designee will direct the contractors on the use of salt throughout the entire snow/ice event including pre salting and post event salting.

CALCIUM CHLORIDE: FOR OPTION 3

This will need to be provided by the vendor and should be calculated in your bid. – Calcium chloride in pellet form: purity (e.g., 93% minimum assay for pellets)

RULES AND REGULATIONS FOR SNOW REMOVAL SERVICES FROM SIDEWALKS, PATHS, CROSSWALK AND BUS SHELTERS AND STOPS WITHIN THE TOWNSHIP

1. All tractors, equipment, and personnel to be used in these operations shall be inspected at the Township's Public Works Facility located at 25 Lakeside Avenue, West Orange, N.J. 07052 by Township personnel in the presence of the Contractor's drivers prior to the snow season.

2. The Contractor shall accept a route that may be assigned for snow removal and will perform all snow removal services required in a manner satisfactory to the Township, and will carry out all directions and instructions given by the Township or his designee.

3. The Contractor shall accept full responsibility for the care and protection of all equipment belonging to the Township while in his custody and will reimburse the Township for all losses of or damage to such equipment when, in the judgment of the Township said Contractor has been derelict in caring for same.

4. The Township of West Orange will not be responsible for any damage to the Contractor's tractor or tractors due to mounting of snow removal equipment.

7. All tractors and crews shall be ready to proceed immediately with their work whenever the need arises in storm conditions.

8. All equipment belonging to the Township shall be properly housed, if necessary, and kept in proper working order.

9. The Contractor and crews will thoroughly familiarize themselves with the physical conditions and locations of sidewalks, paths, crosswalks, and bus shelters and stops in the routes allotted.

10. Immediately before proceeding to work the contractor shall notify headquarters.

11. The Township may transfer any tractor and crew to any other route of section of the Township when necessary to carry on the work.

12. Contractors shall supply a sufficient number of crew members to operate tractors and blowers continuously from the beginning of operations until sidewalks, paths, crosswalks, and bus shelters and stops are thoroughly cleaned to full width and to the satisfaction of the Township.

13. Contractor and crew members shall report to the following locations, to be loaded with de-icing material for snow and ice control for option 1 and 2. **NOTE option 3 de-icing materials shall be included in the contract/supplied by the vendor. **

    * Public Works Salt Dome, 25 Lakeside Avenue, West Orange, N.J. 07052
    * West Orange Environmental Center, 590 Mt. Pleasant Avenue, West Orange, N.J. 07052

14. Upon "Snow Removal Order" Contractors will immediately proceed to remove snow their respective assigned routes.

15. "Headquarters" used in these rules and regulations shall mean the Public Works Building located at 25 Lakeside Avenue, West Orange, N.J. 07052, Telephone # (973) 325-4067.

16. All crews of the contractor shall call "Headquarters" each time they make a complete circuit of their respective routes and give reports of progress and conditions and will be monitored by a Township supervisor.

17. In case of accident to equipment, or if work is not progressing satisfactorily, "Headquarters" **MUST** be notified immediately.

18. Contractor's crews will continue to work unless otherwise ordered by the Township.

19. After such work has been completed and before turning in, contractor's crews shall notify "Headquarters."

20. Upon orders from "Headquarters," all contractors' crews shall then return home.

21. Contractors shall maintain close communication with Headquarters by advising of snowfall and weather conditions in their respective sections.

22. The Township agrees, as part of the contract, that each tractor, piece of equipment or personnel actually used for these operations shall be used a minimum of four (4) hours for each snow fall for which said equipment or personnel are called. The Township further agrees that it will use all of the tractors, equipment or personnel which it orders from the Contractor for a period of four (4) hours. However, there shall be no obligation on the part of the Township to order a greater number of tractors than the Township may deem necessary for handling of the particular snow fall for which the tractors are called. These four (4) hours may include stand-by rate hours which are one half the bid rate.

23. The operator of each equipment shall receive fifteen (15) minutes time off after each three (3) hour period of snow removal.

24. All snow removal shall be for the entire width of sidewalk. The Contractor shall not dispose and pile snow removal material on private property immediately adjacent to the sidewalks, paths, crosswalks and bus stops that are being serviced.

25. Township supervisory personnel will be assigned as inspectors on all routes. Contractor's crews should be instructed to carry out all instructions given by these inspectors in the absence of inspectors, contractor's driver should be instructed to call in at the end of each round, as outlined in the "Rules and Regulations."

26. The use of these tractors, equipment, and personnel for any purpose other than on Township sidewalks, paths, crosswalks, and bus shelters and stops or other Township maintained facilities is strictly forbidden and shall be deemed sufficient cause for cancellation on the contract.

27. Upon assembly orders, the Township reserves the right to place contract tractors, equipment, or personnel on stand-by rate on location or during the course of any storm when it is determined to interrupt snow removal operations and then resume shortly thereafter at the discretion of the Superintendent of Public Works or his designee.

28. All vehicle operators to have proper operator's licenses for the vehicle. This includes a valid New Jersey CDL when needed.

29. Contractors shall maintain close communications with Headquarters by advising of snow fall and weather conditions in their respective sections.

PROPOSAL

OPTION 1- NORTHEAST AND NORTHWEST QUADRANTS No Bid

Snow Plowing and Salting for the Department of Public Works, Township of West Orange, N.J., Sidewalks, Paths, Crosswalks, Bus Stops and Shelters

Contractor shall always have shovels, ice choppers, buckets and/or wheel barrows to carry for snow removal operations.

TO THE TOWNSHIP COUNCIL, TOWNSHIP OF WEST ORANGE, N. J.

The undersigned has read the advertisement, instruction to bidders, scope of work, and rules and regulations for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026

The undersigned agrees to furnish the equipment, with operator and personnel below

For Items 1A and 1B there will be a minimum of two crews and a maximum of four crews during the event.

For Item 1C there will be a minimum of zero and maximum of two crews during the event.

ITEM	DESCRIPTION	UNIT PRICE PER FOUR PERSON CREW PER HOUR	MINIMUM HOURS	AMOUNT (UNIT PRICE X 4 HOURS)
1A	Two (2) Snow Blower with Operators Minimum 5 HP; Minimum Width 20", Max. Width 36"; Plus two (2)- Shovelers/Salters		4	
1B	Min. Two (2) Backpacks Blowers with Operators; Plus, One (1) Shoveler /Salter if blowable		4	
1C	One (1) Four Wheel Drive Tractor with Operator, Maximum Width of Tractor 48", Plow Width 48", Min. HP 20 plus, three (3) Shovelers, Salters and/or Blowers		4	
TOTAL ITEMS 1A, 1B, 1C				

IN WORDS

Basis of Award for Option 1 is the bidder with the lowest total price for all Items, 1A, 1B and 1C subject to meeting all the other requirements of the bid.

_____shall make this proposal with full knowledge of the stipulations and requirements. If this contract is awarded to our firm we enter into the same with good and sufficient sureties for faithful performance.

No Bid

Name_____

Address_____

Date_____

Phone Number_____

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

PLEASE SUBMIT PROPOSAL IN DUPLICATE.

PROPOSAL

OPTION 2- SOUTHEAST AND SOUTHWEST QUADRANTS No Bid

Snow Plowing and Salting for the Department of Public Works, Township of West Orange, N.J., Sidewalks, Paths, Crosswalks, Bus Stops and Shelters

Contractor shall always have shovels, ice choppers, buckets and/or wheel barrows to carry for snow removal operations at Sidewalks, Paths, Crosswalks, Bus Stops and Shelters.

TO THE TOWNSHIP COUNCIL, TOWNSHIP OF WEST ORANGE, N. J.

The undersigned has read the advertisement, Instruction to bidders, scope of work, and rules and regulations for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026

The undersigned agrees to furnish the equipment, with operator and personnel

For Items 2A and 2B there will be a minimum of two crews and a maximum of four crews during the event.

For Item 2C there will be a minimum of zero and maximum of two crews during the event.

ITEM	DESCRIPTION	UNIT PRICE PER FOUR PERSON CREW PER HOUR	MINIMUM HOURS	AMOUNT (UNIT PRICE X 4 HOURS)
2A	Two (2) Snow Blower with Operators Minimum 5 HP; Minimum Width 20", Max. Width 36"; Plus two (2)- Shovelers/Salters		4	
2B	Min. Two (2) Backpacks Blowers with Operators; Plus, One (1) Shoveler /Salter if blowable		4	
2C	One (1) Four Wheel Drive Tractor with Operator, Maximum Width of Tractor 48", Plow Width 48", Min. HP 20 plus, three (3) Shovelers, Salters and/or Blowers		4	
TOTAL ITEMS 2A, 2B, 2C				

IN WORDS

Basis of Award for Option 1 is the bidder with the lowest total price for all items, 2A, 2B and 2C subject to meeting all the other requirements of the bid.

_____shall make this proposal with full knowledge of the stipulations and requirements. If this contract is awarded to our firm we enter into the same with good and sufficient sureties for faithful performance.

No Bid

Name_____

Address_____

Date_____

Phone Number_____

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

PLEASE SUBMIT PROPOSAL IN DUPLICATE.

PROPOSAL

OPTION 3- 10 Rooney Circle and West Orange Dog Park (Executive Drive)

Snow Plowing and Salting for the Department of Public Works, Township of West Orange, N.J., Sidewalks, Paths, Crosswalks, Bus Stops and Shelters

Contractor shall always have shovels, ice choppers, buckets and/or wheel barrows to carry for snow removal operations.

TO THE TOWNSHIP COUNCIL, TOWNSHIP OF WEST ORANGE, N. J.

The undersigned has read the advertisement, instruction to bidders, scope of work, and rules and regulations for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026

The undersigned agrees to furnish the equipment and calcium chloride (pellet form), with operator and personnel.

For Items 3A and 3B there will be a minimum of two crews and a maximum of four crews during the event.

For Item 3C there will be a minimum of zero and maximum of two crews during the event.

ITEM	DESCRIPTION	UNIT PRICE PER FOUR PERSON CREW PER HOUR	MINIMUM HOURS	AMOUNT (UNIT PRICE X 4 HOURS)
3A	Two (2) Snow Blower with Operators Minimum 5 HP; Minimum Width 20", Max. Width 36"; Plus two (2)- Shovelers/Salters	$950.00	4	$3,800.00
3B	Min. Two (2) Backpacks Blowers with Operators; Plus, One (1) Shoveler /Salter If blowable	$650.00	4	$2,600.00
3C	One (1) Four Wheel Drive Tractor with Operator, Maximum Width of Tractor 48", Plow Width 48", Min. HP 20 plus, three (3) Shovelers, Salters and/or Blowers	$950.00	4	$3,800.00
TOTAL ITEMS 3A, 3B, 3C				$10,200.00

IN WORDS Ten Thousand Two Hundred Dollars and Zero Cents

Basis of Award for Option 3 is the bidder with the lowest total price for all Items, 3A, 3B and 3C subject to meeting all the other requirements of the bid.

Shauger Property Services, Inc. shall make this proposal with full knowledge of the stipulations and requirements. If this contract is awarded to our firm we enter into the same with good and sufficient sureties for faithful performance.

Name Shauger Property Services, Inc.

Address 429 Dodd Street, East Orange, NJ 07017

Date 10/8/2025

Phone Number 973-676-2100

By Linda M. Spahle

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

Linda M. Spahle, Acting Secretary

PLEASE SUBMIT PROPOSAL IN DUPLICATE.

OPTION 1 No Bid

EQUIPMENT LIST

SNOW BLOWER & OR TRACTOR TYPE & SIZE (IDENTIFY EACH)	MODEL YEAR	EQUIPMENT WIDTH	PLOW WIDTH

NAME:_____

ADDRESS:_____

LOCATION OF EQUIPMENT_____

OPTION 2 No Bid

EQUIPMENT LIST

SNOW BLOWER & OR TRACTOR TYPE & SIZE (IDENTIFY EACH)	MODEL YEAR	EQUIPMENT WIDTH	PLOW WIDTH

NAME:_____

ADDRESS:_____

LOCATION OF EQUIPMENT_____

OPTION 3

EQUIPMENT LIST

SNOW BLOWER & OR TRACTOR TYPE & SIZE (IDENTIFY EACH)	MODEL YEAR	EQUIPMENT WIDTH	PLOW WIDTH
Toro 721 R-C Snow Blower	2022	24"	22"
Toro 721 R-C Snow Blower	2022	24"	22"
Toro 721 R-C Snow Blower	2022	24"	22"
Toro 721 R-C Snow Blower	2022	24"	22"
Red Max Back Pack	2025		
Red Max Back Pack	2025		
Red Max Back Pack	2025		
Red Max Back Pack	2025		
Ventrax Snow Broom w/ Plow if needed	2022	48"	48"
Ventrax Snow Broom w/ Plow if needed	2022	48"	48"
Ventrax Snow Broom w/ Plow if needed	2022	48"	48"
Ventrax Snow Broom w/ Plow if needed	2022	48"	48"
Ventrax Snow Broom w/ Plow if needed	2022	48"	48"

NAME: Shauger Property Services, Inc.

ADDRESS: 429 Dodd Street, East Orange, NJ 07017

LOCATION OF EQUIPMENT Shauger Yard at 429 Dodd Street, East Orange, NJ 07017

SPECIAL CONDITIONS

1. The Township reserves the right to reject any and all bids and to make such awards as may be in its best interest.
2. For storm events the contractor shall perform all sidewalk, crosswalk, bus stop clearing and salting when snow begins to accumulate.
3. The contractor will be called in by the Superintendent of Public Works or his duly authorized representative. Usually there will be a time set for each storm but if there is an emergency situation, the contractor must be on site within one hour of telephone notification by Superintendent of Public Works.
4. Snow removal during work and school hours will need to be consistent in order to keep pedestrians safe. (See attached lists and maps).
5. Sidewalk, bus stop and crosswalk clearing shall be performed such that no more than 3 inches of snow is allowed to accumulate at any time on the traveled way and/or on any sidewalks.
6. For evening or nighttime winter storm events (after 5:00 p.m.) and for cleanup after daytime storms, the contractor shall perform sidewalk, bus stop, and crosswalk clearing such that all work is completed as so unobstructed pedestrian traffic and buildings are ready to open by 7:00 a.m. on the morning following the storm. Snow disposal locations will be identified by the Township if needed in larger storm events.
7. For bid purposes the Township has been divided into zones. Each zone has a list of sidewalks, bus stops, and crosswalks along with a map marked with their location as shown in Appendix A.

8. Any damage will be the contractor's responsibility to repair as soon as possible or **no later than May 1st, 2026, and if awarded for 2027 and 2028**.

ALL INFORMATION FOR SIDEWALKS, PATHS, CROSSWALKS, BUS STOPS AND SHELTERS AND MAPS ARE LISTED SEPARATELY AS APPENDIX A

Appendix A

APPENDIX A- OPTIONS 1 & 2 WITH CORRESPONDING MAPS

SHOVELING LIST

OPTION 1-NORTHEAST QUADRANT		
ITEM	LOCATION	APPOX. LIN. FEET
BUS STOP	N.W. CORNER of MAIN ST. + PARK TERR.	30
BUS STOP	N.W. SIDE of MAIN ST. ACROSS FROM LAKESIDE AVE.	30
CROSS WALK	COMMUNITY HOUSE	2X15
CROSS WALK	WASHINGTON ST. AND WATCHUNG AVE	4X15
CROSS WALK	SHEPARD TER. LOT	60
CROSS WALK	VALLEY WAY + ELM ST.	2X15
CROSS WALK	HIGH ST. + RIDGE ST.	4X15
CROSS WALK	WATSON AVE. + RIDGE ST.	3X15
CROSS WALK	WASHINGTON ST. + MAIN ST.	3X15
CROSS WALK	HARRISON + ELM ST.	4X15
CROSS WALK	FRANKLIN AVE. + WILLIAMS ST.	4X15
CROSS WALK	FRANKLIN AVE. + MAIN ST.	3X15
CROSS WALK	FRANKLIN AVE. + CHESTNUT ST.	4X15
CROSS WALK	WHITTLESEY AVE. + JOHN ST.	3X15
CROSS WALK	MISSISSIPPI AVE. + ELM ST.	3X15
CROSS WALK/WALK	MAIN ST. + HARRISON AVE.	3X15
CROSS WALK/WALK	MISSISSIPPI AVE. LOT	350
WALKS	WASHINGTON ST. PARKING LOT AND SUB. STATION 5 LOCATION ON PERIMETER	225
WALKS	JOHNST LOT + WHITTLESEY AVE.	180
WALKS	PARK TER. LOT	60
WALKS	SHEPARD TER. LOT	60
WALKS	COLGATE PARK, RECREATION OFFICE, 60 CHERRY ST.	1000
WALKS	LIBERTY ST.	430
WALKS	LAFAYETTE PARK	800
BUS STOP	N.E. CORNER of MAIN ST. + PARK WAY LEWELLYN PARK	30
WALKS	WILLIAMS ST. from POOL TO MAIN ST.	370
WALKS	PROSPECT PL. BY P.A.L.	180
WALKS	REDEVELOPMENT ASHLAND, LAKESIDE, WATCHUNG AND COLUMBIA ST.	1750

OPTION 1-NORTHWEST QUADRANT		
ITEM	LOCATION	FEET
BUS STOP	N.E. CORNER PLEASANT VALLEY WAY + ROUTE 280	30
BUS STOP	N.E. CORNER PLEASANT VALLEY WAY + HOOPER AVE.	30
BUS STOP	N.E. CORNER PLEASANT VALLEY WAY + ALISA DR.	30
BUS STOP	S.W. CORNER PLEASANT VALLEY WAY + EAGLE ROCK AVE.	30
BUS STOP	S.W. CORNER EAGLE ROCK AVE. + BEASLEY ST.	30
BUS STOP	S.W. CORNER EAGLE ROCK AVE. + CONFORTI AVE.	30
BUS STOP	NORTHSIDE EAGLE ROCK AVE, WEST OF WOODHULL AVE.	30
BUS STOP	EAGLE ROCK AVE. + WOODHULL AVE.	30
PARK WALKS	DEGNAN	1850
CROSS WALKS	REDWOOD AVE. + WOODLAND AVE.	3X15
CROSS WALKS	PLEASANT VALLEY WAY + STANFORD AVE.	2X15
CROSS WALKS	PLEASANT VALLEY WAY + HOOPER AVE.	4X15
CROSS WALKS	EAGLE ROCK AVE. + FORREST AVE.	4X15
CROSS WALKS	PLEASANT VALLEY WAY + WOODLAND AVE.	3X15
CROSS WALKS	REDWOOD AVE. + CANNON ST.	1X15
CROSS WALKS	WOODLAND AVE. + FORREST ST. plus 35 sidewalk	5x15
CROSS WALKS	PLEASANT VALLEY WAY + EAGLE ROCK AVE.	4x15
SIDE WALKS	HOOPER AVE. 2 sides of the street	350
SIDE WALKS	CONFORTI AVE. + MANN ST	100
SIDE WALKS	FORREST AVE. by brook both sides of street	150
SIDE WALKS	BUCKINGHAM RD., LOT + BOTH SIDES OF BRIDGE	100
SIDEWALKS	PLEASANT VALLEY WAY ROUTE 280 EXCHANGE BOTH SIDES OF PVW	1850
SIDE WALKS	WOODLAND AVE. 2 LOTS AND BRIDGE both sides of street	350
SIDE WALKS	CARTERET ST. FALCONE PATH	100
SIDE WALKS	PROSPECT AVE. + CRYSTAL AVE.	90
SIDE WALKS	PROSPECT AVE. + HARRINGTON AVE.	70
SIDE WALKS	PROSPECT AVE. from BOLAND DR. to EXXON ST. by (O.S.P.A.C.) 3 BUS STOPS ALSO	1300
SIDE WALKS	HALLER RD WALK IN REAR OF PARKING LOT	125
SIDE WALKS	PLEASANT VALLEY WAY METERED PARKING LOT BY FORTISIMO'S	150
BUS STOP	PLEASANT VALLEY WAY & EAGLE ROCK AVE. WEST SIDE INFRONT OF CHASE BANK	30

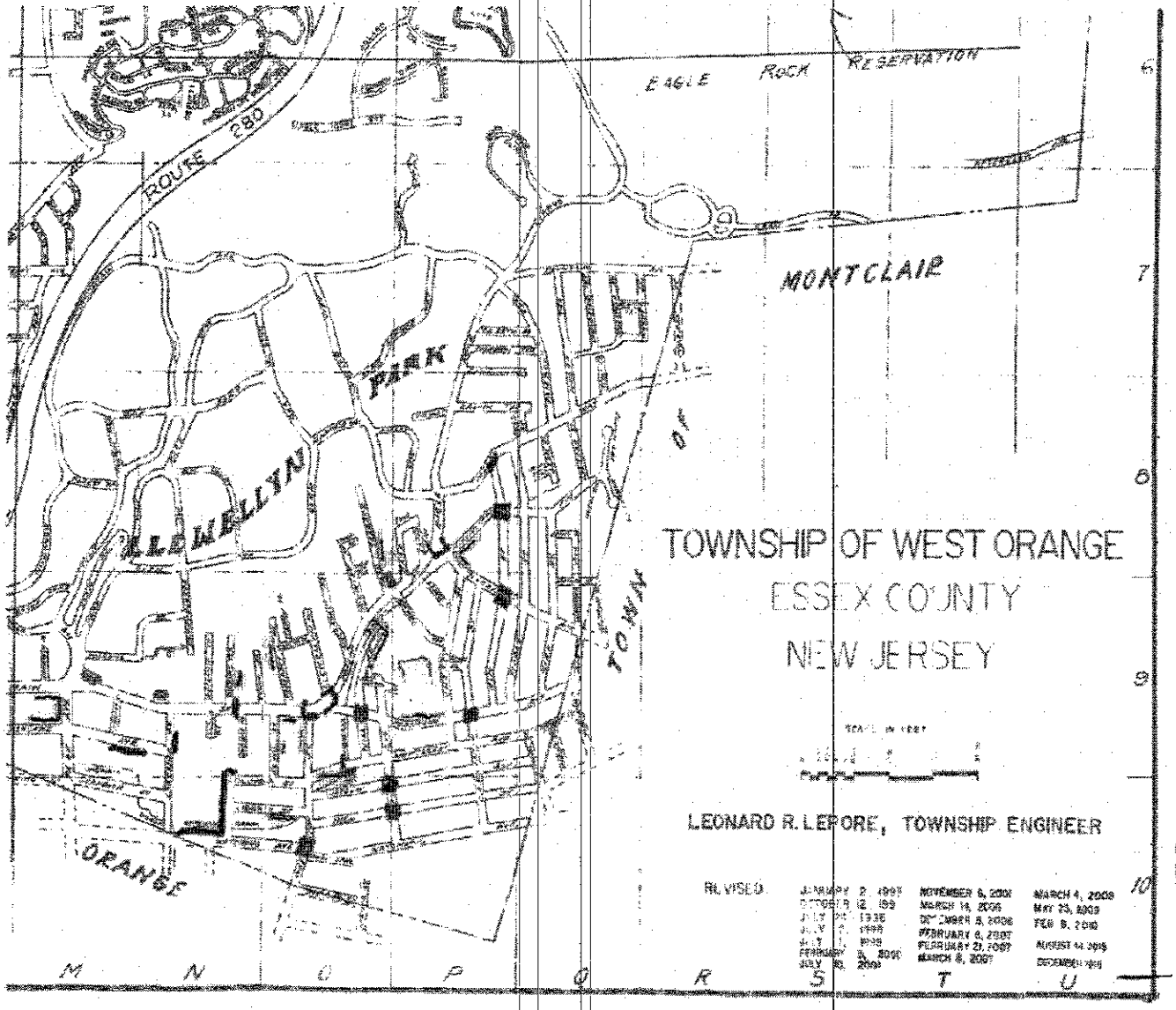
OPTION 2-SOUTHEAST QUADRANT		
ITEM	LOCATION	APPROX. LIN. FEET
BUS STOP	NORTHFIELD AVE. EAST BOUND by BRADFORD AVE. 150' EASTERLY	30
BUS STOP	NORTHFIELD AVE. EAST BOUND by GRANDVIEW AVE. 150' EASTERLY	30
CROSS & SIDEWALK	CLUB BLVD. & GILBERT PL. (PARK)	200
CROSS WALK	NORTHFIELD AVE. & GREGORY AVE.	4x15
CROSS WALK	GREGORY AVE. & MITCHELL ST. (ALL)	4x15
CROSS WALK	GREGORY AVE. & FORRESTHILL RD. (ALL)	4x15
CROSS WALK	GREGORY AVE. & WALKER RD. (ALL)	4x15
CROSS WALK	WALKER RD. & LOWELL PL. (ALL)	2x15
CROSS WALK	HAZEL AVE & PINE ST. (ALL)	2x15
CROSS WALK	MITCHELL ST. & VALLEY RD. (ALL)	4x15
CROSS WALK	ROLLINSON ST. & MITCHELL ST. (ALL)	4x15
CROSS WALK/WALK	VALLEY RD. & CENTRAL AVE. - WEST SIDE SIDE 50' walk & CROSS WALK	3x15
WALKS	CENTRAL AVE. SOUTHSIDE FROM KRAUSERS EAST	200
CROSS WALK	KINGSLEY ST. & WHITTINGHAM	2x15
CROSS WALK	MITCHELL ST. & GLENYRD. (ALL)	2x15
CROSS WALK	NORTHFIELD AVE. & WHITTINGHAM PL. (ALL & ON ISLANDS) + 50' sidewalk	4x15
WALKS	VALLEY RD. PARKING LOT	200
CROSS WALK	SOUTH VALLEY RD. & FREMONT AVE. (ALL)	2x15
WALKS	TOMPKINS ST. LOT	60
WALKS	MITCHELL AVE. & VALLEY RD. (SUB. STATION)	140
WALKS	HAZEL AVE & VALLEY RD. PARKING LOT (WALKS ON VALLEY RD.)	60
WALKS	LAIRD DR. & MT. PLEASANT AVE. INCLD. SOUTH SIDE MT.PLEASANT BRIDGE LAIRD TO BRENNAN	650
WALKS	NORTHFIELD AVE. NORTHSIDE EAST OF BRENNAN DR. TO 280 EAST RAMP	100
WALKS	MT. PLEASANT AND HIGHWOOD RD. TENNIS CT.S	375
WALKS	MITCHELL ST. NORTHSIDE ACROSS FROM TOMKINS ST.	100

OPTION 2-SOUTHWEST QUADRANT		
ITEM	LOCATION	APROX. LIN. FEET
BUS STOP/WALK	SOUTH SIDE NORTHFIELD AVE. @ SHERIDAN AVE WESTERLY TO END	30
CROSS AND WALKS	STAGG FIELD ALONG ST. CLOUD AVE. INC. FIELD HOUSE PERIMETER	850
CROSS WALK	SHERIDAN AVE & MASSON PL	2X15
WALK	LENNOX TERR. SCHOOL PATH	500
BUS STOP/WALKS	PUMP ST. NOTHFIELD AVE. & DOGWOOD RD. WALK AND BUS STOP	300
CROSS WALKS (3)	MT. PLEASANT AVE. & KELLY DR	3X15
CROSS WALK	ELISON AVE. & MANGER RD	5X15
CROSS AND WALK	ELISON AVE. & CARLSON DR NORTH SIDE OF CARLSON FROM ELISON AVE. + 150' OF walk	4X15
CROSS WALK	SHERIDAN AVE EAST SIDE IN FRONT OF SCHOOL	1X15

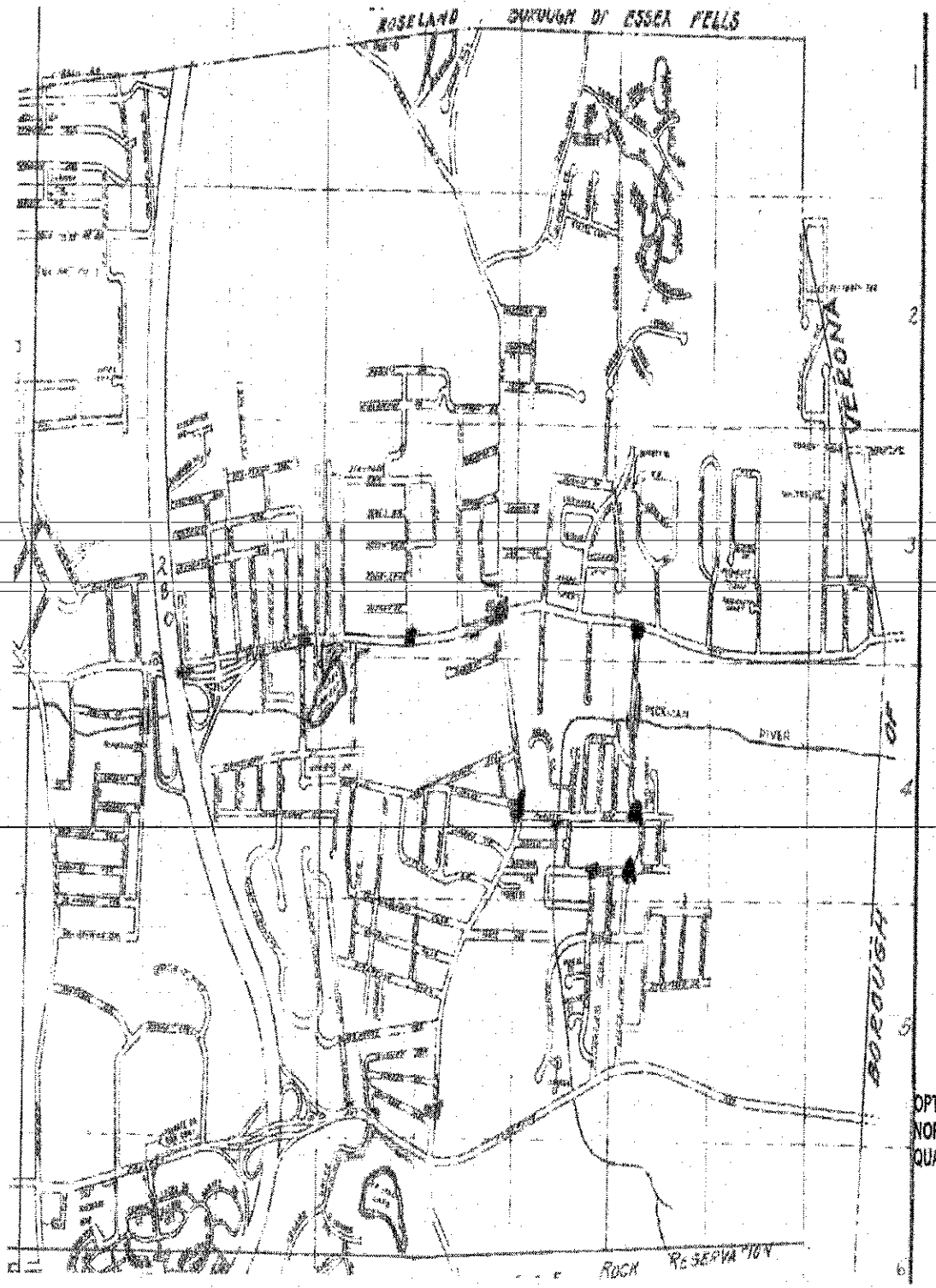
OPTION 3

10 ROONEY CIRCLE & WEST ORANGE DOG PARK

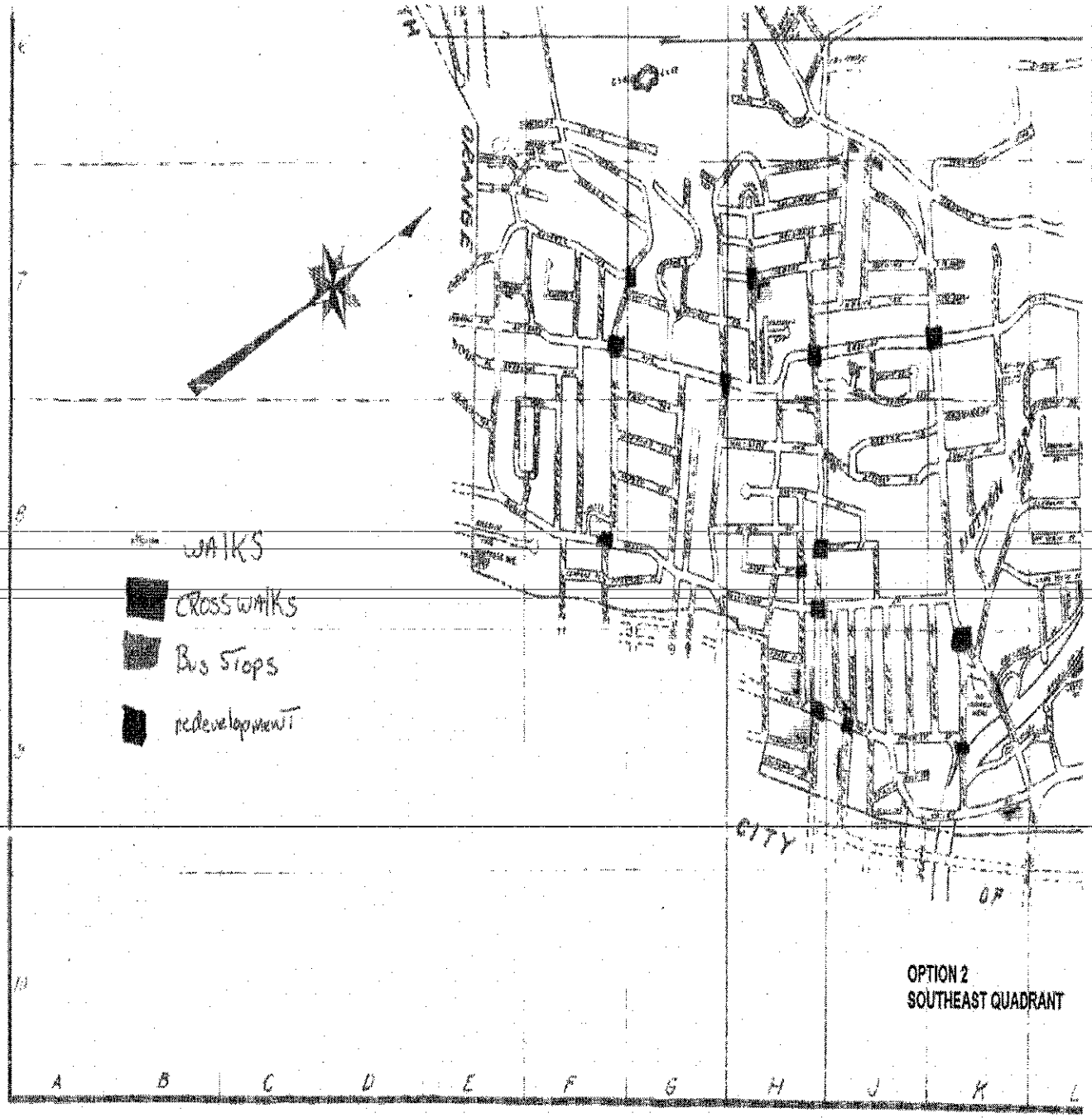
ITEM	LOCATION	APROX. LIN. FEET
WALKS	WEST ORANGE DOG PARK 4000 EXECUTIVE DRIVE	150, 8 FT WIDE
WALKS	LIBRARY 10 ROONEY CIRCLE	650



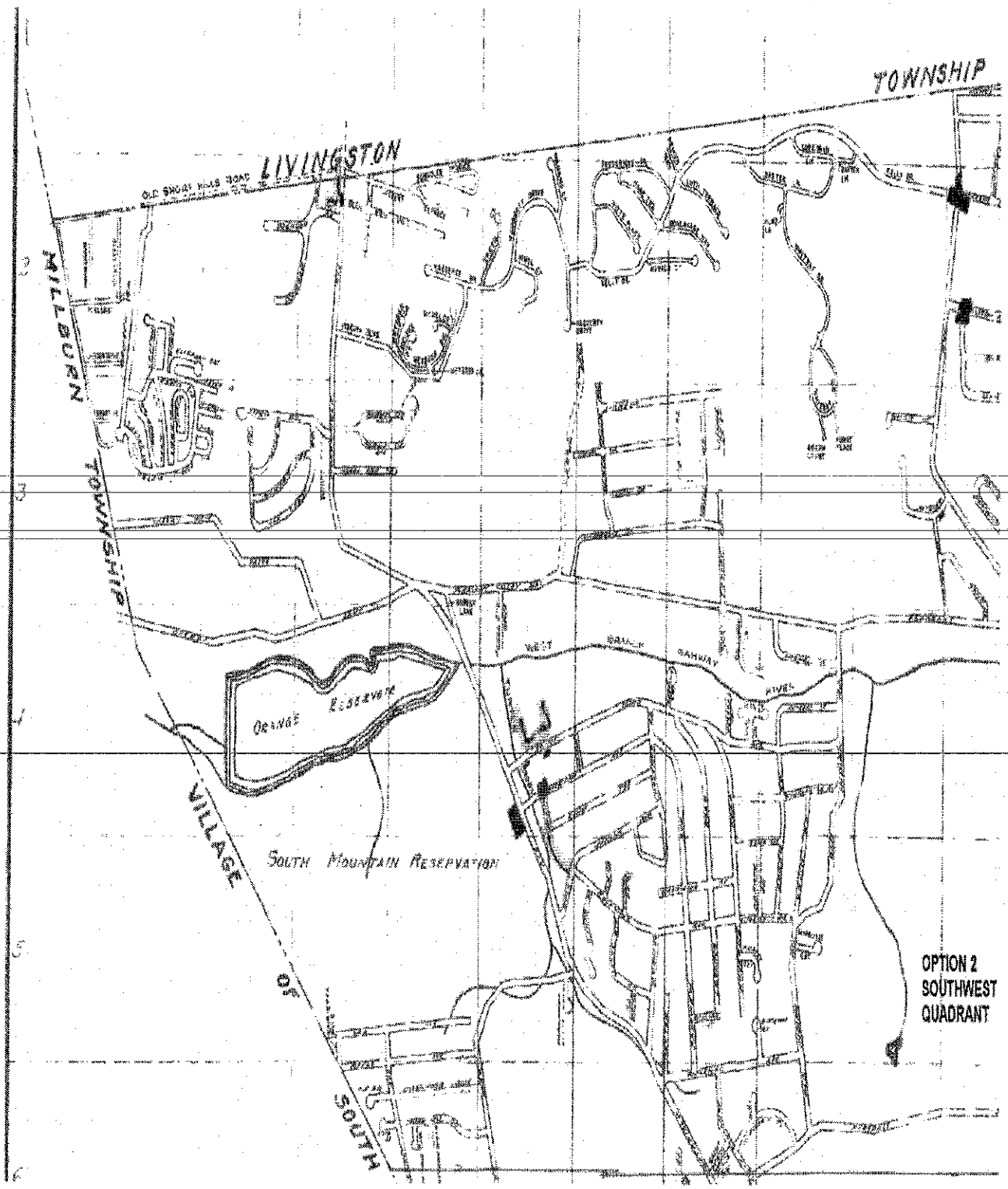
OPTION 1
NORTHEAST QUADRANT



OPTION 1
NORTHWEST
QUADRANT



OPTION 2
SOUTHEAST QUADRANT

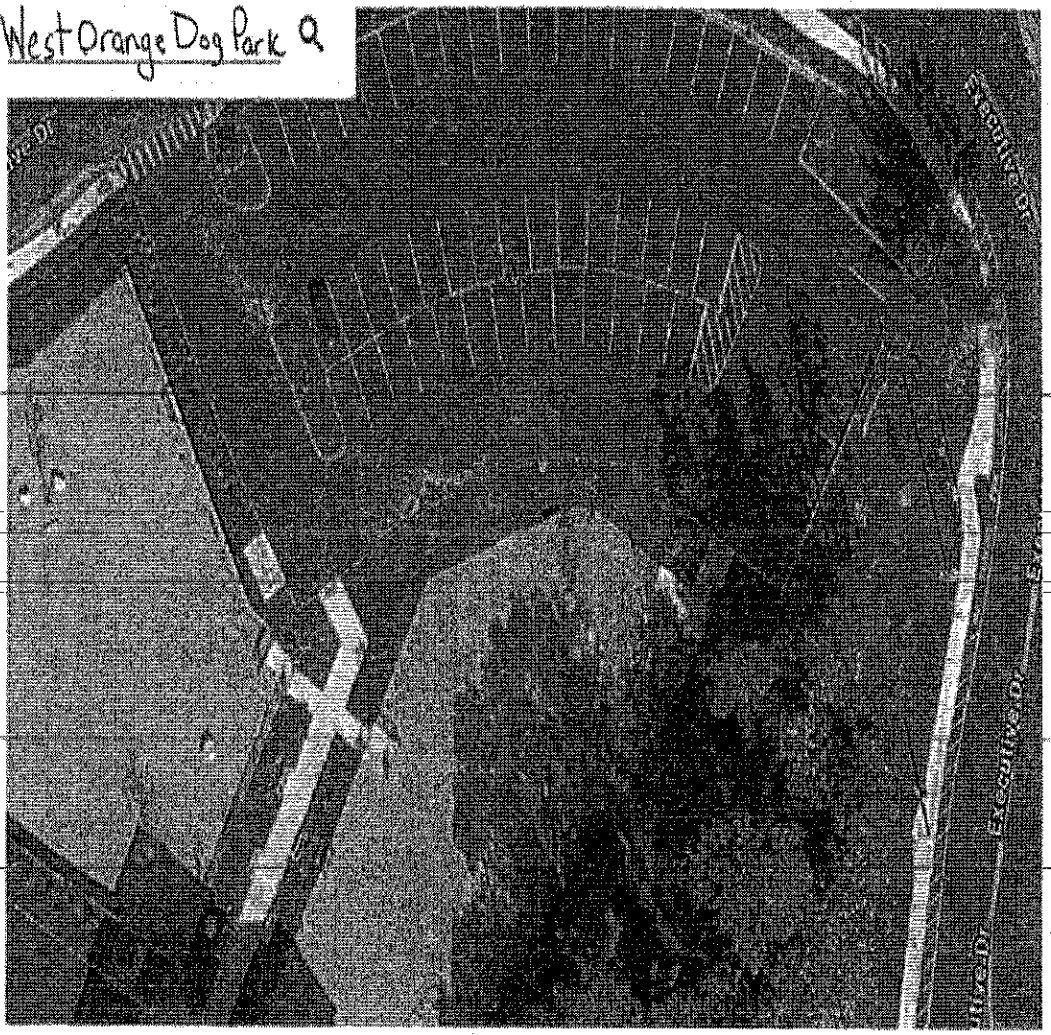

TOWNSHIP
LIVINGSTON
OLD SHORT HILLS ROAD
MILLBURN
TOWNSHIP
WEST
BRANCH
RESERVOIR
RIVER
SOUTH MOUNTAIN RESERVATION
VILLAGE
OF
SOUTH
OPTION 2
SOUTHWEST
QUADRANT

Option 3 10 Rooney circle



option 3

West Orange Dog Park



SHAUGER PROPERTY SERVICES, INC.
429 DODD STREET
EAST ORANGE, NJ 07017

State of New Jersey

DEPARTMENT OF THE TREASURY
DIVISION OF PROPERTY MANAGEMENT AND CONSTRUCTION
33 WEST STATE STREET - P.O. BOX 034
TRENTON, NEW JERSEY 08625-0034

DPMC

NOTICE OF CLASSIFICATION

In accordance with N.J.S.A. 18A:18A-27 et seq (Department of Education) and N.J.S.A. 52:35-1 (Department of the Treasury) and any rules and regulations issued pursuant hereto, you are hereby notified of your classification to do State work for the Department (s) as previously noted.

Aggregate Amount	Trade(s) & License(s)	Effective Date	Expiration Date
$15,000,000	C060 -ATHLETIC FIELDS/TRACKS/COURTS C009 -GENERAL CONSTRUCTION/ALTER.& ADDITIONS C056 -SEWER PIPING & STORM DRAINS C058 -UNDERGROUND WATER & UTILITIES	10/07/2024 10/07/2024 10/07/2024 10/07/2024	10/06/2026

- Licenses associated with certain trades are on file with the Division of Property Management & Construction (DPMC).
- Current license information must be verified prior to bid award.
- A copy of the DPMC 701 Form (Total Amount of Uncompleted Projects) may be accessed from the DPMC website at https://www.nj.gov/treasury/dpmc/Assets/Files/DPMC701.pdf.

ANY ATTEMPT BY A CONTRACTOR TO ALTER OR MISREPRESENT ANY INFORMATION CONTAINED IN THIS FORM MAY RESULT IN PROSECUTION AND/OR DEBARMENT, SUSPENSION OR DISQUALIFICATION. INFORMATION ON AGGREGATE AMOUNTS CAN BE VERIFIED ON THE DPMC WEB SITE.

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

NOTICE OF CLASSIFICATION
THE SHAUGER GROUP, INC.

June 19 2024 Identification Number: 22-3115660

THE SHAUGER GROUP, INC.
429 DODD STREET
EAST ORANGE, NJ 07017

Dear Sir/Madam,
In accordance with Title 27:7-35 et seq., and Regulation of the New Jersey Department of Transportation, you are hereby notified that your firm has been CLASSIFIED by the New Jersey Department of Transportation. Please see ATTACHMENT A for your firm's assigned financial capability, work classification(s), and project rating(s).

Your firm's financial capability is based on (net working capital or (Net Worth x 15) + (net book value of construction equipment, less the value of any outstanding loans x 15) + (unsecured lines of credit in accordance with the Questionaire x 7) as determined by the Department from the information your firm submitted for the Close of Business on 12/31/2023 Please see ATTACHMENT B for explanation.

Your firm's financial capability is defined as the dollar threshold on the maximum of a project rating, which is assigned by the Department pursuant to N.J.A.C. 16:44-3.6 upon examination of the contractor's Questionaire and financial statement submitted in accordance with this chapter. Project Rating is defined as the maximum dollar amount that a Contractor shall be allowed to bid in a particular work type on and individual project.

This CLASSIFICATION will be effective on 6/28/2024 and will expire on 6/30/2025

This denotes your maximum financial capability and project rating(s) are limited to no greater than $10,000,000 since your firm has chosen to submit a CPA review of your financial statements

Bid will only be accepted from a contractor classified with the Department pursuant to N.J.A.C. 16:44-3. Bids will only be accepted from a contractor who has been classified in at least one of the work classifications required in the project advertisement. Bids will be accepted from a contractor in an amount that does not exceed its project rating. When there is a question as to whether a bid is within the contractor's classification or, where it reasonably appears that a contractor may not have the classification that will allow it to bid on a project for which bids are being sought, the bid will be opened provisionally. If the bid is for a different work classification or in a dollar amount greater than the contractor's maximum project rating, the bid will be rejected.

NOTICE OF CLASSIFICATION
THE SHAUGER GROUP, INC.

In order to be continuously eligible to bid on projects to be undertaken by this Department, your firm's next Contractor's Financial and Equipment Statement should be submitted one month before the expiration date, but must be received at least 15 days prior to the date set for receipt of bids for which the classification will be used.

Requirements of New Jersey Administrative Code 16:44-12.1 and 12.2 must be complied with by all corporations classified with the New Jersey Department of Transportation.

Sincerely,

Mario Serenelli

Manager
Bureau of Construction Services

NOTICE OF CLASSIFICATION
THE SHAUGER GROUP, INC.

ATTACHMENT A

Financial Capability Range
$5,000,001 to $10,000,000

Work Classification(s)		Project Rating(s)
9V	CLEANING EXISTING DRAINAGE PIPE AND STRUCTURES	$10,000,000
8D	SAWING, SEALING, & CURING	$10,000,000
8C	CURBS, SIDEWALKS, AND MISCELLANEOUS CONCRETE WORK	$10,000,000
37	MACHINE SWEEPING	$10,000,000
14	REST & SERVICE BUILDINGS	$10,000,000
1	GRADING	$10,000,000

NOTICE OF CLASSIFICATION
THE SHAUGER GROUP, INC.

ATTACHMENT B

*Lesser Of:		$1,607,157
Net Working Capital	$1,607,157	
Stockholder's Equity (Net Worth)	$7,175,166	
Book Value of Equipment Amount Claimed		$5,686,949
Reason Deducted:		
Long Term Loan Balances		
Total Deductions		$1,171,677
Net Book Value of Equipment Allowed		$4,515,272
Lines of Credit		
Amount Claimed		$2,500,000
Reason Deducted:		
SECURED BY COMPANY ASSETS		
Total Amount Allowed		$0

THESHAU-01 ETOTENGCO

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 12/23/2024

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

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

PRODUCER	CONTACT NAME: Crissie Connelly
Quantum Insurance Services LLC 760 Route 10 W Suite 201 Whippany, NJ 07981	PHONE (A/C, No, Ext): (973) 813-3239 FAX (A/C, No): E-MAIL ADDRESS: Crissie@quantuminsurancenj.com

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A : United Fire Group	
INSURER B :	
INSURER C :	
INSURER D :	
INSURER E :	
INSURER F :	

INSURED

Shauger Property Services, Inc.
429 Dodd St
East Orange, NJ 07017--1202

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

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

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY							
	☐ CLAIMS-MADE ☒ OCCUR			60543907	1/1/2025	1/1/2026	EACH OCCURRENCE	$ 1,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence)	$ 500,000
							MED EXP (Any one person)	$ 15,000
							PERSONAL & ADV INJURY	$ 1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	$ 2,000,000
	☐ POLICY ☒ PRO-JECT ☐ LOC						PRODUCTS - COMP/OP AGG	$ 2,000,000
	OTHER:							$
A	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT (Ea accident)	$ 1,000,000
	X ANY AUTO			60543907	1/1/2025	1/1/2026	BODILY INJURY (Per person)	$
	☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS						BODILY INJURY (Per accident)	$
	X HIRED AUTOS ONLY ☒ NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	$
								$
A	X UMBRELLA LIAB ☒ OCCUR			60543907	1/1/2025	1/1/2026	EACH OCCURRENCE	$ 10,000,000
	☐ EXCESS LIAB ☐ CLAIMS-MADE						AGGREGATE	$ 10,000,000
	☐ DED ☐ RETENTION $							$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY						☒ PER STATUTE ☐ OTH-ER	
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) Y / N ☐	N / A		60543907	1/1/2025	1/1/2026	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	Equipment Floater			60543907	1/1/2025	1/1/2026	Limit	300,000

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

CERTIFICATE HOLDER

SHAUGER PROPERTY SERVICES, INC.
429 Dodd Street
East Orange, NJ 07017

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

Lauraine P Adcock

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The ACORD name and logo are registered marks of ACORD

12/03/03

Taxpayer Identification# 223-564-559/000

Dear Business Representative:

Congratulations! You are now registered with the New Jersey Division of Revenue.

Use the Taxpayer Identification Number listed above on all correspondence with the Divisions of Revenue and Taxation, as well as with the Department of Labor (if the business is subject to unemployment withholdings). Your tax returns and payments will be filed under this number, and you will be able to access information about your account by referencing it.

Additionally, please note that State law (Public Law 2001, c.134) requires all contractors and subcontractors with State agencies to provide proof of their registration with the Division of Revenue. The law also amended Section 92 of the Casino Control Act, which deals with the casino service industry.

We have attached a Proof of Registration Certificate for your use. To comply with the law, if you are currently under contract or entering into a contract with a State agency, you must provide a copy of the certificate to the contracting agency.

If you have any questions or require more information, feel free to call our Registration Hotline at (609) 292-1730.

I wish you continued success in your business endeavors.

Sincerely,

John E. Tully, CPA
Acting Director

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE
FOR STATE AGENCY AND CASINO SERVICE CONTRACTORS

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

TAXPAYER NAME:
SHAUGER PROPERTY SERVICES, INC.

TRADE NAME:

TAXPAYER IDENTIFICATION#:
223-564-559/000

SEQUENCE NUMBER:
0000002

ADDRESS:
429 DODD STREET
EAST ORANGE NJ 07017

ISSUANCE DATE:
12/03/03

EFFECTIVE DATE:
12/08/97

Acting Director

FORM-BRC(08-01)

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

Certificate Number
67698

Registration Date: 05/11/2024
Expiration Date: 05/10/2026

State of New Jersey

Department of Labor and Workforce Development
Division of Wage and Hour Compliance

Public Works Contractor Registration Act

Pursuant to N.J.S.A. 34:11-56.48, et seq. of the Public Works Contractor Registration Act, this certificate of registration is issued for purposes of bidding on any contract for public work or for engaging in the performance of any public work to:

Shauger Property Services, Inc

2024

Responsible Representative(s):
Lisa Shauger, President

Robert Asaro-Angelo, Commissioner
Department of Labor and Workforce Development

NON TRANSFERABLE

This certificate may not be transferred or assigned and may be revoked for cause by the Commissioner of Labor and Workforce Development.

State of New Jersey

PHIL MURPHY
Governor

TAHESHA WAY, ESQ.
Lt. Governor

DEPARTMENT OF THE TREASURY
DIVISION OF REVENUE & ENTERPRISE SERVICES
P.O. BOX 026
TRENTON, NJ 08625-026
PHONE: 609-292-2146 FAX: 609-984-6679

ELIZABETH MAHER MUOIO
State Treasurer

5-YEAR RECERTIFICATION

APPROVED

under the

Minority and Women Business Certification Program

This certificate acknowledges THE SHAUGER GROUP, INC. as a Certified Women Business Enterprise (WBE) that has met the criteria established by N.J.A.C. 17:46.

In order for this certification to remain in effect **throughout the 5 year certification period,** the business **must submit annual verification statements** attesting that there has been no change in ownership, control, or any other factor of the business affecting eligibility for certification as a minority or women-owned business. The verification statements must be submitted **not more than 60 days** prior to the anniversary of the certification approval.

If the business fails to submit the annual verification statement by the anniversary date, or a renewal by its expiration date, the certification will lapse and the business will be removed from the system (SAVI) that lists certified minority and women-owned businesses. If the business seeks to be certified again, it will have to reapply by submitting a new application.

Peter Lowicki
Deputy Director

Issued: 2/10/2024

***Expiration:** 2/10/2029

Certification Number: A0444-45

***As noted above, in order to maintain its certification status, the business must submit verification statements for each of the five years.**

SHAUGER PROPERTY SERVICES, INC.

I, Linda M. Spahle, Acting Secretary of Shauger Property Services, Inc., certify that the attached Corporate Resolution is a true copy.

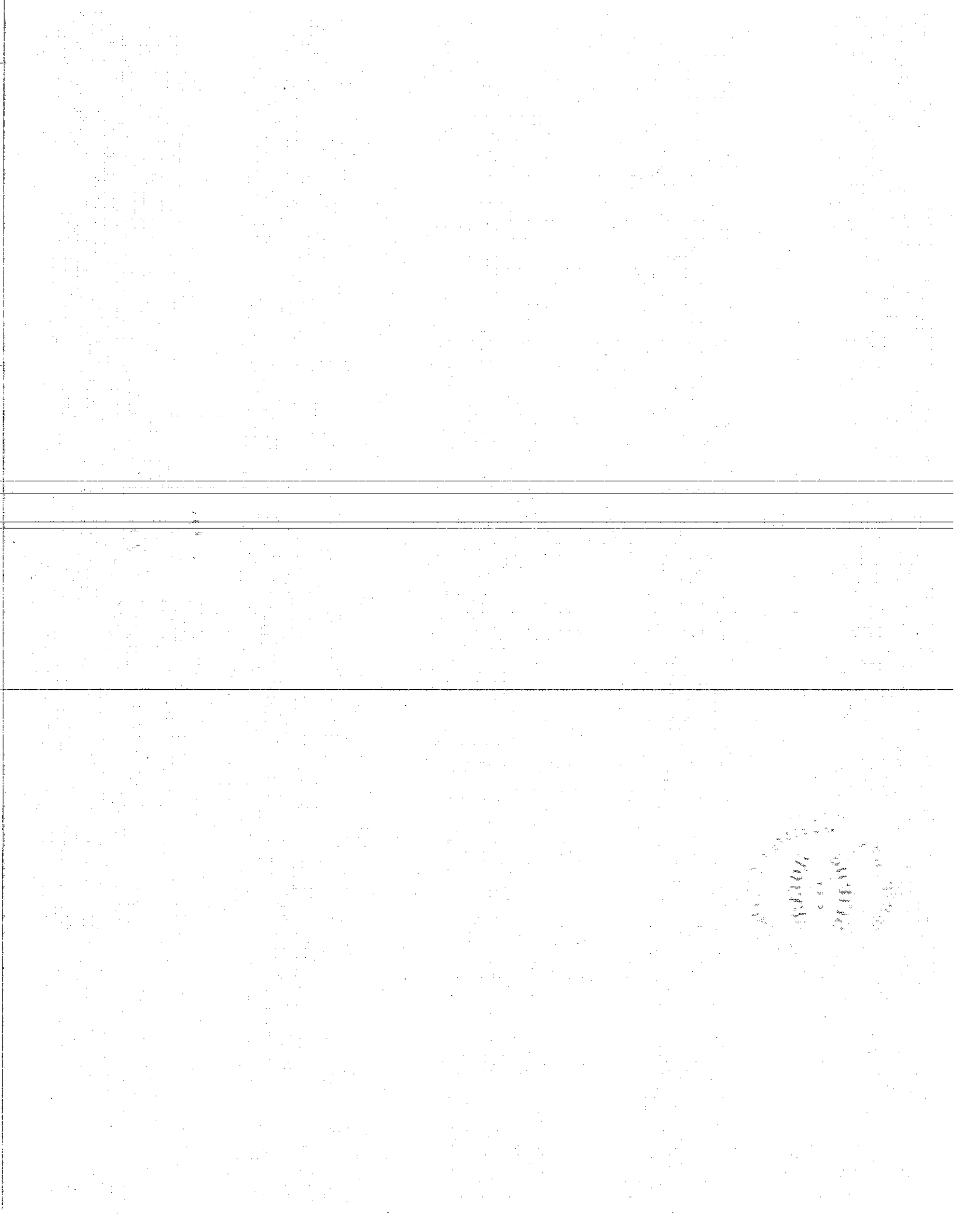
Linda M. Spahle (seal)
Linda M. Spahle, Acting Secretary

Subscribed and sworn before me this

8th day of October, 2025

Notary Public

DEBORAH K. LAMORTICELLA
NOTARY PUBLIC
STATE OF NEW JERSEY
COMMISSION EXPIRES SEPT. 24, 2025



SHAUGER PROPERTY SERVICES, INC.

429 Dodd Street, East Orange, NJ 07017 T el. (973) 676-2100 Fax (973) 676-8200 www.shauger.com
DCA: 1.800.242.5846 ♦ 13VH01533600 Equal Opportunity Employer

THE SHAUGER PROPERTY SERVICES, INC. CORPORATE RESOLUTION

Be it resolved that Linda M. Spahle of this corporation has the ability to bind the corporation as Acting Secretary and is hereby directed, authorized and empowered to execute, acknowledge and deliver such documents, instructions and papers and perform such acts as may be legally, properly and reasonably required or necessary for the purpose of procuring and executing any bid, bid bonds, or contracts which may be awarded.

I, Lisa Shauger, Secretary of a Corporation of New Jersey certify that this is a true copy of a resolution as it appears in the records of the corporation and was duly and legally adopted at a meeting of the Board of Directors of the corporation called for that purpose and held on December 2, 2024 pursuant to and in accordance with the Certificate of Incorporation and By-Laws thereof; that it has not been modified, amended or rescinded, and is in full force and effect as of the date hereof and until December 31, 2025.

Lisa Shauger

SIGNATURE

Lisa Shauger

PRINTED NAME OF CORPORATE SECRETARY

12/2/2024

DATE

DWC Enterprises

BID BOND

Bond No. 67647599

KNOW ALL MEN BY THESE PRESENTS, that we, the undersigned Dwc Enterprises Inc

WESTERN SURETY COMPANY, 151 North Franklin, 17th Floor, Chicago, IL 60606 As Principal, and

Hereby held and firmly bound unto TOWNSHIP OF WEST ORANGE As Surety, is

As Owner, in the Penal Sum of Ten Percent of Amount Bid Not to Exceed Twenty Thousand Dollars (10% NTE $20,000) for the payment of which, well and truly to be made, we hereby jointly and severally bind ourselves, successors and assigns.

Signed this 8th day of October, 2025

The condition of the above obligation is such that whereas the Principal has submitted to TOWNSHIP OF WEST ORANGE

A certain bid, attached hereto and hereby made a part of hereof, to enter into a contract in writing for the Snow Management Services

NOW THEREFORE,

A) If said bid shall be rejected or in the alternative,
B) If said bid shall be accepted and the Principal shall execute and deliver a contract in the form of contract attached hereto (properly completed in accordance with said bid) and shall furnish a bond for his faithful performance of said contract, and for the payment of all persons performing labor or furnishing materials in the connection therewith, and shall in all other respects perform the agreement created by the acceptance of said bid,

Then this obligation shall be void, otherwise the same shall remain in full force and effect; it being expressly understood and agreed that the liability of the surety for any and all claims hereunder shall, in no event, exceed the penal amount of this obligation as herein stated.

The Surety, for value received, hereby stipulates and agrees that the obligations of said Surety and its bond shall be in no way impaired or affected by any extension of the time within which the owner may accept such bid; and Surety does hereby waive notice of any such extension.

IN WITNESS WHEREOF, the Principal and the Surety have hereunto set their hands and seals, and such of them as are corporations have caused their corporate seals to be hereto affixed and these presents to be signed by their proper officers, the day and year first set forth above.

BY: _____ Witness

BY: _____ Witness

BY: _____ Principal

WESTERN SURETY COMPANY

BY: _____ Jennifer A Luersen, Attorney-in-Fact

WESTERN SURETY COMPANY CORPORATE SEAL SOUTH DAKOTA

CONSENT TO SURETY

Bond No. 67647599

KNOW ALL MEN BY THESE PRESENTS, that for and in consideration of the sum of $1.00, lawful money of the United States of America, the receipt whereof is hereby acknowledged, paid the undersigned corporation, and for other valuable consideration, the WESTERN SURETY COMPANY

Organized and existing under the laws of the State of South Dakota and licensed to do business in the State of New Jersey certifies and agrees, that if contract for TOWNSHIP OF WEST ORANGE

For Snow Management Services

is awarded to Dwc Enterprises Inc

The undersigned Corporation will execute the bond or bonds as required of the contract documents and will become Surety in the full amount set forth in the contract documents for the faithful performance of all obligations of the Contractor.

Signed and Sealed this 8th day of October, 2025

WESTERN SURETY COMPANY

Jennifer A Luersen

Jennifer A Luersen, Attorney-In-Fact

WESTERN SURETY COMPANY CORPORATE SEAL SOUTH DAKOTA

WESTERN SURETY COMPANY
Sioux Falls, South Dakota
Statement of Net Admitted Assets and Liabilities
December 31, 2024

ASSETS

Bonds	$ 1,977,426,497
Stocks	14,281,828
Cash, cash equivalents, and short-term investments	55,103,010
Investment income due and accrued	17,819,818
Premiums and considerations	84,144,805
Amounts recoverable from reinsurers	(4,320,189)
Net deferred tax asset	18,694,198
Receivable from parent, subsidiaries, and affiliates	11,631,758
Other assets	580,232
Total Assets	$ 2,175,361,957

LIABILITIES AND SURPLUS

Losses	$ 264,641,145
Loss adjustment expense	56,935,932
Commissions payable, contingent commissions and other similar charges	13,946,448
Taxes, license and fees (excluding federal and foreign income taxes)	4,432,923
Federal and foreign income taxes payable	711,402
Unearned premiums	339,078,542
Advance premiums	6,415,557
Ceded reinsurance premiums payable (net of ceding commissions)	2,586,994
Amounts withheld or retained by company for account of others	3,710,405
Provision for reinsurance	387,964
Payable to parent, subsidiaries and affiliates	5,975
Other liabilities	31,970
Total Liabilities	$ 692,885,257

Surplus Account:		
Common stock	$ 4,000,000	
Gross paid in and contributed surplus	286,896,195	
Unassigned funds	1,191,580,505	
Surplus as regards policyholders		$ 1,482,476,700
Total Liabilities and Capital		$ 2,175,361,957

I, Julie Lee, Vice President of Western Surety Company hereby certify that the above is an accurate representation of the financial statement of the Company dated December 31, 2024, as filed with the various Insurance Departments and is a true and correct statement of the condition of Western Surety Company as of that date.

WESTERN SURETY COMPANY

By Julie Lee
Vice President, Accounting Policy & External Reporting

Subscribed and sworn to me this 13th day of March, 2025.

My commission expires:

YOLANDA JIMENEZ
OFFICIAL SEAL
Notary Public - State Of Illinois
My Commission Expires
September 24, 2026

By Yolanda Jimenez
Notary Public

Western Surety Company

Bond No. 67647599

SURETY DISCLOSURE STATEMENT AND CERTIFICATION

Western Surety Company, surety on the attached bond, hereby certifies the following:

(1) The surety meets the applicable capital and surplus requirements of R.S. 17:17-6 or R.S. 17:17-7 as of the surety's most current annual filing with the New Jersey Department of Insurance.

(2) The capital and surplus, as determined in accordance with the applicable laws of this State, of the surety(ies) participating in the issuance of the attached bond is (are) in the following amount(s) as of the calendar year ended December 31, 2024. The financial statements of Western Surety Company as of and for the year ended December 31, 2024 have been audited by Deloitte & Touche LLP, 111 S. Wacker Drive, Chicago, IL 60606-4301.

Surety Company	Capital	Policyholders' Surplus (including Capital)
Western Surety Company	$4,000,000	$1,482,476,700

(3) (a) With respect to each surety participating in the issuance of the attached bond that has received from the United States Secretary of the Treasury a certificate of authority pursuant to 31 U.S.C. § 9305, the underwriting limitation established therein on August 1, 2025, is as follows:

Surety Company	Underwriting Limitation
Western Surety Company	$147,759,000

(b) With respect to each surety participating in the issuance of the attached bond that has not received such a certificate of authority from the United States Secretary of the Treasury, the underwriting limitation of that surety as established pursuant to R.S. 17.18.9 as of (date of which such limitation was so established) is as follows: N/A

(4) The amount of the bond to which this statement and certification is attached is $ 10% NTE $20,000.

(5) If, by virtue of one or more contracts of reinsurance, the amount of the bond indicated under item (4) above exceeds the total underwriting limitation of all sureties on the bond as set forth in items (3)(a) or (3)(b) above, or both, then for each such contract of reinsurance:

(a) The name and address of each such reinsurer under that contract and the amount of that reinsurer's participation in the contract is as follows: N/A
and

(b) Each surety that is party to any such contract of reinsurance certifies that each reinsurer listed under item (5)(a) satisfies the credit for reinsurance requirement established under P.L.1993, c. 243 (C.17:51B-1 et seq.) and any applicable regulations in effect as of the date on which the bond to which this statement and certification is attached shall have been filed with the appropriate public agency. N/A

CERTIFICATE

I, Larry Kasten, as Vice President, for Western Surety Company, a corporation domiciled in South Dakota, DO HEREBY CERTIFY that, to the best of my knowledge, the foregoing statements made by me are true, and ACKNOWLEDGE that, if any of those statements made by me are false, this bond is VOIDABLE.

Larry Kasten, Vice President

Date: October 8th, 2025

Western Surety Company

POWER OF ATTORNEY - CERTIFIED COPY

Bond No. 67647599

Know All Men By These Presents, that WESTERN SURETY COMPANY, a corporation duly organized and existing under the laws of the State of South Dakota, and having its principal office in Sioux Falls, South Dakota (the "Company"), does by these presents make, constitute and appoint Jennifer A Luersen

its true and lawful attorney(s)-in-fact, with full power and authority hereby conferred, to execute, acknowledge and deliver for and on its behalf as Surety, bonds for:

Principal: Dwc Enterprises Inc

Obligee: TOWNSHIP OF WEST ORANGE

Amount: $1,000,000.00

and to bind the Company thereby as fully and to the same extent as if such bonds were signed by the Vice President, sealed with the corporate seal of the Company and duly attested by its Secretary, hereby ratifying and confirming all that the said attorney(s)-in-fact may do within the above stated limitations. Said appointment is made under and by authority of the following bylaw of Western Surety Company which remains in full force and effect.

"Section 7. All bonds, policies, undertakings, Powers of Attorney or other obligations of the corporation shall be executed in the corporate name of the Company by the President, Secretary, any Assistant Secretary, Treasurer, or any Vice President or by such other officers as the Board of Directors may authorize. The President, any Vice President, Secretary, any Assistant Secretary, or the Treasurer may appoint Attorneys in Fact or agents who shall have authority to issue bonds, policies, or undertakings in the name of the Company. The corporate seal is not necessary for the validity of any bonds, policies, undertakings, Powers of Attorney or other obligations of the corporation. The signature of any such officer and the corporate seal may be printed by facsimile."

This Power of Attorney may be signed by digital signature and sealed by a digital or otherwise electronic-formatted corporate seal under and by the authority of the following Resolution adopted by the Board of Directors of the Company by unanimous written consent dated the 27th day of April, 2022:

"RESOLVED: That it is in the best interest of the Company to periodically ratify and confirm any corporate documents signed by digital signatures and to ratify and confirm the use of a digital or otherwise electronic-formatted corporate seal, each to be considered the act and deed of the Company."

If Bond No. 67647599 is not issued on or before midnight of January 6th, 2026, all authority conferred in this Power of Attorney shall expire and terminate.

In Witness Whereof, Western Surety Company has caused these presents to be signed by its Vice President, Larry Kasten, and its corporate seal to be affixed this 8th day of October, 2025.

WESTERN SURETY COMPANY

Larry Kasten, Vice President

STATE OF SOUTH DAKOTA
} ss
COUNTY OF MINNEHAHA

On this 8th day of October, in the year 2025, before me, a notary public, personally appeared Larry Kasten, who being to me duly sworn, acknowledged that he signed the above Power of Attorney as the aforesaid officer of WESTERN SURETY COMPANY and acknowledged said instrument to be the voluntary act and deed of said corporation.

S. GREEN
NOTARY PUBLIC
SOUTH DAKOTA
SEAL SEAL

Notary Public - South Dakota

My Commission Expires February 12, 2027

I the undersigned officer of Western Surety Company, a stock corporation of the State of South Dakota, do hereby certify that the attached Power of Attorney is in full force and effect and is irrevocable, and furthermore, that Section 7 of the bylaws of the Company as set forth in the Power of Attorney is now in force.

In testimony whereof, I have hereunto set my hand and seal of Western Surety Company this 8th day of October, 2025.

WESTERN SURETY COMPANY

Larry Kasten, Vice President

To validate bond authenticity, go to www.cnasurety.com > Owner/Obligee Services > Validate Bond Coverage.

Form F5306-5-2023

AFFIDAVIT OF NON-COLLUSION

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

A. To the best of the bidder's knowledge and belief, the annexed bid proposal for this project has not been prepared in collusion with any other bidder of like item or services and the prices, discounts, terms and conditions thereof have not been directly or indirectly communicated by or on behalf of the bidder to any person other than the recipient of the bid and will not be communicated to any person prior to the official opening of the bid.

B. The bidder fully understands that no premiums, rebates, or gratuities are permitted either with, prior to, or after signing of contract. Any violation will result in cancellation and removal from the bid list.

C. The bidder further certifies that the undersigned has the necessary authority, to sign this stipulation stating that the bidder has not entered into any agreement, or otherwise taken any action in restraint of free competitive bidding in connection with this bid.

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

Date: 10/1/25

(Signature)

DANIEL CHRISTOFFERSON - PRESIDENT
(Name and Title)

DWC ENTERPRISES INC. po box 1293 maplewood nj 07040
(Company Name)

(Address)

(Corporate Seal)

Subscribed and sworn to before me

this 1st day of October, 20 25

Notary Seal

Remi Christofferson #50091261

REMI A CHRISTOFFERSON
My Comm. Exp. 10-01-2028
NOTARY PUBLIC
No. 50091261
NEW JERSEY

SITE INSPECTION AFFIDAVIT

I, DANIEL CHRISTOFFERSON___, on behalf of the bidder, DWC ENTERPRISES INC.___, do hereby declare that, I or my duly authorized representative, did satisfactorily inspect the project limits for the purpose of being fully informed as to the locations and conditions of the various Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township of West Orange for snow removal to be cleared under this contract.

I inspected the various sites on the 28TH__day of SEPTEMBER___, 2025____, and I hereby acknowledge that I have satisfied myself regarding the conditions of the various sites and the nature and extent of the work to be performed under this contract.

By DANIEL CHRISTOFFERSON

_____

DWC ENTERPRISES INC.

(Print or type name

~~(Bidding Firm/Contractor) Subscribed~~ and sworn to

Sworn before me this 1st day of October 20 25.

(Remi Christofferson #50091261)

(Notary Public)

My commission expires on Oct. 1, 2028.

REMI A CHRISTOFFERSON
My Comm. Exp. 10-01-2028
NOTARY PUBLIC
No. 50091261
NEW JERSEY

AMERICANS WITH DISABILITIES ACT OF 1990
Equal Opportunity for Individuals with Disability

The contractor and the Township of West Orange, (hereafter "TOWNSHIP") do hereby agree that the provisions of Title 11 of the Americans With Disabilities Act of 1990 (the "Act") (42 U.S.C. S121 01 et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, activities provided or made available by public entities, and the rules and regulations promulgated pursuant there unto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the TOWNSHIP pursuant to this contract, the contractor agrees that the performance shall be in strict compliance with the Act. In the event that the contractor, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the contractor shall defend the TOWNSHIP in any action or administrative proceeding commenced pursuant to this Act. The contractor shall indemnify, protect, and save harmless the TOWNSHIP, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind of nature arising out of or claimed to arise out of the alleged violation. The contractor shall, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the TOWNSHIP's grievance procedure, the contractor agrees to abide by any decision of the TOWNSHIP which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the TOWNSHIP, or if the TOWNSHIP incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the contractor shall satisfy and discharge the same at its own expense.

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

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

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

I acknowledge:

Signature of Vendor

TOWNSHIP OF WEST ORANGE

ACKNOWLEDGMENT OF RECEIPT OF ADDENDA

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

Addendum Number	Dated	Acknowledge Receipt (Initial)

[X] No addenda was received. (please check off if no addenda received)

Acknowledged for: DWC ENTERPRISES INC.
(Company Name)

By: _____
(Signature of Authorized Representative)

Name: DANIEL CHRISTOFFERSON
(Print)

Title: PRESIDENT

Date: 10/1/25

REQUIRED EVIDENCE

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

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

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or

2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or

3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

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

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

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

The following questions must be answered by all Bidders:

1. Do you have a federally-approved or sanctioned Affirmative Action Program?

   Yes _____ (If yes, submit a copy of such approval.) No

2. Do you have a State Certificate of Employee Information Report approval?

   Yes __X__ (If yes, submit a copy of such approval.) No

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

COMPANY: DWC ENTERPRISES INC. NAME:DANIEL CHRISTOFFERSON

SIGNATURE: _____ TITLE: PRESIDENT

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

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

This form or its permitted facsimile must be submitted to the local unit no later than 10 days prior to the award of the contract.

Part I – Vendor Information

Vendor Name:	DWC ENTERPRISES INC.		
Address:	PO BOX 1293		
City:	MAPLEWOOD	State:NJ	Zip:07040

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

Signature Printed NameDANIEL CHRISTOFFERSON TitlePRESIDENT

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than $200 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

☐ Check here if disclosure is provided in electronic form.

Contributor Name	Recipient Name	Date	Dollar Amount
			$

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization:DWC ENTERPRISES INC.

Organization Address:PO BOX 1293 MAPLEWOOD NJ 07040

Part I Check the box that represents the type of business organization:

☐ Sole Proprietorship (skip Parts II and III, execute certification in Part IV)

☐ Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)

☒ For-Profit Corporation (any type) ☐ Limited Liability Company (LLC)

☐ Partnership ☐ Limited Partnership ☐ Limited Liability Partnership (LLP)

☐ Other (be specific): _____

Part II

☒ The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

☐ No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Address
DANIEL CHRISTOFFERSON	335 HAZELWOOD PLACE PISCATAWAY NJ 08854

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

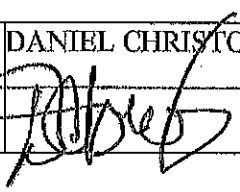
Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above.** The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the ***Township of West Orange*** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with ***Township of West Orange*** to notify the ***Township of West Orange*** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the ***Township of West Orange*** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	DANIEL CHRISTOFFERSON	Title:	PRESIDENT
Signature:		Date:	10/1/25

CERTIFICATION OF NON-INVOLVEMENT IN PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS

Pursuant to N.J.S.A. 52:32-60.1, et seq. (L. 2022, c. 3) any person or entity (hereinafter "Vendor[1]") that seeks to enter into or renew a contract with a State agency for the provision of goods or services, or the purchase of bonds or other obligations, must complete the certification below indicating whether or not the Vendor is identified on the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, available here: https://sanctionssearch.ofac.treas.gov/. If the Department of the Treasury finds that a Vendor has made a certification in violation of the law, it shall take any action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

I, the undersigned, certify that I have read the definition of "Vendor" below, and have reviewed the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, and having done so certify:

(Check the Appropriate Box)

☒ A. That the Vendor is not identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

OR

☐ B. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

OR

☐ C. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list. However, the Vendor is engaged in activity related to Russia and/or Belarus consistent with federal law, regulation, license or exemption. A detailed description of how the Vendor's activity related to Russia and/or Belarus is consistent with federal law is set forth below.

(Attach Additional Sheets If Necessary.)

Signature of Vendor's Authorized Representative

10/1/25
Date

DANIEL CHRISTOFFERSON
Print Name and Title of Vendor's Authorized Representative

223750226
Vendor's FEIN

DWC ENTERPRISES INC.
Vendor's Name

973-449-4789
Vendor's Phone Number

335 HAZELWOOD PLACE
Vendor's Address (Street Address)

Vendor's Fax Number

PISCATAWAY NJ 08854
Vendor's Address (City/State/Zip Code)

DWCSECURE1@GMAIL.COM
Vendor's Email Address

[1] Vendor means: (1) A natural person, corporation, company, limited partnership, limited liability partnership, limited liability company, business association, sole proprietorship, joint venture, partnership, society, trust, or any other nongovernmental entity, organization, or group; (2) Any governmental entity or instrumentality of a government, including a multilateral development institution, as defined in Section 1701(c)(3) of the International Financial Institutions Act, 22 U.S.C. 262r(c)(3); or (3) Any parent, successor, subunit, direct or indirect subsidiary, or any entity under common ownership or control with, any entity described in paragraph (1) or (2).

NJ Rev. 1.22.2024

PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN.

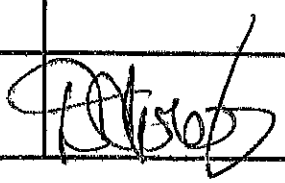
You must provide a detailed, accurate and precise description of the activities of the person or entity, or a parent entity, subsidiary, or affiliate thereof engaging in investment activates in Iran below and, if more space is needed, on additional sheets provided by you.

Part 3: Certification of True and Complete Information

I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments there to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity.

I acknowledge that the **Township of West Orange** *is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the* ***Reference to Township of West Orange*** *to notify the* ***Reference to Township of West Orange*** *in writing of any changes to the answers of information contained herein.*

I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the ***Township of West Orange*** *and that the* ***Reference to Township of West Orange*** *at its option may declare any contract(s) resulting from this certification void and unenforceable.*

Full Name (Print)	DANIEL CHRISTOFFERSON		**Title**	PRESIDENT	
Signature				**Date**	10/1/25

PROPOSAL

OPTION 1- NORTHEAST AND NORTHWEST QUADRANTS

Snow Plowing and Salting for the Department of Public Works, Township of West Orange, N.J., Sidewalks, Paths, Crosswalks, Bus Stops and Shelters

Contractor shall always have shovels, ice choppers, buckets and/or wheel barrows to carry for snow removal operations.

TO THE TOWNSHIP COUNCIL, TOWNSHIP OF WEST ORANGE, N. J.

The undersigned has read the advertisement, instruction to bidders, scope of work, and rules and regulations for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026

The undersigned agrees to furnish the equipment, with operator and personnel below

For Items 1A and 1B there will be a minimum of two crews and a maximum of four crews during the event.

~~For Item 1C there will be a minimum of zero and maximum of two crews during the event.~~

ITEM	DESCRIPTION	UNIT PRICE PER FOUR PERSON CREW PER HOUR	MINIMUM HOURS	AMOUNT (UNIT PRICE X 4 HOURS)
1A	Two (2) Snow Blower with Operators Minimum 5 HP; Minimum Width 20", Max. Width 36"; ~~Plus two (2)~~ Shovelers/Salters	$1,200	4	$4,800
1B	Min. Two (2) Backpacks Blowers with Operators; Plus, One (1) Shoveler /Salter if blowable	$900	4	$3,600
1C	One (1) Four Wheel Drive Tractor with Operator, Maximum Width of Tractor 48", Plow Width 48", Min. HP 20 plus, three (3) Shovelers, Salters and/or Blowers	$1,200	4	$4,800
TOTAL ITEMS 1A, 1B, 1C				$13,200

IN WORDS

Basis of Award for Option 1 is the bidder with the lowest total price for all Items, 1A, 1B and 1C subject to meeting all the other requirements of the bid.

DWC ENTERPRISES INC.

_____shall make this proposal with full knowledge of the stipulations and requirements. If this contract is awarded to our firm we enter into the same with good and sufficient sureties for faithful performance.

NameDWC ENTERPRISES INC._____

AddressPO BOX 1293 MAPLEWOOD NJ 07040_____

Date10/1/25_____

Phone Number973-449-4789_____

By DANIEL CHRISTOFFERSON_____
(Signature and Title of Company Officer authorized to execute contract)

PLEASE SUBMIT PROPOSAL IN DUPLICATE.

PROPOSAL

OPTION 2- SOUTHEAST AND SOUTHWEST QUADRANTS

Snow Plowing and Salting for the Department of Public Works, Township of West Orange, N.J., Sidewalks, Paths, Crosswalks, Bus Stops and Shelters

Contractor shall always have shovels, ice choppers, buckets and/or wheel barrows to carry for snow removal operations at Sidewalks, Paths, Crosswalks, Bus Stops and Shelters.

TO THE TOWNSHIP COUNCIL, TOWNSHIP OF WEST ORANGE, N. J.

The undersigned has read the advertisement, instruction to bidders, scope of work, and rules and regulations for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026

The undersigned agrees to furnish the equipment, with operator and personnel.

For Items 2A and 2B there will be a minimum of two crews and a maximum of four crews during the event.

~~For Item 2C there will be a minimum of zero and maximum of two crews during the event.~~

ITEM	DESCRIPTION	UNIT PRICE PER FOUR PERSON CREW PER HOUR	MINIMUM HOURS	AMOUNT (UNIT PRICE X 4 HOURS)
2A	Two (2) Snow Blower with Operators Minimum 5 HP; Minimum Width 20", Max. Width 36"; Plus two (2) Shovelers/Salters	$1,200	4	$4,800
2B	Min. Two (2) Backpacks Blowers with Operators; Plus, One (1) Shoveler /Salter if blowable	$900	4	$3,600
2C	One (1) Four Wheel Drive Tractor with Operator, Maximum Width of Tractor 48", Plow Width 48", Min. HP 20 plus, three (3) Shovelers, Salters and/or Blowers	$1,200	4	$4,800
TOTAL ITEMS 2A, 2B, 2C				$13,200

IN WORDS

Basis of Award for Option 1 is the bidder with the lowest total price for all Items, 2A, 2B and 2C subject to meeting all the other requirements of the bid.

DWC ENTERPRISES INC. shall make this proposal with full knowledge of the stipulations and requirements. If this contract is awarded to our firm we enter into the same with good and sufficient sureties for faithful performance.

Name DANIEL CHRISTOFFERSON

Address PO BOX 1293 MAPLEWOOD NJ 07040

Date 10/1/25

Phone Number 973-449-4789

By PRESIDENT
(Signature and Title of Company Officer authorized to execute contract)

PLEASE SUBMIT PROPOSAL IN DUPLICATE.

PROPOSAL

OPTION 3- 10 Rooney Circle and West Orange Dog Park (Executive Drive)

Snow Plowing and Salting for the Department of Public Works, Township of West Orange, N.J., Sidewalks, Paths, Crosswalks, Bus Stops and Shelters

Contractor shall always have shovels, ice choppers, buckets and/or wheel barrows to carry for snow removal operations.

TO THE TOWNSHIP COUNCIL, TOWNSHIP OF WEST ORANGE, N. J.

The undersigned has read the advertisement, instruction to bidders, scope of work, and rules and regulations for Snow Removal Services from Sidewalks, Paths, Crosswalk and Bus Shelters and Stops within the Township for 2025-2026

The undersigned agrees to furnish the equipment and calcium chloride (pellet form), with operator and personnel.

For Items 3A and 3B there will be a minimum of two crews and a maximum of four crews during the event.

For Item 3C there will be a minimum of zero and maximum of two crews during the event.

ITEM	DESCRIPTION	UNIT PRICE PER FOUR PERSON CREW PER HOUR	MINIMUM HOURS	AMOUNT (UNIT PRICE X 4 HOURS)
3A	Two (2) Snow Blower with Operators Minimum 5 HP; Minimum Width 20", Max. Width 36"; Plus two (2)- Shovelers/Salters	$1,200	4	$4,800
3B	Min. Two (2) Backpacks Blowers with Operators; Plus, One (1) Shoveler /Salter if blowable	$900	4	$3,600
3C	One (1) Four Wheel Drive Tractor with Operator, Maximum Width of Tractor 48", Plow Width 48", Min. HP 20 plus, three (3) Shovelers, Salters and/or Blowers	$1,200	4	$4,800
TOTAL ITEMS 3A, 3B, 3C				$13,200
IN WORDS				

Basis of Award for Option 3 is the bidder with the lowest total price for all Items, 3A, 3B and 3C subject to meeting all the other requirements of the bid.

DWC ENTERPRISES INC. shall make this proposal with full knowledge of the stipulations and requirements. If this contract is awarded to our firm we enter into the same with good and sufficient sureties for faithful performance.

Name DANIEL CHRISTOFFERSON

Address POM BOX 1293 MAPLEWOOD NJ 07040

Date 10/1/25

Phone Number 973-449-4789

By PRESIDENT.
(Signature and Title of Company Officer authorized to execute contract)

PLEASE SUBMIT PROPOSAL IN DUPLICATE.

OPTION 1

EQUIPMENT LIST

SNOW BLOWER & OR TRACTOR TYPE & SIZE (IDENTIFY EACH)	MODEL YEAR	EQUIPMENT WIDTH	PLOW WIDTH
HONDA	2016	20"	
HONDA	2017	48"	48"

NAME:DWC ENTERPRISES INC._____

ADDRESS:259 N. MAPLE AVE. EAST ORANGE, NJ _____

LOCATION OF EQUIPMENT 259 N. MAPLE AVE EAST ORANGE, NJ___

OPTION 2

EQUIPMENT LIST

SNOW BLOWER & OR TRACTOR TYPE & SIZE (IDENTIFY EACH)	MODEL YEAR	EQUIPMENT WIDTH	PLOW WIDTH
HONDA	2016	20"	
HONDA	2017	48"	48"

NAME:DWC ENTERPRISES INC._____

ADDRESS:259 N. MAPLE AVE EAST ORANGE, NJ_____

LOCATION OF EQUIPMENT 259 N. MAPLE AVE EAST ORANGE, NJ___

OPTION 3

EQUIPMENT LIST

SNOW BLOWER & OR TRACTOR TYPE & SIZE (IDENTIFY EACH)	MODEL YEAR	EQUIPMENT WIDTH	PLOW WIDTH
HONDA	2016	20"	
HONDA	2017	48"	48"

NAME:DWC ENTERPRISES INC._____

ADDRESS:259 N. MAPLE AVE EAST ORANGE,NJ_____

LOCATION OF EQUIPMENT259 N. MAPLE AVE EAST ORANGE,NJ ___

Certification **73573**

CERTIFICATE OF EMPLOYEE INFORMATION REPORT **INITIAL**

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-May-2024** to **15-Jun-2031**

DWC ENTERPRISES INC
PO BOX 1293
MAPLEWOOD **NJ** **07040**

ELIZABETH MAHER MUOIO
State Treasurer

238-25

Exhibit C

AGREEMENT BETWEEN THE TOWNSHIP OF WEST ORANGE AND _____, FOR:

SNOW REMOVAL SERVICES FROM SIDEWALKS, PATHS, CROSSWALK AND BUS SHELTERS AND STOPS WITHIN THE TOWNSHIP FOR 2025-2026 WITH AN OPTION TO EXTEND FOR TWO (2) ONE-YEAR PERIODS

OPTION(S) 1 and 2

THIS AGREEMENT, made this ___ day of _____ 2025 by and between:

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

Grabowski Construction having its principal offices 770 Northfield Avenue, West Orange NJ hereinafter referred to as "Contractor".

W I T N E S S E T H:

WHEREAS, on September 24, 2025, the Township issued a set of Bid Specifications for the: **CONTRACT FOR SNOW REMOVAL SERVICES FROM SIDEWALKS, PATHS, CROSSWALK AND BUS SHELTERS AND STOPS WITHIN THE TOWNSHIP FOR 2025-2026 WITH AN OPTION TO EXTEND FOR TWO (2) ONE-YEAR PERIODS** (the "Bid Specifications"), annexed hereto as Exhibit **"A;"** and

WHEREAS, the Bid Specifications set forth the potential award of three (3) separate options as follows:

> Option 1: NORTHEAST AND NORTHWEST QUADRANT
> Provide snow plowing equipment with operators and other personnel to clear snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.
>
> Option 2: SOUTHEAST AND SOUTHWEST QUADRANT

Provide snow plowing equipment with operators and other personnel to clear snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.

Option 3: 10 ROONEY CIRCLE AND WEST ORANGE DOG PARK (EXECUTIVE DRIVE)

Provide snow plowing equipment with operators and other personnel and calcium chloride pellet form to clear
snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.

and

WHEREAS, on October 8, 2025, Contractor submitted the lowest bid for Option 1 & 2

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

1. The Commencement Date of this Agreement shall be _____, 2025.
2. The term of this Agreement shall be for one year, but the Township shall have the right to excise: (i) to extend the term of the Agreement for an additional one-year; and (ii) to further extend the term of the Agreement for an additional one-year extension after the expiration of the first extension.
3. Contractor shall provide the services set forth in Option 1 & 2 as set forth in the Bid Specifications pursuant to the terms, conditions, and requirements as set forth therein and annexed hereto as Exhibit **"A,"** and incorporated by reference herein.
4. Contractor shall provide the services for the amount of 14,400.00 for option 1A, 1B, and 1C and $14,400.00 for option 2A, 2B, and 2C for a pursuant to the Contractor's bid submission (the "Bid Submission"), annexed hereto as Exhibit **"B,"** and incorporate by reference herein.

5. To the extent of any inconsistency between the Contractor's Bid Submission and the Bid Specifications, the Bid Specifications shall govern as to that inconsistency over the Contractor's Bid Submission.

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

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

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

ATTEST: TOWNSHIP OF WEST ORANGE

_____ BY: _____

KAREN CARNEVALE, MUNICIPAL CLERK

SUSAN McCARTNEY, MAYOR

ATTEST: _____

_____ BY: _____

AGREEMENT BETWEEN THE TOWNSHIP OF WEST ORANGE AND _____, FOR:

SNOW REMOVAL SERVICES FROM SIDEWALKS, PATHS, CROSSWALK AND BUS SHELTERS AND STOPS WITHIN THE TOWNSHIP FOR 2025-2026 WITH AN OPTION TO EXTEND FOR TWO (2) ONE-YEAR PERIODS

OPTION(S) 3

THIS AGREEMENT, made this ___ day of _____ 2025 by and between:

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

Shauger Property Services having its principal offices 429 Dodd Street, Orange NJ hereinafter referred to as "Contractor".

W I T N E S S E T H:

WHEREAS, on September 24, 2025, the Township issued a set of Bid Specifications for the: **CONTRACT FOR SNOW REMOVAL SERVICES FROM SIDEWALKS, PATHS, CROSSWALK AND BUS SHELTERS AND STOPS WITHIN THE TOWNSHIP FOR 2025-2026 WITH AN OPTION TO EXTEND FOR TWO (2) ONE-YEAR PERIODS** (the "Bid Specifications"), annexed hereto as Exhibit **"A;"** and

WHEREAS, the Bid Specifications set forth the potential award of three (3) separate options as follows:

> Option 1: NORTHEAST AND NORTHWEST QUADRANT
> Provide snow plowing equipment with operators and other personnel to clear snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.
>
> Option 2: SOUTHEAST AND SOUTHWEST QUADRANT

Provide snow plowing equipment with operators and other personnel to clear snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.

Option 3: 10 ROONEY CIRCLE AND WEST ORANGE DOG PARK (EXECUTIVE DRIVE)

Provide snow plowing equipment with operators and other personnel and calcium chloride pellet form to clear
snow from sidewalks, paths, crosswalks, and bus stops under Municipal jurisdiction.

and

WHEREAS, on October 8, 2025, Contractor submitted the lowest bid for Option 3

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

1. The Commencement Date of this Agreement shall be _____, 2025.
2. The term of this Agreement shall be for one year, but the Township shall have the right to excise: (i) to extend the term of the Agreement for an additional one-year; and (ii) to further extend the term of the Agreement for an additional one-year extension after the expiration of the first extension.
3. Contractor shall provide the services set forth in Option 3 as set forth in the Bid Specifications pursuant to the terms, conditions, and requirements as set forth therein and annexed hereto as Exhibit **"A,"** and incorporated by reference herein.

   Contractor shall provide the services for the amount of $10,200.00
   for option 3A, 3B, and 3C
4. for a pursuant to the Contractor's bid submission (the "Bid Submission"), annexed hereto as Exhibit **"B,"** and incorporate by reference herein.

5. To the extent of any inconsistency between the Contractor's Bid Submission and the Bid Specifications, the Bid Specifications shall govern as to that inconsistency over the Contractor's Bid Submission.

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

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

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

ATTEST: TOWNSHIP OF WEST ORANGE

_____ BY: _____

KAREN CARNEVALE, MUNICIPAL CLERK

SUSAN McCARTNEY, MAYOR

ATTEST: _____

_____ BY: _____

239-25
October 28, 2025

RESOLUTION AUTHORIZING THE COLLECTOR OF TAXES TO REFUND PAYMENT TO THE LISTED TAXPAYER DUE TO AN OVERPAYMENT OF THE 2025 ANNUAL SEWER CHARGE

WHEREAS, certain West Orange property owners have made an overpayment for the 2025 annual sewer charge.

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

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

Block	Lot	Qual	Name & Address	Amount
179.01	1.01	C0229	Peter Krajeski 16 Currey Lane West Orange, NJ 07052	$50.00

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

Joe Krakoviak
Council President

Adopted: October 28, 2025

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

John Ditinyak, Chief Financial Officer

240-25
October 28, 2025

RESOLUTION

WHEREAS, Verona Township ("Verona") has authorized necessary upgrades to its Wastewater Treatment Facility, including the Tertiary Treatment Filters and Ultraviolet Disinfection System (the "Upgrades Project"); and

WHEREAS, in order to proceed with these improvements, Verona must first obtain a Treatment Works Approval ("TWA") Permit from the N.J. Department of Environmental Protection (the "NJDEP"); and

WHEREAS, one of the requirements of the TWA application process is to submit a Certification of Municipal Consent Form for the Upgrades Project from all impacted municipalities; and

WHEREAS, Verona provides wastewater treatment service to portions of the Township of West Orange (the "Township"); and

WHEREAS, by letter dated October 9, 2025, Verona has requested the Township of to provide said Certification of Municipal Consent for the Upgrades Project, annexed hereto as Exhibit **"A;"** and

WHEREAS, the Certification of Municipal Consent by the Township, annexed hereto as Exhibit **"B,"** must be authorized by a Resolution passed by the municipal governing body; and

WHEREAS, the Consulting Engineer for Verona has represented that these upgrades will be constructed entirely within the existing property of the facility, are solely operational in nature and will not increase the facility's hydraulic treatment capacity or sewer service area or have any discernable negative impacts on the surrounding community; and

WHEREAS, the Upgrades Project will be subject to intensive review by the NJDEP through the TWA permitting process; and

WHEREAS, after review and due deliberation, the Township Council believes that the Upgrades Project is in the best interest of the Township and its residents.

NOW, BE IT HEREBY RESOLVED, by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to complete and execute the NJDEP Certification of Municipal Consent Form for the Verona Township Wastewater Treatment Facility Upgrades Project, annexed hereto as Exhibit **"B;"** and it is further

RESOLVED that the Township Clerk is hereby authorized to forward the completed and executed NJDEP Certification of Municipal Consent Form and a certified copy of this Resolution to Verona and its consulting engineer for inclusion in Verona's TWA Submittal to NJDEP for the Verona Township Wastewater Treatment Facility Upgrades Project

RESOLVED that this resolution shall take effect immediately.

Karen J. Carnevale, R.M.C. **Municipal Clerk**	**Joe Krakoviak** **Council President**

Adopted: October 28, 2025

240-25

Exhibit “A”

CP
ENGINEERS, ARCHITECTURE & ENVIRONMENTAL SERVICES
40 YEARS

11 Park Lake Road
Sparta, NJ 07871
P: 973.300.9003
F: 973.300.4003

VIA E-MAIL

October 9, 2025

Susan McCartney, Mayor & Members of the West Orange Township Council
66 Main Street
West Orange, New Jersey 07052

Re: Verona Township Wastewater Treatment Facility Upgrades Project
NJDEP Treatment Works Approval Application
Required Certification of Municipal Consent

Dear Mayor McCartney and Council Members:

Kindly be advised that the Township of Verona (Township) has authorized necessary upgrades to its Wastewater Treatment Facility, including the replacement of the existing Tertiary Treatment Filters and Ultraviolet Disinfection System, which have reached the end of their useful life. This project will be constructed entirely within the existing property, is solely operational in nature and will not increase the facility's hydraulic treatment capacity, sewer service area or have any discernable negative impacts on the surrounding community.

In order to proceed with these improvements, Verona must first obtain a Treatment Works Approval (TWA) Permit from the N.J. Department of Environmental Protection (NJDEP). One of the requirements of the TWA Application Process is to submit a Certification of Municipal Consent (see attached form) for the project from impacted municipalities. Kindly note that execution of the Consent must be authorized by a Resolution passed by the municipal governing body.

We are therefore respectfully requesting that this matter be placed on the next West Orange Township Council meeting agenda, and that a suitable resolution be prepared for discussion and presumed approval. For your convenience, a sample resolution is enclosed. Kindly return the executed Certification Form and a copy of the Resolution to this firm, directed to the attention of Joseph M. Mikulka, C.P.M., Senior Regulatory Specialist.

If you have any questions regarding this process or the project, please do not hesitate to contact us. Thank you for your attention to this matter.

Very truly yours,

CP ENGINEERS, LLC

Stephen E. Donati, P.E.
Senior Executive Vice President

Enclosures

C: Karen J. Carnevale, Township Clerk
Peter F. Smeraldo, Jr., Assistant Business Administrator/Chief of Staff
Joseph M. Mikulka, C.P.M., Senior Regulatory Specialist, CP

240-25

Exhibit “B”

State of New Jersey
Department of Environmental Protection
Division of Water Quality

INSTRUCTIONS FOR COMPLETING FORM WQM003-T

1. **General Information** – Provide the applicant/owner/operator name, facility/site/project name, and facility/site/project address. The information provided in this section should match the information provided on the TWA-1 form accompanying this form as part of the application package.

2. **Certification Checklist** – Complete this section in its entirety, identifying which certifications have been submitted with this form and, for certifications A and C, the number of certifications that were submitted. For certification applicability, refer to the below instructions.

Certification A: Governing Body

Consistent with N.J.A.C. 7:14A-22.6(a)5 and 22.8(a)3, consent from the affected municipality (i.e. governing body) regarding the project must accompany TWA applications. *Note: This certification is required for all TWA applications.*

For this certification, provide the name of the facility/site/project and the name of the municipality or municipal authority. In addition, the authorized representative must provide the necessary certifying information. This information includes their signature, date of signature, printed name, and position. This section must also include the resolution number and date authorizing the representative to certify for the governing body. The resolution must be submitted with this form. If no such resolution granting authority to sign exists, the full resolution, consenting to the project, must be submitted with this form.

Important Note: A separate Certification A must be submitted for each municipality (governing body) impacted by the project.

Certification B: Sewage Authority

Consistent with N.J.A.C. 7:14A-22.6(a)5 and 22.8(a)3, consent from the affected sewage authority regarding the project must accompany TWA applications. *Note: This certification must be completed when a sewerage entity (for example, sewerage authority, utilities authority, municipal utilities authority, joint meeting, etc.) has responsibility for regulating the construction and operation of wastewater treatment and conveyance facilities within the municipality. When a sewage authority is not related to the project, this certification is not required.*

For this certification, provide the name of the facility/site/project and the name of the agency. In addition, the authorized representative must provide the necessary certifying information. This information includes their signature, date of signature, printed name, and position. This section must also include the resolution number and date authorizing the representative to certify for the sewage authority. The resolution must be submitted with this form. If no such resolution granting authority to sign exists, the full resolution, consenting to the project, must be submitted with this form.

Certification C: Wastewater Conveyance System Owner

Consistent with N.J.A.C. 7:14A-22.6(a)5 and 22.8(a)3, consent from the owner(s) of the applicable wastewater conveyance system(s) associated with the project must accompany TWA applications. *Note: This section must be completed by the owner/operator of the wastewater conveyance system into which the project named herein will directly connect. The owner is typically a municipality or authority.*

For this certification, provide the name of the facility/site/project and the wastewater conveyance system owner. In addition, the authorized representative for the owner must provide the necessary certifying information. This information includes their signature, date of signature, printed name, and position. This section must also include the resolution number and date authorizing the representative to certify for the wastewater conveyance system owner. The resolution must be submitted with this form. If no such resolution granting authority to sign exists, the full resolution, consenting to the project, must be submitted with this form.

Important Note: A separate Certification C must be submitted for each wastewater conveyance system owner impacted by the project.

Certification D: Wastewater Treatment Facility Owner

Consistent with N.J.A.C. 7:14A-22.6(a)5 and 22.8(a)3, consent from owner of the receiving wastewater treatment plant associated with the project must accompany TWA applications. *Note: This certification is only required for applications that include a sewer connection/extension. This certification must be completed by the owner of the wastewater treatment facility receiving the wastewater identified in the TWA application.*

For this certification, provide the name of the facility/site/project and the wastewater treatment facility owner. In addition, the authorized representative must provide the necessary certifying information. This information includes their signature, date of signature, printed name, and position. This section must also include the resolution number and date authorizing the representative to certify for the wastewater treatment facility owner. The resolution must be submitted with this form. If no such resolution granting authority to sign exists, the full resolution, consenting to the project, must be submitted with this form.

Certification E: Certification by the District Sludge Management Lead Planning Agency

Consistent with N.J.A.C. 7:14A-22.6(a)5 and 22.8(a)3, consent from the district sludge management lead planning agency associated with the project must accompany TWA applications. *Note: This certification is only required for projects that involve construction of residual management units at ultimate residuals management sites*.

For this certification, provide the name of the facility/site/project and the district sludge management lead planning agency. In addition, the authorized representative for the agency must provide the necessary certifying information. This information includes their signature, date of signature, printed name, and position. This section must also include the resolution number and date authorizing the representative(s) to certify for the agency. The resolution must be submitted with this form. If no such resolution granting authority to sign exists, the full resolution, consenting to the project, must be submitted with this form.

Additional Information

- Approvals, permits, service contracts, or other reservations of flow capacity issued or agreed to by any participating municipality or sewerage agency do not constitute the required approval of the DEP.
- Pursuant to the NJPDES regulations (N.J.A.C. 7:14A), no application shall be submitted to the DEP if the wastewater treatment facility is not meeting its discharge permit requirements. For computation of actual flow at the receiving wastewater treatment plant, the average flow processed by the facility for the three (3) month period immediately preceding the submission of the application shall be used.
- Any document issued by a sewerage authority or municipality which is a tentative, preliminary, or conditional approval shall not be considered a statement of consent.
- If an applicant is unable to obtain the required consent from the governing body (Certification A above) or the sewerage authority (Certification B above), they may choose to follow the procedures set forth in N.J.A.C. 7:14A-22.8(a)3v.

A completed form, along with accompanying materials, should be submitted to the address identified below and must contain the original wet-ink signatures:

Mail Code: 401-02B
NJDEP - Division of Water Quality
Bureau of Ground Water, Residuals and Permit Administration
Permit Administration Section
PO Box 420
Trenton, NJ 08625-0420

IMPORTANT NOTICE: False statements, representations, or certifications, in any application, record, or document are subject to fines and penalties as set forth in the Water Pollution Control Act (N.J.S.A. 58:10A- 10F 2 and 3).

Clear Form

WQM003-T

State of New Jersey
Department of Environmental Protection
Division of Water Quality

Statements of Consent for TWA applications

Refer to the attached instructions and provide ALL applicable information. Please attach additional sheets if necessary.

1. General Information

Applicant/Owner/Operator: Verona Township

Name of Facility/Site/Project: Verona Township WWTF Upgrades Project

Street Address/Location: 600 Bloomfield Avenue

City or Town: Verona State: NJ Zip Code: 07044

2. Certification Checklist (i.e. Certifications Submitted with This Form)

Note: *Refer to this form's instructions for certification applicability.*

Certification A: Governing Body (i.e. municipality where project is located)

a. Certification(s) Submitted with this Form? ☑ Yes ☐ No

b. Number of Certifications Submitted with this Form? 1
(Note: More than one certification is required when multiple governing bodies are impacted by the project.)

Certification B: Sewerage Authority

a. Certification Submitted with this Form? ☐ Yes ☐ No

Certification C: Wastewater Conveyance System Owner

a. Certification(s) Submitted with this Form? ☑ Yes ☐ No

b. Number of Certifications Submitted with this Form? 4
(Note: More than one certification is required when multiple wastewater conveyance system owners are impacted by the project.)

Certification D: Wastewater Treatment Facility Owner

a. Certification Submitted with this Form? ☐ Yes ☐ No

Certification E: District Sludge Management Lead Planning Agency

a. Certification Submitted with this Form? ☐ Yes ☐ No

A. CERTIFICATION BY THE GOVERNING BODY (I.E. MUNICIPALITY WHERE PROJECT IS LOCATED)

Note: *This certification is required for all TWA applications.*

Name of Facility/Site/Project: Verona Township WWTF Upgrades Project

Certifying Statement:

"As an authorized representative of the below identified governing body, I hereby certify that the municipality consents to the submission of the above listed application to the Department of Environmental Protection for approval. I further certify that the project as proposed conforms with the requirements of all municipal ordinances."

Verona Township

Name of Municipality or Municipal Authority

Signature of Authorized Representative *

Date

Print or Type Name

Print or Type Position

Email

Telephone

* Authorization to sign for the agency:

Resolution #

Date

(Note: Submit the resolution with this certification. If no such resolution granting authority to sign exists, the full resolution, consenting to the project, must be submitted with this certification.)

B. CERTIFICATION BY THE SEWERAGE AUTHORITY

Note: *This certification is required when a sewerage entity (for example, sewerage authority, utilities authority, municipal utilities authority, joint meeting, etc.) has responsibility for regulating the construction and operation of wastewater treatment and conveyance facilities within the municipality.*

Name of Facility/Site/Project: _____

Certifying Statement:

"As an authorized representative of the below identified agency, I hereby certify that the agency consents to the submission of the above listed application to the Department of Environmental Protection for approval. I further certify that the project as proposed conforms with the requirements of this agency."

_____
Name of Agency

_____ _____
Signature of Authorized Representative * Date

_____ _____
Print or Type Name Print or Type Position

_____ _____
Email Telephone

* Authorization to sign for the agency: _____ _____
Resolution # Date

(Note: Submit the resolution with this certification. If no such resolution granting authority to sign exists, the full resolution, consenting to the project, must be submitted with this certification.)

C. CERTIFICATION BY THE WASTEWATER CONVEYANCE SYSTEM OWNER

Note: *This certification must be completed by the owner/operator of the wastewater conveyance system into which the project named herein will directly connect.*

Name of Facility/Site/Project: Verona Township WWTF Upgrades Project

Certifying Statement:

"By agreeing to accept wastewater from the project, I hereby certify that to the best of my knowledge the wastewater conveyance system, into which the project proposed under this application will connect, has adequate capacity in accordance with N.J.A.C. 7:14A-1.2 ("Adequate conveyance capacity"). Furthermore, I am not aware of inadequate conveyance capacity conditions in any portion of the downstream facilities necessary to convey the wastewater from this project to the treatment plant."

Township of West Orange

Name of Municipality or Authority

Signature of Authorized Representative *

Date

Print or Type Name

Print or Type Position

Email

Telephone

* Authorization to sign for the agency:

Resolution #

Date

(Note: Submit the resolution with this certification. If no such resolution granting authority to sign exists, the full resolution, consenting to the project, must be submitted with this certification.)

D. CERTIFICATION BY THE WASTEWATER TREATMENT FACILITY OWNER

Notes: *This certification is required for applications that include a sewer connection/extension. This certification must be completed by the owner of the wastewater treatment facility receiving the wastewater identified in this application.*

Name of Facility/Site/Project: _____

Certifying Statement:

"I hereby certify that the committed flow to the below identified wastewater treatment plant does not exceed the presently permitted design capacity and, with the additional flow proposed by this application, the permitted design capacity is not anticipated to be exceeded. For the purposes of this certification, committed flow means the sum of the (1) actual metered flow, (2) flow from DEP approved TWA applications (not yet operational), and (3) flow from locally approved projects that do not require DEP approval. I further certify that the treatment plant is currently complying with its conventional and non-conventional NJPDES permit requirements (see N.J.A.C. 7:14A- 22.17(b)-(d), percent removal and toxicity requirements excluded from this certification) as determined by a rolling average of the three most recent monthly discharge monitoring reports that were required to be submitted to the Department as of this date, and based upon my assessment of all information pertinent to this permit request, is anticipated to continue to do so with the additional flow from this project."

_____ _____
Name of Wastewater Treatment Plant NJPDES Permit Number

_____
Name of Authority Accepting for Treatment

_____ _____
Signature of Authorized Representative * Date

_____ _____
Print or Type Name Print or Type Position

_____ _____
Email Telephone

* Authorization to sign for the agency: _____ _____
Resolution # Date

(Note: Submit the resolution with this certification. If no such resolution granting authority to sign exists, the full resolution, consenting to the project, must be submitted with this certification.)

E. CERTIFICATION BY THE DISTRICT SLUDGE MANAGEMENT LEAD PLANNING AGENCY

Note: *This certification is only required for applications that involve construction of residual management units at ultimate residuals management sites.*

Name of Facility/Site/Project: _____

Certifying Statement:

"As an authorized representative of the below identified agency, I hereby certify that the agency consents to the submission of the above listed application to the Department of Environmental Protection for approval. I further certify that the project as proposed conforms with the requirements of this agency."

_____
Name of Agency

_____ _____
Signature of Authorized Representative * Date

_____ _____
Print or Type Name Print or Type Position

_____ _____
Email Telephone

* Authorization to sign for the agency: _____ _____
Resolution # Date

(Note: Submit the resolution with this certification. If no such resolution granting authority to sign exists, the full resolution, consenting to the project, must be submitted with this certification.)

241-25
October 28, 2025

R E S O L U T I O N

WHEREAS, in late August 2025, a hole was noticed in the road at Northfield Avenue (County Route 508) near a sanitary sewer manhole; and

WHEREAS, the County of Essex investigated the hole and notified the West Orange Department of Public Works that there was an offset at the 8-inch sanitary sewer main; and

WHEREAS, a CCTV inspection was conducted by a Township's vendor and confirmed that section(s) of the pipe were offset allowing sewage to flow into the ground potentially causing the hole in the road; and

WHEREAS, the Department of Engineering proceeded to contact the Shauger Group to conduct the repair of the 8-inch sanitary sewer main on an emergency basis; and

WHEREAS, pursuant to the Local Public Contracts Law, Emergency Contracts, N.J.S.A. 40A:11.6a the Municipal Engineer on September 19, 2025 notified the Purchasing Agent of the need to perform an emergency contract for this work with a cost between $90,000.00 $260,000.00; and

WHEREAS, it was concluded that to expedite the work and to perform the emergency repair of the 8-inch sanitary sewer main at Northfield Avenue between Valley Road and Wheeler Street to protect public health and safety an emergency contract would be issued to The Shauger Group; and

WHEREAS, The Shauger Group submitted an invoice dated October 15, 2025 for the emergency repair and construction of the 8-inch sanitary sewer main in the amount of $198,269.65; and

WHEREAS, the Municipal Engineer by letter dated October 17, 2025 recommends paying the costs of this emergency work; and

WHEREAS, sufficient funds exist for this work; and

WHEREAS, the Township Council concurs in the foregoing.

NOW THEREFORE BE IT RESOLVED by the Township Council of the Township of West

Orange that an emergency appropriation in an amount not to exceed $198,269.65 without authorization is authorized to The Shauger Group for emergency sanitary sewer repair and construction to the Township's 8-inch sewer main at Northfield Avenue.

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

Karen J. Carnevale, RMC, Municipal Clerk **Joseph Krakoviak, Council President**

Adopted: October 28, 2025

I certify funds are available for this work from Account No.: $198,269.65

John Ditinyak, Chief Financial Officer

13VH01533600 DCA -1-800*-242-5846

241-25

Invoice

Invoice Numbe
E-113823 RVSD

Invoice Date
Oct 15, 2025

Page
1

Shauger Property Services, Inc.
429 DODD STREET
EAST ORANGE, NJ 07017

Voice: 973-676-2100
Fax: 973-676-8200

Sold To:
TOWNSHIP OF WEST ORANGE
DEPT. OF PUBLIC WORKS
25 LAKESIDE AVENUE
WEST ORANGE, NJ 07052

Attn: ZAYIBETH CARBALLO
RE: TOWNSHIP OF WEST ORA

Job Number: PC25-064,02,10

Customer PO	Payment Terms	Due Date	Sales Rep ID
	Net 15 Days	10/30/25	

Quantity	Description	Unit Price	Extension
	JOB LOCATION: NORTHFIELD AVENUE (BETWEEN WHEELER ST AND VALLEY ROAD, WEST ORANGE, NJ 07052 SCOPE OF WORK MULTIPLE POINT REPAIR OF NEW 8-INCH, SEWER MAIN ON NORTHFIELD AVE, WEST ORANGE, NJ DAY ONE Mobilized to jobsite, set up traffic control, detour plan for night work, close from 280 Bridge overpass to Main Street. Sawcut, removed and disposed of asphalt (20'x5' area). Excavated to a depth of 7' on day 1 - Bypass setup 6" Godwin pump including Hydro-Power Jet Vac to assist in keeping positive flow. Primarily hand digging due to utility conflicts (8 total) consisting of gas, water, electric, telephone). Installed timber shoring for trench protection. Provided utility support. Set road plate.		198,269.65

Subtotal	Continued
Sales Ta	Continued
Total Invoice Amou	Continued
Payment Receive	0.00
TOTAL	Continued

Check No

13VH01533600 DCA -1-800*-242-5846

Invoice

Invoice Numbe
E-113823 RVSD

Invoice Date
Oct 15, 2025

Shauger Property Services, Inc.
429 DODD STREET
EAST ORANGE, NJ 07017

Voice: 973-676-2100
Fax: 973-676-8200

Sold To:
TOWNSHIP OF WEST ORANGE
DEPT. OF PUBLIC WORKS
25 LAKESIDE AVENUE
WEST ORANGE, NJ 07052

Attn: ZAYIBETH CARBALLO
RE: TOWNSHIP OF WEST ORA

Job Number:

Customer PO	Payment Terms	Due Date	Sales Rep ID
	Net 15 Days	10/30/25	

Quantity	Description	Unit Price	Extension
	DAY TWO Continued hand excavation and additional 5' depth to a total depth of 12'. At 12', discovered a collapsed 8" sewer main with multiple fractures. Maintain by-pass setup. DAY THREE Backfilled trench with DGA to 1.5 feet below finished grade. Continued to hand excavate around utility to expose additional fractures. Set up road plate on 2nd 20'x5' trench. Maintain By-pass. DAY FOUR Installed 14 LF OF 8" sewer main and tied into existing 8" line with 8" pvc to clay fernco. Set up road plate. Maintain By-pass. DAY FIVE		

Subtotal	Continued
Sales Ta	Continued
Total Invoice Amou	Continued
Payment Receive	0.00
TOTAL	Continued

Check No

13VH01533600 DCA -1-800*-242-5846

Invoice

Invoice Numbe
E-113823 RVSD

Invoice Date
Oct 15, 2025

Page
3

Shauger Property Services, Inc.
429 DODD STREET
EAST ORANGE, NJ 07017

Voice: 973-676-2100
Fax: 973-676-8200

Sold To:
TOWNSHIP OF WEST ORANGE
DEPT. OF PUBLIC WORKS
25 LAKESIDE AVENUE
WEST ORANGE, NJ 07052

Attn: ZAYIBETH CARBALLO
RE: TOWNSHIP OF WEST ORA

Job Number:

Customer PO	Payment Terms	Due Date	Sales Rep ID
	Net 15 Days	10/30/25	

Quantity	Description	Unit Price	Extension
	Removed undermined section of roadway (40'x 20') and compacted trench to necessary compaction. Installed 10' 19M64 Base course per Essex County specification to finished grade. Demobilized pumps, by-pass, equipment, timber shoring and cleanup site. All debris taken to a state approved dumping facility. Invoice breakdown attached Work Completed: 10/3/2025		

Subtotal	198,269.65
Sales Ta	
Total Invoice Amou	198,269.65
Payment Receive	0.00
TOTAL	198,269.65

Check No

SHAUGER PROPERTY SERVICES, INC.

INVOICE BREAKDOWN

OWNER:	TOWNSHIP OF WEST ORANGE	ONE CALL #:	252661398
PROJECT NAME:	NORTHFIELD AVENUE POINT REPAIRS	JOB NUMBER:	PC25-064
PROJECT ADDRESS:	NORTHFIELD AVENUE (BETWEEN WHEELER ST AND VALLEY ROAD), WEST ORANGE		
DESCRIPTION OF WORK:	MULTIPLE POINT REPAIR OF NEW 8-INCH SEWER MAIN ON NORTHFIELD AVE, WEST ORANGE, NJ	WORK COMPLETED:	10/03/25

TRADE	DATE	QTY	RATE	R	OT	DT	EXTENDED	EQUIPMENT	RATE	QTY	HOURS	EXTENDED
OPERATOR CLASS A - NS	09/29/25	1	$ 101.93	8	3.5		$1,350.62	PICKUP TRUCK	$ 19.66	2	12.5	$491.50
OPERATOR BENEFITS	09/29/25	1	$ 40.40	8	3.5		$535.30	EXCAVATOR CAT 306	$ 76.42	1	12.5	$955.25
OPERATOR CLASS A	09/29/25	1	$ 91.24		7		$958.02	UTILITY TRUCK	$ 30.81	1	12.5	$385.13
OPERATOR BENEFITS	09/29/25	1	$ 40.40		7		$424.20	SINGLE AXLE DUMP	$ 50.57	2	12.5	$1,264.25
LABORER CLASS C - NS	09/26/25	3	$ 74.73	8	4.5		$3,306.97	TRI-AXLE DUMP	$ 105.17	1	12.5	$1,314.63
LABORER BENEFITS	09/26/25	3	$ 39.13	12.5			$1,467.38	HYDRO VACUUM	$ 350.00	1	12.5	$4,375.00
LABORER FOREMAN - NS	09/26/25	1	$ 79.59	8	4.5		$1,173.93	LIGHT TOWER	$ 12.94	2	12.5	$323.50
LABORER BENEFITS	09/26/25	1	$ 39.13	12.5			$489.13	AIR COMPRESSOR	$ 45.49	1	12.5	$568.63
SUPERINTENDENT	09/26/25	1	$ 164.10	8	4.5		$2,420.48	6" GODWIN PUMP / DAY	$ 472.73	1	1	$472.73
							$0.00	TRENCH BOX	$ 30.00	1	12.5	$375.00
							$0.00	TRAILER-20 TON TAG ALONG	$ 33.55	2	12.5	$838.75
							$0.00	BOBCAT	$ 88.57	1	12.5	$1,107.13
							$0.00	EXCAVATOR CAT 315	$ 139.67	1	12.5	$1,745.88
							$0.00	CIRCULAR SAW - DEMO	$ 2.66	1	12.5	$33.25
							$0.00	JUMPING JACK	$ 17.32	1	12.5	$216.50
							$0.00	TRENCH COMPACTOR	$ 149.63	1	12.5	$1,870.38
							$0.00	ASPHALT ROLLER 1.4	$ 24.60	1	12.5	$307.50
							$0.00					$0.00
OPERATOR CLASS A - NS	09/30/25	1	$ 101.93	8	2.5		$1,197.72	PICKUP TRUCK	$ 19.66	1	10.5	$206.43
OPERATOR BENEFITS	09/30/25	1	$ 40.40	8	2.5		$474.70	EXCAVATOR CAT 306	$ 76.42	1	10.5	$802.41
OPERATOR CLASS A	09/30/25	1	$ 91.24		2		$273.72	UTILITY TRUCK	$ 30.81	1	10.5	$323.51
OPERATOR BENEFITS	09/30/25	1	$ 40.40		2		$121.20	SINGLE AXLE DUMP	$ 50.57	2	10.5	$1,061.97
LABORER CLASS C - NS	09/30/25	3	$ 74.73	8	2.5		$2,634.37	TRI-AXLE DUMP	$ 105.17	1	10.5	$1,104.29
LABORER BENEFITS	09/30/25	3	$ 39.13	10.5			$1,232.60	HYDRO VACUUM	$ 350.00	1	10.5	$3,675.00
LABORER FOREMAN - NS	09/30/25	1	$ 79.59	8	2.5		$935.16	LIGHT TOWER	$ 12.94	2	10.5	$271.74
LABORER BENEFITS	09/30/25	1	$ 39.13	10.5			$410.87	AIR COMPRESSOR	$ 45.49	1	10.5	$477.65
OPERATOR CLASS A	09/30/25	1	$ 91.24		6		$821.16	6" GODWIN PUMP / DAY	$ 472.73	1	1	$472.73
OPERATOR BENEFITS	09/30/25	1	$ 40.40		6		$363.60	TRENCH BOX	$ 30.00	1	10.5	$315.00
SUPERINTENDENT	09/30/25	1	$ 164.10		6		$1,476.90	TRAILER-20 TON TAG ALONG	$ 33.55	2	10.5	$704.55
							$0.00	BOBCAT	$ 88.57	1	10.5	$929.99
							$0.00	EXCAVATOR CAT 315	$ 139.67	1	10.5	$1,466.54
							$0.00	PICKUP TRUCK	$ 19.66	1	6	$117.96
							$0.00	CIRCULAR SAW - DEMO	$ 2.66	1	10.5	$27.93
							$0.00	JUMPING JACK	$ 17.32	1	10.5	$181.86
							$0.00	TRENCH COMPACTOR	$ 149.63	1	10.5	$1,571.12
							$0.00					$0.00
OPERATOR CLASS A - NS	10/01/25	1	$ 101.93	8	2.5		$1,197.72	PICKUP TRUCK	$ 19.66	1	10.5	$206.43
OPERATOR BENEFITS	10/01/25	1	$ 40.40	8	2.5		$474.70	EXCAVATOR CAT 306	$ 76.42	1	10.5	$802.41
OPERATOR CLASS A	10/01/25	1	$ 91.24		1		$136.86	UTILITY TRUCK	$ 30.81	1	10.5	$323.51
OPERATOR BENEFITS	10/01/25	1	$ 40.40		1		$60.60	SINGLE AXLE DUMP	$ 50.57	2	10.5	$1,061.97
LABORER CLASS C - NS	10/01/25	3	$ 74.73	8	2.5		$2,634.37	TRI-AXLE DUMP	$ 105.17	1	10.5	$1,104.29
LABORER BENEFITS	10/01/25	3	$ 39.13	10.5			$1,232.60	HYDRO VACUUM	$ 350.00	1	10.5	$3,675.00
LABORER FOREMAN - NS	10/01/25	1	$ 79.59	8	2.5		$935.16	LIGHT TOWER	$ 12.94	2	10.5	$271.74
LABORER BENEFITS	10/01/25	1	$ 39.13	10.5			$410.87	AIR COMPRESSOR	$ 45.49	1	10.5	$477.65
OPERATOR CLASS A	10/01/25	1	$ 91.24		6		$821.16	6" GODWIN PUMP / DAY	$ 472.73	1	1	$472.73
OPERATOR BENEFITS	10/01/25	1	$ 40.40		6		$363.60	TRENCH BOX	$ 30.00	1	10.5	$315.00
SUPERINTENDENT	10/01/25	1	$ 164.10	8	2.5		$1,928.18	TRAILER-20 TON TAG ALONG	$ 33.55	2	10.5	$704.55
							$0.00	BOBCAT	$ 88.57	1	10.5	$929.99
							$0.00	EXCAVATOR CAT 315	$ 139.67	1	10.5	$1,466.54
							$0.00	PICKUP TRUCK	$ 19.66	1	10.5	$206.43
							$0.00	CIRCULAR SAW - DEMO	$ 2.66	1	10.5	$27.93
							$0.00	JUMPING JACK	$ 17.32	1	10.5	$181.86
							$0.00	TRENCH COMPACTOR	$ 149.63	1	10.5	$1,571.12
							$0.00					$0.00
OPERATOR CLASS A - NS	10/02/25	1	$ 101.93	8	2.5		$1,197.72	PICKUP TRUCK	$ 19.66	1	10.5	$206.43
OPERATOR BENEFITS	10/02/25	1	$ 40.40	8	2.5		$474.70	EXCAVATOR CAT 306	$ 76.42	1	10.5	$802.41
OPERATOR CLASS A	10/02/25	1	$ 91.24		1		$136.86	UTILITY TRUCK	$ 30.81	1	10.5	$323.51
OPERATOR BENEFITS	10/02/25	1	$ 40.40		1		$60.60	SINGLE AXLE DUMP	$ 50.57	2	10.5	$1,061.97
LABORER CLASS C - NS	10/02/25	3	$ 74.73	8	2.5		$2,634.37	TRI-AXLE DUMP	$ 105.17	1	10.5	$1,104.29
LABORER BENEFITS	10/02/25	3	$ 39.13	10.5			$1,232.60	HYDRO VACUUM	$ 350.00	1	10.5	$3,675.00
LABORER FOREMAN - NS	10/02/25	1	$ 79.59	8	2.5		$935.16	LIGHT TOWER	$ 12.94	2	10.5	$271.74
LABORER BENEFITS	10/02/25	1	$ 39.13	10.5			$410.87	AIR COMPRESSOR	$ 45.49	1	10.5	$477.65
OPERATOR CLASS A	10/02/25	1	$ 91.24		6		$821.16	6" GODWIN PUMP / DAY	$ 472.73	1	1	$472.73
OPERATOR BENEFITS	10/02/25	1	$ 40.40		6		$363.60	TRENCH BOX	$ 30.00	1	10.5	$315.00
SUPERINTENDENT	10/02/25	1	$ 164.10		6		$1,476.90	TRAILER-20 TON TAG ALONG	$ 33.55	2	10.5	$704.55
							$0.00	BOBCAT	$ 88.57	1	10.5	$929.99

SHAUGER PROPERTY SERVICES, INC.

INVOICE BREAKDOWN

OWNER:	TOWNSHIP OF WEST ORANGE	ONE CALL #:	252661398
PROJECT NAME:	NORTHFIELD AVENUE POINT REPAIRS	JOB NUMBER:	PC25-064
PROJECT ADDRESS:	NORTHFIELD AVENUE (BETWEEN WHEELER ST AND VALLEY ROAD), WEST ORANGE		
DESCRIPTION OF WORK:	MULTIPLE POINT REPAIR OF NEW 8-INCH SEWER MAIN ON NORTHFIELD AVE, WEST ORANGE, NJ	WORK COMPLETED:	10/03/25

TRADE	DATE	QTY	RATE	R	OT	DT	EXTENDED	EQUIPMENT	RATE	QTY	HOURS	EXTENDED
							$0.00	EXCAVATOR CAT 315	$ 139.67	1	10.5	$1,466.54
							$0.00	PICKUP TRUCK	$ 19.66	1	6	$117.96
							$0.00	CIRCULAR SAW - DEMO	$ 2.66	1	10.5	$27.93
							$0.00	JUMPING JACK	$ 17.32	1	10.5	$181.86
							$0.00	TRENCH COMPACTOR	$ 149.63	1	10.5	$1,571.12
							$0.00					$0.00
OPERATOR CLASS A - NS	10/03/25	1	$ 101.93	8	7.5		$1,962.22	PICKUP TRUCK	$ 19.66	2	15.5	$609.46
OPERATOR BENEFITS	10/03/25	1	$ 40.40	8	7.5		$777.70	EXCAVATOR CAT 306	$ 76.42	1	15.5	$1,184.51
OPERATOR CLASS A	10/03/25	1	$ 91.24		1		$136.86	UTILITY TRUCK	$ 30.81	1	15.5	$477.56
OPERATOR BENEFITS	10/03/25	1	$ 40.40		1		$60.60	SINGLE AXLE DUMP	$ 50.57	2	15.5	$1,567.67
LABORER CLASS C - NS	10/03/25	3	$ 74.73	8	7.5		$4,315.88	TRI-AXLE DUMP	$ 105.17	1	15.5	$1,630.14
LABORER BENEFITS	10/03/25	3	$ 39.13	15.5			$1,819.55	HYDRO VACUUM	$ 350.00	1	15.5	$5,425.00
LABORER FOREMAN - NS	10/03/25	1	$ 79.59	8	7.5		$1,532.08	LIGHT TOWER	$ 12.94	2	15.5	$401.14
LABORER BENEFITS	10/03/25	1	$ 39.13	15.5			$606.52	AIR COMPRESSOR	$ 45.49	1	15.5	$705.10
OPERATOR CLASS A	10/03/25	1	$ 91.24		6		$821.16	TRENCH BOX	$ 30.00	1	15.5	$465.00
OPERATOR BENEFITS	10/03/25	1	$ 40.40		6		$363.60	TRAILER-20 TON TAG ALONG	$ 33.55	2	15.5	$1,040.05
SUPERINTENDENT	10/03/25	1	$ 164.10	8	7.5		$3,158.93	EXCAVATOR CAT 315	$ 139.67	1	15.5	$2,164.89
OPERATOR CLASS A	10/04/25	1	$ 91.24		9.5		$1,300.16	CIRCULAR SAW - DEMO	$ 2.66	1	15.5	$41.23
OPERATOR BENEFITS	10/04/25	1	$ 40.40		9.5		$575.70	JUMPING JACK	$ 17.32	1	15.5	$268.46
								BOBCAT	$ 88.57	1	15.5	$1,372.84
							$0.00	TRENCH COMPACTOR	$ 149.63	1	15.5	$2,319.27
							$0.00	ASPHALT ROLLER 5.0-7.4	$ 124.96	1	15.5	$1,936.88
TOTAL LABOR:				502	232.5	0	$59,439.28	TOTAL EQUIPMENT:				$79,474.57

MATERIAL USED	QTY	UN	UNIT PRICE	EXTENDED
PIPE SDR26 PVC SEWER - 8"	28	FT	$ 4.45	$ 124.60
FERNCO 8"	1	EA	$ 19.50	$ 19.50
MANHOLE COVER - NO NAME - (2) NPPH	1.00	EA	$ 225.00	$ 225.00
MANHOLE FRAME ONLY	1.00	EA	$ 250.00	$ 250.00
SAKRETE 580 LB SANDED TYPE S MORTAR	2	EA	$ 6.30	$ 12.60
RAPID CEMENT 55 LBS. MORTAR MIX	1	EA	$ 18.97	$ 18.97
QUIKRETE 5000 MIX CONCRETE	8	EA	$ 8.92	$ 71.36
STONE - 3/4" CLEAN W/ TRUCKING / TON	6.00	TN	$ 29.50	$ 177.00
NJDOT/DGA W/ TRUCKING / TON	100.00	TN	$ 39.50	$ 3,950.00
COLD PATCH H.P.M. GREEN	9.00	TN	$ 200.00	$ 1,800.00
ASPHALT BASE MIX	48.00	TN	$ 91.08	$ 4,371.84
PRESSURE TREATED LUMBER POSTS (8" X 8" X 12')	10	EA	$ 175.00	$ 1,750.00
PRESSURE TREATED LUMBER PLANKS (10" X 2" X 16')	60	EA	$ 90.00	$ 5,400.00
TAC-KOTE PAIL	1	EA	$ 87.25	$ 87.25
DISPOSAL OF CLEAN SOIL / TON	100.00	TN	$ 39.50	$ 3,950.00
DISPOSAL OF ASPHALT OR CONCRETE / TON	48.00	TN	$ 59.50	$ 2,856.00
TOTAL MATERIAL:				$25,064.12

SUBCONTRACT	TRADE	AMOUNT
TOTAL SUBCONTRACT:		$0.00

TRAFFIC CONTROL	INVOICE #	TOTAL
EXTRA DUTY SOLUTIONS	X070.704162	$16,545.97
TOTAL TRAFFIC CONTROL:		$16,545.97

Labor Cost		$59,439.28
Markup on Labor	21%	$12,482.25
		$25,064.12
Markup on Material	21%	$5,263.47
Equipment Cost		$79,474.57
Markup on Equipment	0%	$0.00
Subcontractor Cost		$0.00
Markup on Subcontractors	10%	$0.00
Traffic Control Cost:		$16,545.97
Markup on Traffic Control:	0%	$0.00
INVOICE TOTAL:		**$198,269.65**

NJ Department of Labor & Workforce Development

Payroll Certification for Public Works Projects

for Contractor and Subcontractor's Weekly and Final Certification

Name of [X] Contractor or [ ] Subcontractor	Business Address	Project Name
Shauger Property Services Inc	429 Dodd Street	PC25-064-Northfield Ave & Valley Road
F.E.I.N. 22-3564559	East Orange, NJ, 07017	Contract I.D. or Project I.D.
	Project Location	Contractor Registration #

Payroll No.	Date Wages Due & Paid (mm/dd/yyyy)	Week Ending Date
1		10/03/2025 or [ ] Final Certification

SUBMIT form by email: *equalpayact@dol.nj.gov*

IMPORTANT: For purposes of law, you must also submit this form to the appropriate public body or lessor.

1. Employee Name and Address	2. Work: Job Title (e.g., apprentice, journeyman, foreman)	2. Work: Work Classification/ Occupational Category (e.g., carpenter, mason, plumber)	3. Demographics: Sex (M=Male F=Female X=Non-Binary)	3. Demographics: Race (See Key)	Earn Code	4. Day and Date: SA 09/27	SU 09/28	MO 09/29	TU 09/30	WE 10/01	TH 10/02	FR 10/03	5. Total Hours	6. Hourly Rate of Pay	7. Gross Amt Earned: This Project	7. Gross Amt Earned: This Week	8. Deductions: FICA	Federal Tax	State Tax	Other	(specify)	Total Deductions	9. Net Wages Paid for Week	10. Total Fringe Benefit Cost/Hour
						Hours worked each day																		
ACOSTA, ELMER 9 NORTH 16TH ST EAST ORANGE, NJ 07017	Journeyman	825 Class A Operator	M		O				6.00	1.00	6.00	1.00	14.00	100.080	1,401.12	4,807.85	367.80	1,005.11	289.24	540.19		2,202.34	2,605.51	53.100
BURGOS, CARMELO 43 2ND AVENUE NEWARK, NJ 07104	Journeyman	472 C Laborer	M		R O			8.00 4.50	8.00 2.50	8.00 2.50	8.00 2.50	8.00 7.50	40.00 19.50	54.650 81.975	3,784.51	3,784.51	289.52	660.05	180.30	151.50		1,281.37	2,503.14	39.130
ESTRELLA MALDONADO, JULIO A 705 BROAD STREET BLOOMFIELD, NJ 07003	Journeyman	472 Labor Foreman	M		R O			8.00 4.50	8.00 2.50	8.00 2.50	8.00 2.50	8.00 7.50	40.00 19.50	58.200 87.300	4,030.35	4,030.35	308.32	782.77	236.16	159.03		1,486.28	2,544.07	39.130
GRABOWSKI, PAUL J 710 BUCKLAND CT DENVILLE, NJ 07834-3441	Journeyman	825 Class A Operator	M	W	O					6.00	1.00	6.00	13.00	100.080	1,301.04	5,370.96	410.88	1,198.21	288.66	629.29		2,527.04	2,843.92	53.100
GUARDADO ORELLANA, ROBERTO 40 TOMPKINS ST WEST ORANGE, NJ 07052	Journeyman	472 C Laborer	M		R O			8.00 4.50	8.00 2.50	8.00 2.50	8.00 2.50	8.00 7.50	40.00 19.50	54.650 81.975	3,784.51	3,784.51	289.52	701.49	220.30	151.50		1,362.81	2,421.70	39.130
LOPEZ, ALEXIS 2604 GRAND AVE NORTH BERGEN, NJ 07047	Journeyman	472 C Laborer	M		R O			8.00 4.50	8.00 2.50	8.00 2.50	8.00 2.50	8.00 7.50	40.00 19.50	54.650 81.975	3,784.51	3,784.51	289.52	528.25	177.61	235.50		1,230.88	2,553.63	39.130
OJEDA GANAY, JAMES D 167 SOUTH 7th ST NEWARK, NJ 07103	Journeyman	825 Class A Operator	M		O			7.00	2.00				9.00	100.080	900.72	4,920.60	376.43	747.52	254.44	555.63		1,934.02	2,986.58	53.100
VILORD, ANTHONY J 171 FOX RD DINGMANS FERRY, PA 18328	Journeyman	825 Class A Operator	M	W	R O			8.00 3.50	8.00 2.50	8.00 2.50	8.00 2.50	8.00 7.50	40.00 18.50	74.540 111.810	5,050.09	5,050.09	386.33	798.44	268.89	531.94		1,985.60	3,064.49	35.400

KEY W= White; B= Black or African American;
A= Asian; N= American Indian or Native Alaskan;
I= Native Hawaiian or Pacific Islander; M= 2 or More

[ ] Check if additional sheets used

MW-562 (9/19)

I, the undersigned, do hereby state and certify:

(1) That I pay or supervise the payment of the persons employed by

Shauger Property Services Inc

(Contractor or Subcontractor)

on the Northfield Ave & Valley Road

(Project Name & Location)

that during the payroll period beginning on (date) 09/27/2025 , and ending on (date) 10/03/2025 , all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of the aforenamed Contractor or Subcontractor from the full weekly wages earned by any person and that no deductions have been made either directly or indirectly from the full wages earned by any person, other than permissible deductions as defined in the New Jersey Prevailing Wage Act, N.J.S.A. 34:11-56.25 et seq. and Regulation N.J.A.C 12:60 et seq. and the Payment ofWages Law, N.J.S.A. 34:11-4.1 et seq.

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete; that the wage rates for laborers or mechanics contained therein are no less than the applicable wage rates contained in any wage determination incorporated into the contract; that the classifications set forth therein for each laborer or mechanic conform with the work he performed.

(3) That any apprentices employed in the above period are duly registered with the United States Department of Labor, Bureau of Apprenticeship and Training and enrolled in a certified apprenticeship program.

(4) That:

(a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS OR PROGRAMS

[X] In addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above-referenced payroll, payments of fringe benefits have been or will be made when due to appropriate programs for the benefit of such employ-ees, as noted in Section 4(c) at right.

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH

[ ] Each laborer or mechanic listed in the above-referenced payroll has been paid as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in Section 4(c) at right

(5) N.J.S.A. 12:60-2.1 and 5.1 - The Public Works employers shall submit to the public body or lessor a certified payroll record each pay period within 10 days of the payment of wages.

[X] By checking this box and typing my name below, I am electronically signing this application. I understand that an electronic signature has the same legal effect as a written signature.

Name Omaira Rivera

Title Payroll Assistant Date (mm/dd/yy) 10/08/25

THE FALSIFICATION OF ANY OF THE ABOVE STATEMENTS MAY SUBJECT THE CONTRACTOR OR SUBCONTRACTOR TO CIVIL OR CRIMINAL PROSECUTION.
- N.J.S.A. 34:11-56.25 ET SEQ. AND N.J.A.C. 12:60 ET SEQ. AND N.J.S.A. 34:11-4.1 ET SEQ.

4(c) Benefit Program Information in AMOUNT CONTRIBUTED PER HOUR (Must be completed if 4(a) is checked)

To calculate the cost per hour, divide 2,000 hours into the benefit cost per year per employee.

Program Title, Classification Title, or Individual Workers	Health/ Welfare	Vacation/ Holiday	Apprenticeship/ Training	Pension	Other Benefit Type and Amount (e.g., training, long-term disability or life ins.)	Name & Address of Fringe Benefit Fund, Plan, or Program Administrator	USDOL Benefit Plan Filing Number/EIN	Third-Party Trustee &/or Contract Person
See Benefit Program Information Report								

Shauger Property Services Inc
Benefit Program Information Report
PC25-064-Northfield Ave & Valley Road
09/27/25 To 10/03/25

Employee	H/W	V/H	A/T	Pension	Other	Admin Name	Address	Filing No/EIN	Trustee/Contact
ACOSTA, ELMER	25.50								
ACOSTA, ELMER				18.75					
ACOSTA, ELMER					Other 8.85				
BURGOS, CARMELO	12.90								
BURGOS, CARMELO		4.50							
BURGOS, CARMELO			0.65						
BURGOS, CARMELO				19.95					
BURGOS, CARMELO					Other 1.13				
ESTRELLA MALDONADO, JULIO A	12.90								
ESTRELLA MALDONADO, JULIO A		4.50							
ESTRELLA MALDONADO, JULIO A			0.65						
ESTRELLA MALDONADO, JULIO A				19.95					
ESTRELLA MALDONADO, JULIO A					Other 1.13				
GRABOWSKI, PAUL J	25.50								
GRABOWSKI, PAUL J				18.75					
GRABOWSKI, PAUL J					Other 8.85				
GUARDADO ORELLANA, ROBERT	12.90								
GUARDADO ORELLANA, ROBERT		4.50							
GUARDADO ORELLANA, ROBERT			0.65						
GUARDADO ORELLANA, ROBERT				19.95					
GUARDADO ORELLANA, ROBERT					Other 1.13				
LOPEZ, ALEXIS	12.90								
LOPEZ, ALEXIS		4.50							
LOPEZ, ALEXIS			0.65						
LOPEZ, ALEXIS				19.95					
LOPEZ, ALEXIS					Other 1.13				
OJEDA GANAY, JAMES D	25.50								
OJEDA GANAY, JAMES D				18.75					
OJEDA GANAY, JAMES D					Other 8.85				
VILORD, ANTHONY J	17.00								
VILORD, ANTHONY J				12.50					
VILORD, ANTHONY J					Other 5.90				

NJ Department of Labor & Workforce Development

Payroll Certification for Public Works Projects
for Contractor and Subcontractor's Weekly and Final Certification

Name of X Contractor or Subcontractor
Shauger Property Services Inc
F.E.I.N. 22-3564559

Payroll No. 2

Date Wages Due & Paid (mm/dd/yyyy)

Week Ending Date 10/10/2025
or Final Certification

Business Address
429 Dodd Street
East Orange, NJ, 07017
Project Location

Project Name
PC25-064-Northfield Ave & Valley Road
Contract I.D. or Project I.D.

Contractor Registration #

SUBMIT form by email: *equalpayact@dol.nj.gov*

IMPORTANT: For purposes of law, you must also submit this form to the appropriate public body or lessor.

1.	2. Work		3. Demographics			4. Day and Date							5.	6.	7. Gross Amt. Earned		8. Deductions						9.	10.
Employee Name and Address	Job Title *e.g., apprentice, journeyman, foreman*	Work Classification/ Occupational Category *e.g., carpenter, mason, plumber*	Sex *M=Male F=Female X=Non-Binary*	Race *See Key*	Earn Code	SA 10/04	SU 10/05	MO 10/06	TU 10/07	WE 10/08	TH 10/09	FR 10/10	Total Hours	Hourly Rate of Pay	This Project	This Week	FICA	Federal Tax	State Tax	Other	(specify)	Total Deductions	Net Wages Paid for Week	Total Fringe Benefit Cost/Hour
						Hours worked each day																		
GRABOWSKI, PAUL J 710 BUCKLAND CT DENVILLE, NJ 07834-3441	Journeyman	825 Class A Operator	M	W	O	9.50							9.50	101.190	961.31	5,177.56	396.08	1,130.52	275.12	197.76		1,999.48	3,178.08	53.100

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A= Asian; N= American Indian or Native Alaskan;
I= Native Hawaiian or Pacific Islander; M= 2 or More

Check if additional sheets used

MW-562 (9/19)

I, the undersigned, do hereby state and certify:

(1) That I pay or supervise the payment of the persons employed by

Shauger Property Services Inc

(Contractor or Subcontractor)

on the Northfield Ave & Valley Road

(Project Name & Location)

that during the payroll period beginning on (date) 10/04/2025, and ending on (date) 10/10/2025, all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of the aforenamed Contractor or Subcontractor from the full weekly wages earned by any person and that no deductions have been made either directly or indirectly from the full wages earned by any person, other than permissible deductions as defined in the New Jersey Prevailing Wage Act, N.J.S.A. 34:11-56.25 et seq. and Regulation N.J.A.C. 12:60 et seq. and the Payment ofWages Law, N.J.S.A. 34:11-4.1 et seq.

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete; that the wage rates for laborers or mechanics contained therein are no less than the applicable wage rates contained in any wage determination incorporated into the contract; that the classifications set forth therein for each laborer or mechanic conform with the work he performed

(3) That any apprentices employed in the above period are duly registered with the United States Department of Labor, Bureau of Apprenticeship and Training and enrolled in a certified apprenticeship program

(4) That:

(a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS OR PROGRAMS

X In addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above-referenced payroll, payments of fringe benefits have been or will be made when due to appropriate programs for the benefit of such employ-ees, as noted in Section 4(c) at right.

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH

Each laborer or mechanic listed in the above-referenced payroll has been paid as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in Section 4(c) at right

(5) N.J.S.A. 12:60-2.1 and 5.1 - The Public Works employers shall submit to the public body or lessor a certified payroll record each pay period within 10 days of the payment of wages.

X By checking this box and typing my name below, I am electronically signing this application. I understand that an electronic signature has the same legal effect as a written signature

Name Omaira Rivera

Title Payroll Assistant Date (mm/dd/yy) 10/15/25

THE FALSIFICATION OF ANY OF THE ABOVE STATEMENTS MAY SUBJECT THE CONTRACTOR OR SUBCONTRACTOR TO CIVIL OR CRIMINAL PROSECUTION

- N.J.S.A. 34:11-56.25 ET SEQ AND N.J.A.C. 12:60 ET SEQ AND N.J.S.A. 34:11-4.1 ET SEQ

4(c) Benefit Program Information in AMOUNT CONTRIBUTED PER HOUR (Must be completed if 4(a) is checked)

To calculate the cost per hour, divide 2,000 hours into the benefit cost per year per employee.

Program Title, Classification Title, or Individual Workers	Health/ Welfare	Vacation/ Holiday	Apprenticeship/ Training	Pension	Other Benefit Type and Amount (e.g., training, long-term disability or life ins.)	Name & Address of Fringe Benefit Fund, Plan, or Program Administrator	USDOL Benefit Plan Filing Number/EIN	Third-Party Trustee &/or Contract Person
See Benefit Program Information Report								

Shauger Property Services Inc
Benefit Program Information Report
PC25-064-Northfield Ave & Valley Road
10/04/25 To 10/10/25

Employee	H/W	V/H	A/T	Pension	Other	Admin Name	Address	Filing No/EIN	Trustee/Contact
GRABOWSKI, PAUL J	25.50								
GRABOWSKI, PAUL J				18.75					
GRABOWSKI, PAUL J					Other 8.85				

EXTRA DUTY SOLUTIONS
A HART HALSEY COMPANY

Extra Duty Solutions
(203)-202-3991

Invoice

Invoice Number:	**X070.704162**
Statement Date:	**06-Oct-2025**
Customer ID:	**C001644**
Location:	West Orange PD NJ
Account Manager:	973-568-8838
Terms:	Escrow
Internal Ref Code:	**1273091**

BILL TO:
Shauger Property Services
429 Dodd Street
East Orange NJ 07017
United States of America

Job # PQ25-064
$16,545.97

DATE	ITEM	LOCATION | TIME | OFFICER	QTY.	RATE	AMOUNT
09.29.25	Officer	09.29.25 - Northfield Ave & Main St; time: 00:00 - 05:00; officer: Giovine, M	5.00	123.50	617.50
09.29.25	Cruiser	09.29.25 - Northfield Ave & Main St; time: 00:00 - 05:00; officer: Giovine, M	1.00	135.63	135.63
09.29.25	Officer	09.29.25 - Northfield Ave & Main St; time: 19:00 - 00:00; officer: Rodriguez, G	5.00	123.50	617.50
09.29.25	Cruiser	09.29.25 - Northfield Ave & Main St; time: 19:00 - 00:00; officer: Rodriguez, G	1.00	135.63	135.63
09.29.25	Officer	09.29.25 - Northfield Ave & Main St; time: 19:00 - 05:00; officer: Simon, L	10.00	123.50	1,235.00
09.29.25	Cruiser	09.29.25 - Northfield Ave & Main St; time: 19:00 - 05:00; officer: Simon, L	1.00	271.25	271.25
09.30.25	Officer	09.30.25 - Northfield Ave & Main St; time: 19:00 - 00:00; officer: Delplato, M	5.00	123.50	617.50
09.30.25	Cruiser	09.30.25 - Northfield Ave & Main St; time: 19:00 - 00:00; officer: Delplato, M	1.00	135.63	135.63
09.30.25	Officer	09.30.25 - Northfield Ave & Main St; time: 19:00 - 00:00; officer: Rodriguez, G	5.00	123.50	617.50
09.30.25	Cruiser	09.30.25 - Northfield Ave & Main St; time: 19:00 - 00:00; officer: Rodriguez, G	1.00	135.63	135.63

Please detach the remittance slip below and return it with your payment.

REMITTANCE

Please make checks payable to Extra Duty Solutions:

Mail To :
Hart Halsey LLC dba Extra Duty Solutions
PO Box 604396
Charlotte, N.C. 28260-4396

Please write your INVOICE number on your check.

Invoice Number:	X070.704162
Statement Date:	06-Oct-2025
Customer ID:	C001644
Due Date:	Escrow
BALANCE DUE:	**$6,484.14**

TO PAY BY ACH: Wells Fargo Bank, N.A.

ABA #: 121000248 Account #: 4172588402 SWIFT: WFBIUS6S

AMOUNT ENCLOSED: $.

[X070.704162] [C001644] [6484.1400]

Continued...

EXTRA DUTY SOLUTIONS
A HART HALSEY COMPANY

Extra Duty Solutions
(203)-202-3991

Invoice

Invoice Number:	X070.704162
Statement Date:	06-Oct-2025
Customer ID:	C001644
Location:	West Orange PD NJ
Account Manager:	973-568-8838
Terms:	Escrow
Internal Ref Code:	1273091

BILL TO:
Shauger Property Services
429 Dodd Street
East Orange NJ 07017
United States of America

DATE	ITEM	LOCATION | TIME | OFFICER	QTY.	RATE	AMOUNT
10.01.25	Officer	10.01.25 - Northfield Ave & Main St; time: 00:00 - 05:30; officer: Carosia, J	5.50	123.50	679.25
10.01.25	Cruiser	10.01.25 - Northfield Ave & Main St; time: 00:00 - 05:30; officer: Carosia, J	1.00	149.19	149.19
10.01.25	Officer	10.01.25 - Northfield Ave & Main St; time: 00:00 - 05:30; officer: Tutela, J	5.50	123.50	679.25
10.01.25	Cruiser	10.01.25 - Northfield Ave & Main St; time: 00:00 - 05:30; officer: Tutela, J	1.00	149.19	149.19
10.01.25	Officer	10.01.25 - Northfield Ave & Main St; time: 18:30 - 00:00; officer: Dwyer, R	5.50	139.77	768.76
10.01.25	Officer	10.01.25 - Northfield Ave & Main St; time: 18:30 - 05:00; officer: Squires, B	10.50	139.78	1,467.64
10.02.25	Officer	10.02.25 - Northfield Ave & Main St; time: 00:00 - 05:00; officer: Arizmendi, L	5.00	139.78	698.88
10.02.25	Officer	10.02.25 - Northfield Ave & Main St; time: 18:30 - 00:00; officer: Bell, R	5.50	123.50	679.25
10.02.25	Officer	10.02.25 - Northfield Ave & Main St; time: 18:30 - 23:30; officer: Mango, K	5.00	123.50	617.50
10.02.25	Cruiser	10.02.25 - Northfield Ave & Main St; time: 18:30 - 23:30; officer: Mango, K	1.00	135.63	135.63

Please detach the remittance slip below and return it with your payment.

REMITTANCE

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Mail To :
Hart Halsey LLC dba Extra Duty Solutions
PO Box 604396
Charlotte, N.C. 28260-4396

Please write your INVOICE number on your check.

Invoice Number:	X070.704162
Statement Date:	06-Oct-2025
Customer ID:	C001644
Due Date:	Escrow
BALANCE DUE:	**$6,484.14**

TO PAY BY ACH: Wells Fargo Bank, N.A.

ABA #: 121000248 Account #: 4172588402 SWIFT: WFBIUS6S

AMOUNT ENCLOSED: $.

[X070.704162] [C001644] [6484.1400]

Continued...

EXTRA DUTY SOLUTIONS
A HART HALSEY COMPANY

Extra Duty Solutions
(203)-202-3991

Invoice

Invoice Number:	X070.704162
Statement Date:	06-Oct-2025
Customer ID:	C001644
Location:	West Orange PD NJ
Account Manager:	973-568-8838
Terms:	Escrow
Internal Ref Code:	1273091

BILL TO:
Shauger Property Services
429 Dodd Street
East Orange NJ 07017
United States of America

DATE	ITEM	LOCATION | TIME | OFFICER	QTY.	RATE	AMOUNT
10.02.25	Officer	10.02.25 - Northfield Ave & Main St; time: 23:30 - 05:00; officer: Squires, B	5.50	123.50	679.25
10.02.25	Cruiser	10.02.25 - Northfield Ave & Main St; time: 23:30 - 05:00; officer: Squires, B	1.00	149.19	149.19
10.03.25	Officer	10.03.25 - Northfield Ave & Main St; time: 00:00 - 05:00; officer: Loreto, G	5.00	123.50	617.50
10.03.25	Cruiser	10.03.25 - Northfield Ave & Main St; time: 00:00 - 05:00; officer: Loreto, G	1.00	135.63	135.63
10.03.25	Officer	10.03.25 - Northfield Ave & Main St; time: 18:30 - 09:30; officer: Boettinger, J	15.00	133.81	2,007.11
10.03.25	Officer	10.03.25 - Northfield Ave & Main St; time: 18:30 - 23:00; officer: Dominguez, L	4.50	123.50	555.75
10.03.25	Cruiser	10.03.25 - Northfield Ave & Main St; time: 18:30 - 23:00; officer: Dominguez, L	1.00	122.06	122.06
10.03.25	Officer	10.03.25 - Northfield Ave & Main St; time: 23:00 - 09:30; officer: Carosia, J	10.50	138.22	1,451.36
10.03.25	Cruiser	10.03.25 - Northfield Ave & Main St; time: 23:00 - 09:30; officer: Carosia, J	1.00	284.81	284.81

Please detach the remittance slip below and return it with your payment.

REMITTANCE

Please make checks payable to Extra Duty Solutions:

Mail To :
Hart Halsey LLC dba Extra Duty Solutions
PO Box 604396
Charlotte, N.C. 28260-4396

Please write your INVOICE number on your check.

Invoice Number:	X070.704162
Statement Date:	06-Oct-2025
Customer ID:	C001644
Due Date:	Escrow
BALANCE DUE:	$6,484.14

TO PAY BY ACH: Wells Fargo Bank, N.A.

ABA #: 121000248 Account #: 4172588402 SWIFT: WFBIUS6S

AMOUNT ENCLOSED: $.

[X070.704162] [C001644] [6484.1400]

Continued...

EXTRA DUTY SOLUTIONS
A HART HALSEY COMPANY

Extra Duty Solutions
(203)-202-3991

Invoice

Invoice Number:	X070.704162
Statement Date:	06-Oct-2025
Customer ID:	C001644
Location:	West Orange PD NJ
Account Manager:	973-568-8838
Terms:	Escrow
Internal Ref Code:	1273091

BILL TO:
Shauger Property Services
429 Dodd Street
East Orange NJ 07017
United States of America

DATE	ITEM	LOCATION | TIME | OFFICER	QTY.	RATE	AMOUNT

Processing Fee 0.00

PAYMENT : $10,061.83

BALANCE DUE: $6,484.14

Please pay this remaining balance. Thank you.

Please detach the remittance slip below and return it with your payment.

REMITTANCE

Please make checks payable to Extra Duty Solutions:

Mail To : Hart Halsey LLC dba Extra Duty Solutions
PO Box 604396
Charlotte, N.C. 28260-4396

Please write your INVOICE number on your check.

TO PAY BY ACH: Wells Fargo Bank, N.A.

ABA #: 121000248 Account #: 4172588402 SWIFT: WFBIUS6S

Invoice Number:	X070.704162
Statement Date:	06-Oct-2025
Customer ID:	C001644
Due Date:	Escrow
BALANCE DUE:	$6,484.14

AMOUNT ENCLOSED: $.

[X070.704162] [C001644] [6484.1400]

TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NJ

RESOLUTION 242-25

APPROVING VARIOUS SETTLEMENT, EMPLOYMENT, AND PROFESSIONAL SERVICES AGREEMENTS

WHEREAS, on April 17, 2023, Mayor McCartney instituted litigation against the Township Council related to her executive authority versus the Council's legislative authority under the Faulkner Act, N.J.S.A. 40:69A-1, et seq. under Docket No. ESX-L-4687-23; and

WHEREAS, the Hon. Annette Scoca, J.S.C., granted Mayor McCartney's Order to Show Cause pending a final decision in the case; and

WHEREAS, the Township Council subsequently filed a Third-Party Complaint against Township Attorney Richard D. Trenk, Esq., and Trenk Isabel Siddiqi & Shahdanian P.C.; and

WHEREAS, the parties to the litigation have engaged in settlement negotiations; and

WHEREAS, as a result of those settlement negotiations, all controversies between the parties have been tentatively resolved, subject to the approval of the following settlement agreement and various employment and professional services agreements by the Township Council; and

WHEREAS, the Mayor and Township Council are of the opinion that the settlement is in the best interests of the Township.

NOW, THEREFORE, BE IT RESOLVED by the Governing Body of the Township of West Orange, for the reasons set forth above, that:

1. The Settlement Agreement enclosed as **Exhibit A** is hereby approved.

2. Mayor McCartney nominates Mark Semararo, Esq., of Semeraro & Fahrney, LLC, as Township Attorney, and the Council approves that appointment. The Professional Services Agreement enclosed as **Exhibit B**, which authorizes the retention of Semeraro & Fahrney, LLC, as Township Attorney, is hereby approved.

3. Mayor McCartney nominates Gregg F. Paster, Esq., of Gregg F. Paster & Associates, LLC, as Assistant Township Attorney, and the Council approves that appointment. The Professional Services Agreement enclosed as **Exhibit C**, which authorizes the retention of Gregg F. Paster & Associates, LLC, as Assistant Township Attorney, is hereby approved.

4. Mayor McCartney nominates Everett Johnson, Esq., of Wilentz, Goldman & Spitzer, P.A., as Redevelopment Counsel, and the Council approves that appointment. The Professional Services Agreement enclosed as **Exhibit D**, which authorizes the retention of Wilentz, Goldman & Spitzer, P.A., as Redevelopment Counsel, is hereby approved.

5. Mayor McCartney nominates Peter Smeraldo as Business Administrator, and the Council approves that appointment. The Employment Agreement enclosed as **Exhibit E**, which authorizes the employment of Peter Smeraldo as Business Administrator, is hereby approved.

BE IT FURTHER RESOLVED that the Mayor and Township Council is hereby authorized to implement this Resolution and the Mayor may execute the aforementioned professional services contracts.

CERTIFICATION

I, Karen J. Carnevale, RMC, Township Clerk for the Township of West Orange, do hereby certify that the foregoing resolution was duly adopted by the Township of West Orange at a meeting held on October 28, 2025, with a quorum being present and voting in the majority.

_____

Clerk, Township of West Orange

Exhibit “A”

FINAL VERSION

SETTLEMENT AGREEMENT

THIS SETTLEMENT AGREEMENT (the "Agreement") is entered into as of the 28th day of October, 2025 (the "Effective Date") between Richard D. Trenk, Esq. ("Trenk"), Trenk Isabel Siddiqui & Shahdanian P.C. ("TISS"), Township of West Orange (the "Township"), and Township Council of Township of West Orange (the "Township Council"), and Mayor Susan B. McCartney the ("Mayor"). Trenk and TISS shall be referred to collectively as the "Trenk Parties." The Township and the Council shall be referred to collectively as the "Township Parties";

WHEREAS, on July 24, 2023, the Mayor filed an action entitled *In the Matter of West Orange* with the Superior Court of New Jersey, Essex County, Docket No. ESX-L-4687-23 (the "Litigation") by way of a Verified Complaint and an Order to Show Cause seeking 1) to declare Resolution 232-23 adopted by the Township Council on June 13, 2023, unlawful and adjudging it to be invalid and without any force or effect; 2) to declare that Richard D. Trenk, Esq. is and remains the Township Attorney for the Township of West Orange, entitled to perform all work necessary to that role, including the management of the Law Department, and being entitled to renumeration in accordance with the salary ordinance, Township Billing Guidelines, and his professional services contract for 2022; and 3) to compel the Township Council to adopt a resolution awarding Richard D. Trenk, Esq. a professional services contract for 2023 for the role of Township Attorney ("First OTSC"). The Mayor has been, and is, represented by Scott Salmon, Esq.;

WHEREAS, the Township Council has been, and is, represented by Angelo J. Genova, Esq. of Genova Burns LLC;

WHEREAS, the Trenk Parties have been represented by Christopher Gengaro, Esq.;

WHEREAS, on July 25, 2023 the Honorable Annette Scoca, Judge of the Superior Court, ("Judge Scoca") entered a Temporary Restraining Order (the "TRO") for the Mayor's First OTSC in the Litigation;

WHEREAS, after briefing and argument, on or about March 19, 2024, Judge Scoca entered an Order for a Preliminary Injunction and written Opinion (the "PI Order");

WHEREAS, the Township Council filed a Motion for Leave to Appeal the PI Order which was denied; and

WHEREAS, the Township Council filed a Counterclaim and Third-Party Complaint in the Litigation against the Mayor and the Trenk Parties;

WHEREAS, on January 15, 2025, the Mayor filed a subsequent Order to Show Cause seeking 1) to invalidate Resolution 24-25 adopted by the Council on January 6, 2025; and 2) to enjoin the Township Council from executing a contract for the retention of Stephen E. Trimboli, Esq. from The Chilla Business Counsel, LLC as set forth in Resolution 24- 25 ("Second OTSC");

WHEREAS, on January 15, 2025 the Honorable Annette Scoca, Judge of the Superior Court, ("Judge Scoca") entered a Temporary Restraining Order (the "TRO") for the Second OTSC;

WHEREAS, after briefing and argument, on or about March 31, 2025, Judge Scoca entered an Order denying the Township Council's Motion to Dissolve the Temporary Restraints;

WHEREAS, the parties desire to resolve this Litigation in order to avoid further expense and delay;

WHEREAS, in accordance with Trenk's letter dated January 6, 2025, Trenk will retire from his position as Township Attorney effective upon (i) approval and execution of this Agreement and (ii) appointment by the Mayor and approval of the Township Council of a new Township Attorney (the "Resignation Date");

WHEREAS, the Mayor, Township Council, Trenk, and TISS shall be referred to collectively as Parties;

NOW, THEREFORE, based on the foregoing premises all of which are hereby incorporated into this Agreement as material terms, and for the mutual promises and covenants set forth herein, and for other good and valuable consideration the receipt and sufficiency of which is hereby acknowledged by all the Parties, the Parties agree as follows:

1. **TRENK RESIGNATION:** Following the Resignation Date, the new Township Attorney, Business Administrator and TISS/Trenk will coordinate as to a reasonable transition of all active matters in accordance with the Rules of Professional Conduct concerning all legal matters involving the Township of West Orange. The new Township Attorney shall determine if there are any matters, including but not limited to any and all matters where the West Orange Municipal Budget is the payor for fees and expenses, as well as any Garden State Municipal Joint Insurance Fund matters, that should remain with TISS for economic or other reasons. For any new Township legal matters that the new Township Attorney determines should be handled by TISS, a Resolution for a professional services contract shall be presented by the Mayor and subject to approval by the Township Council if required by applicable law. All work performed by Trenk and TISS during the transition period must be reasonable and performed in the best interest of the Township.

2. **DISMISSAL OF PENDING LITIGATION:** Upon the Effective Date, the Litigation, including all claims, counterclaims, third party claims and defenses, shall be dismissed with prejudice and without costs. Furthermore, upon the Effective Date, the orders entered by Judge Scoca in the First OTSC and Second OTSC shall have no prospective effect.

Notwithstanding the foregoing, any party may seek to enforce the provisions of this Agreement herein.

3. **OUTSTANDING FEES/EXPENSES TO BE PAID:** The Township agrees to pay the Trenk Parties any and all outstanding legal fees and expenses that have been accrued, or which will in the future accrue subject to the terms of this Agreement and the Township's right to review such fees and expenses consistent with applicable law. To the extent that the Township or the Council fails to approve and pay such fees and expenses to the Trenk Parties within sixty (60) days of the Trenk Parties' submission of detailed invoices consistent with past practices, the parties agree that upon letter application, without necessity of a formal motion, and upon submission of each parties' position, Judge Scoca shall make a final determination as to the reasonableness of the fees and expenses. Judge Scoca's determination shall be binding on all the parties, final and non-appealable. In the event that Judge Scoca is unavailable, then the Judge who is designated for this Litigation shall handle these matters in accordance herewith. The Trenk Parties fully preserve all rights to be paid for all fees and expenses from the Garden State Joint Insurance Fund.

4. **MUTUAL RELEASES:**

(a) *The Trenk Parties' Release.* The Trenk Parties, in exchange for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, by this release, does for itself, its past and present affiliates, subsidiaries, owners, officers, directors, employees, heirs, executors, agents, representatives, administrators, insurers, attorneys, successors and assigns, hereby remise, release and forever discharge the Township Parties (including Mayor Susan McCartney in her capacity as Mayor and individually, and the Township Council collectively, in their capacity as Councilmembers and individually), and their respective past and present board members, owners, members, officers, directors, employees, agents, representatives,

administrators, subsidiaries, insurers, attorneys, successors and assigns, of and from all actions, causes of action, suits, debts, accounts, bonds, covenants, contracts, controversies, promises, damages, claims for contractual and/or statutory and/or other attorneys' fees and/or interest, judgments, executions, claims, liens, right to lien and demands whatsoever, in law or in equity, which the Trenk Parties hereafter can, shall, or may have against the Township Parties, arising out of or related in any way to any contract (written, express or implied by law), tort, lien, liability, fraud, matter, cause, fact, thing, attorneys' fees and expenses, act or omission whatsoever, including any and all claims that were made or could have been made or which could have been asserted, from the beginning of the world to the date of this Agreement (the "Trenk Released Claims") provided, however, that the Trenk Released Claims shall not include the Trenk Parties' right to legal fees and expenses as set forth herein, or any other rights preserved by this Agreement, all of which shall not be deemed to be released, and further provided that no former Councilmember shall be deemed to be released by the Trenk Parties from any claims in his or her individual capacity.

(b) *The Township Parties' Release.* The Township Parties, including Mayor Susan McCartney in her capacity as Mayor and individually, and the Township Council collectively, in their capacity as Councilmembers and individually (the "Township Party Releasors"), in exchange for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, by this release, does for itself, its past and present affiliates, subsidiaries, owners, officers, directors, employees, heirs, executors, agents, representatives, administrators, insurers, attorneys, successors and assigns, hereby remise, release and forever discharge the Trenk Parties, and their respective past and present board members, owners, members, officers, directors, employees, agents, representatives, administrators, subsidiaries, insurers, attorneys, successors and assigns, of

and from all actions, causes of action, suits, debts, accounts, bonds, covenants, contracts, controversies, promises, damages, claims for contractual and/or statutory and/or other attorneys' fees and/or interest, judgments, executions, claims, liens, right to lien and demands whatsoever, in law or in equity, which the Township Party Releasors hereafter can, shall, or may have against the Trenk Parties, arising out of or related in any way to any contract (written, express or implied by law), tort, lien, liability, fraud, matter, cause, fact, thing, attorneys' fees and expenses, act or omission whatsoever, including any and all claims that were made or could have been made or which could have been asserted, from the beginning of the world to the date of this Agreement (the "Township Released Claims") provided, however, that the Township Released Claims shall not include any rights preserved by this Agreement, which shall not be deemed to be released, and further provided that none of the Trenk Parties shall be deemed to be released by former Councilmembers from any claims in his or her individual capacity.

(c) *The Mayor's Release.* The Mayor, in exchange for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, by this release, does for itself, its past and present affiliates, subsidiaries, owners, officers, directors, employees, heirs, executors, agents, representatives, administrators, insurers, attorneys, successors and assigns, hereby remise, release and forever discharge the Township Council (collectively, in their capacity as Councilmembers and individually), and their respective past and present board members, owners, members, officers, directors, employees, agents, representatives, administrators, subsidiaries, insurers, attorneys, successors and assigns, of and from all actions, causes of action, suits, debts, accounts, bonds, covenants, contracts, controversies, promises, damages, claims for contractual and/or statutory and/or other attorneys' fees and/or interest, judgments, executions, claims, liens, right to lien and demands whatsoever, in law or in equity, which the Mayor hereafter can, shall, or may have against

the Township Council, arising out of or related in any way to any contract (written, express or implied by law), tort, lien, liability, fraud, matter, cause, fact, thing, attorneys' fees and expenses, act or omission whatsoever, including any and all claims that were made or could have been made or which could have been asserted, from the beginning of the world to the date of this Agreement (the "Mayor's Claims") provided, however, that the Mayor's Claims shall not include any rights preserved by this Agreement, which shall not be deemed to be released.

(d) *The Township Council's Release*. The Township Council, in exchange for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, by this release, does for itself, its past and present affiliates, subsidiaries, owners, officers, directors, employees, heirs, executors, agents, representatives, administrators, insurers, attorneys, successors and assigns, hereby remise, release and forever discharge the Mayor, and their respective past and present board members, owners, members, officers, directors, employees, agents, representatives, administrators, subsidiaries, insurers, attorneys, successors and assigns, of and from all actions, causes of action, suits, debts, accounts, bonds, covenants, contracts, controversies, promises, damages, claims for contractual and/or statutory and/or other attorneys' fees and/or interest, judgments, executions, claims, liens, right to lien and demands whatsoever, in law or in equity, which the Township Council hereafter can, shall, or may have against the Mayor, arising out of or related in any way to any contract (written, express or implied by law), tort, lien, liability, fraud, matter, cause, fact, thing, attorneys' fees and expenses, act or omission whatsoever, including any and all claims that were made or could have been made or which could have been asserted, from the beginning of the world to the date of this Agreement (the "Township Council's Claims") provided, however, that the Township Council's Claims shall not include any rights preserved by this Agreement, which shall not be deemed to be released.

5. **EFFECT OF PARTIAL INVALIDITY:** Should any provision of this Agreement be declared or be determined by any court of competent jurisdiction to be illegal or invalid, the validity of the remaining parts, terms or provisions shall be unaffected thereby, and said illegal or invalid part, term, or provision shall be deemed not to be part of this Agreement.

6. **ENTIRE AGREEMENT:** This Agreement constitutes the complete agreement and understanding between the Parties regarding its subject matter, and may be amended only in a writing signed by all Parties. No representation or promise concerning the terms or conditions of this Agreement exist, other than those expressly set forth in this Agreement.

7. **KNOWING AGREEMENT:** Each of the Parties acknowledges and confirms that they have read this Agreement in its entirety, understand all of its terms, and is entering in this Agreement freely and voluntarily, without coercion or duress.

8. **NO THIRD-PARTY INTERESTS:** The Trenk Parties represent and warrant that no other person or entity has or has had any interest in the claims, demands, obligations, or causes of action related to the claims asserted by the Trenk Parties in this Litigation, including the right to be paid legal fees and expenses; and that the Trenk Parties have the right and authority to sign this Agreement and receive the sums specified in it; and that the Trenk Parties have not sold, assigned, transferred, conveyed or otherwise disposed of any of the claims, demands, obligations or causes of action referred to in this Agreement. The Mayor and Council are fully authorized to execute this Agreement and bind the Township and the Council.

9. **ENFORCEMENT:** In the event that any party seeks to enforce any provision of this Agreement, the prevailing party shall be entitled to recover all legal fees and expenses incurred.

10. **OPRA:** This document may be subject to the New Jersey Open Public Records Act N.J.S.A. § 47:1A-1 et seq., and if so, may be subject to disclosure.

11. **JURISDICTION AND GOVERNING LAW:** The Superior Court of New Jersey, Law Division: Essex County shall have exclusive subject matter jurisdiction to adjudicate matters arising out of or in connection with this Agreement. The Parties hereby consent to the exclusive subject matter jurisdiction and personal jurisdiction of such court and waive any right they may otherwise have to challenge the appropriateness of the forum or the venue. This Agreement shall be governed exclusively by and construed exclusively in accordance with the laws of the State of New Jersey without regard for choice of law principles.

12. **COUNTERPARTS:** This Agreement may be executed in counterparts and, if so executed, each such counterpart shall have the force and effect of an original. A facsimile signature, DocuSign signature, or signature scanned and sent by electronic mail shall have the same force and effect as an original signature.

13. **APPROVAL:** The Township Council shall consider and approve this Settlement Agreement at its October ____, 2025 meeting. If the Township Council fails to approve this Agreement at its October , 2025 meeting, this Agreement shall be deemed null and void, and the Litigation shall be reinstated, with all parties rights, remedies and defenses preserved And nothing contained in this Agreement shall be deemed an admission or admissible with regard to any pending or future litigation between the parties.

[Signatures on Next Page]

In witness whereof, the parties have executed this Agreement as of the day and date first written above.

TOWNSHIP OF WEST ORANGE TOWNSHIP COUNCIL

_____
JOE KRAKOVIAK, Council President and Individually

_____
JOYCE RUDIN

_____
SUSAN SCARPA

_____
MICHELLE CASALINO

TOWNSHIP OF WEST ORANGE

By:_____
MAYOR SUSAN McCARTNEY

WITNESSED:

_____
KAREN CARNEVALE,
Municipal Clerk

TRENK ISABEL SIDDIQI & SHAHDANIAN P.C.

By:_____
RICHARD D. TRENK

_____
RICHARD D. TRENK, Individually

Exhibit "B"

Execution Copy

AGREEMENT FOR SERVICES OF THE TOWNSHIP ATTORNEY

THIS AGREEMENT made and entered into effective the 28th day of October, 2025, by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the "TOWNSHIP," and **Semeraro & Fahrney, LLC** with a principal place of business at 155 Route 46, Suite 108, Wayne, New Jersey 07470, hereinafter referred to as "COUNSEL", and for a term concurrent with that of the Mayor appointing it immediately upon passage of an authorizing resolution and execution of this agreement.

WITNESSETH THAT:

WHEREAS, the Township of West Orange is a Faulkner Act Mayor-Council Form of government with a Law Department established by Ordinance, the Director of which is the Township Attorney; and

WHEREAS, the Mayor intends to appoint Mark J. Semeraro, Esq an Attorney at Law of the State of New Jersey ("Semeraro") and his law firm (Semeraro & Fahrney, LLC),to the position of Township Attorney subject to advice and consent of the Township Council; and

WHEREAS, *N.J.S.A.* 40:69A-43, a section of the Faulkner Act, provides that "each department head shall serve during the term of office of the mayor appointing him, and until the appointment and qualification of his successor", which takes precedence over *N.J.S.A.* 40A:9-139, requiring that the appointment of municipal attorneys be limited to a term of one year, and

WHEREAS, Section 2-9.1 of the Township's Revised General Ordinances provides that the Township Attorney "shall serve during the term of office of the Mayor appointing him"; and

WHEREAS, the TOWNSHIP COUNCIL Resolution approving this Agreement provides for payment of the Township Attorney not to exceed $150,000.00 for the balance of 2025 at the

hourly rate of $175.00, which includes payment for COUNSEL's representation of the TOWNSHIP in its general legal matters, including litigation, contractual, arbitrated or mediated matters; and

WHEREAS, Mark J. Semeraro and the attorneys associated with Semeraro & Fahrney, LLC whom will be providing the services herein.

NOW, THEREFORE, in consideration of the mutual promises, terms and conditions hereinafter set forth, the parties hereto agree as follows:

1. **Scope of Services**. The TOWNSHIP hereby retains the services of COUNSEL, to provide all general legal services on behalf of the TOWNSHIP as provided by State statutes, regulations and the Revised General Ordinances of the TOWNSHIP, including, but not limited to: (i) providing legal advice to the Mayor,

2. Council, and Department Directors, in their day to day operation of the TOWNSHIP's government, including compliance with the Local Public Contracts Law, the Open Public Meetings Act, the Open Public Records Act, the Local Finance Law, Local Budget Law, Civil Service Law, etc.; (ii) legal research and drafting of legal opinions, contracts, agreements, resolutions and ordinances required for the effective and efficient operation of the TOWNSHIP's government; (iii) providing legal advice regarding policy initiatives and changes; (iv) representing the TOWNSHIP's interests in the purchase and sale of real property, and other property; (v) enforcement of licensing and regulatory ordinances of the TOWNSHIP, etc.; (vi) representation of the Township in certain judicial and administrative proceedings, whether before a judge, arbitrator, or mediator, in which the Township, or any of its officers in their official capacity, may have an interest; and (vii) related matters.

The Scope of Services shall include matters of litigation, arbitration or mediation in which the TOWNSHIP has an adversary, but in all such matters, COUNSEL shall be paid at an hourly rate separate and apart from, and in addition to, the salary paid for representation of the TOWNSHIP in its general legal matters. Whenever the Township Attorney deems it appropriate and subject to Governing Body approval, whether due to potential conflict of interest, the need for more specialized or expert legal skills, or to handle particularly complex or specialized legal matters, special counsel may be hired by the Township Attorney subject to Governing Dody approval and at a negotiated rate of compensation. COUNSEL shall review the invoices submitted by such special counsel to determine their accuracy and reasonableness under the Township's Billing Guidelines and shall manage their representation of the TOWNSHIP's interests to maximize the efficiency and effectiveness of their legal representation.

3. **Additional Encumbrances.** In the event that the $150,000.00 budgeted amount for COUNSEL'S services is exhausted prior to years end, the COUNSEL shall be entitled to seek necessary and reasonable encumbrances to compensate him for the balance of the year. Each subsequent year shall have its encumbrance set by resolution.

4. **Appointment of Assistant Township Attorney**. Simultaneously herewith, the Township is approving Gregg F. Paster, Esq. as Assistant Township Attorney. COUNSEL agrees that Mr. Paster will continue to serve in this capacity until December 31, 2026 when the current Mayor's term ends unless Mr. Paster resigns or fails to perform his ethical duties in accordance with the New Jersey Rules of Professional Responsibilities. If Mr. Paster ceases as Assistant Township Attorney, COUNSEL shall not recommend or submit a new Assistant Township Attorney without consultation and consent of the Mayor.

5. **Salary and Hourly Rate.** For representation of the Township in its general legal matters, COUNSEL shall be paid at a hourly rate of $175 not to exceed $150,000 for the balance of 2025. For matters of litigation, arbitration or mediation in which COUNSEL performs legal services for the TOWNSHIP, COUNSEL (including any and all attorneys employed by it) shall be paid at the hourly rate provided in the TOWNSHIP's Attorney Billing Guidelines (currently $175.00 per hour) for those legal services reasonably necessary to provide competent and adequate representation of the TOWNSHIP's interests, payment for all such services to be subject to Governing Body approval.

6. **Submission and Content of Invoices**. COUNSEL and the Township Attorney shall be entitled to payment for services rendered in fulfillment of their respective duties upon submission of invoices to the TOWNSHIP on a monthly basis. The invoices shall set forth in detail the time expended each day and description of the services rendered. All invoices shall, at a minimum, set forth: (i) the name of the matter; (ii) date(s) of services rendered; (iii) the attorney's name, initials, or other such identification; (iv) the attorney's hourly rate; (v) total charge for the task or billing entry; (vi) detailed description of the service rendered; and (vii) the amount of time spent on the particular task. COUNSEL and Township Attorney shall not block bill for any services rendered. For purposes of this Agreement, "block billing" shall refer to the practice of grouping together multiple activities or tasks under one (1) time entry.

7. **Reimbursement for Expenses**. COUNSEL may seek reimbursement for actual expenses reasonably incurred, such as postage, copying, mileage, meals, parking, court reporters or delivery of documents in accordance with the TOWNSHIP's Billing Guidelines. The amounts for such expenses shall be itemized on the monthly invoices provided to the TOWNSHIP.

8. **Administrative Work, Secretarial Services and Multiple Attorney Billing.** COUNSEL shall not bill the TOWNSHIP for office overhead expenses such as secretarial or administrative support staff and billing for multiple attorneys for internal conferences or attendance at outside meetings and events should be discouraged and minimized.

9. **Billing for Travel Time.** COUNSEL may bill the TOWNSHIP for travel time to and from any destinations in connection with the performance of this Agreement at one-half (50%) of the normal hourly rate for such matters including but not limited to travel time to the Municipal Building.

10. **Coordination of Representation.** COUNSEL shall coordinate and regularly communicate with the appropriate TOWNSHIP officials, department heads, TOWNSHIP employees and any others involved, regarding the status of various matters and the need for information and cooperation on their part.

11. **Professional Liability Coverage Required.** At all times during COUNSEL's retention by the TOWNSHIP, COUNSEL shall comply with the applicable New Jersey Court Rules requirements for professional liability coverage. COUNSEL shall maintain in good standing one or more policies of lawyers' professional liability insurance which shall insure COUNSEL's firm against liability imposed upon it by law for damages resulting from any claim made against it by its clients arising out of the performance of professional services by attorneys employed by the firm in their capacities as attorneys. Professional malpractice coverage of not less than $1 million per occurrence/$3 million aggregate shall remain in place at all times with the Clerk/Purchasing Agent to receive an annual Certificate of Insurance listing the TOWNSHIP as additional insured no less than thirty (30) days before the renewal date.

12. **Township Representations**. COUNSEL is hereby placed on notice that **no** Department Head, individual member of the Governing Body, or any agent, servant or employee of the TOWNSHIP possesses any lawful authority to: (a) engage on behalf of the Township the provision of legal services; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; or (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess.

13. **Applicability of Laws**. The provisions of this agreement are subject to the limitations of provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 *et seq.*, and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 *et seq.*

14. **Choice of Law**. This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject to and governed by the provisions of the New Jersey Contractual Liability Act (N.J.S.A. 59:13-1 *et seq.).*

15. This contract was awarded through a fair and open process pursuant to N.J.S.A. 19:44A-20.4 et seq.

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

TOWNSHIP OF WEST ORANGE

ATTEST:

_____ By:_____
KAREN J. CARNEVALE, R.M.C SUSAN McCARTNEY, MAYOR

WITNESS: **SEMERARO & FAHRNEY, LLC**

_____ By:_____
MARK J. SEMERARO

Exhibit "C"

AGREEMENT FOR SERVICES OF THE ASSISTANT TOWNSHIP ATTORNEY

THIS AGREEMENT made and entered into effective the 28th day of October, 2025, by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the "TOWNSHIP," and **GREGG F. PASTER & ASSOCIATES** with a principal place of business at 2160 N. Central Road, Suite 303, Fort Lee, NJ 07024, hereinafter referred to as "COUNSEL", and for a term subject to reappointment annually with the manner and amount of compensation to be approved by the Governing Body.

WITNESSETH THAT:

WHEREAS, the Township of West Orange is a Faulkner Act Mayor-Council Form of government with a Law Department established by Ordinance, the Director of which is the Township Attorney, with an Assistant Township Attorney appointed by the Township Attorney, to provide such assistance and services as the Township Attorney may direct and require, as provided in Section 2-9.3 of the Township Code; and

WHEREAS, the Mayor has appointed MARK SEMERARO, Esq., an Attorney at Law of the State of New Jersey ("SEMERARO") to the position of Township Attorney subject to advice and consent of the Township Council, which has approved of the Mayor's appointment, and SEMERARO has appointed GREGG F. PASTER, Esq., an Attorney at Law of the State of New Jersey and principal of **GREGG F. PASTER & ASSOCIATES** ("PASTER") to be Assistant Township Attorney ; and

WHEREAS, Section 2-9.3 of the Township's Revised General Ordinances provides that the Assistant Township Attorney, appointed by the Township Attorney "who shall supervise same and delegate and assign those of his duties, or portions of them, which in the Township

Attorney's judgment will contribute to and facilitate the efficient and effective operation of the Law Department"; and

WHEREAS, the TOWNSHIP Ordinances provide for payment of the Assistant Township Attorney with the manner and amount of compensation to be approved by the Governing Body, and PASTER, in his response to the Township's Request for Qualifications for Assistant Township Attorney agreed to provide services at the rate of $175.00 per hour, with no retainer, salary or other compensation, other than time and materials basis consistent with the TOWNSHIP's Attorney Billing Guidelines; and

WHEREAS, the TOWNSHIP COUNCIL Resolution approving this Agreement provides for payment of the Assistant Township Attorney not to exceed $75,000.00 for the balance of 2025 at the hourly rate of $175.00, which includes payment for COUNSEL's representation of the TOWNSHIP in its general legal matters, including litigation, contractual, arbitrated or mediated matters.

NOW, THEREFORE, in consideration of the mutual promises, terms and conditions hereinafter set forth, the parties hereto agree as follows:

1. **Scope of Services**. The TOWNSHIP hereby retains the services of COUNSEL, to provide all general legal services on behalf of the TOWNSHIP as directed by the TOWNSHIP ATTORNEY, and as provided by State statutes, regulations and the Revised General Ordinances of the TOWNSHIP and any related matters.

The Scope of Services shall include matters assigned by the Township Attorney, all services required in the absence of the Township Attorney, and any matters of litigation, arbitration or mediation, or other legal adversarial or transactional matters in which the TOWNSHIP ATTORNEY may so designate.

2. **Hourly Rate.** For representation of the Township in all matters assigned by the Township Attorney, PASTER shall be paid at the hourly rate of $175.00 per hour, and as otherwise provided in the TOWNSHIP's Attorney Billing Guidelines for those legal services reasonably necessary to provide competent and adequate representation of the TOWNSHIP's interests, payment for all such services to be subject to governing body approval.

3. **Submission and Content of Invoices.** COUNSEL shall be entitled to payment for services rendered consistent herewith upon submission of invoices to the TOWNSHIP on a monthly or bi-monthly basis, in COUNSEL'S discretion. The invoices shall set forth in detail the time expended each day and description of the services rendered. All invoices shall, at a minimum, set forth: (i) the name of the matter; (ii) date(s) of services rendered; (iii) the attorney's name, initials, or other such identification; (iv) the attorney's hourly rate; (v) total charge for the task or billing entry; (vi) detailed description of the service rendered; and (vii) the amount of time spent on the particular task, billed in 1/10 hour increments. COUNSEL shall not block bill for any services rendered. For purposes of this Agreement, "block billing" shall refer to the practice of grouping together multiple activities or tasks under one (1) time entry.

4. **Reimbursement for Expenses.** COUNSEL may seek reimbursement for actual expenses reasonably incurred, such as postage, copying, mileage, meals, parking, court reporters or delivery of documents in accordance with the TOWNSHIP's Billing Guidelines. The amounts for such expenses shall be itemized on the monthly invoices provided to the TOWNSHIP.

5. **Administrative Work, Secretarial Services and Multiple Attorney Billing.** COUNSEL shall not bill the TOWNSHIP for office overhead expenses such as secretarial or

administrative support staff and billing for multiple attorneys for internal conferences or attendance at outside meetings and events should be discouraged and minimized.

6. **Billing for Travel Time.** COUNSEL may bill the TOWNSHIP for travel time to and from any destinations in connection with all matters hereunder which COUNSEL is handling for the TOWNSHIP at one-half of the normal hourly rate for such matters. Travel time to and from the TOWNSHIP offices for regular or special meetings or consultations with Township officials shall not be billed.

7. **Coordination of Representation.** COUNSEL shall coordinate and regularly communicate with the appropriate TOWNSHIP officials, department heads, TOWNSHIP employees and any others involved, regarding the status of various matters and the need for information and cooperation on their part.

8. **Professional Liability Coverage Required.** At all times during COUNSEL's retention by the TOWNSHIP, COUNSEL shall comply with the applicable New Jersey Court Rules requirements for professional liability coverage. COUNSEL shall maintain in good standing one or more policies of lawyers' professional liability insurance which shall insure COUNSEL's firm against liability imposed upon it by law for damages resulting from any claim made against it by its clients arising out of the performance of professional services by attorneys employed by the firm in their capacities as attorneys. Professional malpractice coverage of not less than $1 million per occurrence/$2 million aggregate shall remain in place at all times with the Clerk/Purchasing Agent to receive an annual Certificate of Insurance listing the TOWNSHIP as additional insured no less than thirty (30) days before the renewal date.

9. **Township Representations.** COUNSEL is hereby placed on notice that **no** Department Head, individual member of the Governing Body, or any agent, servant or

employee of the TOWNSHIP possesses any lawful authority to: (a) engage on behalf of the Township the provision of legal services; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; or (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess.

10. **Applicability of Laws.** The provisions of this agreement are subject to the limitations of provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 *et seq.*, and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 *et seq.*

11. **Choice of Law.** This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject to and governed by the provisions of the New Jersey Contractual Liability Act (N.J.S.A. 59:13-1 *et seq.).*

12. This contract was awarded through a fair and open process pursuant to N.J.S.A. 19:44A-20.4 et seq.

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

TOWNSHIP OF WEST ORANGE

ATTEST:

_____

KAREN J. CARNEVALE, R.M.C

By:_____

SUSAN McCARTNEY, MAYOR

WITNESS:

GREGG F. PASTER & ASSOCIATES

_____

By:_____

GREGG F. PASTER, ESQ.

Exhibit "D"

AGREEMENT FOR LEGAL SERVICES – REDEVELOPMENT COUNSEL

THIS AGREEMENT made and entered into on this 28th day of October, 2025 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the "TOWNSHIP," party of the first part, and **WILENTZ, GOLDMAN & SPITZER, P.A.**, Attorneys at Law of the State of New Jersey, located at 90 Woodbridge Center Drive, Woodbridge, New Jersey, hereinafter referred to as "COUNSEL," party of the second part.

WITNESSETH THAT:

WHEREAS, the Governing Body of the TOWNSHIP has determined that it is in the best interests of the TOWNSHIP to retain the services of COUNSEL to serve in the capacity as Redevelopment Counsel;

NOW, THEREFORE, in consideration of the mutual promises, terms and conditions hereinafter set forth, the parties hereto agree as follows:

1. The TOWNSHIP hereby retains the services of COUNSEL to serve as Redevelopment Counsel for the period October 28, 2025 through December 31, 2025 at the following rates:

   a. Services rendered to the TOWNSHIP shall be billed at the blended hourly rate of $215 for attorneys and $135 for paralegals. In the event that COUNSEL is required to represent the TOWNSHIP in litigation/dispute resolution matters, the blended hourly rate shall be the same.

   b. Services rendered to the TOWNSHIP, the cost of which are reimbursed by a developer through a developer-funded escrow account pursuant to an escrow agreement between the developer and the TOWNSHIP, shall be billed at the blended hourly rate of $345 for attorneys and $180 for legal assistants. In

addition to the hourly time charges described above, COUNSEL will be reimbursed for out-of-pocket expenses.

2. COUNSEL will not seek reimbursement from the TOWNSHIP for its routine costs and expenses such as postage, copying, mileage, meals, parking, or delivery of documents.

3. COUNSEL may seek reimbursement from the TOWNSHIP for extraordinary expenses such as the cost of deposing adverse witnesses, transcripts or hiring experts. Counsel will not incur any such expenses without the express written approval of the applicable TOWNSHIP Department Head before the extraordinary expense is incurred.

4. COUNSEL'S responsibilities shall include all preparation, advice, and paperwork for purchases and/or sales of property by the Township, pre-trial preparation, discovery and trial, to the extent necessary, for all assigned matters.

5. COUNSEL recognizes that any and all approval for engagement of services must come from the Governing Body of the TOWNSHIP, and that no services, work or any efforts relative to the contract shall be commenced until the Governing Body adopts a duly authorized Resolution accompanied by a Certificate of Funds.

6. COUNSEL recognizes that all services rendered are subject to the approval and direction of the Law Department, and that payment for such services is conditioned upon the issuance of a Purchase Order by the Township encompassing the services for which compensation is sought.

7. COUNSEL is hereby placed on notice that the Billing Guidelines of the TOWNSHIP shall apply to this agreement for professional services. COUNSEL is further noticed that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the TOWNSHIP possesses any lawful authority to: (a) engage the rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the amount

specifically approved in the Resolution and Certificate of Funds; or to (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statement or vouchers for any amount exceeding that originally approved will be honored or paid by the TOWNSHIP, irrespective of whether such services were actually performed.

8. COUNSEL shall submit detailed invoices to the TOWNSHIP for services rendered each month, with a copy to the Township Attorney, no later than fifteen (15) days subsequent to the close of the month. All invoices submitted by COUNSEL shall set forth with specificity the tasks performed, the attorney performing the tasks, and the amount of time spent on each task.

9. During the term of this agreement, COUNSEL shall maintain professional liability malpractice insurance coverage with an insurance company licensed and authorized to do business in the State of New Jersey with coverage not less than $1,000,000. COUNSEL shall provide the Township Attorney and Municipal Clerk with proof of a valid certificate of insurance listing the TOWNSHIP as a certificate holder. To the extent that this insurance coverage is scheduled to lapse at any time before the end of the contract, COUNSEL shall provide proof of renewal or new insurance coverage no later than thirty (30) days before the termination of the current coverage.

10. The provisions of this agreement are subject to the limitations of provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 *et seq.*, and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 *et seq.*

11. This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject to and governed by the provisions of the New Jersey Contractual Liability Act (N.J.S.A. 59:13-1 *et seq.*)

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

TOWNSHIP OF WEST ORANGE

ATTEST:

_____ By:_____

KAREN J. CARNEVALE, R.M.C SUSAN McCARTNEY, MAYOR

WILENTZ, GOLDMAN & SPITZER, P.A.

WITNESS:

_____ By:_____

Exhibit “E”

TOWNSHIP OF WEST ORANGE

EMPLOYMENT AGREEMENT

THIS AGREEMENT, effective on October 28, 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 **PETER F. SMERALDO, JR.** (hereinafter called "Employee"),.

WITNESSETH

WHEREAS, the Township is desirous of employing the Employee; and

WHEREAS, the Township is desirous of filling the open position of Business Administrator; and

WHEREAS, the Township is desirous of creating, by Ordinance, the position of Business Administrator; and

WHEREAS, the Township has considered and determined that Employee is competent and qualified to perform the duties assigned to the position of Business Administrator; and

WHEREAS, the employment of Employee to serve as Business Administrator 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, Employee is designated as the Business Administrator; 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 any 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 Business Administrator shall be for a period commencing on October 28, 2025 and ending December 31, 2026.

4. **SALARY**

Employee's annual salary as Business Administrator is $209,206.00 (Step K) payable in weekly or bi-weekly increments as determined by the Township in its sole discretion ("Salary").

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 his 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. The goals and objectives set forth on Schedule "A" annexed hereto are incorporated herein by reference.

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 Business Administrator. 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 be in 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**

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. The Township further agrees to defend and indemnify Employee against any and 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 in accordance with Township Policy. Employee shall receive four (4) personal days at the same level as all other Township employees. Employee shall also receive the same time off for 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. Employee shall be entitled to receive three (3) paid personal days annually.

11. **PERFORMANCE EVALUATION**

The Township reserves the right to conduct a performance evaluation periodically. 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 Business Administrator 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 his 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 event, 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.

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 the course of employment are the sole property of 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:

_____ _____

Peter F.Smeraldo, Jr.

ATTEST: **TOWNSHIP OF WEST ORANGE**

By:_____

KAREN CARNEVALE
Township Clerk

SUSAN McCARNTEY.
Mayor

AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC, SUBSECTION 7-32.2 RESTRICTED PARKING ZONES, OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE

BE IT ORDAINED, by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey as follows:

Section 1. Subsection 7-32.2, Restricted Parking Zones of the Revised General Ordinances of the Township of West Orange is hereby supplemented and amended as follows (*italic type denotes deletion,* **bold type denotes addition):**

7-32.2 Restricted Parking Zones. Pursuant to N.J.S.A 39:4-197.6, Restricted Parking Zones, as defined in N.J.S.A. 39:4-207.6e, are established in front of the following residences as indicated on the Tax Maps of the Township of West Orange, at the specified locations. Parking within a specific zone is restricted to the motor vehicle issued a permit pursuant to N.J.S.A. 39:4-197.7. In accordance with N.J.S.A., 39:4-197.6 parking is permitted in the Restricted Parking Zone except when prohibited in front of the residence by other sections of this Chapter.

Residence Address	***No. of Spaces***	***Location***
6 McKinley Avenue	**1**	**Beginning 236 feet west of the westerly curb line of Main Street extended, and extending 20 feet west.**
6 Kling Street	**1**	**Beginning 168 feet west of the westerly curb line of Columbia Street, and extending 20 feet west.**
38 Mitchell Street	**1**	**Beginning 162 feet east of the easterly curb line of Valley Road, and extending 20 feet east.**
136 Rollinson Street	**1**	**Beginning 222 feet north of the northerly curb line of South Valley Road, and extending 20 feet north.**

Section 2. If any provision of this Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any other provisions or applications of this Ordinance that can be given effect without the invalid provision(s) or application(s) and to this end the provisions of this Ordinance are severable. All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

Section 3. This Ordinance shall take effect upon final passage and publication in accordance with law and upon the approval of the New Jersey Department of Transportation if required.

SUSAN MCCARTNEY, MAYOR

JOE KRAKOVIAK,
COUNCIL PRESIDENT

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

INTRODUCED: October 16, 2025

ADOPTED: October 28, 2025

LEGISLATIVE HISTORY

Restricted Parking Stalls will be established in front of 6 McKinley Avenue, 6 Kling Street, 38 Mitchell Street, and 136 Rollinson Street for the exclusive use of the residents who are in possession of a NJMVC Disability ID and Parking Placard. These Stalls were requested by the residents of each location and are permissible under NJ Statutes Annotated (N.J.S.A.) 39:4-197.7.

2943-25

AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC, SUBSECTION 7-29.1, SPEED LIMITS IN GENERAL, 7-30 MID-BLOCK CROSSWALKS, AND 7-10.2 STOPPING OR STANDING PROHIBITED DURING CERTAIN HOURS ON CERTAIN STREETS ON CERTAIN DAYS OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE

BE IT ORDAINED, by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey as follows:

Section 1. Subsection 7-29.1 Speed Limits in General, of the Revised General Ordinance of the Township of West Orange is hereby supplemented and amended as follows, pursuant to the provisions of N.J.S.A. Title 39 Motor Vehicles and Traffic Regulations, Chapters 39:4-8a, 39:4-98, and 39: 4-197.

(*italic type denotes deletion,* **bold type denotes addition):**

Name of Street	Direction	Speed Limit	Location
Woodland Avenue	**Both**	**25 M.P.H.**	**25 M.P.H. statutory Speed limit except for a school speed limit of 20 M.P.H. from 8 A.M.-10 A.M. and 3P.M.-5 P.M. weekdays from Stevens Terrace to Terrace Avenue**
Forest Avenue	**Both**	**25 M.P.H.**	**25 M.P.H. statutory Speed limit except for a school speed limit of 20 M.P.H. from 8 A.M.-10 A.M. and 3P.M.-5 P.M. weekdays from McManus Court to Woodland Avenue**
Ellis Street	**Both**	**25 M.P.H.**	**25 M.P.H. statutory Speed limit except for a school speed limit of 20 M.P.H. from 8 A.M.-10 A.M. and**

			3P.M.-5 P.M. weekdays from Forest Avenue to Redwood Avenue.
Name of Street	Direction	Speed Limit	Location
Redwood Avenue	**Both**	**25 M.P.H.**	**25 M.P.H. statutory Speed limit except for a school speed limit of 20 M.P.H. from 8 A.M.-10 A.M. and 3P.M.-5 P.M. weekdays from Ellis Street to Woodland Avenue.**

Section 2. Subsection 7-30 Mid-Block Crosswalks, of the Revised General Ordinance of the Township of West Orange is hereby supplemented and amended as follows:

(*italic type denotes deletion,* **bold type denotes addition):**

Name of Street	Distance from the Intersection
Redwood Avenue	*Beginning at a point 113 feet south of the southerly curb line Of Nicholas Avenue and then 10 feet therefrom.*

Section 3. Subsection 7-10.2 Stopping or Standing Prohibited During Certain Hours on Certain Streets on Certain Days, of the Revised General Ordinance of the Township of West Orange is hereby supplemented and amended as follows:

(*italic type denotes deletion,* **bold type denotes addition):**

Name of Street	Side	Hours	Days	Location
Woodland Avenue	**Both**	**8:00 a.m. to 10:00 a.m. 3:00 p.m. to 5:00 p.m.**	**School Days**	**From Redwood Avenue to Terrace Avenue.**
Redwood Avenue	**East**	**8:00 a.m. to 10:00 a.m. 3:00 p.m. to 5:00 p.m.**	**School Days**	**From Cannon Street to northerly Dead End.**
Redwood Avenue	**West**	**8:00 a.m. to 10:00 a.m. 3:00 p.m. to 5:00 p.m.**	**School Days**	**From Woodland Avenue to northerly Dead End.**
Nicholas Avenue	**Both**	**8:00 a.m. to 10:00 a.m. 3:00 p.m. to 5:00 p.m.**	**School Days**	**From Redwood Avenue to Terrace Aven**

Section 4. If any provisions of this Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any other provisions or applications of this Ordinance that can be given effect without the invalid provision(s) or application(s) and to this end the provisions of this Ordinance are severable.

Section 5. All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

Section 6. This Ordinance shall take effect upon final passage and publication in accordance with law and upon the approval by Resolution of the Essex County Board of Chosen Freeholders.

SUSAN MCCARTNEY, MAYOR

JOE KRAKOVIAK,
COUNCIL PRESIDENT

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

INTRODUCED: October 16, 2025

ADOPTED: October 28, 2025

LEGISLATIVE HISTORY

This Ordinance amends Chapter 7, Subsection 29.1, Subsection 30, and Subsection 7-10.2 of the Revised General Ordinances. The ordinance establishes a 20 M.P.H. speed limit on Woodland Avenue, Forest Avenue, Ellis Street, and Redwood Avenue on weekdays between 8AM-10AM and 3PM-5PM in the vicinity of Redwood School when children are normally present. The ordinance deletes a mid-block crossing on Redwood Avenue that has been moved previously to Redwood Avenue and Cannon Street. The ordinance establishes No Stopping or Standing Zones on Woodland Avenue, Redwood Avenue, and Nicholas Avenue during school drop off and pickup hours where parents have been circumventing the established drop off procedure at Redwood School by parking on neighboring streets and creating a safety hazard.

This change is part of a larger program improving visibility and safety within the Redwood School Zone. At all other times, the speed limit on these listed streets will remain at 25 M.P.H.

2942-25

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

_____

Joe Krakoviak, Council President

Introduced: October 28, 2025

Adopted: November 12, 2025

Approved as to form and legality on the basis of the facts set forth.

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

LEGISLATIVE HISTORY

'* Add title **"Municipal Department Head - Planning Director**" Job Code MA10400 and salary range from 2025 to 2029.

'* Add title **"Municipal Department Head - Director of Code Enforcement**" Job Code MA10410 and salary range from 2025 to 2029.

'*Add title **"Keyboard Clerk/Secretary to the Mayor**" Job Code AU10490 and salary range from 2025 to 2029.

'*Add title **"Transportation Analyst**" Job Code MA10420 and salary range from 2025 to 2029.

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	0.00%	1/1/2010	12/31/2010	18,000	25,335	32,670	40,005	47,340	54,675	62,011	6	7,335	1,820	9.89	34.07
AU10340	0.00%	1/1/2011	12/31/2011	18,000	25,335	32,670	40,006	47,341	54,676	62,011	6	7,335	1,820	9.89	34.07
AU10340	2.00%	1/1/2012	12/31/2012	18,000	25,542	33,084	40,626	48,167	55,709	63,251	6	7,542	1,820	9.89	34.75
AU10340	2.00%	1/1/2013	12/31/2013	18,000	25,753	33,505	41,258	49,011	56,764	64,516	6	7,753	1,820	9.89	35.45
AU10340	0.00%	1/1/2014	12/31/2014	18,000	25,753	33,505	41,258	49,011	56,764	64,516	6	7,753	1,820	9.89	35.45
AU10340	1.50%	1/1/2015	12/31/2015	18,270	26,139	34,008	41,877	49,746	57,615	65,484	6	7,869	1,820	10.04	35.98
AU10340	2.00%	1/1/2016	12/31/2016	18,635	26,662	34,688	42,715	50,741	58,767	66,794	6	8,026	1,820	10.24	36.70
AU10340	2.00%	1/1/2017	12/31/2017	19,008	27,195	35,382	43,569	51,756	59,943	68,130	6	8,187	1,820	10.44	37.43
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

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
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
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	0.00%	1/1/2010	12/31/2010	18,000	25,335	32,670	40,006	47,341	54,676	62,011	6	7,335	1,820	9.89	34.07
AU10350	0.00%	1/1/2011	12/31/2011	18,000	25,335	32,670	40,006	47,341	54,676	62,011	6	7,335	1,820	9.89	34.07
AU10350	2.00%	1/1/2012	12/31/2012	18,000	25,542	33,084	40,626	48,167	55,709	63,251	6	7,542	1,820	9.89	34.75
AU10350	2.00%	1/1/2013	12/31/2013	18,000	25,753	33,505	41,258	49,011	56,764	64,516	6	7,753	1,820	9.89	35.45
AU10350	0.00%	1/1/2014	12/31/2014	18,000	25,753	33,505	41,258	49,011	56,764	64,516	6	7,753	1,820	9.89	35.45
AU10350	1.50%	1/1/2015	12/31/2015	18,270	26,139	34,008	41,877	49,746	57,615	65,484	6	7,869	1,820	10.04	35.98
AU10350	2.00%	1/1/2016	12/31/2016	18,635	26,662	34,688	42,715	50,741	58,767	66,794	6	8,026	1,820	10.24	36.70
AU10350	2.00%	1/1/2017	12/31/2017	19,008	27,195	35,382	43,569	51,756	59,943	68,130	6	8,187	1,820	10.44	37.43
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
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

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
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	0.00%	1/1/2010	12/31/2010	16,000	20,155	24,310	28,465	32,621	36,775	40,928	6	4,155	1,820	8.79	22.49
AU10440	0.00%	1/1/2011	12/31/2011	16,000	20,155	24,309	28,464	32,619	36,773	40,928	6	4,155	1,820	8.79	22.49
AU10440	2.00%	1/1/2012	12/31/2012	16,000	20,291	24,582	28,873	33,164	37,455	41,747	6	4,291	1,820	8.79	22.94
AU10440	2.00%	1/1/2013	12/31/2013	16,000	20,430	24,860	29,291	33,721	38,151	42,581	6	4,430	1,820	8.79	23.40
AU10440	0.00%	1/1/2014	12/31/2014	16,000	20,430	24,860	29,291	33,721	38,151	42,581	6	4,430	1,820	8.79	23.40
AU10440	1.50%	1/1/2015	12/31/2015	16,240	20,737	25,233	29,730	34,227	38,724	43,220	6	4,497	1,820	8.92	23.75
AU10440	2.00%	1/1/2016	12/31/2016	16,565	21,152	25,739	30,326	34,913	39,500	44,085	6	4,587	1,820	9.10	24.22
AU10440	2.00%	1/1/2017	12/31/2017	16,896	21,575	26,253	30,932	35,611	40,290	44,967	6	4,679	1,820	9.28	24.71
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

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
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
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	0.00%	1/1/2014	12/31/2014	21,000	25,378	29,755	34,133	38,511	42,888	47,581	6	4,378	1,820	11.54	26.14
AU10450	1.50%	1/1/2015	12/31/2015	21,315	25,812	30,308	34,805	39,301	43,798	48,295	6	4,497	1,820	11.71	26.54
AU10450	2.00%	1/1/2016	12/31/2016	21,741	26,328	30,914	35,501	40,088	44,674	49,261	6	4,587	1,820	11.95	27.07
AU10450	2.00%	1/1/2017	12/31/2017	22,176	26,854	31,533	36,211	40,889	45,568	50,246	6	4,678	1,820	12.18	27.61
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
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	1.00%	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
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

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
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-															
AU10450	0.00%	1/1/2014	12/31/2014	21,000	25,378	29,755	34,133	38,511	42,888	47,581	6	4,378	1,820	11.54	26.14
AU10450	1.50%	1/1/2015	12/31/2015	21,315	25,812	30,308	34,805	39,301	43,798	48,295	6	4,497	1,820	11.71	26.54
AU10450	2.00%	1/1/2016	12/31/2016	21,741	26,328	30,914	35,501	40,088	44,674	49,261	6	4,587	1,820	11.95	27.07
AU10450	2.00%	1/1/2017	12/31/2017	22,176	26,854	31,533	36,211	40,889	45,568	50,246	6	4,678	1,820	12.18	27.61
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
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
Keyboarding Clerk/Secretary to the Mayor															
AU10490	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
AU10490	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
AU10490	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
AU10490	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
AU10490	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

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	0.00%	1/1/2010	12/31/2010	18,000	25,964	33,928	41,892	49,855	57,819	65,783	6	7,964	1,820	9.89	36.14
AU10850	0.00%	1/1/2011	12/31/2011	18,000	25,964	33,928	41,892	49,855	57,819	65,783	6	7,964	1,820	9.89	36.14
AU10850	2.00%	1/1/2012	12/31/2012	18,000	26,183	34,366	42,549	50,732	58,916	67,099	6	8,183	1,820	9.89	36.87
AU10850	2.00%	1/1/2013	12/31/2013	18,000	26,407	34,814	43,220	51,627	60,034	68,441	6	8,407	1,820	9.89	37.60
AU10850	0.00%	1/1/2014	12/31/2014	18,000	26,407	34,814	43,220	51,627	60,034	68,441	6	8,407	1,820	9.89	37.60
AU10850	1.50%	1/1/2015	12/31/2015	18,270	26,803	35,336	43,869	52,401	60,934	69,467	6	8,533	1,820	10.04	38.17
AU10850	2.00%	1/1/2016	12/31/2016	18,635	27,339	36,042	44,746	53,450	62,153	70,857	6	8,704	1,820	10.24	38.93
AU10850	2.00%	1/1/2017	12/31/2017	19,008	27,886	36,763	45,641	54,519	63,396	72,274	6	8,878	1,820	10.44	39.71
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

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
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
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															
AU10850	0.00%	1/1/2010	12/31/2010	18,000	25,964	33,928	41,892	49,855	57,819	65,783	6	7,964	1,820	9.89	36.14
AU10850	0.00%	1/1/2011	12/31/2011	18,000	25,964	33,928	41,892	49,855	57,819	65,783	6	7,964	1,820	9.89	36.14
AU10850	2.00%	1/1/2012	12/31/2012	23,000	30,350	37,700	45,049	52,399	59,749	67,099	6	7,350	1,820	12.64	36.87
AU10850	2.00%	1/1/2013	12/31/2013	23,000	30,573	38,147	45,720	53,294	60,867	68,441	6	7,573	1,820	12.64	37.60
AU10850	0.00%	1/1/2014	12/31/2014	23,000	30,573	38,147	45,720	53,294	60,867	68,441	6	7,573	1,820	12.64	37.60
AU10850	1.50%	1/1/2015	12/31/2015	23,345	31,032	38,719	46,406	54,093	61,780	69,467	6	7,687	1,820	12.83	38.17
AU10850	2.00%	1/1/2016	12/31/2016	23,812	31,653	39,493	47,334	55,175	63,016	70,857	6	7,841	1,820	13.08	38.93
AU10850	2.00%	1/1/2017	12/31/2017	24,288	32,286	40,283	48,281	56,279	64,276	72,274	6	7,998	1,820	13.35	39.71
AU10855	0.00%	1/1/2018	12/31/2018	24,288	32,286	40,283	48,281	56,279	64,276	72,274	6	7,998	1,820	13.35	39.71
AU10855	1.00%	1/1/2019	12/31/2019	24,531	32,609	40,686	48,764	56,841	64,919	72,996	6	8,078	1,820	13.48	40.11
AU10855	1.50%	1/1/2020	6/30/2020	24,899	33,098	41,296	49,495	57,694	65,893	74,091	6	8,199	1,820	13.68	40.71
AU10855	1.50%	7/1/2020	12/31/2020	25,272	33,594	41,916	50,238	58,559	66,881	75,203	6	8,322	1,820	13.89	41.32
AU10855	1.50%	1/1/2021	6/30/2021	25,652	34,098	42,545	50,991	59,438	67,884	76,331	6	8,447	1,820	14.09	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	54,327	59,833	65,339	70,845	76,350	81,856	87,362	6	5,506	1,820	29.85	48.00
AU10855	1.50%	1/1/2024	6/30/2024	55,142	60,731	66,319	71,907	77,496	83,084	88,672	6	5,588	1,820	30.30	48.72
AU10855	1.50%	7/1/2024	12/31/2024	55,969	61,641	67,314	72,986	78,658	84,330	90,003	6	5,672	1,820	30.75	49.45
AU10855	3.00%	1/1/2025	12/31/2025	57,648	63,491	69,333	75,175	81,018	86,860	92,703	6	5,842	1,820	31.67	50.94
AU10855	3.00%	1/1/2026	12/31/2026	59,378	65,395	71,413	77,431	83,448	89,466	95,484	6	6,018	1,820	32.63	52.46
AU10855	3.00%	1/1/2027	12/31/2027	61,159	67,357	73,555	79,754	85,952	92,150	98,348	6	6,198	1,820	33.60	54.04
AU10855	3.00%	1/1/2028	12/31/2028	62,994	69,378	75,762	82,146	88,530	94,915	101,299	6	6,384	1,820	34.61	55.66
AU10855	3.00%	1/1/2029	12/31/2029	64,884	71,459	78,035	84,611	91,186	97,762	104,338	6	6,576	1,820	35.65	57.33
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10860	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	33,860	38,939	440,189	49,097	54,176	59,255	64,334	69,413	74,492	79,571	84,650	10	5,079	1,820
G	3.00%	1/1/2026	12/31/2026	34,876	40,107	453,395	50,570	55,801	61,033	66,264	71,495	76,727	81,958	87,190	10	5,231	1,820
G	3.00%	1/1/2027	12/31/2027	35,922	41,310	466,997	52,087	57,475	62,864	68,252	73,640	79,029	84,417	89,805	10	5,388	1,820
G	3.00%	1/1/2028	12/31/2028	37,000	42,550	481,006	53,650	59,200	64,750	70,299	75,849	81,399	86,949	92,499	10	5,550	1,820
G	3.00%	1/1/2029	12/31/2029	38,110	43,826	495,437	55,259	60,976	66,692	72,408	78,125	83,841	89,558	95,274	10	5,716	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%	1/1/2022	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	1.50%	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		
G	Transportation Analyst						MA10420		J	Zoning Officer/Planning Supervisor					AU11055		
									J	Municipal Department Head - Planning Director					MA10400		
									J	Municipal Department Head - Director of Code Enf.					MA10410		

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

785-25
October 28, 2025

RESOLUTION

WHEREAS, unless otherwise noted herein, the holders of alcoholic beverage licenses from the Township of West Orange set forth have made applications to this Township of West Orange ABC Board to renew said licenses for the **2025-2026** license term; and

WHEREAS, said licenses have paid all license renewal fees and submitted the appropriate application to renew; and

WHEREAS, a public hearing was held before the Township of West Orange ABC Board on **October 28, 2025** and no one appeared in opposition to any license renewal; and

NOW, THEREFORE BE IT RESOLVED that the Township of West Orange ABC Board wishes to renew the following alcoholic beverage licenses set forth for the **2025-2026** license term:

0722-33-042-007 Akama Notes, LLC t/a OKO

KAREN J. CARNEVALE, RMC
ABC Board Secretary

JOE KRAKOVIAK
Council President/ABC Board Member

Adopted: October 28, 2025
Effective: October 28, 2025