1. Conference Meeting Agenda - Monday, November 24, 2025

    Documents:

        CA 11.24.25.PDF

2. Public Meeting Agenda

    Documents:

        PM 11.24.25 (3).PDF

3. Bill List

    Documents:

        11.24.25.PDF

4. Resolution(S)

    4.I. 233-25

        Documents:

            233-25 RESOLUTION AUTHORIZING AGREEMENT WITH MATTHEW FEULA (REDLINED).DOC 11.20.25.PDF
            233-25 AGREEMENT MATTHEW FEULA.DOC (REDLINED).DOC 11.20.25.PDF
            236-21 RESOLUTION - EMPLOYMENT AGREEMENT WITH DEPUTY CHIEF FEULA.PDF
            236-21 CONTRACT - FEULA.PDF

    4.II. 234-25

        Documents:

            234-25 RESOLUTION AUTHORIZING AGREEMENT WITH MICHAEL KEIGHER (REDLINED) 11.20.25.DOC.PDF
            234-25 AGREEMENT MICHAEL KEIGHER.DOC (REDLINED) 11.20.25.DOC.PDF
            237-21 RESOLUTION - EMPLOYMENT AGREEMENT WITH DEPUTY CHIEF KEIGHER.DOC
            237-21 CONTRACT - KEIGHER.DOC

    4.III. 244-25

        Documents:

            244-25 RESOLUTION OCONNOR PARK RECONSTRUCTION.PDF
            244-25 COMBINE CONSULTANTS RFPS_COMPRESSED.PDF

    4.IV. 260-25

        Documents:

260-25 AWARD OF PROFESSIONAL SERVICES - CME ASSOCIATES VINCENT POND WALKWAY IMPROVEMENTS RE-DESIGN.PDF
260-25 CME_PROPOSAL.PDF
260-25 - RES. 30-25 REJECTION OF 5 BIDS - LAKE VINCENT WALKWAY IMP_.PDF

4.V. 261-25

Documents:

261-25 AUTHORIZING AWARD OF CONTRACT FOR TREE PLAINTING TO CERBOS - 2026.PDF
261-25 CERBO SUBMISSION.PDF
261-25 PLAN HOLDERS LIST-2026 TREE PLANTING-UNOFFICIAL.PDF

4.VI. 262-25

Documents:

262-25 RAFFLE LICENSES 11.24.25.PDF

4.VII. 263-25

Documents:

263-25 RESOLUTION FOR SEWER SIDEWALK AND STREET PERMIT FEES.PDF

4.VIII. 264-25

Documents:

264-25 RESOLUTION DESIGNATING DOMINIC ALLEGRINO OEM COORDINATOR.PDF

4.IX. 265-25

Documents:

265-25 WEST ORANGE LAFAYETTE PLAYGROUND NO. 3946-4.PDF
265-25 PROPOSAL - 130-210234-1 WEST ORANGE LAFAYATTE.PDF

4.X. 266-25

Documents:

266-25 APPROVING PROPOSAL-MATRIX NEW WORLD-REMEDIAL ACTION-FUNDING-NJDEP HAZARDOUS DISCHARGE REMEDIATION FUND.PDF
266-25 EXHIBIT A PROPOSAL - HDSRF RA APPLICATION_FINAL.PDF

4.XI. 267-25

Documents:

267-25 RESOLUTION OF AWARD FOR PROFESSIONAL ENGINEERING SERVICES FOR THE IMPLEMENTATION PLAN OF THE COMPREHENSIVE

PARKING STUDY.PDF
267-25 DYNAMIC TRAFFIC CONTRACT 2025.PDF
267-25 EXHIBIT A-PROPOSAL IMPLEMENTATION SCOPE - REV2.PDF
267-25 EXHIBIT B-DYNAMIC TRAFFIC MUNICIPAL RATE SHEET - 2025.PDF
267-25 EXHIBIT C-LEVEL G RATE CARD_WO_25-26.PDF
267-25 EXHIBIT D-AFFIMATIVE ACTION.PDF
267-25 EXHIBIT E-MANDATORY LANGUAGE.PDF

4.XII. 268-25

Documents:

268-25 - SANTA RESOLUTION - REDLINED.DOC.PDF

4.XIII. 269-25

Documents:

269-25 LTPF RESOLUTION WEST ORANGE 2025.PDF

4.XIV. 270-25

Documents:

270-25 EXECUTIVE SESSION.PDF

4.XV. 271-25

Documents:

271-25 RESOLUTION APPROVING CONTRACT WITH MATRIX FOR ENV. SVCS. RSGC.PDF
271-25 EXHIBIT A-MATRIX RSGC PROPOSAL.PDF
271-25 NJDEP GREEN ACRES ROCK SPRING WO- PHASE II REVIEW MEMO.PDF

4.XVI. 272-25

Documents:

272-25 RESOLUTION AUTHORIZING THE TOWNSHIP ATTORNEY TO PROSECUTE IN MUNICIPAL COURT FOR PROPERTY MAINTENANCE AND ZONING VIOLATIONS.PDF

5. Ordinance(S) On Second And Final Reading

5.I. 2942-25

Documents:

2942-25 SALARY STEP GUIDE (VERSION 2025-REVISION 1 10-16-2025).PDF
2942-25 SALARY ORDINANCE - 10-16-2025 PART 1 V2.PDF
2942-25 SALARY ORDINANCE - 10-16-2025 PART 2 - MANAGEMENT V2.PDF
2942-25 SALARY ORDINANCE - 10-16-2025 PART 3 - SECRETARY TO THE MAYOR V2.PDF

5.II. 2944-25

Documents:

2944-25 ORDINANCE AMENDING CH. 19 SEWERS, CH. 20 STREET PERMIT FEES.PDF

6. Ordinance(S) On First Reading

6.I. 2945-25

Documents:

2945-25 ORDINANCE-ALL-WAY STOP INTERSECTION DARTMOUTH RD AT FOREST HILL RD.PDF
2945-25 DARTMOUTH-ROAD-FOREST-HILL-ROAD-ALL-WAY-STOP-FINAL.PDF

6.II. 2946-25

Documents:

2946-25 TREE ORDINANCE UPDATED (REDLINED) 11.21.25.DOC.PDF

# Township of West Orange

**CONFERENCE MEETING AGENDA**

**Council Chambers – 66 Main Street**

**Monday, November 24, 2025**

**Meeting No. 24**

**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, Councilwoman Williams, Council President Krakoviak, Mayor McCartney**

==========

**6:30 P.M.**

- **Oath of Office: Councilwoman Tammy Williams**
  **Administered by Senator John McKeon**

- **Proclamation: World Pancreatic Cancer Day**

- **Presentation – West Orange Police Department – Parking**

- **Council Liaison Announcements**

- **Public Meeting – 7:00 p.m.**

# REVISED

**PUBLIC MEETING AGENDA**
**Township of West Orange**
**66 Main Street – 7:00 p.m.**
**Monday, November 24-Meeting No. 26**

**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, Councilwoman Williams, Council President Krakoviak, Mayor McCartney**

**Pledge of Allegiance**

1. **Public Comment**

2. ***Consent Agenda**

3. ***Approval of Minutes of Previous Meeting –** Public Meeting October 28, 2025, November 7, 2025 and November 12, 2025

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

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

6. ***Bill List**

7. ***Resolutions**

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

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

a. **244-25** Resolution Authorizing a Professional Services Contract to Greenman-Pedersen, Inc. 301 Gibraltar Drive Suite 2A Morris Plains, N.J. 07950, for Professional Land Surveying, Civil

Engineering, and Construction Administration Services Associated with the O'Connor Memorial Park Reconstruction Project in the Amount NTE $62,150.00 (Carballo)

**b.** **260-25** Resolution Authorizing a Professional Services Contract to CME Associates, 1460 Route 9 South, Howell, NJ 07731 for Design Phase Services and Bid Phase Services for the Vincents Pond Walkway Improvements Re-Design Project for an Amount NTE $10,000.00. (Carballo)

c. **261-25** Resolution Authorizing a Contract to Cerbo's Parsippany Green Houses, Inc, 440 Littleton Road, Parsippany, NJ 07054 for the Purchase of Trees, Root Barriers and Deer Fencing in the Amount of $79,000.00 with an Additional $12,000.00 to Install Deer Fencing and Root Barriers, if needed. (Reynolds)

d. **262-25** Resolution Authorizing the Resolution Authorizing the Issuance of Raffle Licenses (Clerk)

e. **263-25** Resolution Prescribing Fees as Set Forth in Ordinance 2944-25, An Ordinance Amending and Supplementing Chapters 19, Subsection 19-1.3, And Chapter 20 Subsection 20-3.2 of the Revised General Ordinances of the Township (Carballo)

f. **264-25** Resolution Designating Dominic Allegrino OEM Coordinator

g. **265-25** Resolution to Authorize the Purchase of Playground Equipment/Flooring and installation through the Education Services Commission of NJ (ESCNJ) Cooperative Contracts # ESCNJ 24/25-01 and 24/25-03 Co-op # 65MCESCCPS (P. Reynolds)

h. **266-25** Resolution Approving a Proposal from Matrix New World for Professional Services to Supplement Remedial Action to Request Funding from NJDEP Hazardous Discharge Remediation Fund (HDSRF) NTE: $6,580.00 (Carballo)

i. **267-25** Resolution Authorizing a Professional Services Contract to Dynamic Traffic, LLC, to Provide Professional Engineering Services for the Implementation Plan of the Comprehensive Parking Study at the Valley, Heights, and Rolling Green Hills/Municipal Plaza Areas in the Amount NTE $80,000.00. (Carballo)

J. **268-25** 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)
**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 14, 2025 at approximately 11:00 a.m.**

j. **269-25** Resolution Authorizing Submission of an Electronic Grant Application Identified as "LTPF-2026-Woodland Ave, Forest Ave, McCluske-00037" to the New Jersey Department of Transportation on behalf of the Township of West Orange (Carballo)

k. **270-25** Resolution Authorizing an Executive Session for Personnel Matter(s) Specifically Resolution(s) 233-25, 234-25 and 264-25

l. **271-25** Resolution Approving a Professional Services Contract with Matrix New World Environmental Services for Tasks Outlined in their Proposal for the Property at Rock Spring Golf Club, 90 Rock Spring Road, West Orange, NJ 07052 in an Amount NTE $49, 800.00 (Carballo)

m. **272-25** Resolution Authorizing the Township Attorney to Prosecute in Municipal Court for Property Maintenance and Zoning Violations (Legal-Kiley)

**Ordinances on Second and Final 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.**

a. **2944-25** An Ordinance Amending and Supplementing Chapter 19 Sewers, Subsection 19-1.3, And Chapter 20, Streets and Sidewalks, Subsection 20-3.2 of the Revised General Ordinances of the Township of West Orange (Carballo)
**These amendments to the Sewer, the Street and the Sidewalk Ordinance(s) will delete the fee schedules for inspection of Sewer, Curb, and Sidewalk repair or replacement by contractors working in the Township and establish that the new fee schedules will be prescribed by a resolution of the Township Council.**

**8. Ordinances on First Reading**

a. **2945-25 A**n Ordinance Amending and Supplementing Chapter 7, Traffic, Subsection 7-21, Multi-way Stops of the Revised General Ordinances of the Township of West Orange (Carballo)
**The Ordinance, which amends the Traffic Regulations of the Township, designates the intersection listed as a Multi-Way Stop intersection with Stop signs on all approaches. Due to the safety concerns and multiple requests from Township residents, the Township's Engineering Division authorized a Traffic Study by Bright View Engineering (BVE) that determined that a Multi-Way Stop intersection would allow safe movement of vehicles and pedestrians, especially during rush hours and school dismissal hours.**

b. **2946-25** An Ordinance Amending Chapter 28, Sections 1-11 of the Revised General Ordinances of the Township of West Orange and Establishing Certain Standards, Procedures and Fees for Tree Protection, Removal and Replacement (Legal-Moorman)

**Pending Matters/New Matters/Council Discussion**

**9. ABC Hearing(s)-None**

10. **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/85449563662?pwd=KIGDH3SKE5ObZIDG50H7hgc1BpbBpb.1**

**Webinar ID: 854 4956 3662**

**Passcode: 527428**

**Dial in: 646 931 3860**

**Public Comment – In Person Only**

**Next Meeting Date(s): Tuesday, December 9,2025**

**The agenda is subject to change.**

# Township of West Orange

## Bills List

**Total: 123,509,470.56**

User: liliana 11/18/2025 13:36:18

Date: 11/04/2025 To 11/17/2025 Acc: 01- To 99-9999-99-9999-999 Order By :Account

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **01-1169-00-0100- - AR-MISCELLANEOUS EXCHANGE MISC EXCHANGE .PAYROLL HEALTH BENEFITS** | | | | | | |
| **01-1169-00-0100-001 - MISC EXCHANGE .PAYROLL HEALTH BENEFITS MISC EXCHANGE .PAYROLL HEALTH BENEFITS** | | | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 203,398.31 | | 11/04/2025 | 11/07/2025 |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 4,131.39 | | 11/04/2025 | 11/07/2025 |
| **Total: AR-MISCELLANEOUS EXCHANGE MISC EXCHANGE .PAYROLL HEALTH BENEFITS** | | | **207,529.70** | | | |
| **01-1603- - - - INTERFUND CAPITAL FUND INTERFUND CAPITAL FUND** | | | | | | |
| **01-1603- - - - INTERFUND CAPITAL FUND INTERFUND CAPITAL FUND** | | | | | | |
| 189657 | 01201568 | THE DEPOSITORY TRUST COMPANY | 54,486,000.00 | INTERFUND/BAN PRINCIPAL | 11/05/2025 | 11/05/2025 |
| **Total: INTERFUND CAPITAL FUND INTERFUND CAPITAL FUND** | | | **54,486,000.00** | | | |
| **01-1921-08-1009- - Anticipated Revenue-Sec A-Local Rev Sewer User Charges** | | | | | | |
| **01-1921-08-1009- - Sewer User Charges SEWER CHARGES** | | | | | | |
| 189729 | 25102206 | DAXUAN WANG | 550.00 | DEL. SEWER PRINCIPAL | 11/10/2025 | 11/12/2025 |
| 189730 | 25102207 | PRO CAP 8,LLC | 4,395.53 | DEL SEWER PRINCIPAL | 11/10/2025 | 11/12/2025 |
| 189738 | | MICHELLE GOPIE | 242.35 | 153.15/1 RF SEWER OVERPAYMENT | 11/12/2025 | 00/00/0000 |
| **Total: Anticipated Revenue-Sec A-Local Rev Sewer User Charges** | | | **5,187.88** | | | |
| **01-1921-08-1121- - Anticipated Revenue-Sec A-Local Rev INTEREST ON SEWER** | | | | | | |
| **01-1921-08-1121- - INTEREST ON SEWER INTEREST ON SEWER** | | | | | | |
| 189729 | 25102206 | DAXUAN WANG | 54.14 | DEL. SEWER INTEREST | 11/10/2025 | 11/12/2025 |
| 189730 | 25102207 | PRO CAP 8,LLC | 391.30 | DEL SEWER INTEREST | 11/10/2025 | 11/12/2025 |
| **Total: Anticipated Revenue-Sec A-Local Rev INTEREST ON SEWER** | | | **445.44** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **01-1921-08-1122- - Anticipated Revenue-Sec A-Local Rev COST ON TAX SALE** | | | | | | |
| **01-1921-08-1122- - COST ON TAX SALE COST ON TAX SALE** | | | | | | |
| 189729 | 25102206 | DAXUAN WANG | 65.00 | COST OF SALE & MAILING | 11/10/2025 | 11/12/2025 |
| 189730 | 25102207 | PRO CAP 8,LLC | 650.00 | COST OF SALE & MAILING | 11/10/2025 | 11/12/2025 |
| **Total: Anticipated Revenue-Sec A-Local Rev COST ON TAX SALE** | | | **715.00** | | | |
| **01-1923-08-1600- - Anticipated Revenue - Sec. C - UCC Uniform Construcion Code Fees** | | | | | | |
| **01-1923-08-1600-004 - Uniform Construcion Code Fees FIRE PREVENTION** | | | | | | |
| 189634 | | PAUL IANIRO CONTRACTORS CO | 160.00 | REFUND - 108 MAPLE STREET | 10/31/2025 | 00/00/0000 |
| **Total: Anticipated Revenue - Sec. C - UCC Uniform Construcion Code Fees** | | | **160.00** | | | |
| **01-2010-00-1001- - BUDGET MAYOR S&W** | | | | | | |
| **01-2010-00-1001-010 - MAYOR S&W Base Salary Pay** | | | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 2,769.65 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET MAYOR S&W** | | | **2,769.65** | | | |
| **01-2010-00-1002- - BUDGET MAYOR O/E** | | | | | | |
| **01-2010-00-1002-030 - MAYOR O/E PRINTING** | | | | | | |
| 186658 | | POLICE & SHERIFF'S PRESS | 40.00 | #126157 #126144 2025 GENERAL ENCUMBRANCE FOR MUNICIPAL ID PROGRAM | 01/01/2025 | 00/00/0000 |
| **Total: BUDGET MAYOR O/E** | | | **40.00** | | | |
| **01-2010-00-1201- - BUDGET TOWN COUNCIL S&W** | | | | | | |
| **01-2010-00-1201-010 - TOWN COUNCIL S&W Base Salary Pay** | | | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 1,921.08 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET TOWN COUNCIL S&W** | | | **1,921.08** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **01-2010-00-1203-** | | **- BUDGET TOWN COUNCIL O/E** | | | | |
| **01-2010-00-1203-032** | | **- TOWN COUNCIL O/E ADVERTISING** | | | | |
| 189692 | | WORRALL COMMUNITY NEWSPAPERS | 12.24 | #320286 ORD 2942-25 | 11/07/2025 | 00/00/0000 |
| 189693 | | NJ ADVANCE MEDIA, LLC | 602.32 | 0011035998 BUDGET AD | 11/07/2025 | 00/00/0000 |
| **01-2010-00-1203-092** | | **- TOWN COUNCIL O/E TAPING-COUNCIL MEETINGS** | | | | |
| 187794 | | JOSEPH FAGAN | 475.00 | NOV 7, 2025 zoom moderator not to exceed w/out auth | 04/17/2025 | 00/00/0000 |
| 187794 | | JOSEPH FAGAN | 670.00 | NOV 12, 2025 +3HR OT zoom moderator not to exceed w/out auth | 04/17/2025 | 00/00/0000 |
| **Total: BUDGET TOWN COUNCIL O/E** | | | **1,759.56** | | | |
| **01-2010-00-1402-** | | **- BUDGET TOWNSHIP LITIGATION O/E** | | | | |
| **01-2010-00-1402-060** | | **- TOWNSHIP LITIGATION O/E LITIGATION GENERAL** | | | | |
| 189650 | | PHILLIPS PREISS GRYGIEL LEHENY | 1,246.50 | #36768 and #36924 professional services | 11/05/2025 | 00/00/0000 |
| 187535 | | DIANA POWELL MCGOVERN | 583.33 | NOV 2025 PB attorney 2025 to be paid $7000.00 annually to be broken down month | 03/27/2025 | 00/00/0000 |
| 189752 | | GENOVA BURNS | 5,310.00 | #540204 OCT/NOV PROFESSIONAL SERVICES | 11/14/2025 | 00/00/0000 |
| 189328 | | LEGAL INTERPRETERS LLC | 360.00 | #428771 INTERPRETING FOR RENT LEVELING BOARD NOT TO EXCEED | 09/29/2025 | 00/00/0000 |
| 186732 | | ANTONELLI KANTOR P.C. | 57,073.50 | VARIOUS INV'S res 56-25 special counsel 2025 | 01/31/2025 | 00/00/0000 |
| **01-2010-00-1402-062** | | **- TOWNSHIP LITIGATION O/E LITIGATION - LABOR MATTERS** | | | | |
| 186723 | | ANTONELLI KANTOR P.C. | 58,160.00 | VARIOUS INV res 48-25 labor counsel 2025 not to exceed | 01/31/2025 | 00/00/0000 |
| **01-2010-00-1402-063** | | **- TOWNSHIP LITIGATION O/E LITIGATION - ABC MATTERS** | | | | |
| 186724 | | ANTONELLI KANTOR P.C. | 80,473.89 | VARIOUS INVOICES res 50-25 abc counsel 2025 | 01/31/2025 | 00/00/0000 |
| **Total: BUDGET TOWNSHIP LITIGATION O/E** | | | **203,207.22** | | | |
| **01-2010-00-1501-** | | **- BUDGET TOWNSHIP CLERK S&W** | | | | |
| **01-2010-00-1501-010** | | **- TOWNSHIP CLERK S&W Base Salary Pay** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 9,265.12 | | 11/04/2025 | 11/07/2025 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **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** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 1,734.54 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET LEGAL SERVICES S&W** | | | **1,734.54** | | | |
| **01-2010-00-1702-** | | **- BUDGET LEGAL SERVICES O/E** | | | | |
| **01-2010-00-1702-020** | | **- LEGAL SERVICES O/E MUNICIPAL PROSECUTOR (104 SESSIONS)** | | | | |
| 186731 | | FRIEND & WENZEL, LLC | 9,000.00 | #457 res 52-25 municipal prosecutor | 01/31/2025 | 00/00/0000 |
| **Total: BUDGET LEGAL SERVICES O/E** | | | **9,000.00** | | | |
| **01-2010-00-1902-** | | **- BUDGET PLANNING BOARD O/E** | | | | |
| **01-2010-00-1902-030** | | **- PLANNING BOARD O/E ADVERTISING** | | | | |
| 189702 | | WORRALL COMMUNITY NEWSPAPERS | 10.08 | #320287 - PB Meeting Results 10/22/25 | 11/10/2025 | 00/00/0000 |
| 189703 | | WORRALL COMMUNITY NEWSPAPERS | 33.84 | #319693 - 10/22/25 PB Spec mtg, change of date, time, place | 11/10/2025 | 00/00/0000 |
| 189704 | | NJ ADVANCE MEDIA, LLC | 38.27 | #0011040272 | 11/10/2025 | 00/00/0000 |
| 189705 | | NJ ADVANCE MEDIA, LLC | 63.64 | 0011033583 | 11/10/2025 | 00/00/0000 |
| 189706 | | NJ ADVANCE MEDIA, LLC | 31.15 | #0011035517 - PB Legal Notice 10-3-25 Special Meeting Results | 11/10/2025 | 00/00/0000 |
| **01-2010-00-1902-090** | | **- PLANNING BOARD O/E COURT REPORTER** | | | | |
| 187793 | | MARGARET BRILL | 400.00 | #5066 zoom moderator not to exceed w/out auth | 04/17/2025 | 00/00/0000 |
| **01-2010-00-1902-110** | | **- PLANNING BOARD O/E MATERIALS & SUPPLIES** | | | | |
| 189608 | | SCHWAAB | 25.00 | #4904368 ITEM # 45020W: 1) FRANK NOBORINE & 2) CONSULTANT ENGINEER | 10/29/2025 | 00/00/0000 |
| **Total: BUDGET PLANNING BOARD O/E** | | | **601.98** | | | |
| **01-2010-00-1941-** | | **- BUDGET MUNICIPAL COURT S&W** | | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **01-2010-00-1941-010** | | **- MUNICIPAL COURT S&W Base Salary Pay** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 13,719.69 | | 11/04/2025 | 11/07/2025 |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 1,730.00 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-1941-100** | | **- MUNICIPAL COURT S&W Overtime** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 504.05 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET MUNICIPAL COURT S&W** | | | **15,953.74** | | | |
| **01-2010-00-1942-** | | **- BUDGET MUNICIPAL COURT O/E** | | | | |
| **01-2010-00-1942-090** | | **- MUNICIPAL COURT O/E PROFESSIONAL SERVICES** | | | | |
| 186730 | | FERNANDO MARIN, ESQ. | 2,800.00 | OCT 2025 req 51-25 public defender 2025 | 01/31/2025 | 00/00/0000 |
| 189735 | | LEGAL INTERPRETERS LLC | 330.00 | #428731 10/30/25 spanish | 11/12/2025 | 00/00/0000 |
| 189735 | | LEGAL INTERPRETERS LLC | 337.50 | #428731 10/30/2025 Haitan-Creole | 11/12/2025 | 00/00/0000 |
| 189735 | | LEGAL INTERPRETERS LLC | 330.00 | #428725 10/28/2025 spanish | 11/12/2025 | 00/00/0000 |
| 189735 | | LEGAL INTERPRETERS LLC | 385.00 | #428695 10/9/2025 spanish | 11/12/2025 | 00/00/0000 |
| 189735 | | LEGAL INTERPRETERS LLC | 330.00 | #428688 10/7/25 spanish | 11/12/2025 | 00/00/0000 |
| **Total: BUDGET MUNICIPAL COURT O/E** | | | **4,512.50** | | | |
| **01-2010-00-2001-** | | **- BUDGET BUSINESS ADMI S&W** | | | | |
| **01-2010-00-2001-010** | | **- BUSINESS ADMI S&W Base Salary Pay** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 13,262.81 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET BUSINESS ADMI S&W** | | | **13,262.81** | | | |
| **01-2010-00-2002-** | | **- BUDGET BUSINESS ADMI O/E** | | | | |
| **01-2010-00-2002-070** | | **- BUSINESS ADMI O/E COMUNICATIONS OFFICER** | | | | |
| 188954 | | JOSEPH FAGAN | 3,200.00 | NOV 2025 Public Information Officer | 08/08/2025 | 00/00/0000 |
| **Total: BUDGET BUSINESS ADMI O/E** | | | **3,200.00** | | | |
| **01-2010-00-2201-** | | **- BUDGET PURCHASING S&W** | | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **01-2010-00-2201-010** | | **- PURCHASING S&W Base Salary Pay** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 5,233.58 | | 11/04/2025 | 11/07/2025 |
| **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 | | NJ ADVANCE MEDIA, LLC | 249.10 | #3530323 2025 ADS | 01/01/2025 | 00/00/0000 |
| **Total: BUDGET PURCHASING O/E** | | | **249.10** | | | |
| **01-2010-00-2301-** | | **- BUDGET INFORMATION TECHNOLOGY S&W** | | | | |
| **01-2010-00-2301-010** | | **- INFORMATION TECHNOLOGY S&W Base Salary Pay** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 11,463.66 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-2301-090** | | **- INFORMATION TECHNOLOGY S&W Longevity** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 623.01 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET INFORMATION TECHNOLOGY S&W** | | | **12,086.67** | | | |
| **01-2010-00-2303-** | | **- BUDGET TELEPHONE COMMUNICATIONS O/E** | | | | |
| **01-2010-00-2303-133** | | **- TELEPHONE COMMUNICATIONS O/E INTERNET SERVICE** | | | | |
| 188503 | | VERIZON | 1,084.79 | 10.20.25-11.27.25 TELEPHONE SERVICES | 06/18/2025 | 00/00/0000 |
| 188503 | | VERIZON | 259.30 | NOV 2025 TELEPHONE SERVICES | 06/18/2025 | 00/00/0000 |
| **01-2010-00-2303-140** | | **- TELEPHONE COMMUNICATIONS O/E TELEPHONE SERVICE** | | | | |
| 186630 | | VERIZON | 125.30 | NOV 2025 ANNUAL SERVICES MONTHLYTOWN WIDE SERVICE | 01/01/2025 | 00/00/0000 |
| 188729 | | BLOCK LINE SYSTEMS | 1,943.45 | #1511087 annual services 2025 | 07/11/2025 | 00/00/0000 |
| **01-2010-00-2303-141** | | **- TELEPHONE COMMUNICATIONS O/E DEPARTMENTAL WIRELESS** | | | | |
| 186953 | | AT&T MOBILITY II LLC | 47.24 | #287355656596X11042025 april - june 2025 cell phone | 02/07/2025 | 00/00/0000 |
| 189467 | | AT&T MOBILITY | 204.95 | WUC102025 cell service | 10/14/2025 | 00/00/0000 |
| **Total: BUDGET TELEPHONE COMMUNICATIONS O/E** | | | **3,665.03** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **01-2010-00-2304-** | **- BUDGET CENTRAL MAILING O/E** | | | | | |
| **01-2010-00-2304-110** | **- CENTRAL MAILING O/E POSTAGE METER USAGE** | | | | | |
| | 186666 | UPS | 35.89 | #0725A6Y445 2025 CENTRAL MAILING/SHIPPING | 01/23/2025 | 00/00/0000 |
| **Total: BUDGET CENTRAL MAILING O/E** | | | **35.89** | | | |
| **01-2010-00-2305-** | **- APPROPRIATION RESERVES CENTRAL INFORMATION TECHNOLOGY O/E** | | | | | |
| **01-2010-00-2305-010** | **- CENTRAL INFORMATION TECHNOLOGY O/E IT SERVICES** | | | | | |
| | 186668 | MICROCOMPUTER CONSULTING GROUP | 949.00 | #39502 DATA SEPT TO DEC 2025 | 01/01/2025 | 00/00/0000 |
| | 186669 | MICROCOMPUTER CONSULTING GROUP | 264.50 | #39504 2025 REMOTE ACCESS MONITORING AND MANAGEMENT | 01/01/2025 | 00/00/0000 |
| | 188062 | MICROCOMPUTER CONSULTING GROUP | 4,600.00 | #39469 RES 137-25 IT SERVICES JULY 1, 2025 - JUNE 30, 2027 | 05/09/2025 | 00/00/0000 |
| | 186669 | MICROCOMPUTER CONSULTING GROUP | 0.50 | #39185 2025 REMOTE ACCESS MONITORING AND MANAGEMENT | 01/01/2025 | 00/00/0000 |
| **Total: APPROPRIATION RESERVES CENTRAL INFORMATION TECHNOLOGY O/E** | | | **5,814.00** | | | |
| **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 | COMCAST | 1,171.55 | 10.23.25-11.27.25 ANNUAL INTERNET SVCS.MONTHLY BILLING VARIOUS ACCTS. | 01/01/2025 | 00/00/0000 |
| | 186626 | COMCAST | 504.87 | 11.01.25-11.30.25 ANNUAL INTERNET SVCS.MONTHLY BILLING VARIOUS ACCTS. | 01/01/2025 | 00/00/0000 |
| **Total: APPROPRIATION RESERVES CENTRAL IT ONLINE SERVICES O/E** | | | **1,676.42** | | | |
| **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** | | | | | |
| | 187025 | EASTERN COMMUNICATIONS, LTD | 12,852.00 | INV37084 OCT 2025 TO COVER THE COST OF MONTHLY EXPENSES JAN TO JUNE 2025 | 12/31/2024 | 00/00/0000 |
| **Total: APPROPRIATION RESERVES CENTRAL IT PD SERVICES O/E** | | | **12,852.00** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **01-2010-00-2309-** | | **- APPROPRIATION RESERVES CENTRAL IT NON UNIFORM SERVICES O/E** | | | | |
| **01-2010-00-2309-010** | | **- CENTRAL IT NON UNIFORM SERVICES O/E NON UNIFORM DEPARTMENT IT SERVICES** | | | | |
| 189654 | | ALLTECH BUSINESS SOLUTIONS | 1,029.06 | #AR133477 #AR133858 service and maint to copier / overage usage | 11/05/2025 | 00/00/0000 |
| 189452 | | MICROCOMPUTER CONSULTING GROUP | 1,006.50 | #39529 estimate 005595 | 10/08/2025 | 00/00/0000 |
| **Total: APPROPRIATION RESERVES CENTRAL IT NON UNIFORM SERVICES O/E** | | | **2,035.56** | | | |
| **01-2010-00-2532-** | | **- BUDGET CENTRAL INSURANCE - HEALTH** | | | | |
| **01-2010-00-2532-010** | | **- CENTRAL INSURANCE - HEALTH RETIREE HB CLAIMS** | | | | |
| 189639 | 01201562 | MERITAIN HEALTH | 154,744.08 | 10-28-2025 CLAIMS - RETIREE | 11/03/2025 | 11/04/2025 |
| 189696 | 01201573 | MERITAIN HEALTH | 195,861.03 | 11-04-2025 CLAIMS - RETIREE | 11/10/2025 | 11/10/2025 |
| 189754 | 01201581 | MERITAIN HEALTH | 383,974.77 | 11-11-2025 CLAIMS - RETIREE | 11/17/2025 | 11/17/2025 |
| **01-2010-00-2532-015** | | **- CENTRAL INSURANCE - HEALTH RETIREE ADMIN HB CLAIMS** | | | | |
| 189754 | 01201581 | MERITAIN HEALTH | 20.94 | ASSESMENT STATE SURCHARGE | 11/17/2025 | 11/17/2025 |
| **01-2010-00-2532-030** | | **- CENTRAL INSURANCE - HEALTH EMPLOYEE HB CLAIMS** | | | | |
| 189639 | 01201562 | MERITAIN HEALTH | 256,087.05 | 10-28-2025 CLAIMS - ACTIVE | 11/03/2025 | 11/04/2025 |
| 189696 | 01201573 | MERITAIN HEALTH | 207,238.70 | 11-04-2025 CLAIMS - ACTIVE | 11/10/2025 | 11/10/2025 |
| 189754 | 01201581 | MERITAIN HEALTH | 330,775.72 | 11-11-2025 CLAIMS - ACTIVE | 11/17/2025 | 11/17/2025 |
| **01-2010-00-2532-035** | | **- CENTRAL INSURANCE - HEALTH EMPLOYEE ADMIN HB CLAIMS** | | | | |
| 189639 | 01201562 | MERITAIN HEALTH | 10,802.22 | 10-28-2025 CLAIMS - ADMIN | 11/03/2025 | 11/04/2025 |
| **01-2010-00-2532-070** | | **- CENTRAL INSURANCE - HEALTH LIB EMPLOYEE HB CLAIMS** | | | | |
| 189639 | 01201562 | MERITAIN HEALTH | 10,108.35 | 10-28-2025 CLAIMS - LIBRARY | 11/03/2025 | 11/04/2025 |
| 189696 | 01201573 | MERITAIN HEALTH | 16,957.99 | 11-04-2025 CLAIMS - LIBRARY | 11/10/2025 | 11/10/2025 |
| 189754 | 01201581 | MERITAIN HEALTH | 13,478.69 | 11-11-2025 CLAIMS - LIBRARY | 11/17/2025 | 11/17/2025 |
| **Total: BUDGET CENTRAL INSURANCE - HEALTH** | | | **1,580,049.54** | | | |
| **01-2010-00-2533-** | | **- BUDGET CENTRAL INS - UNEMPLOYMENT** | | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **01-2010-00-2533-080 - CENTRAL INS - UNEMPLOYMENT UNEMPLOYMENT COMP IN** | | | | | | |
| 189646 | 01201565 | TOWNSHIP OF WEST ORANGE | 15,000.00 | CHARGE TO CURRENT FUND APPROPRIATION | 11/04/2025 | 11/04/2025 |
| **Total: BUDGET CENTRAL INS - UNEMPLOYMENT** | | | **15,000.00** | | | |
| **01-2010-00-2535- - BUDGET CENTRAL INS - WORK-COMP** | | | | | | |
| **01-2010-00-2535-080 - CENTRAL INS - WORK-COMP WORKERS COMPENSATION** | | | | | | |
| 189740 | 01201580 | TOWNSHIP OF WEST ORANGE | 76,001.28 | FUND TRANSFER FROM 01 TO 22 TO COVER 11/10/25 | 11/12/2025 | 11/12/2025 |
| **Total: BUDGET CENTRAL INS - WORK-COMP** | | | **76,001.28** | | | |
| **01-2010-00-2801- - BUDGET COLLECTORS OF S&W** | | | | | | |
| **01-2010-00-2801-010 - COLLECTORS OF S&W Base Salary Pay** | | | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 10,746.57 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET COLLECTORS OF S&W** | | | **10,746.57** | | | |
| **01-2010-00-2802- - BUDGET COLLECTORS OF O/E** | | | | | | |
| **01-2010-00-2802-070 - COLLECTORS OF O/E MISCELLANEOUS** | | | | | | |
| 189728 | | PAYARGO INC. | 724.25 | #25-22010 PAYARGO TRANSACTIONS | 11/10/2025 | 00/00/0000 |
| **Total: BUDGET COLLECTORS OF O/E** | | | **724.25** | | | |
| **01-2010-00-2951- - BUDGET COMPTROLLER S&W** | | | | | | |
| **01-2010-00-2951-010 - COMPTROLLER S&W Base Salary Pay** | | | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 18,719.57 | | 11/04/2025 | 11/07/2025 |
| **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** | | | | | | |
| 188084 | | KRONOS SAASHR, INC | 6,213.98 | #110080030132 may -dec human cap 2025 | 05/12/2025 | 00/00/0000 |
| 187028 | | ADP, LLC | 1,779.02 | #704648554 2025 comp package | 01/01/2025 | 00/00/0000 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **01-2010-00-2952-110** | | **- COMPTROLLER O/E SUPPLIES, SUBSCRIPTIONS** | | | | |
| 186653 | | UPS | 46.82 | #0725A6Y455 2025 PAYROLL TRANSPORTS | 01/01/2025 | 00/00/0000 |
| 189469 | | VITAL RECORDS HOLDINGS, LLC | 62.92 | #5584669 shred it box | 10/14/2025 | 00/00/0000 |
| **Total: BUDGET COMPTROLLER O/E** | | | **8,102.74** | | | |
| **01-2010-00-3001-** | | **- BUDGET PLANNING & DEV S&W** | | | | |
| **01-2010-00-3001-030** | | **- PLANNING & DEV S&W Hourly Pay** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 397.50 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET PLANNING & DEV S&W** | | | **397.50** | | | |
| **01-2010-00-3101-** | | **- BUDGET HOUSING CODE S&W** | | | | |
| **01-2010-00-3101-010** | | **- HOUSING CODE S&W Base Salary Pay** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 20,650.25 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-3101-100** | | **- HOUSING CODE S&W Overtime** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 40.83 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET HOUSING CODE S&W** | | | **20,691.08** | | | |
| **01-2010-00-3102-** | | **- BUDGET HOUSING CODE O/E** | | | | |
| **01-2010-00-3102-110** | | **- HOUSING CODE O/E OFFICE & FIELD EQUIPMENT (FILM** | | | | |
| 189725 | | STAPLES BUSINESS ADVANTAGE | 95.79 | #6047865610 Item #: 24504754 La Crosse Technology Atomic Wall Clock | 11/10/2025 | 00/00/0000 |
| **Total: BUDGET HOUSING CODE O/E** | | | **95.79** | | | |
| **01-2010-00-4001-** | | **- BUDGET TAX ASSESSOR S&W** | | | | |
| **01-2010-00-4001-010** | | **- TAX ASSESSOR S&W Base Salary Pay** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 10,980.31 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-4001-090** | | **- TAX ASSESSOR S&W Longevity** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 342.29 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET TAX ASSESSOR S&W** | | | **11,322.60** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **01-2010-00-5001-** | **- BUDGET POLICE S&W** | | | | | |
| **01-2010-00-5001-010** | **- POLICE S&W Base Salary Pay - Uniformed** | | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 410,803.49 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-5001-030** | **- POLICE S&W Hourly Pay - NonUniformed** | | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 29,467.99 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-5001-050** | **- POLICE S&W Holiday Pay - Uniformed Employees** | | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 27,128.01 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-5001-060** | **- POLICE S&W Detective Allowance** | | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 1,153.80 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-5001-070** | **- POLICE S&W Police Officer Allowance** | | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 18,269.45 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-5001-080** | **- POLICE S&W Administration Allowance** | | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 173.07 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-5001-085** | **- POLICE S&W CAPTAIN/CHIEF Allowance** | | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 576.90 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-5001-090** | **- POLICE S&W Longevity** | | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 6,391.54 | | 11/04/2025 | 11/07/2025 |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 1,375.35 | | 11/04/2025 | 11/07/2025 |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 2,808.37 | | 11/04/2025 | 11/07/2025 |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 3,398.34 | | 11/04/2025 | 11/07/2025 |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 4,125.58 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-5001-100** | **- POLICE S&W Overtime - Uniformed** | | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 43,295.82 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-5001-221** | **- POLICE S&W College Credit Police** | | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 961.50 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-5001-990** | **- POLICE S&W Non Cash Earnings** | | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 19,810.31 | | 11/04/2025 | 11/07/2025 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **Total: BUDGET POLICE S&W** | | | **569,739.52** | | | |
| **01-2010-00-5003-** | | **- BUDGET POLICE O/E** | | | | |
| **01-2010-00-5003-020** | | **- POLICE O/E PETTY CASH** | | | | |
| 189688 | | E Z PASS CUSTOMER SERVICE | 200.00 | 9.10.25-10.09.25 to replenish account 1000 0000 0464 7 | 11/07/2025 | 00/00/0000 |
| **01-2010-00-5003-083** | | **- POLICE O/E TRAINING COURSES & AIDS** | | | | |
| 189209 | | PAUL J. BAILEY | 159.00 | #25-05-23 TO COVER THE COST OF TRAINING LEADERSHIP AND LEGACY @ PASSAIC COUNTY | 09/10/2025 | 00/00/0000 |
| **01-2010-00-5003-090** | | **- POLICE O/E LANGUAGE INTERPRETER SERVICES** | | | | |
| 189689 | | LANGUAGE LINE SERVICES, INC | 414.80 | #11749979 interpreting | 11/07/2025 | 00/00/0000 |
| 189734 | | LANGUAGE LINE SERVICES, INC | 399.50 | #11696149 interpreting | 11/10/2025 | 00/00/0000 |
| **01-2010-00-5003-113** | | **- POLICE O/E PRISONER MEALS** | | | | |
| 187347 | | THE NORTHFIELD BAGELS AND DELI | 21.45 | OCT 2025 TO COVER THE COST OF PRISONER MEALS FROM MARCH 1, 2025 - DECEMBER 31, | 12/31/2024 | 00/00/0000 |
| **01-2010-00-5003-119** | | **- POLICE O/E SAFETY EQUIPMENT (PERSONAL)** | | | | |
| 189168 | | AWISCO | 71.60 | #0002048941 TO COVER THE COST OF EXPENSES FROM SEPTEMBER - DECEMBER 2025 | 09/04/2025 | 00/00/0000 |
| 189168 | | AWISCO | 144.60 | #0002052138 TO COVER THE COST OF EXPENSES FROM SEPTEMBER - DECEMBER 2025 | 09/04/2025 | 00/00/0000 |
| **01-2010-00-5003-127** | | **- POLICE O/E BUILDING / HOUSEHOLD** | | | | |
| 186455 | | WB MASON CO. INC. | 38.64 | #257832224 water 2025 | 01/01/2025 | 00/00/0000 |
| **01-2010-00-5003-200** | | **- POLICE O/E INVESTIGATIONS** | | | | |
| 186628 | | COMCAST | 93.95 | NOV 2025 MONTHLY SPECIAL VIDEO ACCT 8499053120363882GENERAL ENC. | 01/01/2025 | 00/00/0000 |
| **Total: BUDGET POLICE O/E** | | | **1,543.54** | | | |
| **01-2010-00-6001-** | | **- BUDGET FIRE S&W** | | | | |
| **01-2010-00-6001-010** | | **- FIRE S&W Base Salary Pay - Uniformed** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 356,237.31 | | 11/04/2025 | 11/07/2025 |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 10,170.59 | | 11/04/2025 | 11/07/2025 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **01-2010-00-6001-030** | | **- FIRE S&W Hourly Pay** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 541.50 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-6001-050** | | **- FIRE S&W Holiday Pay - Uniformed Employees** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 24,596.07 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-6001-060** | | **- FIRE S&W INSPECTORS ALLOWANCE** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 442.29 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-6001-080** | | **- FIRE S&W Administration Allowance** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 480.75 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-6001-090** | | **- FIRE S&W Longevity** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 4,360.53 | | 11/04/2025 | 11/07/2025 |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 1,212.70 | | 11/04/2025 | 11/07/2025 |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 5,337.29 | | 11/04/2025 | 11/07/2025 |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 1,677.60 | | 11/04/2025 | 11/07/2025 |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 2,910.92 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-6001-100** | | **- FIRE S&W Overtime - Uniformed** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 34,351.02 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-6001-110** | | **- FIRE S&W Acting Pay** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 2,965.69 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET FIRE S&W** | | | **445,284.26** | | | |
| **01-2010-00-6002-** | | **- BUDGET FIRE O/E** | | | | |
| **01-2010-00-6002-111** | | **- FIRE O/E JANITORIAL SUPPLIES** | | | | |
| 189585 | | HOME DEPOT | 216.90 | #8449574 LYSOL 6 PACK | 10/29/2025 | 00/00/0000 |
| 189585 | | HOME DEPOT | 139.85 | #8449574 ULTRASAC 55 GAL TRASH BAGS-50 COUNT | 10/29/2025 | 00/00/0000 |
| 189585 | | HOME DEPOT | 178.80 | #8907121 SOFTSOAP 11.25 OZ PUMP | 10/29/2025 | 00/00/0000 |
| 189585 | | HOME DEPOT | 2.99 | #8907121 SHIPPING | 10/29/2025 | 00/00/0000 |
| **01-2010-00-6002-116** | | **- FIRE O/E MISC. SAFETY EQUIPMENT** | | | | |
| 189629 | | STATE CHEMICAL MFG. INC. | 461.10 | #903990534 1-S CP F-160 4x3L | 10/31/2025 | 00/00/0000 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **Total: BUDGET FIRE O/E** | | | **999.64** | | | |
| **01-2010-00-7001-** | | **- BUDGET ENGINEERING S&W** | | | | |
| **01-2010-00-7001-010** | | **- ENGINEERING S&W Base Salary Pay** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 15,191.80 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-7001-030** | | **- ENGINEERING S&W Hourly Pay** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 2,672.60 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-7001-100** | | **- ENGINEERING S&W Overtime** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 134.48 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET ENGINEERING S&W** | | | **17,998.88** | | | |
| **01-2010-00-7002-** | | **- BUDGET ENGINEERING O/E** | | | | |
| **01-2010-00-7002-030** | | **- ENGINEERING O/E ADVERTISING, PRINTING & PHOTO** | | | | |
| 189648 | | NJ ADVANCE MEDIA, LLC | 310.04 | #0011042354 notice to bidders ospac and crystal lake improvments 11.04.2025w/ | 11/05/2025 | 00/00/0000 |
| **Total: BUDGET ENGINEERING O/E** | | | **310.04** | | | |
| **01-2010-00-7101-** | | **- BUDGET BUILDING & PROPERTY O/E** | | | | |
| **01-2010-00-7101-071** | | **- BUILDING & PROPERTY O/E JANITORIAL SERVICES** | | | | |
| 183724 | | NATIONWIDE CLEANING & | 5,145.83 | #2127 RES 111-24 JAN | 03/27/2024 | 00/00/0000 |
| **01-2010-00-7101-074** | | **- BUILDING & PROPERTY O/E 6 BOILERS-CLEANING & REPAIRS-F** | | | | |
| 189379 | | SILVA'S MECHANICAL SERVICES | 5,894.00 | #42615 #42607 #42608 #42609 #42611 BOILER MAINT 2025 NOT TO EXCEED | 10/03/2025 | 00/00/0000 |
| 186741 | | SILVA'S MECHANICAL SERVICES | 1,465.00 | #42617 MUNICIPAL BLDGS BOILER REPAIRS 2025 | 12/31/2024 | 00/00/0000 |
| **01-2010-00-7101-075** | | **- BUILDING & PROPERTY O/E 11 UNDERGROUND FUEL TANK STORA** | | | | |
| 189699 | | NJ DEPT OF TREASURY | 50.00 | #251241250 underground storage tank registration 415 valley rd | 11/10/2025 | 00/00/0000 |
| **01-2010-00-7101-077** | | **- BUILDING & PROPERTY O/E MAINT. ALL BLDGS. INTERIOR & E** | | | | |
| 189698 | | NEW JERSEY DOOR WORKS | 676.00 | #166831 service call FH 5 | 11/10/2025 | 00/00/0000 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| 189697 | | TREAS-STATE OF NJ | 220.00 | #254771 boiler inspection fee town hall 66 main st | 11/10/2025 | 00/00/0000 |
| 189253 | | KORDIAN RAK | 2,100.00 | #4596 PLUMBING REPAIRS 2025 BERGEN COUNTY COOP | 09/18/2025 | 00/00/0000 |
| 189523 | | CARRIER CORPORATION | 853.00 | #90494948 hvac repairs various buildings | 10/20/2025 | 00/00/0000 |
| 186533 | | EMERGENCY PEST CONTROL | 390.00 | #41715 monthly pest control 2025 | 12/31/2024 | 00/00/0000 |
| 189253 | | KORDIAN RAK | 385.00 | #4570 PLUMBING REPAIRS 2025 BERGEN COUNTY COOP | 09/18/2025 | 00/00/0000 |
| 186957 | | UTILITY PROGRAMS & METERING II | 482.00 | #146160 jan-dec meter read program 10 rooney | 02/07/2025 | 00/00/0000 |
| **01-2010-00-7101-090** | | **- BUILDING & PROPERTY O/E EXTERMINATING TOWN BUILDING -** | | | | |
| 186534 | | EMERGENCY PEST CONTROL | 125.00 | #41716 misc pest control service calls 2025 | 12/31/2024 | 00/00/0000 |
| **01-2010-00-7101-110** | | **- BUILDING & PROPERTY O/E HARDWARE - MONTHLY** | | | | |
| 186625 | | HOME DEPOT | 92.38 | #8081985 #8402712 BLDG/GROUNDS SUPPLIES/TOOLS 2025 | 12/31/2024 | 00/00/0000 |
| **01-2010-00-7101-112** | | **- BUILDING & PROPERTY O/E MAINTENANCE SUPPLIES - BUILDIN** | | | | |
| 186438 | | WB MASON CO. INC. | 28.98 | #257729634 water 2025 delivery | 01/01/2025 | 00/00/0000 |
| 189121 | | GENERAL PLUMBING SUPPLY, INC | 136.38 | #S013059041.001 2025 SUPPLIES | 08/28/2025 | 00/00/0000 |
| 186438 | | WB MASON CO. INC. | 28.98 | #257898738 water 2025 delivery | 01/01/2025 | 00/00/0000 |
| 187661 | | BNW RIGGING | 6,275.36 | #6949 truss ospac put up and take down | 04/02/2025 | 00/00/0000 |
| **01-2010-00-7101-113** | | **- BUILDING & PROPERTY O/E MAINTENANCE SUPPLIES - GROUNDS** | | | | |
| 189437 | | SITE ONE LANDSCAPING SUPPLY | 653.57 | #159240568-001 shovels and rakes not to exceed | 10/08/2025 | 00/00/0000 |
| **01-2010-00-7101-116** | | **- BUILDING & PROPERTY O/E PRIVATIZED SERVICES** | | | | |
| 185867 | | STERLING SECURITIES, LLC | 6,160.00 | #23007 res 295-24 security services 01.01.2025-12.31.2025 not to exceed | 10/30/2024 | 00/00/0000 |
| **01-2010-00-7101-120** | | **- BUILDING & PROPERTY O/E ELECTRICAL SUPPLIES - MONTHLY** | | | | |
| 186742 | | SCHNEIDER HARDWARE | 198.65 | #91163 #91198 MAINTENANCE SUPPLIES 2025 | 12/31/2024 | 00/00/0000 |
| **01-2010-00-7101-200** | | **- BUILDING & PROPERTY O/E WILD LIFE ENVIRONMENT MAINTENCE** | | | | |
| 186961 | | GOOSE CONTROL TECHNOLOGY | 475.00 | FINAL 2025 services | 02/11/2025 | 00/00/0000 |
| **Total: BUDGET BUILDING & PROPERTY O/E** | | | **31,835.13** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **01-2010-00-7401-** | | **- BUDGET PUBLIC WORKS S&W** | | | | |
| **01-2010-00-7401-010** | | **- PUBLIC WORKS S&W Base Salary Pay** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 87,505.28 | | 11/04/2025 | 11/07/2025 |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 3,283.78 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-7401-030** | | **- PUBLIC WORKS S&W Hourly Pay** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 1,093.40 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-7401-090** | | **- PUBLIC WORKS S&W Longevity** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 1,874.85 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-7401-100** | | **- PUBLIC WORKS S&W Overtime** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 12,818.61 | | 11/04/2025 | 11/07/2025 |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 147.45 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET PUBLIC WORKS S&W** | | | **106,723.37** | | | |
| **01-2010-00-7502-** | | **- BUDGET STREET SALT & CHLORIDE O/E** | | | | |
| **01-2010-00-7502-113** | | **- STREET SALT & CHLORIDE O/E SALT, CHLORIDE & SNO** | | | | |
| 189615 | | EXTECH BUILDING MATERIALS | 1,851.30 | #10233290 quote 4115326 lm-wt-calpellet | 10/29/2025 | 00/00/0000 |
| **Total: BUDGET STREET SALT & CHLORIDE O/E** | | | **1,851.30** | | | |
| **01-2010-00-7802-** | | **- BUDGET SANITATION O/E** | | | | |
| **01-2010-00-7802-113** | | **- SANITATION O/E HOUSEHOLD SUPPLIES** | | | | |
| 189700 | | VITAL RECORDS HOLDINGS, LLC | 840.00 | #5584669 fall shred event | 11/10/2025 | 00/00/0000 |
| **Total: BUDGET SANITATION O/E** | | | **840.00** | | | |
| **01-2010-00-7803-** | | **- BUDGET SEWER & PUMP STATIONS O/E** | | | | |
| **01-2010-00-7803-200** | | **- SEWER & PUMP STATIONS O/E PUMP STATION** | | | | |
| 189256 | | PUMPING SERVICES, INC. | 1,556.12 | #1154554 misc repairs 2025 | 09/18/2025 | 00/00/0000 |
| **Total: BUDGET SEWER & PUMP STATIONS O/E** | | | **1,556.12** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **01-2010-00-7902-** | | **- BUDGET CENTRAL AUTOMOTIVE O/E** | | | | |
| **01-2010-00-7902-150** | | **- CENTRAL AUTOMOTIVE O/E TIRES & TUBES** | | | | |
| 189687 | | BARNWELL HOUSE OF TIRES CO INC | 200.00 | #1978680 tires not to exceed | 11/07/2025 | 00/00/0000 |
| **01-2010-00-7902-151** | | **- CENTRAL AUTOMOTIVE O/E AUTO PARTS** | | | | |
| 189732 | 25102202 | NJ MOTOR VEHICLE COMMISSION | 60.00 | register new plow truck | 11/10/2025 | 11/10/2025 |
| 186613 | | AWISCO | 8.31 | #0080311933 garage/street supplies 2025 | 12/31/2024 | 00/00/0000 |
| 188248 | | SELECT AUTO & TRUCK REPAIR | 9,852.66 | #251022004 #251106001 #251028001 RES 141-25 ANNUAL PREV. MAINT ON BUSES AND MISC | 05/22/2025 | 00/00/0000 |
| 189612 | | IIA LIFTING SERVICES, INC | 1,973.13 | #INIIAFD7107 annual testing 2025 | 10/29/2025 | 00/00/0000 |
| 186530 | | JESCO INC. | 2,121.43 | #SA6438 #GB2366 parts/repairs 2025 | 12/31/2024 | 00/00/0000 |
| 187429 | | SAMUELS, INC. | 1,450.76 | OCTOBER 2025 AUTO PARTS/GARAGE SUPPLIES | 12/31/2024 | 00/00/0000 |
| 187041 | | ENTERPRISE FM TRUST | 540.00 | STMT #610665-110525 maint | 02/14/2025 | 00/00/0000 |
| **01-2010-00-7902-153** | | **- CENTRAL AUTOMOTIVE O/E REPAIRS - 1ST AID SQUAD AMBULA** | | | | |
| 187467 | | BAY HEAD INVESTMENTS INC | 6,086.54 | #0070947 RES 87-25 EXT OF CONTRACT FOR REPAIRS AND MAINT FIRE EMS APPARATUS 20 | 03/19/2025 | 00/00/0000 |
| **Total: BUDGET CENTRAL AUTOMOTIVE O/E** | | | **22,292.83** | | | |
| **01-2010-00-8051-** | | **- BUDGET GENERAL HEALTH SERVICES S&W** | | | | |
| **01-2010-00-8051-010** | | **- GENERAL HEALTH SERVICES S&W Base Salary Pay** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 25,597.46 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-8051-090** | | **- GENERAL HEALTH SERVICES S&W Longevity** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 366.80 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-8051-100** | | **- GENERAL HEALTH SERVICES S&W Overtime** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 236.10 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET GENERAL HEALTH SERVICES S&W** | | | **26,200.36** | | | |
| **01-2010-00-8052-** | | **- BUDGET GENERAL HEALTH SERVICES O/E** | | | | |
| **01-2010-00-8052-111** | | **- GENERAL HEALTH SERVICES O/E SIGNS & POSTS** | | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| 189415 | | B & H FOTO & ELECTRONICS CORP | 59.76 | #238224871 BROTHER QUALITY PAPER - 8-1/2 X 11 ITEM BRPQL | 10/08/2025 | 00/00/0000 |
| **Total: BUDGET GENERAL HEALTH SERVICES O/E** | | | **59.76** | | | |
| **01-2010-00-8101-** | | **- BUDGET SENIOR BUSING S&W** | | | | |
| **01-2010-00-8101-010** | | **- SENIOR BUSING S&W Base Salary Pay** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 9,512.88 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-8101-030** | | **- SENIOR BUSING S&W Hourly Pay** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 7,773.55 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-8101-100** | | **- SENIOR BUSING S&W Overtime** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 3,142.78 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET SENIOR BUSING S&W** | | | **20,429.21** | | | |
| **01-2010-00-8401-** | | **- BUDGET ANIMAL CONTROL S&W** | | | | |
| **01-2010-00-8401-010** | | **- ANIMAL CONTROL S&W Base Salary Pay** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 7,097.45 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-8401-100** | | **- ANIMAL CONTROL S&W Overtime** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 472.22 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET ANIMAL CONTROL S&W** | | | **7,569.67** | | | |
| **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** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 13,842.00 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-8601-030** | | **- SEN CITIZEN HEALTH CTR S&W Hourly Pay** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 1,811.27 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-8601-100** | | **- SEN CITIZEN HEALTH CTR S&W Overtime** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 690.70 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET SEN CITIZEN HEALTH CTR S&W** | | | **16,343.97** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **01-2010-00-8762-** | | **- BUDGET RETIRED CITIZENS PROGRAM O/E** | | | | |
| **01-2010-00-8762-202** | | **- RETIRED CITIZENS PROGRAM O/E SUMMER CONCERTS** | | | | |
| 189604 | | RHONDA D. LIPSCOMB | 250.00 | #2025-1104A Older Adult Autumn Cafe Entertainment on Nov. 4th, 2025 | 10/29/2025 | 00/00/0000 |
| **01-2010-00-8762-203** | | **- RETIRED CITIZENS PROGRAM O/E NUTRITION PROGRAM** | | | | |
| 189186 | | VILLAGE SUPERMARKET OF NJ | 24.11 | #02960117791 Shop Rite food/supplies for events and programming. Please expedi | 09/08/2025 | 00/00/0000 |
| 189186 | | VILLAGE SUPERMARKET OF NJ | 19.39 | #02960122045 Shop Rite food/supplies for events and programming. Please expedi | 09/08/2025 | 00/00/0000 |
| **Total: BUDGET RETIRED CITIZENS PROGRAM O/E** | | | **293.50** | | | |
| **01-2010-00-8902-** | | **- BUDGET GARBAGE-TRASH COLLECTION FEE** | | | | |
| **01-2010-00-8902-140** | | **- GARBAGE-TRASH COLLECTION FEE GARBAGE-TRASH COLLECTION FEE** | | | | |
| 187126 | | SUBURBAN DISPOSAL INC | 297,166.66 | #11999 2025 SOLID WASTE COLLECTION | 01/01/2025 | 00/00/0000 |
| **01-2010-00-8902-150** | | **- GARBAGE-TRASH DISPOSAL FEE GARBAGE-TRASH DISPOSAL FEE** | | | | |
| 187126 | | SUBURBAN DISPOSAL INC | 114,014.71 | #11999 2025 DISPOSAL FEE | 01/01/2025 | 00/00/0000 |
| **01-2010-00-8902-155** | | **- GARBAGE-TRASH ROLL OFF CONTAINERS GARBAGE-TRASH ROLL OFF CONTAINERS** | | | | |
| 187126 | | SUBURBAN DISPOSAL INC | 325.00 | #11999 2025 ROLL OFF CONTAINERS | 01/01/2025 | 00/00/0000 |
| **Total: BUDGET GARBAGE-TRASH COLLECTION FEE** | | | **411,506.37** | | | |
| **01-2010-00-9101-** | | **- BUDGET PARKS & PLAYGROUNDS S&W** | | | | |
| **01-2010-00-9101-010** | | **- PARKS & PLAYGROUNDS S&W Base Salary Pay** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 24,944.49 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-9101-030** | | **- PARKS & PLAYGROUNDS S&W Hourly Pay** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 4,820.40 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-9101-090** | | **- PARKS & PLAYGROUNDS S&W Longevity** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 991.26 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-9101-100** | | **- PARKS & PLAYGROUNDS S&W Overtime** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 2,077.98 | | 11/04/2025 | 11/07/2025 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **Total: BUDGET PARKS & PLAYGROUNDS S&W** | | | **32,834.13** | | | |
| **01-2010-00-9102-** | | **- BUDGET PARKS & PLAYGROUNDS O/E** | | | | |
| **01-2010-00-9102-072** | | **- PARKS & PLAYGROUNDS O/E MAINTENANCE-BUILDING** | | | | |
| | 189681 | ULTIMATE SECURITY SYSTEMS, INC | 735.00 | #51038 #51039 #51040 annual fire inspection of system 51038, 51039, 51040 | 11/07/2025 | 00/00/0000 |
| **01-2010-00-9102-120** | | **- PARKS & PLAYGROUNDS O/E MATERIALS-CLAY, CALCI** | | | | |
| | 186787 | HOME DEPOT | 192.16 | #7822727 #4830920 2025 REC MAINT GARAGE SUPPLIES | 12/31/2024 | 00/00/0000 |
| **01-2010-00-9102-137** | | **- PARKS & PLAYGROUNDS O/E MAINTENANCE-MOTORS** | | | | |
| | 189371 | PERRY WEATHER, INC | 2,150.00 | #11011 quote 110110 | 10/02/2025 | 00/00/0000 |
| **01-2010-00-9102-141** | | **- PARKS & PLAYGROUNDS O/E MAINTENANCE-LINE AERATORS** | | | | |
| | 189388 | TIGRIS AQUATIC SERVICES LLC | 4,000.00 | #3732911 quote 3732911 not to exceed | 10/03/2025 | 00/00/0000 |
| **01-2010-00-9102-201** | | **- PARKS & PLAYGROUNDS O/E MPSN PROGRAMS** | | | | |
| | 186786 | C&C CAFE & CATERING LLC | 1,377.75 | #7336 2025 SPECIAL NEEDS PARTY REFRESHMENTS | 12/31/2024 | 00/00/0000 |
| | 186786 | C&C CAFE & CATERING LLC | 298.75 | #7336 2025 spec needs refreshments | 12/31/2024 | 00/00/0000 |
| **01-2010-00-9102-208** | | **- PARKS & PLAYGROUNDS O/E PROGRAMS** | | | | |
| | 186792 | JOHNNY ON THE SPOT, LLC | 262.52 | #5701454#5700966#5704539#5706039 2025 PORTA JOHNS FOR PARKS PROGRAMS | 12/31/2024 | 00/00/0000 |
| | 186792 | JOHNNY ON THE SPOT, LLC | 622.89 | #5705911 2025 PORTA JOHNS FOR PARKS PROGRAMS | 12/31/2024 | 00/00/0000 |
| **Total: BUDGET PARKS & PLAYGROUNDS O/E** | | | **9,639.07** | | | |
| **01-2010-00-9302-** | | **- BUDGET CELEBRATION OF PUBLIC EVENTS** | | | | |
| **01-2010-00-9302-204** | | **- CELEBRATION OF PUBLIC EVENTS HALLOWEEN** | | | | |
| | 189682 | GEMINI AWARDS LLC | 42.00 | #3012 trophy | 11/07/2025 | 00/00/0000 |
| **01-2010-00-9302-310** | | **- CELEBRATION OF PUBLIC EVENTS Summer Series** | | | | |
| | 189684 | HAPPY TAILS INC | 212.50 | #82706 7.11.25 deer/geese waste removal | 11/07/2025 | 00/00/0000 |
| **Total: BUDGET CELEBRATION OF PUBLIC EVENTS** | | | **254.50** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **01-2010-00-9401-** | | **- BUDGET CONSTRUCTION S&W** | | | | |
| **01-2010-00-9401-010** | | **- CONSTRUCTION S&W Base Salary Pay** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 17,516.60 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-9401-030** | | **- CONSTRUCTION S&W Hourly Pay** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 8,113.77 | | 11/04/2025 | 11/07/2025 |
| **01-2010-00-9401-100** | | **- CONSTRUCTION S&W Overtime** | | | | |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 112.70 | | 11/04/2025 | 11/07/2025 |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 813.09 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET CONSTRUCTION S&W** | | | **26,556.16** | | | |
| **01-2010-00-9402-** | | **- BUDGET CONSTRUCTION O/E** | | | | |
| **01-2010-00-9402-160** | | **- CONSTRUCTION O/E FUND FOR PRIVATE PROPERTY REPAIRS** | | | | |
| 189649 | | PETER D'ARCHI | 120.00 | #1622 90 ridge rd mowing of lawn | 11/05/2025 | 00/00/0000 |
| **Total: BUDGET CONSTRUCTION O/E** | | | **120.00** | | | |
| **01-2010-00-9500-** | | **- BUDGET ELECTRICITY O/E** | | | | |
| **01-2010-00-9500-144** | | **- ELECTRICITY O/E ELECTRICITY BLDG & PROPERTY** | | | | |
| 189690 | | PUBLIC SERVICE ELECTRIC & GAS | 45,204.06 | SEPT 2025 BUILDINGS | 11/07/2025 | 00/00/0000 |
| **01-2010-00-9500-150** | | **- ELECTRICITY O/E ELECTRICITY RECREATION** | | | | |
| 189753 | | PUBLIC SERVICE ELECTRIC & GAS | 12,701.46 | OCT 2025 | 11/14/2025 | 00/00/0000 |
| **Total: BUDGET ELECTRICITY O/E** | | | **57,905.52** | | | |
| **01-2010-00-9501-** | | **- BUDGET STREET LIGHTING - IN C O/E** | | | | |
| **01-2010-00-9501-146** | | **- STREET LIGHTING - IN C O/E STREET LIGHTING - IN C** | | | | |
| 189690 | | PUBLIC SERVICE ELECTRIC & GAS | 55,749.31 | SEPT 2025 STREETS | 11/07/2025 | 00/00/0000 |
| **Total: BUDGET STREET LIGHTING - IN C O/E** | | | **55,749.31** | | | |
| **01-2010-00-9502-** | | **- BUDGET FUEL O/E** | | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **01-2010-00-9502-142** | | **- FUEL O/E GASOLINE FUEL** | | | | |
| 189438 | | GRIFFITH-ALLIED TRUCKING, LLC | 17,773.32 | #25315 #16138 #7613 #33144 fuel 2025 | 10/08/2025 | 00/00/0000 |
| **01-2010-00-9502-150** | | **- FUEL O/E DIESEL FUEL** | | | | |
| 189261 | | GRIFFITH-ALLIED TRUCKING, LLC | 4,605.61 | #30971 #7630 ultra low sulfur diesel fuel | 09/18/2025 | 00/00/0000 |
| **Total: BUDGET FUEL O/E** | | | **22,378.93** | | | |
| **01-2010-00-9504-** | | **- BUDGET WATER- O/E** | | | | |
| **01-2010-00-9504-147** | | **- WATER- O/E WATER-BLDG & PROPERTY** | | | | |
| 189691 | | NJ AMERICAN WATER CO. | 4,674.72 | SEPT 2025 BUILDINGS | 11/07/2025 | 00/00/0000 |
| **01-2010-00-9504-150** | | **- WATER- O/E WATER-RECREATION** | | | | |
| 188718 | | NJ AMERICAN WATER CO. | 344.97 | OCT 2025 water services rec buildings | 07/10/2025 | 00/00/0000 |
| **Total: BUDGET WATER- O/E** | | | **5,019.69** | | | |
| **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 | | NJ AMERICAN WATER CO. | 77,088.99 | SEPT 2025 | 10/08/2025 | 00/00/0000 |
| **Total: BUDGET FIRE HYDRANT SERVICE O/E** | | | **77,088.99** | | | |
| **01-2010-00-9903-** | | **- BUDGET FICA O/E** | | | | |
| **01-2010-00-9903-080** | | **- FICA O/E FICA** | | | | |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 16,219.75 | | 11/04/2025 | 11/07/2025 |
| 189642 | 01201563 | TOWNSHIP OF WEST ORANGE | 20,015.18 | | 11/04/2025 | 11/07/2025 |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 3,478.30 | | 11/04/2025 | 11/07/2025 |
| 189643 | 01201564 | TOWNSHIP OF WEST ORANGE | 5,275.80 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET FICA O/E** | | | **44,989.03** | | | |
| **01-2010-02-1006-** | | **- BUDGET JOINT OUTLET SEWER M O/E** | | | | |
| **01-2010-02-1006-140** | | **- JOINT OUTLET SEWER M O/E JOINT MEETING** | | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| 189733 | | TOWNSHIP OF VERONA | 9,570.00 | 4099014-0 and 4099015-0 quarterly taxes WE highlands | 11/10/2025 | 00/00/0000 |
| **Total: BUDGET JOINT OUTLET SEWER M O/E** | | | **9,570.00** | | | |
| **01-2010-07-1005- - BUDGET DEBT SERVICE O/E -BAN INTEREST** | | | | | | |
| **01-2010-07-1005-020 - DEBT SERVICE O/E -BAN INTEREST BAN INTEREST- 1ST ISSUE** | | | | | | |
| 189657 | 01201567 | THE DEPOSITORY TRUST COMPANY | 2,173,385.96 | BAN INTEREST | 11/05/2025 | 11/05/2025 |
| 189657 | 01201567 | THE DEPOSITORY TRUST COMPANY | -2,173,385.96 | BAN INTEREST | 11/05/2025 | 11/06/2025 |
| 189657 | 01201568 | THE DEPOSITORY TRUST COMPANY | 2,173,385.96 | BAN INTEREST | 11/05/2025 | 11/05/2025 |
| **01-2010-07-1005-060 - DEBT SERVICE O/E -BAN INTEREST BAN INTEREST- 5th ISSUE** | | | | | | |
| 189656 | 01201566 | TOWNSHIP OF FREEHOLD | 236,013.74 | SPECIAL EMERGENCY NOTE, INTEREST DUE | 11/05/2025 | 11/05/2025 |
| **Total: BUDGET DEBT SERVICE O/E -BAN INTEREST** | | | **2,409,399.70** | | | |
| **01-2040-41-2015- - GRANT RESERVES DOJ BULLET PROOF VEST PARTNERSHIP** | | | | | | |
| **01-2040-41-2015-223 - DOJ BULLET PROOF VEST PARTNERSHIP 2023 DOJ BULLET PROOF VEST PARTNERSHIP** | | | | | | |
| 189549 | | ATLANTIC UNIFORM CO. | 3,232.80 | #A-0959310 estimate 001928 armor express model vortex IIIA vests | 10/22/2025 | 00/00/0000 |
| **Total: GRANT RESERVES DOJ BULLET PROOF VEST PARTNERSHIP** | | | **3,232.80** | | | |
| **01-2040-41-5020- - GRANT RESERVES NJACCHO Grant** | | | | | | |
| **01-2040-41-5020-232 - NJACCHO Grant 2023 NJACCHO Grant** | | | | | | |
| 188904 | | ESSEX REGIONAL HEALTH COMM | 5,500.00 | VOUCHER #27 OCT. 2025 RESOLUTION 167-25 PROFESSIONAL SERVICES | 08/01/2025 | 00/00/0000 |
| 188904 | | ESSEX REGIONAL HEALTH COMM | 4,400.00 | AUG 2025 VOUCHER # 25 RESOLUTION 167-25 PROFESSIONAL SERVICES | 08/01/2025 | 00/00/0000 |
| **Total: GRANT RESERVES NJACCHO Grant** | | | **9,900.00** | | | |
| **01-2150- - - - RES. FOR TAX TITLE LIENS RES. FOR TAX TITLE LIENS** | | | | | | |
| **01-2150- - - - RES. FOR TAX TITLE LIENS RES. FOR TAX TITLE LIENS** | | | | | | |
| 189661 | 25102198 | ATCF II NJ, LLC / TAX SERV AS | 57,367.33 | LIEN REDEMPTION CERT#25-044 | 11/07/2025 | 11/07/2025 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| 189660 | 25102199 | RTLF-NJ II LLC | 85,623.17 | REDEMPTION CERT#24-189 | 11/07/2025 | 11/07/2025 |
| 189672 | 25102200 | RTLF-NJ II LLC | 1,966.74 | REDEMPTION | 11/07/2025 | 11/07/2025 |
| 189671 | 25102201 | RTLF-NJ II LLC | 920.12 | REDEMPTION | 11/07/2025 | 11/07/2025 |
| 189736 | 25102203 | RTLF-NJ II LLC | 5,008.12 | REDEMPTION CERT#25-034 | 11/12/2025 | 11/12/2025 |
| 189737 | 25102204 | PRO CAP 8,LLC | 582.49 | REDEMPTION | 11/12/2025 | 11/12/2025 |
| 189724 | 25102205 | DAXUAN WANG | 694.52 | LIEN REDEMPTION CERT#25-045 | 11/10/2025 | 11/12/2025 |
| **Total: RES. FOR TAX TITLE LIENS RES. FOR TAX TITLE LIENS** | | | **152,162.49** | | | |
| **01-2155- - -** | **- RES. FOR TTL PREMIUM RES. FOR TTL PREMIUM** | | | | | |
| **01-2155- - -** | **- RES. FOR TTL PREMIUM RES. FOR TTL PREMIUM** | | | | | |
| 189661 | 25102198 | ATCF II NJ, LLC / TAX SERV AS | 119,700.00 | PREMIUM | 11/07/2025 | 11/07/2025 |
| 189660 | 25102199 | RTLF-NJ II LLC | 57,200.00 | PREMIUM | 11/07/2025 | 11/07/2025 |
| 189672 | 25102200 | RTLF-NJ II LLC | 1,100.00 | PREMIUM | 11/07/2025 | 11/07/2025 |
| 189671 | 25102201 | RTLF-NJ II LLC | 1,000.00 | PREMIUM | 11/07/2025 | 11/07/2025 |
| 189737 | 25102204 | PRO CAP 8,LLC | 1,000.00 | PREMIUM | 11/12/2025 | 11/12/2025 |
| 189724 | 25102205 | DAXUAN WANG | 1,100.00 | PREMIUM | 11/10/2025 | 11/12/2025 |
| 189729 | 25102206 | DAXUAN WANG | 1,400.00 | PREMIUM | 11/10/2025 | 11/12/2025 |
| 189730 | 25102207 | PRO CAP 8,LLC | 10,000.00 | TAX SALE PREMIUMS | 11/10/2025 | 11/12/2025 |
| **Total: RES. FOR TTL PREMIUM RES. FOR TTL PREMIUM** | | | **192,500.00** | | | |
| **01-2880- - -** | **- EMERGENCY NOTE PAYABLE EMERGENCY NOTE PAYABLE** | | | | | |
| **01-2880- - -** | **- EMERGENCY NOTE PAYABLE EMERGENCY NOTE PAYABLE** | | | | | |
| 189656 | 01201566 | TOWNSHIP OF FREEHOLD | 5,027,000.00 | SPECIAL EMERGENCY NOTE, PRINCIPAL DUE | 11/05/2025 | 11/05/2025 |
| **Total: EMERGENCY NOTE PAYABLE EMERGENCY NOTE PAYABLE** | | | **5,027,000.00** | | | |
| **Fund Total: 01** | | | **66,572,443.18** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **03-2610-20-0200-** | **- ORD# 2610-20 Indoor Facility Capital** | | | | | |
| **03-2610-20-0200-110** | **- Indoor Facility Capital Fire House Improvements** | | | | | |
| | 183265 | CME ASSOCIATES | 7,583.50 | #0387209 RES 59-24 PROF SERV FH 4 OLD FUEL PUMP | 02/15/2024 | 00/00/0000 |
| **Total: ORD# 2610-20 Indoor Facility Capital** | | | **7,583.50** | | | |
| **03-2610-20-0300-** | **- ORD# 2610-20 Information Technology** | | | | | |
| **03-2610-20-0300-180** | **- Information Technology Laser mapping system** | | | | | |
| | 189743 | PDLINX, INC | 950.00 | parking permit products | 11/13/2025 | 00/00/0000 |
| | 189743 | PDLINX, INC | 950.00 | daily parking product | 11/13/2025 | 00/00/0000 |
| | 189743 | PDLINX, INC | 950.00 | fars payment product | 11/13/2025 | 00/00/0000 |
| | 189743 | PDLINX, INC | 950.00 | dumpster permit products | 11/13/2025 | 00/00/0000 |
| | 189743 | PDLINX, INC | 950.00 | citizen camera product | 11/13/2025 | 00/00/0000 |
| **Total: ORD# 2610-20 Information Technology** | | | **4,750.00** | | | |
| **03-2662-21-0100-** | **- ORD# 2662-21 Downtown Redevelopment** | | | | | |
| **03-2662-21-0100-010** | **- Downtown Redevelopment Downtown Redevelopment** | | | | | |
| | 186735 | CME ASSOCIATES | 636.00 | #0387210 res 60-25 environmental services 25 lakeside ave ground water monitor | 01/31/2025 | 00/00/0000 |
| **Total: ORD# 2662-21 Downtown Redevelopment** | | | **636.00** | | | |
| **03-2704-22-0100-** | **- ORD# 2704-22 Equipment** | | | | | |
| **03-2704-22-0100-040** | **- Equipment Unspecified Capital Repairs** | | | | | |
| | 189775 | SHAUGER PROPERTY SERVICES, IN | 30,429.54 | e-113843 resolution 258-25 emergency repair sanitary sewer main at vosseler cour | 11/18/2025 | 00/00/0000 |
| **Total: ORD# 2704-22 Equipment** | | | **30,429.54** | | | |
| **03-2704-22-0400-** | **- ORD# 2704-22 Outdoor Facility** | | | | | |
| **03-2704-22-0400-090** | **- Outdoor Facility General Outdoor Facility Improvements** | | | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| 189416 | | BRIGHT VIEW ENGINEERING, LLC | 2,500.00 | #250175A-1LS FINAL All way stop and speed hump analysis Luddington Road and | 10/08/2025 | 00/00/0000 |
| 189486 | | BRIGHT VIEW ENGINEERING, LLC | 1,350.00 | #251404-1LS ALL WAY STOP ANALYSIS AT INTERSECTION OF DARTMOUTH ROAD AND FOREST | 10/15/2025 | 00/00/0000 |
| **Total: ORD# 2704-22 Outdoor Facility** | | | **3,850.00** | | | |
| **03-2829-23-0500- - ORD# 2829-23 Streets, Roads, Sewers & Sidewalks** | | | | | | |
| **03-2829-23-0500-030 - Streets, Roads, Sewers & Sidewalks DECOMMISSION PS** | | | | | | |
| 185438 | | GRABOWSKI CONSTRUCTION | 26,721.38 | res 260-24 korwell pump station decommission project | 09/12/2024 | 00/00/0000 |
| 185438 | | GRABOWSKI CONSTRUCTION | 7,073.55 | resolution 245-25 3.83% increase | 09/12/2024 | 00/00/0000 |
| **Total: ORD# 2829-23 Streets, Roads, Sewers & Sidewalks** | | | **33,794.93** | | | |
| **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)** | | | | | | |
| 186181 | | CME ASSOCIATES | 3,500.00 | #0386509 res 315-24 professional service contract OSPAC and crystal likes impr | 12/05/2024 | 00/00/0000 |
| **Total: ORD# 2830-23 Streets, Roads, Sewers & Sidewalks** | | | **3,500.00** | | | |
| **03-2872-24-0500- - ORD# 2872-24 Streets, Roads, Sewers & Sidewalks** | | | | | | |
| **03-2872-24-0500-010 - Streets, Roads, Sewers & Sidewalks VALLEY, CARLSON RD, COLONIAL WOODS DRIVE** | | | | | | |
| 185864 | | REGGIO CONSTRUCTION INC. | 371,619.39 | ENGINEER'S CERT. NO. 6 RES 279-24 NJ DOT 2023-MA 00155 CARLSON RD, CULLEN | 10/08/2024 | 00/00/0000 |
| **Total: ORD# 2872-24 Streets, Roads, Sewers & Sidewalks** | | | **371,619.39** | | | |
| **03-2899-00-0080- - BANS PAYABLE BANS PAYABLE** | | | | | | |
| **03-2899-00-0080- - BANS PAYABLE BANS PAYABLE #8** | | | | | | |
| 189657 | 03200175 | THE DEPOSITORY TRUST COMPANY | 54,486,000.00 | BAN PRINCIPAL | 11/05/2025 | 11/05/2025 |
| 189657 | 03200175 | THE DEPOSITORY TRUST COMPANY | -54,486,000.00 | BAN PRINCIPAL | 11/05/2025 | 11/06/2025 |
| 189657 | 03200176 | THE DEPOSITORY TRUST COMPANY | 54,486,000.00 | BAN PRINCIPAL | 11/05/2025 | 11/05/2025 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **Total: BANS PAYABLE BANS PAYABLE** | | | **54,486,000.00** | | | |
| **03-2915-25-0900-** | | **- ORD# 2915-25 Section 20 Expenses** | | | | |
| **03-2915-25-0900-010** | | **- Section 20 Expenses Section 20 Expenses** | | | | |
| | 189308 | BRIGHT VIEW ENGINEERING, LLC | 6,450.00 | #251403-2LS Professional Engineering Services | 09/23/2025 | 00/00/0000 |
| | 189076 | BRIGHT VIEW ENGINEERING, LLC | 4,150.00 | #250174-2LS FINAL STEVENS TRACT 250174 | 08/20/2025 | 00/00/0000 |
| | 189459 | NATIONAL HIGHWAY PRODUCTS, INC | 249.36 | #PS-INV128453 NJ R4-19 T4 CLEARANCE TO PASS | 10/14/2025 | 00/00/0000 |
| | 189755 | DIGITAL ASSURANCE CERTIFICATIO | 3,500.00 | INV#77698 #73061 #75242 #74992 event notices | 11/18/2025 | 00/00/0000 |
| **Total: ORD# 2915-25 Section 20 Expenses** | | | **14,349.36** | | | |
| **Fund Total: 03** | | | **54,956,512.72** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **04-2010-00-6690-** | **- EXPENDITURE CONTROL DOGS ANIMAL CONTROL INTERLOCALS** | | | | | |
| **04-2010-00-6690-304** | **- OTHER EXPENSE OTHER EXPENSE** | | | | | |
| | 187615 | AMERICAN MESSAGING | 64.98 | #N3523012ZK NOV 2025 PAGER SERVICES - APRIL - DECEMBER - 2025 | 12/31/2024 | 00/00/0000 |
| | 188030 | VILLAGE SUPERMARKET OF NJ | 409.80 | #02960240481 SUPPLIES FOR 2025 | 05/08/2025 | 00/00/0000 |
| | 188455 | MGL PRINTING SOLUTIONS | 5,106.00 | #219244 2026 DOG LICENSING FORM AND SUPPLIES - SEE ATTACHED QUOTE | 06/13/2025 | 00/00/0000 |
| **Total: EXPENDITURE CONTROL DOGS ANIMAL CONTROL INTERLOCALS** | | | **5,580.78** | | | |
| **Fund Total: 04** | | | **5,580.78** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **08-2010-55-5011-** | | **- BUDGET POOL SNACK BAR S/W** | | | | |
| **08-2010-55-5011-030** | | **- POOL SNACK BAR S/W Hourly Pay** | | | | |
| 189643 | 08200062 | TOWNSHIP OF WEST ORANGE | 685.65 | | 11/04/2025 | 11/07/2025 |
| 189643 | 08200062 | TOWNSHIP OF WEST ORANGE | 4.12 | | 11/04/2025 | 11/07/2025 |
| 189643 | 08200062 | TOWNSHIP OF WEST ORANGE | 9.94 | | 11/04/2025 | 11/07/2025 |
| 189643 | 08200062 | TOWNSHIP OF WEST ORANGE | 42.51 | | 11/04/2025 | 11/07/2025 |
| **Total: BUDGET POOL SNACK BAR S/W** | | | **742.22** | | | |
| **08-2010-55-5022-** | | **- BUDGET POOL OTHER EXPENSES** | | | | |
| **08-2010-55-5022-080** | | **- POOL OTHER EXPENSES CONTINGENCY FOR REPA** | | | | |
| 189224 | | CFM CONSTRUCTION INC | 5,700.00 | #2-2460 winterize pool | 09/10/2025 | 00/00/0000 |
| **Total: BUDGET POOL OTHER EXPENSES** | | | **5,700.00** | | | |
| **Fund Total: 08** | | | **6,442.22** | | | |

| 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** | | | | | | |
| 189642 | 12200362 | TOWNSHIP OF WEST ORANGE | 164,607.51 | | 11/04/2025 | 11/07/2025 |
| 189642 | 12200362 | TOWNSHIP OF WEST ORANGE | 776.32 | | 11/04/2025 | 11/07/2025 |
| 189642 | 12200362 | TOWNSHIP OF WEST ORANGE | 414.09 | | 11/04/2025 | 11/07/2025 |
| 189642 | 12200362 | TOWNSHIP OF WEST ORANGE | 46,938.60 | | 11/04/2025 | 11/07/2025 |
| 189643 | 12200363 | TOWNSHIP OF WEST ORANGE | 584.72 | | 11/04/2025 | 11/07/2025 |
| **Total: MISCELLANEOUS EXCHANGE MISCELLANEOUS EXCHANGE .PAYROLL** | | | **213,321.24** | | | |
| **12-6010-00-0690- - ACCUMLATED ABSENCE FUNDS ACCUMULATED ABSENCE TRUST** | | | | | | |
| **12-6010-00-0690-010 - ACCUMULATED ABSENCE TRUST ACCUMULATED ABSENCE TRUST** | | | | | | |
| 189643 | 12200363 | TOWNSHIP OF WEST ORANGE | 758.76 | | 11/04/2025 | 11/07/2025 |
| **Total: ACCUMLATED ABSENCE FUNDS ACCUMULATED ABSENCE TRUST** | | | **758.76** | | | |
| **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)** | | | | | | |
| 189642 | 12200362 | TOWNSHIP OF WEST ORANGE | 98.99 | | 11/04/2025 | 11/07/2025 |
| 189643 | 12200363 | TOWNSHIP OF WEST ORANGE | 1,035.06 | | 11/04/2025 | 11/07/2025 |
| **Total: PAYROLL TRUST DEFINED CONTRIB RET PLAN(DCRP)** | | | **1,134.05** | | | |
| **12-6770-00-7230- - PROPERTY INSPECTION ESCROW 100-200 EXECUTIVE DRIVE** | | | | | | |
| **12-6770-00-7230- - 100-200 EXECUTIVE DRIVE 100-200 EXECUTIVE DRIVE** | | | | | | |
| 189674 | | CME ASSOCIATES | 580.00 | INV. 386425 PROF SERVICES SITE INSPECTION 100-200 EXEC. DRIVE DATED 10.29.25 | 11/07/2025 | 00/00/0000 |
| 189746 | | CME ASSOCIATES | 326.25 | #387292 PROF. SERVICES EXEC. DRIVE, INV. 387292 DATED 11/11/2025 | 11/13/2025 | 00/00/0000 |
| **Total: PROPERTY INSPECTION ESCROW 100-200 EXECUTIVE DRIVE** | | | **906.25** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **12-6770-00-8000-** | **- PROPERTY INSPECTION ESCROW PROPERTY INSPECTION ESCROW/ Name** | | | | | |
| **12-6770-00-8000-000** | **- PROPERTY INSPECTION ESCROW/ Name PROPERTY INSPECTION ESCROW/ Name** | | | | | |
| | 189677 | CME ASSOCIATES | 355.00 | #386422 PROF. SERVICES SITE INSPECTIONS THE GODDARD SCHOOL MT. PLEASANT AVENUE | 11/07/2025 | 00/00/0000 |
| **12-6770-00-8000-001** | **- Property Inspection/609 Eagle Rock Ave. Property Inspection/609 Eagle Rock Ave.** | | | | | |
| | 189676 | CME ASSOCIATES | 1,227.00 | #386423 PROF SERVICES SITE INSPECTION 609 EAGLE ROCK AVENUE INV. 386423 DATED | 11/07/2025 | 00/00/0000 |
| | 189748 | CME ASSOCIATES | 318.00 | #387290 PROFESSIONAL SERVICES - 609 ERA CSH, INV. 387290 DATED 11/11/2025 | 11/13/2025 | 00/00/0000 |
| **12-6770-00-8000-003** | **- Property Inspection/955 PV Way, WO Property Inspection/955 PV Way, WO** | | | | | |
| | 189673 | CME ASSOCIATES | 1,256.75 | INV# 386426 PROF SERVICES SITE INSPECTION 955 PVW DATED 10.29.25 | 11/07/2025 | 00/00/0000 |
| **12-6770-00-8000-006** | **- Property Inspection/WO Plaza Property Inspection/WO Plaza** | | | | | |
| | 189675 | CME ASSOCIATES | 347.50 | #386424 PROF SERVICES SITE INSPECTION WO PLAZA INV. 386424 DATED 10.29.25 | 11/07/2025 | 00/00/0000 |
| | 189747 | CME ASSOCIATES | 1,278.00 | #387291 PROF. SERVICES - WO PLAZA INV. 387291 DATED 11/11/2025 | 11/13/2025 | 00/00/0000 |
| **12-6770-00-8000-017** | **- Property Inspection/83 Main Street Property Inspection/83 Main Street** | | | | | |
| | 189678 | MATRIX NEW WORLD ENGINEERING, | 1,568.75 | #57969 SITE INSPECTIONS 83 MAIN STREET RETAINING WALL INV. 57969 DATED 9.2.25 | 11/07/2025 | 00/00/0000 |
| **12-6770-00-8000-018** | **- Property Inspection/993 Pleasant Valley Way Property Inspection/993 Pleasant Valley Way** | | | | | |
| | 189751 | MATRIX NEW WORLD ENGINEERING, | 850.00 | #57967 PROFESSIONAL SERVICES - SITE INSPECTIONS - IMMC HEALTH 993 PVW INV. 579 | 11/13/2025 | 00/00/0000 |
| **Total: PROPERTY INSPECTION ESCROW PROPERTY INSPECTION ESCROW/ Name** | | | **7,201.00** | | | |
| **12-6830-00-0230-** | **- RECREATION TRUST FUND ROCK SPRING GOLF** | | | | | |
| **12-6830-00-0230-010** | **- SPECIAL EVENTS SPECIAL EVENTS** | | | | | |
| | 189723 | BRANDON LEE TORRES | 125.00 | 10/24/25-10/25/25 HALLOWEEN EVENT | 11/10/2025 | 00/00/0000 |
| | 189665 | FRANK GROSSO | 76.25 | 10/25/25 HALLOWEEN EVENT | 11/07/2025 | 00/00/0000 |
| | 189485 | EVAN J DITTIG | 1,152.00 | FALL SKATEBOARD CLINIC | 10/15/2025 | 00/00/0000 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **Total: RECREATION TRUST FUND ROCK SPRING GOLF** | | | **1,353.25** | | | |
| **12-6830-00-0250-** | | **- RECREATION TRUST FUND TRIP-DOLAN'S** | | | | |
| **12-6830-00-0250-010** | | **- VOLLEYBALL CLINIC VOLLEYBALL CLINIC** | | | | |
| 189720 | | RYAN ZORAD | 1,250.00 | 9/9/25 -10/28/25 VOLLEYBALL CLINIC | 11/10/2025 | 00/00/0000 |
| 189719 | | JAYDEN PAGE | 1,250.00 | 9/9/25-10/28/25 VOLLEYBALL CLINIC | 11/10/2025 | 00/00/0000 |
| 189718 | | DAWAN IRBY | 130.00 | 10/27/25 and 10/29/25 VOLLEYBALL OFFICIAL | 11/10/2025 | 00/00/0000 |
| 189717 | | KIMBERLY M. NUNES | 65.00 | 10/30/25 VOLLEYBALL OFFICAL | 11/10/2025 | 00/00/0000 |
| **Total: RECREATION TRUST FUND TRIP-DOLAN'S** | | | **2,695.00** | | | |
| **12-6830-00-0390-** | | **- RECREATION TRUST FUND SUBURBAN TRACK & FIELD** | | | | |
| **12-6830-00-0390-010** | | **- SUBURBAN TRACK & FIELD SUBURBAN TRACK & FIELD** | | | | |
| 187852 | 131436 | LOUISE SPENCER | -75.00 | refund track program | 04/24/2025 | 11/12/2025 |
| 187852 | 131711 | LOUISE SPENCER | 75.00 | REPLACEMENT Refund track program | 04/24/2025 | 11/12/2025 |
| **Total: RECREATION TRUST FUND SUBURBAN TRACK & FIELD** | | | **0.00** | | | |
| **12-6830-00-0430-** | | **- RECREATION TRUST FUND WO JUNIOR GOLF FALL CLINIC** | | | | |
| **12-6830-00-0430-010** | | **- WO JUNIOR GOLF FALL CLINIC WO JUNIOR GOLF FALL CLINIC** | | | | |
| 189670 | | BRIAN S. LERMACK | 960.00 | 9/16-10/7 fall jr golf clinic | 11/07/2025 | 00/00/0000 |
| **Total: RECREATION TRUST FUND WO JUNIOR GOLF FALL CLINIC** | | | **960.00** | | | |
| **12-6830-00-0525-** | | **- RECREATION TRUST FUND HANDICAPPED TRUST** | | | | |
| **12-6830-00-0525-010** | | **- HANDICAPPED TRUST HANDICAPPED TRUST** | | | | |
| 189683 | | FORTISSIMO | 1,391.85 | food for event 10.22.25 | 11/07/2025 | 00/00/0000 |
| **Total: RECREATION TRUST FUND HANDICAPPED TRUST** | | | **1,391.85** | | | |
| **12-6830-00-0930-** | | **- RECREATION TRUST FUND LACROSSE PROGRAM** | | | | |
| **12-6830-00-0930-050** | | **- LACROSSE PROGRAM LACROSSE PROGRAM** | | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| 189669 | | ROBERT KOST | 125.00 | 10/26/25 travel bb tryouts | 11/07/2025 | 00/00/0000 |
| 189668 | | TODD CHURCH | 125.00 | 10/26/25 travel bb tryouts | 11/07/2025 | 00/00/0000 |
| 189667 | | CANIECE WILLIAMS | 325.00 | 10/26/25 10/29/25 11/2/25 travel bb tryouts | 11/07/2025 | 00/00/0000 |
| 189666 | | FABIAN MONTPLAISIR | 325.00 | 10/26/25 10/29/25 11/2/25 travel bb tryouts | 11/07/2025 | 00/00/0000 |
| 189664 | | ALEXA MILET | 325.00 | #37461 HALLOWEEN EVENT | 11/07/2025 | 00/00/0000 |
| 189663 | | MILEXLY SANTANA | 200.00 | 10/24/25-10/26/25 HALLOWEEN EVENT | 11/07/2025 | 00/00/0000 |
| 189722 | | RODOLFO CLEMENTE CANDALERA | 100.00 | 10/25/25 HALLOWEEN EVENT | 11/10/2025 | 00/00/0000 |
| 189721 | | DANAJIAH SANTIAGO | 100.00 | 10/25/25 HALLOWEEN EVENT | 11/10/2025 | 00/00/0000 |
| 189714 | | AMY MELENDEZ | 73.90 | 10/25/25 HALLOWEEN EVENT | 11/10/2025 | 00/00/0000 |
| 189715 | | MARELYN GUALLPA | 77.50 | 10/25/25 HALLOWEEN EVENT | 11/10/2025 | 00/00/0000 |
| 189662 | | PABLO L VILLEDA | 77.50 | 10/25/25 HALLOWEEN EVENT | 11/07/2025 | 00/00/0000 |
| **Total: RECREATION TRUST FUND LACROSSE PROGRAM** | | | **1,853.90** | | | |
| **12-6950-00-2560- - EXTRA DUTY SECURITY EXTRA DUTY SOLUTIONS** | | | | | | |
| **12-6950-00-2560- - EXTRA DUTY SOLUTIONS EXTRA DUTY SOLUTIONS** | | | | | | |
| 189643 | 12200363 | TOWNSHIP OF WEST ORANGE | 4,160.00 | | 11/04/2025 | 11/07/2025 |
| 189643 | 12200363 | TOWNSHIP OF WEST ORANGE | 33,350.00 | | 11/04/2025 | 11/07/2025 |
| 189643 | 12200363 | TOWNSHIP OF WEST ORANGE | 29,382.50 | | 11/04/2025 | 11/07/2025 |
| **Total: EXTRA DUTY SECURITY EXTRA DUTY SOLUTIONS** | | | **66,892.50** | | | |
| **Fund Total: 12** | | | **298,467.80** | | | |

| 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** | | | | |
| | 187540 | STEVEN J. WEINBERG | 3,600.00 | 17 WINFIELD ST 2025 Housing Rehab Consultant not to exceed | 03/27/2025 | 00/00/0000 |
| **Total: DEVELOPER'S FEE - COAH DEVELOPER'S FEE - COAH** | | | **3,600.00** | | | |
| **Fund Total: 14** | | | **3,600.00** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **20-6800-00-7790-** | **- DEVELOPERS ESCROW PB-22-08- WILLIAMS CUMMINGS** | | | | | |
| **20-6800-00-7790-** | **- PB-22-08- WILLIAMS CUMMINGS PB-22-08 WILLIAMS CUMMINGS** | | | | | |
| | 189650 | PHILLIPS PREISS GRYGIEL LEHENY | 19.75 | #36768 and #36924 professional services | 11/05/2025 | 00/00/0000 |
| **Total: DEVELOPERS ESCROW PB-22-08- WILLIAMS CUMMINGS** | | | **19.75** | | | |
| **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** | | | | | |
| | 189707 | GACCIONE POMACO P.C. | 351.00 | #4472 - preparation of draft resolution | 11/10/2025 | 00/00/0000 |
| **Total: DEVELOPERS ESCROW PB-24-14/172-174 MAIN ST. LLC** | | | **351.00** | | | |
| **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** | | | | | |
| | 189708 | MATRIX NEW WORLD ENGINEERING, | 1,748.75 | #58502 | 11/10/2025 | 00/00/0000 |
| **Total: DEVELOPERS ESCROW PB-25-04/BLUE VIOLET GROW LLC** | | | **1,748.75** | | | |
| **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** | | | | | |
| | 189726 | WORRALL COMMUNITY NEWSPAPERS | 9.72 | Invoice 320288 - 10/23/2025 Special Meeting Results | 11/10/2025 | 00/00/0000 |
| | 189709 | NJ ADVANCE MEDIA, LLC | 30.96 | #0011040760 10/23/25 Sp Mtg Results | 11/10/2025 | 00/00/0000 |
| **Total: DEVELOPERS ESCROW ZB-23-13/MPB Realty LLC** | | | **40.68** | | | |
| **20-6810-00-8130-** | **- DEVELOPERS ESCROW ZB-24-17/104 Winding Way WO** | | | | | |
| **20-6810-00-8130-** | **- ZB-24-17/104 Winding Way WO ZB-24-17/104 Winding Way WO** | | | | | |
| | 189711 | CME ASSOCIATES | 1,007.00 | Invoice 383682 | 11/10/2025 | 00/00/0000 |
| **Total: DEVELOPERS ESCROW ZB-24-17/104 Winding Way WO** | | | **1,007.00** | | | |
| **Fund Total: 20** | | | **3,167.18** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|

| 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** | | | | |
| 189739 | 22200030 | CLAIMS RESOLUTION CORPORATION | 76,001.28 | ROLLUPS/CLAIMS 11/10/2025 | 11/12/2025 | 11/12/2025 |
| **Total: EXPENDITURE CONTROL EXPENDITURE CONTROL** | | | **76,001.28** | | | |
| **Fund Total: 22** | | | **76,001.28** | | | |

| 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** | | | | |
| 189642 | 32200028 | TOWNSHIP OF WEST ORANGE | 317.71 | | 11/04/2025 | 11/07/2025 |
| 189643 | 32200029 | TOWNSHIP OF WEST ORANGE | 330.80 | | 11/04/2025 | 11/07/2025 |
| **Total: EXPENDITURE CONTROL EXPENDITURE CONTROL** | | | **648.51** | | | |
| **Fund Total: 32** | | | **648.51** | | | |

| 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** | | | | |
| 189642 | 42200029 | TOWNSHIP OF WEST ORANGE | 4,075.73 | | 11/04/2025 | 11/07/2025 |
| 189642 | 42200029 | TOWNSHIP OF WEST ORANGE | 1,348.80 | | 11/04/2025 | 11/07/2025 |
| 189642 | 42200029 | TOWNSHIP OF WEST ORANGE | 569.23 | | 11/04/2025 | 11/07/2025 |
| 189642 | 42200029 | TOWNSHIP OF WEST ORANGE | 49.96 | | 11/04/2025 | 11/07/2025 |
| 189642 | 42200029 | TOWNSHIP OF WEST ORANGE | 213.63 | | 11/04/2025 | 11/07/2025 |
| **42-2020-00-0000-342** | | **- OTHER EXPENSES OTHER EXPENSES** | | | | |
| 189727 | | JOSEPH M BILLY JR | 300.00 | 11.14.25 hearing officer not to exceed | 11/10/2025 | 00/00/0000 |
| **Total: SECTION 8 RESERVES SECTION 8 RESERVES** | | | **6,557.35** | | | |
| **Fund Total: 42** | | | **6,557.35** | | | |

| 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** | | | | | | |
| 189639 | 63200034 | MERITAIN HEALTH | 431,741.70 | 10-28-2025 CLAIMS | 11/03/2025 | 11/04/2025 |
| 189696 | 63200035 | MERITAIN HEALTH | 420,057.72 | 11-04-2025 CLAIMS | 11/10/2025 | 11/10/2025 |
| 189754 | 63200036 | MERITAIN HEALTH | 728,250.12 | 11-11-2025 CLAIMS | 11/17/2025 | 11/17/2025 |
| **Total: EXPENDITURE CONTROL EXPENDITURE CONTROL** | | | **1,580,049.54** | | | |
| **Fund Total: 63** | | | **1,580,049.54** | | | |

**233-25**
November 24, 2025

Deleted: October 28, 2025

**RESOLUTION**

**WHEREAS,** the Matthew Feula ("Feula" or the "Employee") 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 Employee recognizes that there are certain functions, responsibilities, and management rights exclusively reserved to the Township. All rights, power, and authority possessed by the Township prior to the signing of this Agreement are retained exclusively by the Township subject only to such limitations as are specifically provided in this Agreement; and

Formatted: Font: Not Bold

Formatted: Body Text, Indent: First line: 0.5"

**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;

**WHEREAS**, the Township exercises its authority pursuant to Title 40A of the New Jersey Statutes Annotated to appoint said Deputy Chief of Police and to execute a contract of employment in connection therewith; and

Formatted: Indent: First line: 0.5"

**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.

Deleted: ¶
¶
¶
¶

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

**Joe Krakoviak**
**Council President**

**Adopted:** November 24, 2025

Deleted: October 28, 2025

AGREEMENT

between the

TOWNSHIP OF WEST ORANGE

and

DEPUTY CHIEF OF POLICE MATTHEW FEULA

JANUARY 1, 2026 through DECEMBER 31, 2028

Deleted: 30

**TABLE OF CONTENTS**

RECITALS ..... 2
ARTICLE I - EMPLOYMENT ..... 2
ARTICLE II - MANAGEMENT RIGHTS ..... 2
ARTICLE III - RETENTION OF BENEFITS ..... 3
ARTICLE IV - WORK WEEK ..... 3
ARTICLE V - COMPENSATION ..... 4
ARTICLE VI-HEALTH BENEFITS ..... 4
ARTICLE VII- MISCELLANEOUS ..... 4
ARTICLE VIII - RETIREMENT ..... 4
ARTICLE IX - DURATION OF AGREEMENT ..... 4

## RECITALS

**This AGREEMENT made** effective as of the 1st day of January, 2026, between the TOWNSHIP OF WEST ORANGE, a municipality in the County of Essex, State of New Jersey, hereinafter referred to as the "TOWNSHIP," and Matthew Feula, hereinafter referred to as the "EMPLOYEE."

**WHEREAS**, Matthew Feula has been appointed Deputy Chief of Police since April 24, 2014;

**WHEREAS**, the Township and the Employee wish to continue this relationship for the foreseeable future upon terms deemed acceptable to both parties;

**WHEREAS**, the parties further seek to memorialize the terms of this employment relationship in writing; and

**NOW THEREFORE**, the parties agree as follows:

## ARTICLE I - EMPLOYMENT

The Township agrees to employ Matthew Feula as Deputy Chief of Police of the Township during good behavior and in accordance with Title 40A and 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, subject to the terms and conditions of employment set forth in this agreement.

## ARTICLE II - MANAGEMENT RIGHTS

The Employee recognizes that there are certain functions, responsibilities, and management rights exclusively reserved to the Township. All rights, power, and authority

possessed by the Township prior to the signing of this Agreement are retained exclusively by the Township subject only to such limitations as are specifically provided in this Agreement.

## ARTICLE III - RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges and benefits which the Employee has heretofore enjoyed and is presently enjoying, shall be maintained and continued by the Township during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in said Agreement as if set forth herein at length.

## ARTICLE IV - WORK WEEK

The Employee's position is a salaried position compensated pursuant to Article VI of this Agreement and is exempt from overtime.

This shall mean that the Employee shall dedicate himself to performing his duties without respect toa specific minimum or maximum number of hours worked per day each week.

However, the Employee shall work on average a minimum of forty (40) hours per week. Time requirements for optimal job performance vary based on specific assignments, seasonal demands, and other factors. All parties endorse a policy of flexibility which allows the Employee to adjust normal working hours as conditions require to include all hours which enable the Employee to complete routine duties and to perform special duties as assigned, attend meetings as assigned, to work hours as required in order to complete critical work tasks, or to handle emergency conditions as they arise.

**ARTICLE V - COMPENSATION**

The Employee shall be entitled to compensation as set forth in the Term Sheet annexed hereto as **Attachment A.**

**ARTICLE VI-HEALTH BENEFITS**

The Employee shall be entitled to health benefits as set forth in the Term Sheet annexed hereto as **Attachment A.**

**ARTICLE VII- MISCELLANEOUS**

Any rights set forth in the Term Sheet annexed hereto as **Attachment A** and not specifically referenced in this Agreement are hereby incorporated by reference as if set forth herein.

**ARTICLE VIII - RETIREMENT**

The Employee shall retain all pension rights under New Jersey law and ordinances of the Township of West Orange.

**ARTICLE IX - DURATION OF AGREEMENT**

This Agreement shall become effective on January 1, 2026 and shall terminate on December 31, 2028 or such earlier date if mandatory retirement applies. All provisions contained herein shall be retroactive to the effective date of this Agreement.

Deleted: 30

**IN WITNESS WHEREOF**, the parties have hereunto affixed their signatures as of this __ day of _____, _____.

ATTEST:

THE TOWNSHIP OF WEST ORANGE, a Municipal Corporation in the County of Essex, State of New Jersey

_____

_____
SUSAN McCARTNEY, MAYOR

ATTEST:

_____

_____
Deputy Chief of Police Matthew Feula

**Attachment A**

**DEPUTY CHIEF OF POLICE FEULA**
**TERM SHEET FOR EMPLOYMENT CONTRACT**

## TERM

The term of this agreement shall be from January I, 2026 through December 31, 2028.

Deleted: 30

## RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges, economic and non-economic benefits including but not limited to the provision of Health Benefits, Prescription Plan, Dental Insurance, Paid Time Off (PTO), PFRS Pension and Accumulated Sick Time Payout at retirement which the **Deputy Chief of Police Feula** has heretofore enjoyed and is presently enjoying, shall be maintained and continued by the Township during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in said Agreement as if set forth herein at length.

## MONETARY COMPENSATION

a. Base Salary for the **Deputy Chief of Police Feula** shall be the same base salary earned by a Police Captain plus an additional 24%.

b. Longevity for the **Deputy Chief of Police Feula** shall be paid consistent with the Township's Policy and Procedure Manual in effect as of the signing of this agreement.

c. Holiday Pay percentage for the **Deputy Chief of Police Feula** shall be the same Holiday Pay percentage earned by a Police Captain.

d. Police Officer Annual Stipend, Clothing Allowance, and College Credits for the **Deputy Chief of Police Feula** shall be the same as earned by a Police Captain.

## RETIREMENT HEALTH BENEFITS

Upon retirement with 25 or more years of creditable PFRS pension service, the **Deputy Chief of Police Feula** shall be provided with full health and prescription benefits at no premium cost to him or his spouse & eligible dependents from the date of his retirement until his death or until his current or future spouse's death, whichever occurs last.

Additionally, the Township will reimburse the **Deputy Chief of Police Feula** any Medicare premiums for Medicare Part A, Part B or Part D, including any Income Related Monthly Adjustment Amount (IRMAA) assessment made by the Social Security Administration or its successor.

These benefits shall remain equal to or better than the benefits received by the **Deputy Chief of Police Feula** and his family as of the last date of service to the Township. When **Deputy Chief of Police Feula** qualifies for Medicare, benefits will become secondary to Medicare while his Souse and dependents will continue to receive full coverage until children reach the age of 26.

When his spouse or disabled children become eligible for Medicare, they will become secondary to Medicare. Child Dependents who are disabled before aging out will retain coverages until the death of the **Deputy Chief of Police Feula** and his Guardian spouse, whichever occurs last.

**OTHER CONSIDERATIONS**

All future rights privileges, economic and non-economic benefits bestowed upon the rank of Police Captain and/or any subordinate rank will automatically be made available to the **Deputy Chief of Police Feula** without further negotiations for the life of this contract once approved by the Mayor.

**236-21**

**RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE AN EMPLOYMENT AGREEMENT WITH THE DEPUTY CHIEF OF POLICE MATTHEW FEULA FOR THE PERIOD OF JANUARY 1, 2021 THROUGH DECEMBER 31, 2025**

**WHEREAS**, the Township of West Orange (the "Township") desires to enter into an agreement with Deputy Chief of Police Matthew Feula memorializing the terms and condition of his employment for the period of January 1, 2021 through December 31, 2025;

**WHEREAS**, the terms of which are set forth in the *Agreement between the Township of West Orange and Deputy Chief of Police Matthew Feula* (the "Agreement") attached hereto as Exhibit A;

**WHEREAS**, the Mayor has reviewed the terms of the Agreement and deemed them to be acceptable;

**NOW, THEREFORE, BE IT RESOLVED** that the Mayor is hereby authorized and directed to execute, on behalf of the Township, the Agreement in substantially the form annexed hereto as Exhibit A and the Township Clerk be and is hereby authorized to attest to the Mayor's signature.

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

| | |
|---|---|
| **Karen J. Carnevale, R.M.C.** | **Cindy Matute-Brown** |
| **Municipal Clerk** | **Council President** |

**Adopted: September 14, 2021**

# Exhibit A

**236-21**

# AGREEMENT

**between the**

**TOWNSHIP OF WEST ORANGE**

**and**

**DEPUTY CHIEF OF POLICE MATTHEW FEULA**

**JANUARY 1, 2021 through DECEMBER 31, 2025**

**TABLE OF CONTENTS**


| **ARTICLE** | **PAGE** |
|---|---|
| RECITALS | 1 |
| ARTICLE I – EMPLOYMENT | 2 |
| ARTICLE II – MANAGEMENT RIGHTS | 3 |
| ARTICLE III – RETENTION OF BENEFITS | 4 |
| ARTICLE IV – WORK WEEK | 5 |
| ARTICLE V – COMPENSATION | 6 |
| ARTICLE VII – MISCELLANEOUS | 8 |
| ARTICLE VIII – RETIREMENT | 9 |
| ARTICLE IX – DURATION OF AGREEMENT | 10 |

## RECITALS

This AGREEMENT made as of the ___th day of _____, _____, between the TOWNSHIP OF WEST ORANGE, a municipality in the County of Essex, State of New Jersey, hereinafter referred to as the "TOWNSHIP," and Matthew Feula, hereinafter referred to as the "EMPLOYEE."

WHEREAS, Matthew Feula has been appointed Deputy Chief of Police since April 24, 2014;

WHEREAS, the Township and the Employee wish to continue this relationship for the foreseeable future upon terms deemed acceptable to both parties;

WHEREAS, the parties further seek to memorialize the terms of this employment relationship in writing; and

NOW THEREFORE, the parties agree as follows:

## ARTICLE I – EMPLOYMENT

The Township agrees to employ Matthew Feula as Deputy Chief of Police of the Township during good behavior and 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, subject to the terms and conditions of employment set forth in this agreement.

## ARTICLE II – MANAGEMENT RIGHTS

The Employee recognizes that there are certain functions, responsibilities, and management rights exclusively reserved to the Township. All rights, power, and authority possessed by the Township prior to the signing of this Agreement are retained exclusively by the Township subject only to such limitations as are specifically provided in this Agreement

.

## ARTICLE III – RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges and benefits which the Employee has heretofore enjoyed and is presently enjoying, shall be maintained and continued by the Township during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in said Agreement as if set forth herein at length.

## ARTICLE IV – WORK WEEK

The Employee's position is a salaried position compensated pursuant to Article VI of this Agreement and is exempt from overtime.

This shall mean that the Employee shall dedicate himself to performing his duties without respect toa specific minimum or maximum number of hours worked per day each week.

However, the Employee shall work on average a minimum of forty (40) hours per week. Time requirements for optimal job performance vary based on specific assignments, seasonal demands, and other factors. All parties endorse a policy of flexibility which allows the Employee to adjust normal working hours as conditions require to include all hours which enable the Employee to complete routine duties and to perform special duties as assigned, attend meetings as assigned, to work hours as required in order to complete critical work tasks, or to handle emergency conditions as they arise.

## ARTICLE V – COMPENSATION

The Employee shall be entitled to compensation as set forth in the Term Sheet annexed hereto as **Attachment A**.

.

## ARTICLE VI – HEALTH BENEFITS

The Employee shall be entitled to health benefits as set forth in the Term Sheet annexed hereto as **Attachment A**.

## ARTICLE VII – MISCELLANEOUS

Any rights set forth in the Term Sheet annexed hereto as **Attachment A** and not specifically referenced in this Agreement are hereby incorporated by reference as if set forth herein.

## ARTICLE VIII – RETIREMENT

The Employee shall retain all pension rights under New Jersey law and ordinances of the Township of West Orange.

## ARTICLE IX – DURATION OF AGREEMENT

This Agreement shall become effective on January 1, 2021 and shall terminate on December 31, 2025. All provisions contained herein shall be retroactive to the effective date of this Agreement.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures as of this __th day of _____, _____.

ATTEST:

THE TOWNSHIP OF WEST ORANGE, a Municipal Corporation in the County of Essex, State of New Jersey

_____ _____

ROBERT D. PARISI, MAYOR

ATTEST:

_____ _____

Deputy Chief of Police Matthew Feula

# Attachment A

**DEPUTY CHIEF OF POLICE FEULA**
**TERM SHEET FOR EMPLOYMENT CONTRACT**

## TERM

The term of this agreement shall be from January 1, 2021 through December 31, 2025.

## RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges, economic and non-economic benefits including but not limited to the provision of Health Benefits, Prescription Plan, Dental Insurance, Paid Time Off (PTO), PFRS Pension and Accumulated Sick Time Payout at retirement which the **Deputy Chief of Police Feula** has heretofore enjoyed and is presently enjoying, shall be maintained and continued by the Township during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in said Agreement as if set forth herein at length.

## MONETARY COMPENSATION

a. Base Salary for the **Deputy Chief of Police Feula** shall be the same base salary earned by a Police Captain plus an additional 24%.

b. Longevity for the **Deputy Chief of Police Feula** shall be paid consistent with the Township's Policy and Procedure Manual in effect as of the signing of this agreement.

c. Holiday Pay percentage for the **Deputy Chief of Police Feula** shall be the same Holiday Pay percentage earned by a Police Captain.

d. Police Officer Annual Stipend, Clothing Allowance, and College Credits for the **Deputy Chief of Police Feula** shall be the same as earned by a Police Captain.

## RETIREMENT HEALTH BENEFITS

Upon retirement with 25 or more years of creditable PFRS pension service, the **Deputy Chief of Police Feula** shall be provided with full health and prescription benefits at no premium cost to him or his spouse & eligible dependents from the date

of his retirement until his death or until his current or future spouse's death, whichever occurs last.

Additionally, the Township will reimburse the **Deputy Chief of Police Feula** any Medicare premiums for Medicare Part A, Part B or Part D, including any Income Related Monthly Adjustment Amount (IRMAA) assessment made by the Social Security Administration or its successor.

These benefits shall remain equal to or better than the benefits received by the **Deputy Chief of Police Feula** and his family as of the last date of service to the Township. When **Deputy Chief of Police Feula** qualifies for Medicare, benefits will become secondary to Medicare while his Souse and dependents will continue to receive full coverage until children reach the age of 26.

When his spouse or disabled children become eligible for Medicare, they will become secondary to Medicare. Child Dependents who are disabled before aging out will retain coverages until the death of the **Deputy Chief of Police Feula** and his Guardian spouse, whichever occurs last.

## OTHER CONSIDERATIONS

All future rights privileges, economic and non-economic benefits bestowed upon the rank of Police Captain and/or any subordinate rank will automatically be made available to the **Deputy Chief of Police Feula** without further negotiations for the life of this contract once approved by the Mayor.

234-25
November 24, 2025

Deleted: October 28, 2025

**RESOLUTION**

**WHEREAS,** the Michael Keigher ("Keigher" or the "Employee") 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 Employee recognizes that there are certain functions, responsibilities, and management rights exclusively reserved to the Township. All rights, power, and authority possessed by the Township prior to the signing of this Agreement are retained exclusively by the Township subject only to such limitations as are specifically provided in this Agreement; 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;

**WHEREAS**, the Township exercises its authority pursuant to Title 40A of the New Jersey Statutes Annotated to appoint said Deputy Chief of Police and to execute a contract of employment in connection therewith; and

**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.

Deleted: ¶
¶

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

**Joe Krakoviak**
**Council President**

**Adopted:** November 24, 2025

Deleted: October 28, 2025

AGREEMENT

between the

TOWNSHIP OF WEST ORANGE

and

DEPUTY CHIEF OF POLICE MICHAEL KEIGHER

JANUARY 1, 2026 through DECEMBER 31, 2028

Deleted: 30

**TABLE OF CONTENTS**


RECITALS ..... 1
ARTICLE I - EMPLOYMENT ..... 2
ARTICLE II - MANAGEMENT RIGHTS ..... 2
ARTICLE III - RETENTION OF BENEFITS ..... 3
ARTICLE IV - WORK WEEK ..... 3

ARTICLE V - COMPENSATION ..... 4
ARTICLE VI-HEALTH BENEFITS ..... 4
ARTICLE VII- MISCELLANEOUS ..... 4
ARTICLE VIII - RETIREMENT ..... 4
ARTICLE IX - DURATION OF AGREEMENT ..... 4



**RECITALS**

**This AGREEMENT made** effective as of the 1st day of January, 2026, between the TOWNSHIP OF WEST ORANGE, a municipality in the County of Essex, State of New Jersey, hereinafter referred to as the "TOWNSHIP," and Michael Keigher, hereinafter referred to as the "EMPLOYEE."

**WHEREAS**, Michael Keigher has been appointed Deputy Chief of Police since October 8, 2019;

**WHEREAS**, the Township and the Employee wish to continue this relationship for the foreseeable future upon terms deemed acceptable to both parties;

**WHEREAS**, the parties further seek to memorialize the terms of this employment relationship in writing; and

**NOW THEREFORE**, the parties agree as follows:

## ARTICLE I - EMPLOYMENT

The Township agrees to employ Michael Keigher as Deputy Chief of Police of the Township during good behavior and in accordance with Title 40A and 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, subject to the terms and conditions of employment set forth in this agreement.

## ARTICLE II - MANAGEMENT RIGHTS

The Employee recognizes that there are certain functions, responsibilities, and management rights exclusively reserved to the Township. All rights, power, and authority

possessed by the Township prior to the signing of this Agreement are retained exclusively by the Township subject only to such limitations as are specifically provided in this Agreement.

## ARTICLE III - RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges and benefits which the Employee has heretofore enjoyed and is presently enjoying, shall be maintained and continued by the Township during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in said Agreement as if set forth herein at length.

## ARTICLE IV - WORK WEEK

The Employee's position is a salaried position compensated pursuant to Article VI of this Agreement and is exempt from overtime.

This shall mean that the Employee shall dedicate himself to performing his duties without respect toa specific minimum or maximum number of hours worked per day each week.

However, the Employee shall work on average a minimum of forty (40) hours per week. Time requirements for optimal job performance vary based on specific assignments, seasonal demands, and other factors. All parties endorse a policy of flexibility which allows the Employee to adjust normal working hours as conditions require to include all hours which enable the Employee to complete routine duties and to perform special duties as assigned, attend meetings as assigned, to work hours as required in order to complete critical work tasks, or to handle emergency conditions as they arise.

## ARTICLE V - COMPENSATION

The Employee shall be entitled to compensation as set forth in the Term Sheet annexed hereto as **Attachment A.**

## ARTICLE VI-HEALTH BENEFITS

The Employee shall be entitled to health benefits as set forth in the Term Sheet annexed hereto as **Attachment A.**

## ARTICLE VII- MISCELLANEOUS

Any rights set forth in the Term Sheet annexed hereto as **Attachment A** and not specifically referenced in this Agreement are hereby incorporated by reference as if set forth herein.

## ARTICLE VIII - RETIREMENT

The Employee shall retain all pension rights under New Jersey law and ordinances of the Township of West Orange.

## ARTICLE IX - DURATION OF AGREEMENT

This Agreement shall become effective on January 1, 2026 and shall terminate on December 31, 2028~~or such earlier date if mandatory retirement applies. All provisions contained herein shall be~~ **Deleted:** 30 retroactive to the effective date of this Agreement.

**IN WITNESS WHEREOF**, the parties have hereunto affixed their signatures as of this day of_____,_____.

ATTEST:

THE TOWNSHIP OF WEST ORANGE, a Municipal Corporation in the County of Essex, State of New Jersey

SUSAN McCARTNEY, MAYOR

ATTEST:

Deputy Chief of Police Michael Keigher

**Attachment A**

**DEPUTY CHIEF OF POLICE KEIGHER TERM SHEET FOR EMPLOYMENT CONTRACT**

**TERM**

The term of this agreement shall be from January 1, 2026 through December 31, 2028.

Deleted: 30

**RETENTION OF BENEFITS**

Except as otherwise provided herein, all rights, privileges, economic and non-economic benefits including but not limited to the provision of Health Benefits, Prescription Plan, Dental Insurance, Paid Time Off (PTO), PFRS Pension and Accumulated Sick Time Payout at retirement which the **Deputy Chief of Police Keigher** has heretofore enjoyed and is presently enjoying, shall be maintained and continued by the Township during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in said Agreement as if set forth herein at length.

**MONETARY COMPENSATION**

a. Base Salary for the **Deputy Chief of Police Keigher** shall be the same base salary earned by a Police Captain plus an additional 24%.

b. Longevity for the **Deputy Chief of Police Keigher** shall be paid consistent with the Township's Policy and Procedure Manual in effect as of the signing of this agreement.

c. Holiday Pay percentage for the **Deputy Chief of Police Keigher** shall be the same Holiday Pay percentage earned by a Police Captain.

d. Police Officer Annual Stipend, Clothing Allowance, and College Credits for the **Deputy Chief of Police Keigher** shall be the same as earned by a Police Captain.

**RETIREMENT HEALTH BENEFITS**

Upon retirement with 25 or more years of creditable PFRS pension service, the **Deputy Chief of Police Keigher** shall be provided with full health and prescription benefits at no premium cost to him or his spouse & eligible dependents from the date of his retirement until his death or until his current or future spouse's death, whichever occurs last.

Additionally, the Township will reimburse the **Deputy Chief of Police Keigher** any Medicare premiums for Medicare Part A, Part B or Part D, including any Income Related Monthly Adjustment Amount (IRMAA) assessment made by the Social Security Administration or its successor.

These benefits shall remain equal to or better than the benefits received by the **Deputy Chief of Police Keigher** and his family as of the last date of service to the Township. When **Deputy Chief of Police Keigher** qualifies for Medicare, benefits will become secondary to Medicare while his Souse and dependents will continue to receive full coverage until children reach the age of 26.

When his spouse or disabled children become eligible for Medicare, they will become secondary to Medicare. Child Dependents who are disabled before aging out will retain coverages until the death of the **Deputy Chief of Police Keigher** and his Guardian spouse, whichever occurs last.

**OTHER CONSIDERATIONS**

All future rights privileges, economic and non-economic benefits bestowed upon the rank of Police Captain and/or any subordinate rank will automatically be made available to the **Deputy Chief of Police Keigher** without further negotiations for the life of this contract once approved by the Mayor.

**237-21**

**RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE AN EMPLOYMENT AGREEMENT WITH THE DEPUTY CHIEF OF POLICE MICHAEL KEIGHER FOR THE FOR THE PERIOD OF JANUARY 1, 2021 THROUGH DECEMBER 31, 2025**

**WHEREAS,** the Township of West Orange (the "Township") desires to enter into an agreement with Deputy Chief of Police Michael Keigher memorializing the terms and condition of his employment for the period of January 1, 2021 through December 31, 2025;

**WHEREAS**, the terms of which are set forth in the *Agreement between the Township of West Orange and* Deputy *Chief of Police Michael Keigher* (the "Agreement") attached hereto as Exhibit A;

**WHEREAS**, the Mayor has reviewed the terms of the Agreement and deemed them to be acceptable;

**NOW, THEREFORE, BE IT RESOLVED** that the Mayor is hereby authorized and directed to execute, on behalf of the Township, the Agreement in substantially the form annexed hereto as Exhibit A and the Township Clerk be and is hereby authorized to attest to the Mayor's signature.

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

| | |
|---|---|
| **Karen J. Carnevale, R.M.C.** | **Cindy Matute-Brown** |
| **Municipal Clerk** | **Council President** |

**Adopted: September 14, 2021**

# Exhibit A

**237-21**

# AGREEMENT

**between the**

**TOWNSHIP OF WEST ORANGE**

**and**

**DEPUTY CHIEF OF POLICE MICHAEL KEIGHER**

**JANUARY 1, 2021 through DECEMBER 31, 2025**

**TABLE OF CONTENTS**


| **ARTICLE** | **PAGE** |
|---|---|
| RECITALS | **ERROR! BOOKMARK NOT DEFINED.** |
| ARTICLE I – EMPLOYMENT | **ERROR! BOOKMARK NOT DEFINED.** |
| ARTICLE II – MANAGEMENT RIGHTS | **ERROR! BOOKMARK NOT DEFINED.** |
| ARTICLE III – RETENTION OF BENEFITS | **ERROR! BOOKMARK NOT DEFINED.** |
| ARTICLE IV – WORK WEEK | **ERROR! BOOKMARK NOT DEFINED.** |
| ARTICLE V – COMPENSATION | **ERROR! BOOKMARK NOT DEFINED.** |
| ARTICLE VII – MISCELLANEOUS | **ERROR! BOOKMARK NOT DEFINED.** |
| ARTICLE VIII – RETIREMENT | **ERROR! BOOKMARK NOT DEFINED.** |
| ARTICLE IX – DURATION OF AGREEMENT | **ERROR! BOOKMARK NOT DEFINED.** |

## RECITALS

This AGREEMENT made as of the ___th day of _____, _____, between the TOWNSHIP OF WEST ORANGE, a municipality in the County of Essex, State of New Jersey, hereinafter referred to as the "TOWNSHIP," and Michael Keigher, hereinafter referred to as the "EMPLOYEE."

WHEREAS, Michael Keigher has been appointed Deputy Chief of Police since October 8, 2019;

WHEREAS, the Township and the Employee wish to continue this relationship for the foreseeable future upon terms deemed acceptable to both parties;

WHEREAS, the parties further seek to memorialize the terms of this employment relationship in writing; and

NOW THEREFORE, the parties agree as follows:

## ARTICLE I – EMPLOYMENT

The Township agrees to employ Michael Keigher as Chief of Police of the Township during good behavior and 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, subject to the terms and conditions of employment set forth in this agreement.

## ARTICLE II – MANAGEMENT RIGHTS

The Employee recognizes that there are certain functions, responsibilities, and management rights exclusively reserved to the Township. All rights, power, and authority possessed by the Township prior to the signing of this Agreement are retained exclusively by the Township subject only to such limitations as are specifically provided in this Agreement

.

## ARTICLE III – RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges and benefits which the Employee has heretofore enjoyed and is presently enjoying, shall be maintained and continued by the Township during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in said Agreement as if set forth herein at length.

## ARTICLE IV – WORK WEEK

The Employee's position is a salaried position compensated pursuant to Article VI of this Agreement and is exempt from overtime.

This shall mean that the Employee shall dedicate himself to performing his duties without respect toa specific minimum or maximum number of hours worked per day each week.

However, the Employee shall work on average a minimum of forty (40) hours per week. Time requirements for optimal job performance vary based on specific assignments, seasonal demands, and other factors. All parties endorse a policy of flexibility which allows the Employee to adjust normal working hours as conditions require to include all hours which enable the Employee to complete routine duties and to perform special duties as assigned, attend meetings as assigned, to work hours as required in order to complete critical work tasks, or to handle emergency conditions as they arise.

## ARTICLE V – COMPENSATION

The Employee shall be entitled to compensation as set forth in the Term Sheet annexed hereto as **Attachment A**.

.

## ARTICLE VI – HEALTH BENEFITS

The Employee shall be entitled to health benefits as set forth in the Term Sheet annexed hereto as **Attachment A**.

## ARTICLE VII – MISCELLANEOUS

Any rights set forth in the Term Sheet annexed hereto as **Attachment A** and not specifically referenced in this Agreement are hereby incorporated by reference as if set forth herein.

## ARTICLE VIII – RETIREMENT

The Employee shall retain all pension rights under New Jersey law and ordinances of the Township of West Orange.

## ARTICLE IX – DURATION OF AGREEMENT

This Agreement shall become effective on January 1, 2021 and shall terminate on December 31, 2025. All provisions contained herein shall be retroactive to the effective date of this Agreement.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures as of this __th day of _____, _____.

ATTEST:

THE TOWNSHIP OF WEST ORANGE, a Municipal Corporation in the County of Essex, State of New Jersey

_____ _____

ROBERT D. PARISI, MAYOR

ATTEST:

_____ _____

Deputy Chief Michael Keigher

# Attachment A

**DEPUTY CHIEF OF POLICE KEIGHER**
**TERM SHEET FOR EMPLOYMENT CONTRACT**

## TERM

The term of this agreement shall be from January 1, 2021 through December 31, 2025.

## RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges, economic and non-economic benefits including but not limited to the provision of Health Benefits, Prescription Plan, Dental Insurance, Paid Time Off (PTO), PFRS Pension and Accumulated Sick Time Payout at retirement which the **Deputy Chief of Police Keigher** has heretofore enjoyed and is presently enjoying, shall be maintained and continued by the Township during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in said Agreement as if set forth herein at length.

## MONETARY COMPENSATION

a. Base Salary for the **Deputy Chief of Police Keigher** shall be the same base salary earned by a Police Captain plus an additional 24%.

b. Longevity for the **Deputy Chief of Police Keigher** shall be paid consistent with the Township's Policy and Procedure Manual in effect as of the signing of this agreement.

c. Holiday Pay percentage for the **Deputy Chief of Police Keigher** shall be the same Holiday Pay percentage earned by a Police Captain.

d. Police Officer Annual Stipend, Clothing Allowance and College Credits for the **Deputy Chief of Police Keigher** shall be the same as earned by a Police Captain.

## RETIREMENT HEALTH BENEFITS

Upon retirement with 25 or more years of creditable PFRS pension service, the **Deputy Chief of Police Keigher** shall be provided with full health and prescription benefits at no premium cost to him or his spouse & eligible dependents from the date

of his retirement until his death or until his current or future spouse's death, whichever occurs last.

Additionally, the Township will reimburse the **Deputy Chief of Police Keigher** any Medicare premiums for Medicare Part A, Part B or Part D, including any Income Related Monthly Adjustment Amount (IRMAA) assessment made by the Social Security Administration or its successor.

These benefits shall remain equal to or better than the benefits received by the **Deputy Chief of Police Keigher** and his family as of the last date of service to the Township. When **Deputy Chief of Police Keigher** qualifies for Medicare, benefits will become secondary to Medicare while his Souse and dependents will continue to receive full coverage until children reach the age of 26.

When his spouse or disabled children become eligible for Medicare, they will become secondary to Medicare. Child Dependents who are disabled before aging out will retain coverages until the death of the **Deputy Chief of Police Keigher** and his Guardian spouse, whichever occurs last.

## OTHER CONSIDERATIONS

All future rights privileges, economic and non-economic benefits bestowed upon the rank of Police Captain and/or any subordinate rank will automatically be made available to the **Deputy Chief of Police Keigher** without further negotiations for the life of this contract once approved by the Mayor.

**244-25**
**November 24, 2025**

**R E S O L U T I O N**

**WHEREAS,** for the O'Connor Memorial Park Reconstruction Project, the Township requires the services of a professional civil engineering and land surveying firm; and

**WHEREAS,** the Municipal Engineer prepared a Request for Proposals dated September 19, 2025 for Professional Land Surveying, Civil Engineering, and Construction Administration services for this project; and

**WHEREAS,** the Municipal Engineer solicited a proposal from five professional civil engineering and land surveying firms; and

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

**WHEREAS,** GPI has performed similar work for the Township on several projects; and

**WHEREAS,** by letter dated October 30, 2025, the Municipal Engineer recommended a professional services contract be awarded to Greenman-Pedersen, Inc. 301 Gibraltar Drive Suite 2A Morris Plains, N.J. 07950, for Professional Land Surveying, Civil Engineering, and Construction Administration Services associated with the O'Connor Memorial Park Reconstruction Project; and

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

**WHEREAS,** the Township Council concurs in the foregoing.

**NOW THEREFORE BE IT RESOLVED** by the Township Council of the Township of West Orange, New Jersey that a professional services contract be awarded to GPI, to provide professional Land Surveying, Civil Engineering, and Construction Administration Services for the O'Connor Memorial Park Reconstruction Project, in the amount not to exceed $62,150.00.

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

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

**Adopted: November 24, 2025**

**I hereby certify funds are available from Account No.: 2021 Capital Budget**
**Account #01-2040-41-9038-223**
**$62,150.00**

**John Ditinyak, Chief Financial Officer**

244-25

BOSWELL

EST 1924

# Proposal

FOR THE PROVISION OF

## LAND SURVEYING AND CIVIL ENGINEERING SERVICES - O'CONNOR MEMORIAL PARK RECONSTRUCTION PROJECT

DUE: OCTOBER 10, 2025



330 PHILLIPS AVENUE
SOUTH HACKENSACK, NEW JERSEY
P. 201-641-0770

Engineered For Life

BOSWELL
EST 1924

**Headquarters**
330 Phillips Avenue
South Hackensack, NJ 07606

O 201 641 0770
info@boswellengineering.com
boswellengineering.com

October 10, 2025

Zayibeth Carballo, Municipal Engineer
Director of Engineering
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, NJ 07052

Re: Request for Proposals
Land Surveying and Civil Engineering Services -
O'Connor Memorial Park Reconstruction Project
File No. PR-25-14060

Dear Ms. Carballo:

Boswell, Inc. (Boswell), in accordance with the Township of West Orange's (Township) Request for Proposals (RFP) is pleased to submit one (1) original copy via email of our Proposal for the provision of Land Surveying and Civil Engineering Services for the O'Connor Memorial Park Reconstruction Project.

For more than 100 years, Boswell has provided a comprehensive range of multi-disciplinary professional engineering and planning services to numerous public sector clients throughout New Jersey. We have established an exceptional reputation in every sector in which we operate. Our projects are accomplished with sound, long-lasting solutions that prioritize our clients' needs and the environments in which they are constructed. This in-depth experience makes Boswell uniquely qualified to support the Township of West Orange in delivering a successful project.

Please note, we are currently in the process of updating our company name from "Boswell Engineering, Inc." to "Boswell, Inc.". As a result, some documents within this submission may still reflect our previous name.

We thank you for the opportunity to present our Proposal and look forward to our work with the Township. Should there be any questions or if any additional information is required, please do not hesitate to contact Joseph S. Kosinski, P.G., CFM, LEED AP (201-641-0770 / jkosinski@boswellengineering.com) or me.

Very truly yours,

Joseph A. Pomante, P.E.
Vice President and COO

JAP/JK/cp
Enclosures

# TABLE OF CONTENTS

**SECTION I – Professional Information / Boswell Licenses/Certificates**

- Firm Qualifications
- Boswell Licenses/Certificates

**SECTION II – Professional Information**

- Scope of Work
- Project Schedule

**SECTION III – Representative Projects**

**SECTION IV – Resumes of Key Personnel**

**SECTION V – Lump Sum & Hourly Rate Sheet**

# SECTION I

## Section I – Administrative Information

Statement of Interest: Based on our review of the Scope of Services, **Boswell Inc. (Boswell)** has a full understanding of all work necessary to complete O'Connor Memorial Park Reconstruction Project in the Township of West Orange (Township). The firm has successfully completed numerous projects of similar scope and is committed to delivering personalized service commensurate with the professional service needs of the Township. We look forward to demonstrating our long history of successful projects and highlighting the expertise of our subject matter experts.

**Boswell** is headquartered in South Hackensack with offices in Chester and Hopewell, New Jersey, with additional offices in New York State. We have personnel located in the area who are readily available to complete the requisite work. **Boswell's** team possess the in-house capabilities and local resources to successfully provide a comprehensive range of services to the Township.

| | |
|---|---|
| Company Name: | **Boswell, Inc.** |
| Address: | **Corporate Headquarters**<br>330 Phillips Avenue<br>South Hackensack, NJ 07606<br>Tel: 201-641-0770<br><br>**Chester New Jersey Office**<br>180 Main Street<br>Chester, NJ 07930<br>Tel: 908-879-6209<br><br>**Hopewell New Jersey Office**<br>17 Model Avenue<br>Hopewell, NJ 08525<br>Tel: 609-466-0002 |
| Officer-in-Charge | Kevin J. Boswell, P.E., P.P., CME<br>President and CEO |
| Key Contact: | Joseph S. Kosinski, PG, CFM, LEED AP<br>Department Head – Site/Civil Engineering |
| Key Personnel: | Detailed resumes of professional staff are included in Section III. |
| Business Organization: | Corporation (New Jersey) |

Years in Business/Current Management: 101 years/41 years

Affirmative Action: This is to verify that **Boswell** is in compliance with all affirmative action and equal opportunity employment regulations with respect to its business activities.

New Jersey State licenses, certifications, and sample Certificate of Insurance to perform activities (copies follow in this Section):

- State of New Jersey Business Registration Certificate: Certificate No. 0099760
- Certificate of Employee Information Report: Certification No. 1502
- New Jersey Certificate of Authorization to perform Engineering and Land Surveying – Certificate No. 24GA27958000

- State of New Jersey Department of Environmental Protection Certification to perform: Underground Storage Tank (UST) Enclosure; Installation-entire UST System; Subsurface Evaluation; and, Tank Testing - Certificate No. US00041

- State of New Jersey DEP – State Certified Environmental Laboratory – Certification No. 02051

- New Jersey Department of Transportation – Primary Disciplines Prequalification (Transportation, Traffic, Structural, Environmental and Maritime/Waterfront Engineering, Construction Management/Inspection, Bridge Inspection and Surveying)

- New Jersey State Department of the Treasury – Primary Disciplines Prequalification by the Division of Property Management and Construction (Site/Civil, Sewer/Water, Traffic, Transportation, Environmental, Construction Inspection, Structural, Barrier Free/ADA, Surveying

## Firm Qualifications

**Boswell** is a leading, fully integrated, multi-disciplinary engineering and consulting firm, providing a comprehensive range of engineering and power & energy services. **Boswell**, with its extensive professional engineering experience, is currently ranked nationally among Engineering News Record's (ENR) Top 500 Design and Top 50 Construction Management firms; regionally among ENR's Top Design Firms in the NY/NJ Metropolitan area; and statewide among NJBiz's Top 25 Engineering and Top Environmental firms. Since its founding in 1924, **Boswell** has kept pace with the rapidly changing technological advancements in the industry in order to consistently provide clients with current and up-to-date professional services. With over 300 employees, **Boswell** is recognized as one of the largest and most diverse engineering firms in the State of New Jersey. Our contingent of over 100 licensed and certified professionals possess the requisite background and technical experience to successfully provide multi-disciplinary engineering services regionally, statewide, and locally throughout New Jersey and New York.

**Boswell**'s outstanding history of engineering accomplishments is long, beginning as a two-man field office concentrating on surveying and civil engineering. For more than 100 years, **Boswell** has successfully demonstrated its extensive experience in all aspects of professional engineering and power & energy services to federal, state, county, and local governmental agencies, as well as private-sector clients throughout the State of New Jersey. **Boswell** has established an exceptional reputation in every sector in which we operate. The firm's projects are completed with sound, long-lasting solutions that prioritize our clients' needs.

**Boswell**'s contingent of licensed and certified professionals include: New Jersey Licensed Professional Engineers (P.E.); Certified Municipal Engineers (CME); licensed Professional Planners (P.P); Certified Public Works Managers (CPWM); Licensed Site Remediation Professionals (LSRP); Certified Flood Plain Managers (CFPM); LEED Accredited Professionals (LEED-AP); Certified Professional Traffic Operations Engineers (PTOE); Certified International Municipal Signal Association Professionals (IMSA); Certified Landscape Designers; Board Certified Environmental Engineers (BCEE); Professional Land Surveyors (PLS); and, NICET Certified Construction Inspectors. These licensed and/or certified individuals provide a broad base of support with professional, managerial and administrative capabilities to provide their requisite expertise on the varied projects.

**Boswell** provides consulting services to numerous New Jersey municipalities on a variety of public works, infrastructure and infrastructure maintenance, and environmental projects. These services include design, planning and analysis, engineering/environmental reports, surveys, and construction phase engineering associated with: roadway improvements; intersection improvements; traffic studies; signalization; streetscapes; development and redevelopment; curbs, sidewalks, and handicap ramps; safe routes to school; complete streets; safe streets to transit; pavement management; bridges and culverts; green infrastructure; stormwater management; drainage systems; parks and recreational facilities; emergency infrastructure and structural investigations; water systems; storm and sanitary sewers; pump stations; flood control; environmental studies and assessments; regulatory permitting; environmental compliance; site remediation; LSRP services; FEMA studies; site plans, subdivision and variance application review; municipal land use; master planning, COAH; preparation and updating of digital tax maps;

geographic information systems (GIS); asset management; infrastructure maps; zoning map updates; preparation of bid documents; and engineer's cost estimates. We have also partnered with respected geotechnical and mechanical, electrical, and plumbing (MEP) engineers for the delivery of building projects.

In addition, **Boswell** is proficient in its ability to assist clients in areas such as administrative and planning, capital programming, pavement management, recreational facilities, public bidding, GIS/Asset Management support, grants and low interest loan applications, land use, master planning, and infrastructure maintenance.

**Boswell**'s approach to each project ensures that the professional services rendered satisfy the established goals, while maintaining complete control over the project, ensuring a high level of technical quality, and holding tight control over the project's schedule and budget. The firm's Quality Management Plan (QMP) is a standard for all our projects and allows **Boswell** to consistently meet our client's needs in the most professional, cost-effective, and efficient manner. The QMP ensures delivery of a quality product, exceeding expectations, providing services in a timely manner, and ultimately resulting as a benefit to the taxpayers. **Boswell** also chooses to work in partnership with our clients, contractors, and all project stakeholders. We utilize Primavera P6 as our Project Portfolio Management (PPM) tool and have experienced project managers and schedulers building project planning and control systems and providing updates as each project develops from preliminary design to final design.

For projects requiring multiple engineering disciplines, the designated team representative serves as the single point of contact for our clients and has the primary responsibility of monitoring and coordinating the project team to ensure all aspects of the scope of work are properly evaluated and technically performed. Regular team meetings are held to review project status, integrate phases, identify potential problem areas, and implement corrective measures to avoid project delays and ultimately to keep the project within the approved budget. A monthly report is typically submitted to the governing body detailing the progress and status of each active project.

**Boswell's** corporate headquarters is located in South Hackensack, New Jersey, approximately 21 miles / 30 minutes from O'Connor Memorial Park. **Boswell** is well-suited to promptly accommodate meetings with the Township officials and staff, utility companies, residents, and/or any individuals/entities as directed by the Township. This close proximity enables our team to attend meetings as required, provide on-site support, and be responsive on a 24/7 basis to any emergent situation in an expeditious and efficient manner. **Boswell's** established presence and experience in Essex County continuously demonstrates our familiarity with local permitting, utility coordination, and stakeholder expectations.

# STATE OF NEW JERSEY
# BUSINESS REGISTRATION CERTIFICATE

| | |
|---|---|
| **Taxpayer Name:** | BOSWELL, INC. |
| **Trade Name:** | |
| **Address:** | 330 PHILLIPS AVE<br>SO HACKENSACK, NJ 07606-1722 |
| **Certificate Number:** | 0099760 |
| **Effective Date:** | July 01, 1966 |
| **Date of Issuance:** | October 10, 2024 |

**For Office Use Only:**

**20241010112206176**

Certification 1502

# 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-JUN-2025 to 15-JUN-2028

BOSWELL INC.
330 PHILLIPS AVENUE
S. HACKENSACK NJ 07606

ELIZABETH MAHER MUOIO
State Treasurer

THIS DOCUMENT IS PRINTED ON WATERMARKED PAPER, WITH A MULTI-COLORED BACKGROUND AND MULTIPLE SECURITY FEATURES. PLEASE VERIFY AUTHENTICITY.

# State Of New Jersey
# New Jersey Office of the Attorney General
# Division of Consumer Affairs

THIS IS TO CERTIFY THAT THE
BOARD OF PROF. ENGINEERS & LAND SURVEYORS

**HAS CERTIFIED**

BOSWELL INC.
STEPHEN T BOSWELL
330 Phillips Avenue
South Hackensack NJ 07606

**FOR PRACTICE IN NEW JERSEY AS A(N): Certificate of Authorization**

**Engineering & Land Surveying**

**07/12/2024 TO 08/31/2026**
VALID

**24GA27958000**
LICENSE/REGISTRATION/CERTIFICATION #

Stephen T. Boswell
Signature of Licensee/Registrant/Certificate Holder

Cari Fais
DIRECTOR

# STATE OF NEW JERSEY
# DEPARTMENT OF ENVIRONMENTAL PROTECTION

*Certifies That*

**BOSWELL INC**
**330 PHILLIPS AVE**
**SOUTH HACKENSACK, NJ 07606**

*Having duly met the requirements of the*
***Underground Storage Tank Certification Program***
***N.J.S.A. 58:10A-24.1-8***
*Is hereby approved to perform the following services:*

| |
|---|
| **CLOSURE** |
| **INSTALLATION-ENTIRE UST SYSTEM** |
| **SUBSURFACE EVALUATION** |
| **TANK TESTING** |

**04/30/2028**
**EXPIRATION DATE**

**US00041**
**CERTIFICATION NUMBER**

***TO BE CONSPICUOUSLY DISPLAYED AT THE FACILITY***

*State of New Jersey*

*Department of Environmental Protection*

*Certifies That*

# BOSWELL, INC.

Laboratory Certification ID # 02051

*having duly met the requirements of the*

Regulations Governing the Certification of Laboratories and Environmental Measurements N.J.A.C. 7:18 et. seq.

*is hereby approved as a*

State Certified Environmental Laboratory

*to perform the analyses as indicated on the Annual Certified Parameter List which must accompany this certificate to be valid*

Expires June 30, 2026

Michele M. Potter
Manager

This certificate is to be conspicuously displayed at the laboratory with the annual certified parameter list in a location on the premises visible to the public. Consumers are urged to verify the laboratory's current accreditation status with the State of NJ.

NEW JERSEY DEPARTMENT OF TRANSPORTATION
DIVISION OF PROCUREMENT - BUREAU OF PROFESSIONAL SERVICES

# CONSULTANT PREQUALIFICATION STATUS

| | | | |
|---|---|---|---|
| **Company:** | Boswell Engineering, Inc. | **Primary Contact:** | Christopher J. Nash, P/E. |
| | | **Primary Email:** | marketing@boswellengineering.com |
| **Address** | 330 Phillips Avenue | **Phone:** | 201-641-0770 |
| | | **Secondary Contact:** | Christopher J. Nash, P.E. |
| **City** South Hackens | **State** NJ **Zip** 07606 | **Secondary Email:** | cnash@boswellengineering.com |

## PRIMARY DISCIPLINES

| | | | | | |
|---|---|---|---|---|---|
| B1 | B | H1 | B | S1 | C |
| B4 | | H3 | A | T1 | A |
| C6 | B | I1 | A | T7 | A |
| E3 | | I3 | | | |
| E4 | A | I5 | | | |
| G2 | | M9 | A | | |

## PROJECT SPECIFIC DISCIPLINES

| | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| A1 | | C4 | | G1 | | M1 | | M12 | | S2 | | R2 | | | |
| A3 | | C5 | | G3 | | M6 | | P2 | | T3 | | T12 | | | |
| A5 | | C7 | | G4 | | M7 | | P3 | | T4 | | U2 | | | |
| A6 | | E2 | | H2 | | M8 | | P4 | | T5 | | E5 | | | |
| A7 | | E7 | | I6 | A | M10 | | P6 | | N1 | | | | | |
| C1 | | E8 | | L1 | | M11 | | R1 | | T11 | | | | | |

**"LEVEL OF SERVICE" CODES**

**A - Prequalified for Simple Projects**
**B - Prequalified for Simple and Routine Projects**
**C - Prequalified for Simple, Routine, and Complex Projects**

**OTHER STATUS CODES**

**N - NOT Prequalified in requested discipline**

**R - Requested Discipline Review Not Final**

## SUMMARY

**Prequalified** X

*** Only firms with an "X" coded under Prequalified, with the proper discipline and level of service, can submit Technical Proposal(s).**

**Cost Basis Approval** X

*** Cost Basis Approval must be coded "X" in order to be Prequalified.**

**Certificate of Authorization** X **Exempt**

## EFFECTIVE DATES

**BEGINS:** 6/18/2024 **EXPIRES:** 6/18/2026

**NOTE: Subconsultants do not need to be Prequalified, however, subconsultants must be Cost Basis Approved.**

**Prequalification requirements and application are available by referencing the NJDOT WEBSITE.**

**www.state.nj.us/transportation/business/procurement**

BOSWELL, INC.
330 PHILLIPS AVENUE
SOUTH HACKENSACK, 07606

*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 PRE-QUALIFICATION

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 prequalification to do State work for the Department (s) as previously noted.

| Rating | Disciplines | Expiration Date |
|---|---|---|
| 99 | P002 -ELECTRICAL ENGINEERING | 08/15/2027 |
| 99 | P005 -CIVIL ENGINEERING | |
| $10,000,000 | P007 -STRUCTURAL ENGINEERING | |
| $15,000,000 | P011 -ENVIRONMENTAL ENGINEERING | |
| $5,000,000 | P012 -MARINE ENGINEERING | |
| 88 | P015 -LAND SURVEYING | |
| 88 | P017 -HYDROGRAPHIC SURVEYING | |
| $5,000,000 | P024 -BARRIER FREE/ADA DESIGN | |
| 88 | P025 -ESTIMATING/COST ANALYSIS | |
| $10,000,000 | P030 -CPM | |
| 88 | P039 -CLAIMS ANALYSIS | |
| 88 | P047 -HYDROLOGY | |
| $10,000,000 | P049 -SITE PLANNING | |
| 88 | P052 -TRAFFIC | |
| $15,000,000 | P053 -TRANSPORTATION | |
| $15,000,000 | P054 -WASTE/WATER TREATMENT | |
| 99 | P057 -CONSTRUCTION FIELD INSPECTION | |
| 99 | P058 -PROJECT MANAGEMENT | |
| 88 | P059 -ENVIRONMENTAL CONSULTANT | |

# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 2/4/2025

**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**
Risk Strategies Company
80 West Century Road, Suite 301
Paramus, NJ 07652

**CONTACT NAME:** Certificate Department
**PHONE (A/C, No, Ext):** 201-837-1100 **FAX (A/C, No):**
**E-MAIL ADDRESS:** certificates2@risk-strategies.com

| INSURER(S) AFFORDING COVERAGE | NAIC # |
|---|---|
| INSURER A : The Hanover Insurance Company | 22292 |
| INSURER B : Great American Insurance Company | 16691 |
| INSURER C : Manufacturers Alliance Insurance Company | 36897 |
| INSURER D : Continental Insurance Co of New Jersey | 42625 |
| INSURER E : | |
| INSURER F : | |

**INSURED**
Boswell, Inc.
330 Phillips Avenue
South Hackensack NJ 07606

**COVERAGES** **CERTIFICATE NUMBER:** 83826038 **REVISION NUMBER:**

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

| INSR LTR | TYPE OF INSURANCE | ADDL INSD | SUBR WVD | POLICY NUMBER | POLICY EFF (MM/DD/YYYY) | POLICY EXP (MM/DD/YYYY) | LIMITS | |
|---|---|---|---|---|---|---|---|---|
| A | ✓ **COMMERCIAL GENERAL LIABILITY**<br>☐ CLAIMS-MADE ✓ OCCUR<br>GEN'L AGGREGATE LIMIT APPLIES PER:<br>✓ POLICY ✓ PRO-JECT ☐ LOC<br>☐ OTHER: | | | ZHY 7920144 21 | 12/31/2024 | 12/31/2025 | EACH OCCURRENCE<br>DAMAGE TO RENTED PREMISES (Ea occurrence)<br>MED EXP (Any one person)<br>PERSONAL & ADV INJURY<br>GENERAL AGGREGATE<br>PRODUCTS - COMP/OP AGG<br>$ | $ 2,000,000<br>$ 100,000<br>$ 10,000<br>$ 2,000,000<br>$ 3,000,000<br>$ 3,000,000<br>$ |
| A | **AUTOMOBILE LIABILITY**<br>✓ ANY AUTO<br>☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS<br>☐ HIRED AUTOS ONLY ☐ NON-OWNED AUTOS ONLY | | | AHY-7924529-21 | 12/31/2024 | 12/31/2025 | COMBINED SINGLE LIMIT (Ea accident)<br>BODILY INJURY (Per person)<br>BODILY INJURY (Per accident)<br>PROPERTY DAMAGE (Per accident)<br>$ | $ 2,000,000<br>$<br>$<br>$<br>$ |
| B | ✓ **UMBRELLA LIAB** ✓ OCCUR<br>**EXCESS LIAB** ☐ CLAIMS-MADE<br>☐ DED ✓ RETENTION $ 10,000 | | | TUU 0249172-15 | 12/31/2024 | 12/31/2025 | EACH OCCURRENCE<br>AGGREGATE<br>$ | $ 4,000,000<br>$ 4,000,000<br>$ |
| C | **WORKERS COMPENSATION AND EMPLOYERS' LIABILITY**<br>ANYPROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? **(Mandatory in NH)** Y / N: N<br>If yes, describe under DESCRIPTION OF OPERATIONS below | N / A | | 202401-04-74-96-5Y | 12/31/2024 | 12/31/2025 | ✓ PER STATUTE ☐ OTH-ER<br>E.L. EACH ACCIDENT<br>E.L. DISEASE - EA EMPLOYEE<br>E.L. DISEASE - POLICY LIMIT | <br>$ 1,000,000<br>$ 1,000,000<br>$ 1,000,000 |
| D | Professional Liability | | | MCH591908602 | 12/31/2024 | 12/31/2025 | $2,000,000 Per Claim<br>$2,000,000 Aggregate | |

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

Evidence of Insurance

**CERTIFICATE HOLDER**

SAMPLE

**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**
RSC Insurance Brokerage

**© 1988-2015 ACORD CORPORATION. All rights reserved.**

# SECTION II

## Section II – Professional Information

O'Connor Park, a park located in the Township, is set to significantly benefit from proposed improvements to this vital recreational resource. The planned enhancements aim to boost community engagement, expand sports programming, and improve both accessibility and safety for the local community.

Based on our review of the Scope of Services, Boswell, Inc. has a full understanding of all work necessary and looks forward to providing our myriad of Land Surveying and Civil engineering services to the Township. It is understood that the Township intends to improve various recreational features within O'Connor Memorial Park, including the hockey rink, handball, pickleball, and basketball courts. It is also noted that plans include aesthetic and functional upgrades, such as lighting, fencing, drainage and related site improvements, for instance, moving the scoreboard to maximize efficiency and visual appeal. **Boswell** has reviewed all provided documents, including tax maps, previous plans, and NJ Geoweb data, to ensure our thorough understanding of the site conditions and project scope.

### Scope of Services

The complete scope will include land surveying, civil engineering design, permit application, public bid assistance, and construction administration in accordance with NJDOT and HUD standards and will be executed with a collaborative, transparent, and schedule-conscious methodology.

**Boswell** will provide land surveying and civil engineering services to commensurate with the needs of the Township. These services include but are not limited to the following:

### 1. Land Surveying Services

**Boswell** will perform a topographic survey of the handball and basketball courts and the hockey consisting of approximately one (1) acre. The survey limits will extend a minimum of 10 feet beyond the northerly and westerly sides of the courts and rink. The survey will adequately depict existing surface features, including, but not limited to, curbs, edge of pavement, fences, visible utilities and utility mark-outs (by others). **Boswell** will also perform field surveying of all drainage and sanitary facilities within the immediate vicinity of the project site obtaining approximate pipe sizes and pipe elevations from above ground. This proposal does not include entering confined space for exact measurements. Contours will be established at one-foot intervals for design purposes with spot grades at highpoints, low points and breaks in grade.

**Boswell** will perform the necessary field surveying to locate property corners and other items which may indicate lines of possession, perform land records research, and perform an analysis comparing recorded data to field locations. The boundary of the subject properties will be based upon the current deed(s) of record, if available, adjoining deeds, and maps on file with the Essex County Clerk's Office.

The horizontal datum of North American Datum of 1983 (NAD 83) and the vertical datum of North American Datum of 1988 (NAVD 88) will be established by means of GNSS/RTK surveying utilizing the SmartNet North America Network. A bench mark will be set and properly identified within the project limits in an area to be unaffected by construction, and will be tied to physical features.

### 2. Civil Engineering Services

**Boswell's** licensed civil engineering team will deliver a comprehensive set of design and bid documents to support the successful implementation of the park improvements. Our scope will include the preparation of three (3) full-color renderings to aid in visualization, and the design of site-specific improvements, such as stormwater management and drainage systems appropriate for a minor development. **Boswell** will provide detailed design plans for the rehabilitation and enhancement of the hockey rink, handball, pickleball, and basketball courts, including upgrades to perimeter fencing, retrofitting existing Musco lighting, relocation of the scoreboard, and installation of HMA walkways. Additional design considerations will address bleacher installation and associated drainage improvements. The full plan set will consist of a Cover Sheet, Existing Conditions/Survey Control Plan, Demolition

Plan, Construction Plan, Grading and Utility Plan, Soil Erosion and Sediment Control Plan, and Construction Details. We will prepare and submit the Hudson-Essex-Passaic Soil Conservation District permit application on behalf of the Township and facilitate four (4) key meetings with Township Officials to review the Kickoff, Preliminary Design, Public Presentation, and Final Design phases. A complete Bid Package, including plans and construction specifications compliant with public bidding laws, will be provided. **Boswell** will also coordinate with HUD to secure bid clearance, and all bidding documents will be delivered to the Township in AutoCAD, PDF, and hard copy formats.

## 3. Construction Administration Services

**Boswell** will also be providing a separate lump sum cost for the provision of construction administration services based on full time inspection. This element of the proposal will be submitted under separate cover as instructed in the RFP.

## Project Schedule:

As provided in the RFP, the Township intends to advertise for bids for the construction by Summer/Fall 2026, with construction commencing by the Fall of the same year. Upon notice to proceed, **Boswell** will complete the design and bid documents within **90 calendar days**.

## **Boswell's** Representative Projects:

We recognize the importance of demonstrating both technical expertise and direct experience with projects of similar scope and complexity. Boswell's representative projects have been carefully selected to demonstrate our team's experience and proven capabilities, highlighting our ability to provide land surveying, civili engineering, and construction administration services for this project.

**Boswell**'s team has successfully completed numerous sport facilities and park/recreation improvement projects for clients in New Jersey including:

- Thomas O'Beirne Field Improvements, Borough of Roseland, NJ
- Wilmore Park Improvements, Township of Little Falls, NJ
- One Lake Street Park, Borough of Upper Saddle River, NJ
- Continental Soldier Park Field Project, Township of Mahwah, NJ
- Oakland Hockey Rink Project, Borough of Oakland, NJ
- Farm Road Park Project, Town of Secaucus, NJ
- Dundee Island Waterfront Park Phases 1 & 2, Passaic County, NJ
- River Drive Improvement Project, Phases 1 & 2, City of Garfield, NJ
- Zalewski Park Improvements, Borough of Cliffside Park, NJ
- Castle Point & Sinatra Park Reconstruction, City of Hoboken, NJ
- Harrison Avenue Recreation Improvements, Borough of Roseland, NJ Fireman's Field, Borough of North Caldwell, NJ Witte Recreational Complex, Borough of Englewood Cliffs, NJ
- Millridge Road Turf Field, Town of Secaucus, NJ

Each of these projects involved similar scopes: synthetic turf installation, site grading, ornamental site furnishings, scoreboard integration, and full ADA accessibility. Detailed descriptions of the Representative Projects are provided in **Section III**.

## Qualifications of the Project Manager and Key Staff:

**Boswell** has selected a highly skilled and knowledgeable team under the direction of Kevin J. Boswell, P.E. (Officer-In-Charge) and Joseph S. Kosinski, PG., CFM, LEED AP (Department Head – Site/Civil). Mr. Boswell and Mr. Kosinski collectively have more than 65 years of experience in all aspects of site/civil engineering.

Mr. Kosinski will also be the Project Manager for this engagement and will be the point of contract for the Township. Mr. Kosinski will ultimately be responsible for the quality and timeliness of all projects performed on behalf of the Township. The firm will utilize our established procedures and document control to maintain efficient communication among team members and with the Township.

The following is **Boswell's** proposed team to provide engineering design, survey and construction administration/inspection services (included to provide a complete picture of Boswell's proposed service offerings) for the O'Connor Memorial Park Reconstruction Project:

- Kevin J. Boswell, P.E., P.P. – President and CEO (Officer-In-Charge)
- Joseph S. Kosinski, P.G., CFM, LEED AP - Department Head, Site/Civil Engineering (Project Manager)
- Derek M. Hughes, P.E. – Deputy Department Manager Construction Management/Inspection
- Frank M. Krupinski, P.L.S. - Director of Survey
- Bruce M. Rockwell, P.E. - Vice President Power & Energy Electrical Engineering and Design Services

Joseph S. Kosinski, PG, CFM, LEED AP, has over 27 years of experience in Site/Civil Engineering. Mr. Kosinski's experience includes the planning and design of civil engineering projects from conception through completion, ensuring adherence to project specifications, budgets, and timelines, while exceeding standards of quality. Mr. Kosinski has successfully completed multiple New Jersey park and recreational projects as a designer and Project Manager.

Derek M. Hughes, P.E., is a seasoned professional with over 30 years of experience in the construction industry. Mr. Hughes possesses start-up experience with outstanding presentation and customer service skills. His specialties include design, commissioning, materials testing and special inspections. Mr. Hughes has the ability to multi-task and delegate effectively for multiple clients and project needs with excellent PC skills including Microsoft Word, Excel and Project.

Frank M. Krupinski, P.L.S., has over 41 years of experience in the field of surveying and has been a licensed land surveyor in the State of New Jersey for 31 years. Mr. Krupinski has performed and supervised thousands of surveys over the course of his career, prepared numerous complex boundary surveys, and has directed boundary and topographic/utility surveys for hundreds of municipal water, wastewater, and drainage projects. In total, **Boswell** has three (3) licensed professional land surveyors on staff, all highly capable of providing their survey knowledge, conflict resolution skills and, if necessary, expert testimony to the County.

Bruce M. Rockwell, P.E., with more than 40 years of in-depth experience in the energy sector, serves as the Vice President of **Boswell's** Power & Energy Design Division. His myriad of experience includes electrical transmission and distribution, HV substation design and field operations, power plants and railroads mission critical, and industrial facilities. Mr. Rockwell's experience further includes engagements as an Engineering Expert, Engineering Expert Witness, Peer Reviewer, Owner's Engineer, Oversight Engineer, Insurance Claim Support, Staff Augmentation Manager, and Electrical Inspector.

Resumes of Key team member resumes which include individual qualifications, experience, and educational background, are included in **Section IV**.

# SECTION III

BOSWELL

# Thomas J. O'Beirne Field Improvements

## Borough of Roseland, New Jersey (Essex County)



**CLIENT**
Borough of Roseland
140 Eagle Rock Avenue
Roseland, NJ 07068

**CONTACT**
Mayor James R. Spango
973-226-8080

**CONSTRUCTION COST**
$6.7 million

**COMPLETION DATE**
2022

**DISCIPLINES INCLUDED**
Construction Management
Municipal
Site/Civil
Survey
Water/Stormwater
Electrical

The Improvements to Thomas J. O'Beirne Field project included the removal of the existing natural grass baseball, softball, and soccer fields, and construction of two multi-use synthetic turf fields totaling approximately 150,000 square feet of overall playing area.

The playing surface accommodates baseball and softball as well as soccer for multiple age groups. O'Beirne Field's existing fence limits were expanded to allow for regulation high school soccer, as well as multiple 9v9 and 7v7 soccer fields. As a result of this expansion, the athletic field lighting needed to be upgraded and expanded to provide adequate sport lighting capabilities. Boswell's design introduced updated LED fixtures into this complex, providing better energy efficiency, superb lighting clarity and better light cut-off capabilities.

The existing snack shed/building was replaced with a pre-engineered field house building consisting of a concession area that includes a working kitchen, athletic equipment storage, utility space, restrooms, and a covered patio/picnic area. Utilizing a pre-engineered building helped expedite the completion of its construction, while minimizing both the footprint necessary during construction and the disruption of use at the adjacent parking lot which serves the police station, municipal court, and other municipal facilities.

Additional project enhancements include new fencing, various athletic support amenities, drainage and stormwater management improvements, and other ancillary park improvements. The recreation facility is bisected by a new wider pedestrian pathway which is illuminated utilizing aesthetically pleasing bollard lighting to provide lower-level lighting that adds to the entire facility without overpowering it. In order to facilitate the new, expanded facility footprint, the construction of multiple retaining walls throughout the site was required. The retaining wall color and style further enhances the color scheme of the entire facility and ties nicely into the color scheme of the new field house.

This generational project has provided the residents of Roseland with a state-of-the-art facility that is more functional, energy efficient, and resistant to field closures caused by weather so that the residents can enjoy more frequent and a wider variety of experiences at the facility. Boswell was responsible for the engineering design, construction administration, and construction inspection for these projects.

BOSWELL

# Willmore Park Improvements

## Township of Little Falls, New Jersey (Passaic County)



**CLIENT**
Township of Little Falls
22 Main Street
Little Falls, NJ 07424

**CONTACT**
Vincent Quatrone
Township Administrator
973-890-4500

**CONSTRUCTION COST**
$1.25 million

**COMPLETION DATE**
2024

**DISCIPLINES INCLUDED**
Construction Management
Municipal
Site/Civil
Survey
Electrical

Boswell was engaged by the Township of Little Falls to provide site/civil engineering services for their Willmore Park Improvements Project.

This project was a much-needed upgrade to the decades-old playground. The existing equipment was deteriorating and in need of frequent repair. The playground surface consisted of mulch that needed to be replaced annually. The ADA portion of the existing playground was rarely used for its intended purpose.

Boswell's upgrades to the playground were significant in scale, safety, aesthetics, and function. The newly installed equipment is modern and robust, and appropriate for use by a wider age range of children. The ADA accessibility is now integrated so that children who need these features are not segregated from those who don't. The playground's poured-in-place safety surface creates an attractive, accessible surface that does not require replacement annually and is more durable.

This widely-used playground was greeted with great enthusiasm by residents who frequent this park that is used to host concerts, community events, and services that commemorate Memorial Day and the 9/11 anniversary. The playground is typically teeming with families on any day sunny day year-round.

Boswell's planning, design, and the firm's construction engineering support ensured that the project was completed on time and within budget. The resulting facility exceeded the Township's expectations in expanding the size and function of the playground. From all perspectives, including functionality and accessibility, this location achieved all of its goals, and will be an important part of the Township for generations.

BOSWELL

# One Lake Street Park

## Upper Saddle River, New Jersey (Bergen County)





**CLIENT**
Borough of
Upper Saddle River
376 W. Saddle River Road
Upper Saddle River,
New Jersey 07458

**CONTACT**
Theodore Preusch
Borough Administrator
201-327-2196

**CONSTRUCTION COST**
$7.8 million

**COMPLETION DATE**
2023

**DISCIPLINES INCLUDED**
Design
Survey
Drainage
Park Layout
Electrical
Synthetic Turf Design
Stormwater Design
Permitting
Construction Management

Boswell was engaged by the Borough of Upper Saddle River to provide design, electrical, utility coordination, survey, permitting, and construction inspection services for the development of a 9-acre piece of property into a sprawling multi-use athletic complex. The scope of work included construction of over 150,000 SF of synthetic turf and various associated recreation amenities including bleachers, dugouts, scoreboards, backstops, a multi-use field house building, pedestrian and vehicle lighting, sports field lighting, EV charger make-ready infrastructure, and various other amenities.

This project also included the design and construction of a new access drive, parking facilities, pickleball courts, a perimeter walking circuit, ball safety netting, significant earthwork and retaining wall construction, landscaping, and stormwater improvements. Although the site is developed on top of a large hill, the project provides handicap accessibility in accordance with the Americans with Disabilities Act (ADA) standards.

BOSWELL

# Continental Soldier Park Field Project

## Township of Mahwah, New Jersey (Bergen County)



**CLIENT**
Township of Mahwah
475 Corporate Drive
Mahwah, NJ 07430

**CONTACT**
Benjamiin Kezmarsky
Business Administrator
201-529-5757

**CONSTRUCTION COST**
$1.4 million

**COMPLETION DATE**
2020

**DISCIPLINES INCLUDED**
Site/Civil
Construction Management
Survey

Boswell was engaged by the Township of Mahwah to provide Site/Civil Engineering services for their planned rehabilitation of the athletic fields at the Continental Soldier Park.

The project featured a $1.4 million artificial turf replacement that utilized the same field footprint, but modified the uses and sports that could be played on the surface. The complex now allows for football, soccer, baseball, softball and lacrosse on the same facility. The previous facility had natural clay/sand infields that suffered from drainage problems, with the spring rains often rendering the fields unusable for periods of time. The improvements added synthetic turf to the infield areas as well to address this issue. The renovations also included new dugouts for the ball fields and new tension netting to provide increased protection of property and pedestrians.

BOSWELL

# Oakland Hockey Rink Project

## Borough of Oakland, New Jersey (Bergen County)



**CLIENT**
Borough of Oakland
1 Municipal Plaza
Oakland, NJ 07436

**CONTACT**
Mayor Eric Kulmala
201-337-8111

**CONSTRUCTION COST**
$357,000

**COMPLETION DATE**
2019

**DISCIPLINES INCLUDED**
Site/Civil
Construction Management
Survey

Boswell was engaged by the Borough of Oakland to provide Site/Civil Engineering services for their hockey rink project. Over the years, the existing rink had fallen into a state of disrepair. After efforts to repair the playing surface failed, the Borough decided to investigate a plan to complete rehabilitate the facility. The Borough worked diligently to find the required funding to complete the project. Ultimately, the project was funded through a combination of grants and a small loan. The project was partially funded by a Bergen County Open Space Trust Fund Grant and the Oakland Recreation Commission.

The scope of the project included complete replacement of the asphalt pavement surface since there were concerns that milling and resurfacing would not address the underlying issues with the pavement section. Additionally, a brand new state of the art hockey dasher board system was installed, including new players bench areas, penalty boxes, a scorer's table and fencing integrated directly into the hockey boards. Additional renovations included a new flag pole and a variety of other amenities (landscaping, exterior walking path, etc.). The complex was able to reutilize the existing lighting facilities on-site.

Using some creativity and efficiency, the Boswell team was also able to provide construction management services for the project, all within the budget for the original survey and design fee. Finding a way to fund the construction management from the original fee was of tremendous benefit to the Borough.

BOSWELL

# Farm Road Park Project

## Town of Secaucus, New Jersey (Hudson County)



**CLIENT**
Town of Secaucus
1203 Paterson Plank Road
Secaucus, NJ 07094

**CONTACT**
Gary M. Jeffas, Esq.
Town Administrator
201-330-2008

**CONSTRUCTION COST**
$697,000

**COMPLETION DATE**
2023

**DISCIPLINES INCLUDED**
Design
Site/Civil
Survey
Electrical
Construction Administration

Boswell was engaged by the Town of Secaucus to provide professional engineering services for their Farm Road Park Project along the Hackensack River.

The scope of the project encompassed both passive and active park elements along a prime stretch of real estate adjacent to the Hackensack River. Improvements included a picnic area, dog runs for both large and small dogs, a new gazebo to serve as a small gathering space within the park, a new parking lot to accommodate visitors, and waterfront access to the Hackensack River.

The site selected for the park was former contaminated site and serves as an excellent example of environmental stewardship and demonstrates the benefits of repurposing such sites throughout the state.

BOSWELL

# Dundee Island Waterfront Park – Phase I

## City of Passaic, New Jersey (Passaic County)





**CLIENT**
City of Passaic
330 Passaic Street
Passaic, NJ 07055

**CONTACT**
Nordan Murphy, PE
Asst. County Engineer
973-225-5398

**CONSTRUCTION COST**
$9.8 million

**COMPLETION DATE**
2017-2022

**DISCIPLINES INCLUDED**
Environmental
Structural Design
Surveying
Permitting
Construction Support and Inspection

Boswell provided professional engineering services for Passaic County to advance the schematic plans for the final design and performed the regulatory permitting for the Dundee Island Waterfront Park. Boswell also provided oversight services during the development and construction phases on behalf of the County.

The park is located on a 6.7-acre parcel of land on the western bank of the Passaic River. The state-of-the-art park was a collaborative effort between Passaic County, the City of Passaic, The Trust for Public Land, and Boswell. This joint initiative culminated in the design and construction of the City's first waterfront park and the County's first new park in over a century. The park's amenities included an amphitheater, a boat launch, community gardens, an elevated concession stand and field house with restrooms, fitness equipment, a playground, site lighting, a river walk, a sculpture park, a soccer field, and a spray park.

One of the major challenges included the waterfront park being located in both the floodway and floodplain of the Passaic River, which meant the design requirements had to consider the zero net fill limitations for work within the flood hazard area and did not allow for structures in the floodway. Additionally, as the existing property was historic fill, every effort was made to minimize the excavation so as to reduce the cost for the disposal of ID-27 material. Given the historic fill and the majority of the site being located in the floodway, the design required a balanced earthwork to be economically viable and within the project budget. There were also numerous public meetings soliciting input from the public to best fit the design to the needs of the community.

Upon the completion of Phase I, Boswell received an ACEC New Jersey – Distinguished Award.



BOSWELL

# Dundee Island Park – Phase II

## City of Passaic, New Jersey (Passaic County)



**CLIENT**
City of Passaic
330 Passaic Street
Passaic, NJ 07055

**CONTACT**
Nordan Murphy, PE
Asst. County Engineer
973-225-5398

**CONSTRUCTION COST**
$15 Million

**COMPLETION DATE**
2019 - Ongoing

**DISCIPLINES INCLUDED**
Environmental
Structural Design
Surveying
Permitting
Construction Support
Construction Inspection

Boswell was engaged by the City of Passaic for the Dundee Island Bridge Reconstruction, North Pulaski Park Renovation Project, and the Passaic City Improvements – Pulaski Park Transformative Railroad Improvement Project. Boswell has provided environmental, structural, surveying, permitting, and construction support and inspection services in support of Phase II of this project. Like the Phase I Park in the south to North Pulaski Park across Monroe Street to the north, via a proposed riverfront walkway. The project also included the purchase of a defunct railroad line (New York and Greenwood Lake Railway) along the project's western side and a railroad bridge connecting to the City of Garfield.

BOSWELL

# River Drive Improvement Project – Phases I & II

## City of Garfield, New Jersey (Bergen County)






**CLIENT**
City of Garfield
109 Outwater Lane
Garfield, NJ 07026

**CONTACT**
Thomas Duch
Former City Manager and
Executive Director
Garfield Redevelopment
Agency
973-340-2000

**CONSTRUCTION COST**
$20.5 million

**COMPLETION DATE**
2025

**DISCIPLINES INCLUDED**
Design
Permitting
Traffic Engineering
Construction Administration
Construction Inspection

The City of Garfield engaged Boswell to provide the design, permitting, and construction administration/management services for the River Drive Improvement Project.

This project involved widening, realigning, and improving intersections along a 0.87-mile section of River Drive, as well as a waterfront park with a walkway adjacent to the Passaic River and the Historic Dundee Dam. The scope of work involved widening River Drive from two (2) to four (4) lanes, modifying existing traffic signals, coordinating eight new traffic signals with the County, utility relocations, new drainage systems, community outreach, and a linear park along the top of the Passaic River bank. Extensive plantings, together with benches and streetscape lighting, were installed in order to establish an aesthetically pleasing entrance to the City.

Phases I and II included widening River Drive from two to four lanes, modifying existing traffic signals, coordinating eight (8) new traffic signals with the County, utility relocations, new drainage systems, community outreach, and a linear park along the top of the Passaic River bank. Extensive plantings, together with benches and streetscape lighting, were installed in order to establish an aesthetically pleasing entrance to the City. The riverfront park, designed to take advantage of the scenic views afforded by the Passaic River and the Historic Dundee Dam, included a bicycle lane, a great lawn and a children's play area, and two parking lots. The park further includes provision for a canoeing/kayak trail on the Passaic River, with boat launch facilities provided on either side of the Dundee Dam. Other elements include the resetting of an existing Revolutionary War Monument, a new General Pulaski monument, and a Clock Tower. The riverfront shoreline with a sand beach area has been left in its natural condition. These amenities offer a buffer zone and privacy for walkers, fishermen, and canoeists/kayakers enjoying the river and its shoreline.

BOSWELL

# Zalewski Park Improvements

## Borough of Cliffside Park, New Jersey (Bergen County)






**CLIENT**
Borough of Cliffside Park
525 Palisade Avenue
Cliffside Park, NJ 07010

**CONTACT**
Joseph Rutch
Borough Administrator
Borough of Cliffside Park
201-313-2006

**CONSTRUCTION COST**
$430,000

**COMPLETION DATE**
2016

**DISCIPLINES INCLUDED**
Survey
Urban Planning
Engineering Design
Construction Administration
Construction Inspection

The Borough of Cliffside Park secured funding from the New Jersey Department of Environmental Protection's Green Acres Program to provide much needed improvements to Zalewski Park. For this work, the Borough hired Boswell to provide the project visioning, engineering design and construction management services. The intent was to create two distinct play areas for children of different ages providing suitable playground equipment and rubberized play surfaces. Additional improvements included passive recreation space at the request of numerous residents as well as decorative fencing, brick paver walkways, landscaping, a monument area, and a drinking fountain. Boswell ensured that the work was completed efficiently and worked closely with Green Acres staff to secure prompt reimbursement.





BOSWELL

# Castle Point & Sinatra Park Reconstruction

## City of Hoboken, New Jersey (Hudson County)



**CLIENT**
City of Hoboken
94 Washington Street
Hoboken, NJ 07030

**CONTACT**
Jennifer Gonzalez, AICP, PP, CFM
201-420-2000 ext. 4000

**CONSTRUCTION COST**
$7.7 million

**COMPLETION DATE**
2014

**DISCIPLINES INCLUDED**
Civil Design
Construction Management
Environmental
Underwater/Marine
Water/Wastewater
Stormwater

Boswell was engaged by the City of Hoboken to provide civil engineering services to support the reconstruction of the Castle Point / Sinatra Park following the catastrophic failure of the existing waterfront recreation facility. Boswell was responsible for the engineering design, construction administration, and inspection for the reconstruction of the two facilities along Hoboken's Hudson River waterfront. Permits were secured from the New Jersey Department of Environmental Protection and the Army Corps of Engineers, due to the project's location along the Hudson River Waterfront.

Sinatra Park was originally constructed on a wooden platform in the early 1900's, but failed due to age and marine borer infestation. The 96,000 SF park and recreation area was reconstructed with a new 19,000 SF platform utilizing steel pile foundations. The facility now features a synthetic turf soccer field, a riverfront promenade, improved sports-lighting system, spectator bleachers, and new solar-powered trash/recycling compactors. The project also included the reconstruction of an existing ADA-compliant ramp accessing the waterfront amphitheater.

The reconstruction of Castle Point, a picturesque passive recreation area, consisted of the rehabilitation of approximately 3,100 SF of existing waterfront structure and the re-establishment of a gazebo and waterfront promenade areas, including site lighting and other amenities.

This project was awarded an ACECNJ Honor Award for Small Projects.





BOSWELL

# Harrison Avenue Recreation Improvements

## Borough of Roseland, New Jersey (Essex County)



**CLIENT**
Borough of Roseland
140 Eagle Rock Avenue
Roseland, NJ 07068

**CONTACT**
Mayor James R. Spango
973-226-8080

**CONSTRUCTION COST**
$600,000

**COMPLETION DATE**
2022

**DISCIPLINES INCLUDED**
Design
Survey
Construction Administration
Construction Inspection

The Borough of Roseland engaged Boswell to provide the engineering design, survey, construction administration, and construction inspection for this project

The Harrison Avenue Recreation Improvement project consists of a multi-use sports and recreational facility constructed within the Borough's main athletic complex. The improvements included rehabilitation to the existing tennis courts, multi-use paved surface, and playground area. The new playground focused on providing ADA accessibility and inclusion. The main playground unit has an ADA compliant ramped entrance and ramp transfers between this unit's platforms. The existing hockey rink was converted into a multi-use sports facility allowing for hockey, basketball, volleyball, and wiffle ball play. The four (4) existing tennis courts were repurposed to allow for dedicated Pickleball play along with tennis.



# SECTION IV

The CM/I position is included in this organization chart to reflect the entirety of Boswell's overall services for this project. The proposal for the CM/I services is provided as a separate proposal as per the RFP.



## Kevin J. Boswell, P.E., P.P., CME
**President/CEO**

BOSWELL

YEARS OF EXPERIENCE: 44 Years

EDUCATION:

B.S. Civil Engineering, Colorado State University

REGISTRATION:

Professional Engineer - Alabama, Arkansas, Colorado, Connecticut, Delaware, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Kentucky, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, New Hampshire, New Jersey, New York, Nevada, North Carolina, North Dakota, Ohio, Pennsylvania, South Carolina, Tennessee, Texas, Vermont, Virginia, Washington D.C., and West Virginia
Professional Planner - New Jersey
Certified Municipal Engineer - New Jersey

EXPERIENCE:

Kevin J. Boswell, with more than 44 years of experience in the civil, municipal and environmental engineering, presently serves as Boswell's President and Chief Executive Officer. As the President and CEO of Boswell Engineering, Kevin directs all phases of the business. As a recognized expert in his field, Mr. Boswell has served as an expert witness for numerous public and private entities in litigation, arbitration and mediation proceedings. Under his leadership, Boswell continues to play a significant role in the future for federal, state, and local governmental agencies as well as private sector clients and utility companies. His civil and environmental expertise includes an extensive working knowledge of site development, roadway design, water and wastewater systems, as well as treatment and pumping facilities. Mr. Boswell has served as the project leader on a wide array of site development projects in the private sector serving residential, commercial and industrial real estate. His projects involve environmental permitting, as well as testimony before numerous Municipal, County, State and Federal agencies.

Mr. Boswell also serves as an engineering consultant to numerous public sector clients. He presently serves as the appointed Municipal Engineer or Special Projects Engineer in more than 40 northern New Jersey communities. He is also the officer in-charge for numerous projects in the Counties of Bergen, Essex, Hudson, Passaic and Sussex. Mr. Boswell's expertise includes all aspects of securing projects with complex funding requirements. These funding sources include the New Jersey Infrastructure Bank (NJIB), New Jersey Office of Green Acres, HUD, NJDOT, FHWA, NJDEP and US EPA. Furthermore, Mr. Boswell also has an extensive background in the design of recreational facilities. This experience includes the design of natural and synthetic turf fields, lighting systems, bleachers, tracks and passive open space utilization.

Mr. Boswell has also been recognized as an expert in the field of Civil Engineering by the New Jersey Superior Court and has served as an arbitrator in construction claims litigation in Bergen County. He has assisted public and private sector clients in litigation defense and resolution. Mr. Boswell serves as a consultant to both water supply and wastewater agencies.

Mr. Boswell currently serves Municipal Water Supply agencies and Municipal/Regional Utility Authorities and Commissioners for the City of Garfield, the Borough of Oakland, Waldwick and Hawthorne, the Township of Mahwah and the East Orange Board of Water Commissioners. He also serves BPU regulated agencies such as Veolia of New Jersey, the North Jersey District Water Supply Commission, Jersey Central Power & Light, and Public Sewer Electric & Gas.

AFFILIATIONS:

Executive Committee Member – American Council of Engineering Companies of New Jersey

Joseph S. Kosinski, PG, CFM, LEED AP
Department Head, Site/Civil Engineering

BOSWELL

YEARS OF EXPERIENCE: 27 Years

EDUCATION:

Stormwater Management Rules & BMP Manual, Cook College, 2005
Onsite Wastewater Disposal Systems, Cook College, 2004
Internet and Business Programming, CHUBB, 2002
Municipal Engineering Construction Inspection, Cook College, 1999
B.A., Geological Sciences, Rutgers University, 1996

REGISTRATION/CERTIFICATION:

Certified Floodplain Manager, 2014 – Present
Licensed Professional Geologist, State of Tennessee, 2005 – Present
Leadership in Energy and Environmental Design Professional (LEED AP), 2008 - Present

EXPERIENCE:

- ***Boswell, Inc., Chester, New Jersey - Department Head Site/Civil.*** Supervises departmental operations including project planning, proposal preparation, resource allocation, and performance management. Responsible for company-wide planning, design, and execution of civil engineering projects. Manages and coordinates multiple engineering projects from conception through completion, ensuring adherence to project specifications, budgets, and timelines. Responsible for strategic leadership, project management, and coordination with various stakeholders to ensure that all projects are completed on time, within budget, and to the highest standards of quality. Provide technical guidance and support to engineering staff to ensure all projects adhere to industry standards, codes, and best practices. Conduct performance evaluations, provide feedback, and develop professional growth plans for team members. (September 2024 – Present)

- ***Boswell Engineering, Chester, New Jersey - Assistant Department Head Site/Civil.*** Assistant Department Head responsibilities include the preparation of budgets, proposals, technical direction, quality assurance review, value engineering, scoping, feasibility studies, drainage, constructability, estimates and specifications. Responsible for the management and direct supervision of all design associated with Boswell's Site/Civil Department in the Chester, NJ office. Responsible for the supervision and performance of various field and subsurface investigations for the design of sanitary wastewater and stormwater runoff management systems; provide expert testimony and reports on behalf of various municipal boards and private sector clients for compliance with municipal ordinance, state, and federal regulations; design and inspection of civil & land development engineering projects for various municipal, residential and commercial site plan, roadway, stormwater management, and onsite disposal system improvements; construction manager for various municipal infrastructure and private site plan projects; manage NFIP CRS certifications, cycle applications, and credit development on behalf of municipal clients; maintains proficiency with land development mapping and design software including AutoCAD, ArcView GIS, subsurface modeling, and stormwater design systems. Provide guidance and support to junior level staff towards their professional development. (January 2024 – September 2024)

- ***Ferriero Engineering, Inc., Chester, New Jersey - Senior Project Manager/Geologist.*** Senior project manager responsible for all aspects of business development and client relations including budgeting, preparing proposals and securing contracts. Responsible for leading and training engineering staff, project designers, specialty outside consultants, and construction inspectors. Actively supervises subsurface suitability investigations for the onsite disposal of sanitary wastewater and stormwater runoff management systems; provide expert testimony and reports on behalf of various municipal boards and private sector clients for compliance with municipal ordinance, state, and federal regulations; design of civil & land development engineering projects for various municipal, residential and commercial site plan, roadway, stormwater management, and septic system improvements; municipal witness for onsite soil suitability testing and inspector of septic system construction; construction manager for various municipal infrastructure and private site plan projects; development of analytical software for business applications and internet platforms; maintain proficiency with land development mapping and design software including AutoCAD, ArcView GIS, HEC-RAS, subsurface modeling, and

stormwater design systems, maintain proficiency with NJDEP Rules and Regulations. Prepared permit applications to NJDEP for Dam Safety permits, NJPDES and TWA permits, Highlands, Wetlands and Flood Hazard Area permits. (March 1999 – December 2023)

- *ICF Kaiser Engineers Inc., Maryland and New Jersey Regional Offices - Geologist/Project Manager.* Responsible for field inspection and reporting on various USEPA Superfund projects under federal Assessment and Remediation of Contaminated Soils Contracts (ARCS); development, implementation, and management of subsurface investigations for various U.S. Army Corps of Engineers Total Environmental Remediation Contracts (TERC); private sector work plan development for the characterization of various soil, bedrock, and groundwater conditions; design, installation, operation, and maintenance of soil vapor extraction and pump & treat systems for the remediation of impacted soil and groundwater; preparation of health and safety plans, budgets, proposals and reports issued to private sector clients. (July 1996 – March 1999)

## REPRESENTATIVE PROJECTS:

- Nosenzo Pond Park Athletic Fields and Improvements, West Milford Township
- Farrell Grass Atheltic Field Renovation Projects, West Milford Township
- Bubbling Springs Park Individual Subsurface Disposal System (ISSDS) Design, West Milford Township
- Bubbling Springs Park Baseball Field Drainage & Reconstruction Project, West Milford
- Apple Acres Conceptual Recreational Field Design Project, West Milford Township
- West Brook Park ADA Access, Athletic Courts, and Parking Area Project, West Milford Township
- Mendham Borough Loop Trail Master Plan Amendment, Mendham Borough
- Mosle Reserve Parking Area Improvements, Mendham Township
- Long Hill Loop Trail, Long Hill Township
- Kantor Memorial Park Turf Field & Walking Paths, Long Hill Township
- Freedom Park Athletic Turf Fields, Athletic Courts, and Parking Renovations, Randolph Township
- Brundage Park Basketball & Tennis Court Resurfacing, Randolph Township
- Heistein Park Individual Subsurface Disposal System (ISSDS) Design, Randolph Township.
- Lawrence Hopewell Trail, Hopewell Township
- Bedminster Hike/Bikeway, Bedminster Township
- River Road Park, Bedminster Township
- Pluckemin School Park, Bedminster Township
- Rock Spring Park Walking Trails, Washington Township
- Harrington Park Path & Hockey Rink, Washington Township
- Witte Park Athletic Fields, Playground, & Walking Paths, Borough of Englewood Cliffs
- Recreation Facility Rehabilitation Projects - Bedminster Township, Chester Borough, North Caldwell Borough, Bernardsville Borough, Woodland Park, Washington Township, Englewood Cliffs Borough, Rochelle Park Township, Roseland Borough, Verona Township, Village of Ridgefield Park, Wet Milford Township.

## AFFILIATIONS:

Member - Association of Engineering Geologists, 2003 – Present
Member - Association of State Flood Plain Managers, 2014 - Present

Frank Krupinski, P.L.S.
Director of Survey/Project Manager

BOSWELL

YEARS OF EXPERIENCE: 42 Years

EDUCATION:

New Jersey Institute of Technology

REGISTRATION:

Professional Land Surveyor - New Jersey 1992

EXPERIENCE:

Mr. Krupinski has provided surveying services for both the public and private sector and has been involved in every aspect of the firm's survey projects. He has performed and/or directed control, topographic, hydrographic, structural, cadastral, route, construction and railway surveys for federal, state, county and municipal agencies, as well as transportation authorities, utilizing state-of-the-art Global Navigation Satellite System (GNSS) equipment, including Real-Time Kinematic (RTK), total stations and data collectors. Mr. Krupinski is highly experienced in the discipline of boundary surveying, which includes record research, deed analysis and the establishment of property and right of way lines, as well as the preparation of complete right of way documents for various state departments of transportation. He has performed and/or directed numerous boundary surveys ranging from less than 5,000 square feet to 255 acres. He is also proficient in the use of CADD engineering/surveying software and is directly responsible for the processing of field data and the preparation of mapping.

Relevant project experience includes:

- *Memorial Park, East Orange, N.J.* Supervised field survey and drafting, downloaded and processed all survey data, performed record research and boundary analysis for this 3.5-acre facility.
- *Oakland Recreation Complex, Oakland, N.J.* Supervised field survey and drafting, downloaded and processed all survey data, performed record research and boundary analysis for this 24-acre facility. This project also required a boundary line agreement with an adjoining property.
- *James J. Braddock North Hudson County Park, North Bergen, N.J.* Supervised field survey and drafting, downloaded and processed all survey data for this over 16-acre topographic survey for the County of Hudson; and also prepared Monitoring Well Certification Form B – Location Certifications for numerous wells and Deed Notice legal description.
- *Laurel Hill Park, Hackensack River Tideland Restoration, Secaucus, N.J.* Supervised field survey, downloaded and processed all survey data, including aerial mapping photo control, prepared drafting for this over 19-acre topographic survey along the Hackensack River for the County of Hudson.
- *Valley Court and Gail Place Floodwall, Secaucus, N.J.* Supervised field survey and drafting, downloaded and processed all survey data, including aerial mapping photo control, performed record research and boundary analysis for this over 37-acre boundary and topographic survey. This boundary survey required the establishment of boundary lines for 80 properties, calculation of mean high water and researching existing tidelands conveyances.
- *20th Century Field, Garfield, N.J.* Supervised field survey and drafting, downloaded and processed all survey data for this over 11-acre topographic survey.
- *Johnson Memorial Park, Hackensack, N.J.* Supervised field survey and drafting, downloaded and processed all survey data, including aerial mapping photo control, performed record research and

boundary analysis for this over 18-acre boundary and topographic survey along the Hackensack River.

- *Dundee Island Park, Passaic, N.J.* Supervised field survey and drafting, downloaded and processed all survey data, performed record research, including tidelands conveyances, and boundary analysis for this over 7-acre Trust for Public Land boundary and topographic survey. This complex boundary survey required reestablishing a railroad centerline from ties referenced in an 1882 deed as well as the mean high water line of a branch of the Passaic River no longer in existence.
- *Foschini Park, Hackensack, N.J.* Supervised field survey and drafting, downloaded and processed all survey data, including aerial mapping photo control, for this over 35-acre topographic survey along the Hackensack River.
- *Elysian Park, Hoboken, N.J.* Supervised field survey and drafting, downloaded and processed all survey data, performed record research and boundary analysis for this 2 ½ acre boundary and topographic survey.
- *Woodcliff Lake, James J. Braddock North Hudson County Park, North Bergen, N.J.* Supervised field survey and drafting, downloaded and processed all survey data for this County of Hudson wall restoration project.
- *Church Square Park, Hoboken, N.J.* Supervised field survey and drafting, downloaded and processed all survey data for this over 5-acre topographic survey.
- *Reconstruction of Sinatra Park and Castle Point, Hoboken, N.J.* Supervised field survey and drafting, downloaded and processed all survey data, including hydrographic survey data, for these projects.
- *Westvale Park, Westwood, N.J.* Supervised field survey and drafting, downloaded and processed all survey data for this over 35-acre property. Also prepared boundary survey, legal descriptions and other deliverables for partial Green Acres acquisition.
- *Polifly Road Park, Hackensack, N.J.* Supervised field survey and drafting, downloaded and processed all survey data, performed record research and boundary analysis for this over 2 ½ acre boundary and topographic survey.
- *McDanold's Brook Flood Control Project, Third Ward Park, Passaic, N.J.* Supervised field survey and drafting, downloaded and processed all survey data, including aerial mapping photo control, for this topographic survey.
- *Glen Island Park Seawalls and Pavilions, New Rochelle, N.Y.* Supervised the ground survey and hydrographic survey tasks, downloaded and processed all topographic data, supervised drafting and calculated mean high water elevation for this Superstorm Sandy rehabilitation project.
- *Kennedy Field Improvements, New Milford, N.J.* Prepared a topographic, utility and boundary survey for an over 5-acre park site, required for the proposed renovations its athletic facilities.
- *Sourland Mountain Natural Area, West Amwell, N.J.* Performed record research, boundary analysis, mapping and preparation of deliverables for the partial **Green Acres** acquisition of this 56-acre property.
- *Franklin Lakes Open Space Acquisition, Franklin Lakes, N.J.* Performed record research, boundary analysis, mapping and preparation of deliverables for the **Green Acres** acquisition of this 12-acre property.
- *Bergen County Department of Planning and Economic Development, Camp Tamarack, Oakland, N.J.* Performed record research and boundary analysis for this 181-acre tract. Prepared a Perimeter Survey and a later Boundary Survey for **Green Acres** acquisition.

Bruce M. Rockwell, P.E.
Vice President Power & Energy
Engineering & Design Services

BOSWELL

YEARS OF EXPERIENCE: 43 Years

EDUCATION:

BSEE, Newark College of Engineering (NJIT)
MBA, Monmouth University

REGISTRATION:

Professional Engineer: Fifty-One U.S. Jurisdictions
Certified Power Quality Professional (CPQ) – Association of Energy Engineers
Certified Co-Generation Professional (CCP) – Association of Energy Engineers (Inactive)
Continuing Education Provider (ECSP) – NJ EC Board – Instructor #174; Sponsor #191
Certified Electrical Safety Compliance Professional (CESCP) – National Fire Protection Association

EXPERIENCE:

Bruce Rockwell, with more than 40 years of in-depth experience in the energy sector, serves as the Vice President of Boswell Engineering's Power & Energy Design Division. His myriad of experience includes electrical transmission and distribution, HV substation design and field operations, power plants and railroads mission critical, and industrial facilities. Mr. Rockwell's experience further includes engagements as an Engineering Expert, Engineering Expert Witness, Peer Reviewer, Owner's Engineer, Oversight Engineer, Insurance Claim Support, Staff Augmentation Manager, and Electrical Inspector.

Relevant project experience includes:

- ***NJ TRANSIT:*** *Design Build Project Lead:* Replacement of (161) 69 kV Circuit Breakers at (16) Substations on the Morris & Essex Rail Line.
- ***TC Electric / Judlau:*** *Commissioning Engineer:* Thirty-three (33) Mile Replacement and Cutover of the Hudson Rail Line - Signal Power Distribution System.
- ***PSEG:*** *Principal Engineer / Program Manager:* Developed Substation Condition Assessment Program. Led the Execution of Assessments at (25) Substations.
- ***BG&E:*** *Owner's Engineer:* Review of New 115 kV GIS Substation Design.
- ***BG&E:*** *Owner's Engineer:* Review of New 230 kV GIS Substation Design.
- ***BG&E:*** Prepare Owner's Detailed Construction Cost Estimate for 115 - 230 kV Substation including 60 MVA STATCOM
- ***NJ TRANSIT:*** Damage Assessment: Provide site inspection and repair/replacement recommendations for 69 kV Traction Power Substation and 2.4 kV Signal Substation that suffered extensive damage during a storm event.
- ***NJ TRANSIT:*** *Arc Flash Hazard Analysis:* Perform Gap Assessment of Bus and Rail Facilities. Merck Design Build Project Lead: Replace T9-2 Transformer, 10 MVA, 34.5 - 4.16 kV
- ***LIRR: Design Lead:*** Install Temporary Metering for Simultaneously Measuring Load Demand at (35) Traction Power Rectifier Substations.
- ***Columbia University:*** Protection & Coordination Study for Manhattanville Campus - 13 kV Medium Voltage Power System

- *Illinois Power:* Design of 4.16 kV Reserve and Emergency Reserve Auxiliary Transformer Systems - Static Var Compensator (SVC) Substation (Clinton Nuclear Power Station).
- *MESA:* Battery Design of 3 MW-Hr. Battery Energy Storage System.
- *NJ TRANSIT:* Design of Standby Generator for NJ TRANSIT Police Annex
- *Com Ed:* Design of 138 kV Substation Upgrades (Northwest Substation)
- *Com Ed:* Design of New 138 kV Substation (Diversey Substation)
- *Com Ed:* Design of New 138 kV GIS Substation (Kingsbury Substation)
- *Com Ed:* Design of New 138 kV GIS Substation (Ohio Substation)
- *East Michigan University:* Design of New 46 kV AIS Substation
- *Utah Power & Light:* Design of Several Shunt Capacitor Banks (138 kV, 230 kV and 345 kV)
- *JCP&L:* Design of Expansion of 230 kV Ring Bus (4 to 7 Breakers - Lakewood Co Gen)
- *Con Ed:* Design of 230 kV Collector Bus Substation (Ocean Peaking Power)
- *JCP&L:* Design Build Project: Replace Bank 15 (2) x 150 MVA Transformer at Sayreville Station.
- *Gen On:* Design Build Project: Replace Bank 2 - 300 MVA Transformer at Portland Station
- *Roseton:* Design Build Project: Replace Bank 1 - 660 MVA Transformer at Roseton Station

## AFFILIATIONS:

Association of Energy Engineers – Sr. Member

Construction Specification Institute (CSI)

Council on Large Electric Systems (CIGRE) – US National Committee – Member

Doble Engineering – Transformer Committee (TX) Member

Doble Engineering – Asset Maintenance Management (AMM) Committee Member

Doble Engineering – Insulating Materials (IM) Committee Member

Human Performance Association (HPA) – Charter Member

International Association of Electrical Inspectors (IAEI) – Member

Institute of Electrical & Electronic Engineers (IEEE) – Senior Member:

- Power Engineering Society
- Industry Applications Society
- Standards Association (Substation Standards Committee)

National Fire Protection Association:

- NFPA 70 (NEC) – Code Making Panel 10 – Alternate (Retired) Member
- American Council of Engineering Companies (ACEC) of New Jersey- Committee Member

## PUBLICATIONS/PAPERS/CONFERENCE PRESENTATION:

*Maintaining Market Share in Spite of Deregulation: Enhancing Quality & Value of Electric Utility Service,* Monmouth University, West Long Branch, NJ, November 29, 1992.

*Customization of Power Quality Analysis Software to the Characteristics of a Local Utility Distribution System,* EPRI 4th International Conference of Power Quality, New York, NY, May 1995.

*Conditioned Power Sales Guide for Commercial and Residential Electric Utility Representatives,* JCP&L, Morristown, NJ, November 20, 1995.

NERC – Protection System Maintenance & Testing Requirements, NETA Power Test Conference, Washington D.C., February 2011.

*Fundamentals of Power Quality Diagnostics & Case Studies*, NETA Power Test Conference, Ft. Worth, TX, February 2012.

*Power Quality Diagnostics & Case Studies*, 4-Hour Seminar, Power Test 2013, Denver, CO.

*Benefits of Using Online Dew Point Monitoring During Transformer Vacuum Processing, 81st* International Conference of Doble Clients, Boston, MA, April 2014.

*Field Testing Techniques for Low Voltage Circuit Breakers,* NETA WORLD, Spring, 2014.

*Asset Management of Transportation Agency Substation Assets, 2022* Doble Client Committee Meetings Conference, Indianapolis, IN, October 3-6, 2022.

*Interconnection – Power System Instability and Protective Relaying,* co-authoring this Book with Mr. Tom Baker – under contract with Taylor & Francis Publishing – expected completion 2023.

# SECTION V

## Section IV – Lump Sum Fee and Hourly Rates

**Boswell's** lump sum fee for **Land Surveying** and **Civil Engineering Services** is:
**$71,350.00**

We propose the following Lump Sum (LS)fee for the services described:

| Service Category | Lump Sum Fee |
|---|---|
| Land Surveying Services | $8,550.00 |
| Civil Engineering Services | $62,800.00 |
| Construction Administration Services (submitted as a separate proposal) | $119,000.00 |
| **Combined Total LS for Land Surveying/Civil Eng./Construction Admin.** | **$190,350.00** |

**Hourly Rates** for any additional services requested to be provided by the Boswell team beyond the current scope are provided in the attached rate sheet.

## Hourly Rate Schedule

**Boswell's** cost proposal, in the form of hourly rates, is included below for professional engineering services for the Township of West Orange.

**BOSWELL**

**2026 RATE SCHEDULE**

| Title | Hourly Rate |
|---|---|
| Project Manager | $245.00 |
| Senior Project Engineer | $240.00 |
| Project Engineer | $237.00 |
| Senior Design Engineer | $222.00 |
| Design Engineer | $209.00 |
| Asst. Design Engineer | $141.00 |
| CADD Technician | $180.00 |
| Survey Field Crew (2 Person Team) | $322.00 |
| Robotic Survey Crew | $206.00 |
| Survey Analyst | $235.00 |
| Field Technician | $86.00 |
| Resident Engineer | $209.00 |
| Inspector | $201.00 |
| Inspector II | $110.00 |
| Licensed Site Remediation Professional (LSRP) | $245.00 |
| Senior Environmental Scientist | $240.00 |
| Environmental Scientist | $102.00 |
| Senior Environmental Specialist | $237.00 |
| Environmental Specialist | $150.00 |
| GIS Analyst | $143.00 |

Note: All rates are inclusive of secretarial and clerical assistance, and routine telephone and email communications.

BOSWELL

EST 1924

330 Phillips Avenue
South Hackensack, New Jersey
P. 201-641-0770

Engineered For Life

Consulting & Municipal ENGINEERS
CME ASSOCIATES

1460 Route 9 South
Howell, NJ 07731
732.462.7400
www.cmeusa1.com

October 10, 2025

**Via Electronic (zcarballo@westorange.org) & 1st Class Mail**

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

Attn: Zayibeth Carballo, PE, PP, CME, PLS, CFM, CFS
Director of Engineering

***Re: Proposal for Professional Land Surveying and Engineering Services***
***O'Conner Memorial Park Reconstruction Project***
***Township of West Orange, Essex County, NJ***
***Proposal No. 2025-128***

Dear Ms. Carballo:

We are pleased to present our estimate of fees for the land surveying, design, permitting and construction phase services for the above-referenced project. It is our understanding that the Township is seeking to improve O'Connor Memorial Park by utilizing U.S. Dept. of Housing and Urban Development grant funds for recreational improvements. The following improvements are anticipated:

- Retrofit existing MUSCO light fixtures with LED;
- Reconstruct the Handball and Basketball Courts with post-tension concrete;
- Reconstruct the Hockey Rink with new foundation and perimeter wooden boards;
- Add a five (5) row bleacher system to be ADA compliant;
- Reconstruct HMA walkway; and
- Relocate existing scoreboard.

## 1. Land Surveying Services

The following services are proposed under this task:

A. Establish horizontal control based on North American Datum 1983 (New Jersey State Plane Coordinate System-NAD 83) and North American Vertical Datum 1988 (NAVD 88);

B. Prepare Existing Conditions Plan including additional topography at least 10-feet out from the northerly and westerly side of the hockey rink, handball and basketball courts;

C. Provide topographic information for top and bottom of curbs, walls, ditches, driveways, sidewalks, steps, service walks and other existing features within the area for the proposed improvements;

D. Locate all existing improvements including utilities;

E. Coordinate utility mark-outs;

F. Provide Benchmark(s) to be set on site for future use;

G. Prepare an existing conditions/survey control plan;

As part of the deliverables, an electronic AutoCAD file of the Existing Conditions Plan will be provided for the design by the Township.

**2. <u>Geotechnical Phase Services</u>**

This phase includes an exploration of the subsurface soil and groundwater conditions within the zone of influence of the proposed construction and evaluation of soil conditions with respect to their engineering properties. These investigations will be critical to the placement, design, and permitting of the proposed stormwater improvements. Soil testing will be carried out in accordance with the requirements of N.J.A.C. 7:8 and the *NJ Stormwater Best Management Practices Manual*, Chapter 12.

We propose to perform the following services:

A. Perform a total of forty-five (8) soil profile pits to depths averaging approximately 12 feet below existing ground surface;

B. Soil samples will be collected in each test pit for permeability testing;

C. Prepare soil logs indicating the subsurface conditions encountered;

D. Prepare a test pit location plan;

E. Perform an evaluation of the subsurface conditions with respect to their impact on the proposed construction; and,

F. Present the results of our study in the Stormwater Management/Engineering Report.

**Permeability Testing**

In order to determine the permeability underlying the project area, CME will utilize the Tube Permeameter methodology in accordance with the NJ Stormwater Best Management Practices Manual, Chapter 12. Soil samples will be obtained above the seasonal high water table and below the bottom of the proposed stormwater facility. Permeability results will be presented in the Stormwater Management/Engineering Report.

**3. Civil Engineering Services**

The work under this phase will include the following services:

A. Prepare a Concept Plan for the overall improvements proposed including recommendations on how to best utilize the overall park area;

B. Develop three (3) color renderings for review with the Township;

C. Design the proposed improvements at the hockey rink and the handball, pickleball and basketball courts, perimeter fencing, retrofitting of existing Musco lights, HMA walkways and relocation of the scoreboard;

D. Coordinate and design the Musco Light upgrades;

E. Prepare construction details;

F. Design the bleachers and concrete pad as well as the drainage improvements as needed;

G. Prepare a Plan Set to include but not limited to the following sheets:

   i. Cover Sheet

   ii. Existing Conditions/Survey Control Plan

   iii. Demolition Plan

   iv. Construction Plan

   v. Grading and Utility Plan

   vi. Lighting Plan

   vii. Electric Plan

   viii. Soil Erosion and Sediment Control Plan and Details

   ix. Construction Details

H. Prepare a stormwater management report in accordance with NJAC 7:8 and the Township's Stormwater Control Ordinance;

I. Coordinate and submit to HUD to obtain bid clearance;

J. Prepare a Bid Package that includes bid plans and construction specifications in accordance with public bidding laws; and,

K. Attend four (4) meetings with the Township Officials for the project Kickoff, Preliminary Design, Public Presentation and Final Design.

**4. Permit Phase Services**

Once the final designs are approved and since the final soil disturbance will exceed 5,000 square feet, a permit application will be submitted to the Hudson-Essex-Passaic Soil Conservation District for plan certification.

**5. Bid Phase Services**

This phase will include the following services to publicly bid the project in accordance with the Local Public Contracts Law:

A. Provide the Township with 20 copies of bid documents, including PDF and AutoCADD digital copies, for prospective bidders as needed;

B. Provide Addenda for Clarification of Project Specifications;

C. Analyze Responsible Bids and Recommend Contract Award; and,

D. Coordinate with the Township, as needed.

**Fee Estimate**

We will provide the necessary engineering services as described above based upon the lump sum cost breakdown as noted below:

1. Land Surveying Services .....$9,500.00
2. Geotechnical Phase Services .....$9,000.00
3. Civil Engineering Services .....$39,500.00
4. Permit Phase Services.....$4,000.00
5. Bid Phase Services……$2,000.00

**Total Lump Sum Fee for Services**..... **$64,000.00**

The following services are provided as alternates as requested:

**6. Construction Administration Services (Separate Fee)**

The following services will be provided under this phase:

A. Contract preparation including review of bonds, insurance certificates and project manning reports;

B. Attend preconstruction meeting;

C. Provide assistance with interpretation of contract documents;

D. Review shop drawings for site-related items;

E. Provide construction observation services, prepare contractor punch lists and review and prepare pay estimates; and,

F. Perform project close out and final pay estimate/close out change order.

The Lump Sum fee for Construction Administration Services is **$42,500.00**.

***Exceptions:***

- *NJDEP permitting. The improvements are proposed outside of the Flood Hazard Area.*
- *Any work not specified as listed in the above phases shall be considered additional services and will be invoiced at the time said work is authorized by the Township.*
- *Application fees are considered extra and will be requested at time of submission.*

Should this proposal meet your approval, please provide our office with a professional services agreement or resolution as an indication of the work to proceed. In the meantime, should you have any questions concerning this matter, please do not hesitate to contact this office.

Very truly yours,

**CME Associates**



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

TT:pv

# Proposal for

## O'Connor Memorial Park Reconstruction Project

October 10, 2025





*Chubb Park Tennis & Pickleball, Morris Twp., NJ*



*Morris Hills H.S. Tennis Court Refurbishment, Rockaway Twp., NJ*



*Emmett Park Tennis & Basketball Court Improvements, Florham Park, NJ*

Submitted to:

**TOWNSHIP OF WEST ORANGE**
**DEPARTMENT OF ENGINEERING**

# Table of Contents

*Cover Letter*

SECTION 1 Project Understanding

SECTION 2 Scope of Work

SECTION 3 Similar Project Experience

SECTION 4 Fee Proposal and Hourly Rates

SECTION 5 Project Schedule

SECTION 6 Sample Insurance Certificate

GPI

October 10, 2025

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

RE: Response to Request for Proposals for Professional Services for
O'Connor Memorial Park Reconstruction Project
Township of West Orange, Essex County, New Jersey

Dear Ms. Carballo:

Thank you for the opportunity to respond to the Township's Request for Proposal for Professional Services for the above-referenced project. We have visited the site and believe we understand the Township's goals and objectives for this project.

Our December 3, 2024 Qualifications Statement submitted to the Township demonstrates that our experienced staff have the expertise necessary to accomplish the project.

We are pleased to have this opportunity to be of service to the Township of West Orange and hope you will find our proposal favorable. We would be happy to provide additional information or assistance as your needs dictate. Should you have any questions, my direct line is (973) 434-8313.

Respectfully Submitted,
**GREENMAN-PEDERSEN, INC.**

Thomas R. Lemanowicz, PE, PP, CME
Principal Engineer

TRL/rem
Enclosure

cc: Andrew Cangiano, PE, CME
Ronnie Martinelli

m:\proposal\trl\west orange\2025 o'connor memorial park\proposal_o'connor memorial park 10-10-2025.docx

# Project Understanding

From our review of the RFP and a site visit, it is understood that project scope includes the improvement of the O'Connor Memorial Park to include the following:

1. Add Pickleball court(s) to the facility, replacing either basketball or handball court(s).
2. Reconstruct the horizontal surfaces of the handball court with post-tensioned concrete. Based upon the Township's response to the Request for Information (RFI) submitted by GPI on September 29, 2025, it is our understanding that the fate of the vertical handball wall is uncertain and will not be determined until the configuration of the Pickleball court(s) is defined as part of the project.
3. Reconstruct the basketball courts with post-tensioned concrete.
4. Reconstruct the playing surface and perimeter wooden boards at the street hockey rink.
5. Reconstruct the HMA path that runs along the south side of the work area.
6. Upgrade the existing Musco lighting system to LED fixtures.
7. Provide two new ADA-compliant bleachers on concrete slabs. Provide accessible route from existing walkway to new bleachers along the adjoining parking area.
8. Relocate the existing scoreboard.
9. Replace perimeter fencing.
10. Provide stormwater management facilities in accordance with the current Township Stormwater Ordinance as provided with the RFP.
11. Coordinate bid documents with the requirements of the HUD grant conditions.

Under Township Ordinance §25-29.1C2, the stormwater regulations will be applied to this project. Under §25-29.2, any development that results in the disturbance of more than 0.5 acre since February 2, 2004 is considered a Major Development. While the project that is the subject of this RFP is not anticipated to disturb more than 0.5 acre, when combined with the 2019-2020 reconstruction of the larger of the two playgrounds approximately 250 feet to the northeast of the subject work area, the cumulative disturbance exceeds the 0.5 acre disturbance threshold. As such, the proposed improvements will be considered a Major Development. Based on the Township's response to GPI's RFI dated September 29, 2025, it is our understanding that a waiver from the strict application of the stormwater ordinance will not be considered.

Per the RFP, GPI will coordinate and attend an on-site Kick-Off Meeting with Township representatives. This meeting will be followed by the preparation of three (3) concept plans along with an Order of Magnitude Cost Estimate for each to be discussed at a Preliminary Design Meeting with the Township. The three concept plans will then be edited and formalized into 2D color renderings. The renderings will then be part of a Public Presentation by GPI A Final Design Meeting will then be held to discuss the Township's final edits to be incorporated into a Final Plan and Engineer's Cost Estimate are to be submitted to the Township for approval.

Upon approval of the Final Plan, GPI will prepare Construction Contract Documents including Working Drawings and Technical Specifications suitable for public bidding. GPI assumes that the Township will provide the "Front End" documents that will be utilized in the preparation of the specifications book.

Deliverables for this project consist of twenty (20) copies each of the Final Plan, Estimates, and the Bidding Documents (Construction Plans & Specifications). GPI will also provide digital copies (AutoCadd and Adobe formats) of the contract documents.

It is noted that the Township's intent regarding the replacement of the vertical handball wall has not been established. As such, this proposal will treat the design effort relating to the design of a new vertical handball wall as an alternate to allow the Township to make that decision after the award of the project. The Township's decision on the replacement of the handball wall will be required no later than at the Preliminary Design Meeting.

# Scope of Work

The Request for Proposals (RFP) sets forth the required work to be performed. We have reviewed the RFP, visited the site, and we believe we have a clear understanding of the goals of this project, and this proposal is intended to be fully responsive to the RFP. The following tasks include our approach to completing the project.

The Scope of work will consist of the following tasks:

**1. Surveying Services:**

GPI will coordinate a Boundary and Partial Existing Conditions and Topographic Survey as set forth in the RFP. This work will include, but not be limited to, existing above ground structures, grade elevations, and utilities from visible above ground observation. All information for underground utilities will be as provided by the utility companies. The "Call Before You Dig" service had, in the past, provided utility mark-outs for design. They no longer provide this service, and firms that request mark-outs for design, rather than construction, are subject to fine. Therefore, survey of utilities is limited to surface observations and record information provided by the Township.

A. Boundary Survey with the understanding that corners will not be set.

B. Limited Topographic and Existing Conditions Survey within project limits noted in the RFP with one foot contours and spot elevations.

C. Establish horizontal control based on North American Datum 1983 (New Jersey State Plane Coordinate System-NAD 83) and North American Vertical Datum 1988 (NAVD 88).

D. Two benchmark(s) to be set on site for future use.

E. Existing Conditions/Survey Control Plan.

**1A. Alternate A – Underground Utility Location:**

A. Coordinate with a subsurface utility location service to supplement the surface utility information gathered.

**2. Design Services:**

A. Coordinate and attend a Kick-Off Meeting at the site with Township representative(s) to discuss the specifics of the project budgeting and goals.

B. Preparation of three (3) Concept Plan and Preliminary Engineer's Estimates based upon information gathered at the Kick-Off meeting.

C. Coordinate and attend a Preliminary Design Meeting with Township representatives to review concepts.

D. Preparation of three (3) color renderings based upon the discussions at the Preliminary Design Meeting.

E. Coordinate and attend a Public Presentation to review the Color Renderings

F. Develop Final Plans based upon Township direction at a Final Design meeting following the Public Presentation.

G. Incorporate stormwater management facilities into the Final Design in accordance with Township Ordinance 2918-25.

H. Coordinate light fixture replacement with Musco Lighting.

I. Prepare Hudson-Essex-Passaic Soil Conservation District application forms.

J. Plan Set is anticipated to include but not limited to:

(1) Cover Sheet

(2) General Notes and Legends

(3) Existing Conditions/Survey Control Plan

(4) Demolition / Site Preparation Plan

(5) Site Plan

(6) Grading and Utility Plan

(7) Lighting Upgrade Plan and Details

(8) Soil Erosion and Sediment Control Plan and Details

(9) Construction Details

K. Prepare Technical Specifications.

**2A. <u>Alternate B – Handball Wall Replacement:</u>**

A. Coordinate with GPI's geotechnical subconsultant for the performance of four (4) soil borings to a depth of 10 feet, or to bedrock, in the area of the handball wall and for the preparation of a report recommending soil bearing capacity values to be used in the structural design of the replacement wall. This is an estimated total of 40 linear feet of borings with soil samples taken at each 5-foot interval of depth. Additional samples may be taken as required. The actual depth and number of borings may be varied as ground conditions require. Normal precautions will be exercised during the field work to minimize disturbance to the ground surface. Bore holes will be grouted and patched with concrete.

B. GPI will perform structural design calculations and prepare additional construction drawings for the construction of a replacement handball wall. The replacement wall is anticipated to be comprised of a reinforced concrete stem wall with concrete spread footing. GPI will prepare preliminary wall design calculations to determine the wall dimensions and required reinforcement for Township review. We will also prepare construction drawings for the proposed wall that will include all necessary details and notes required for a contractor to perform the work. We will prepare the following:

C. Prepare construction details and specifications of replacement wall.

**3. <u>Construction Administration Services:</u>**

GPI will provide the Township with full time technical support during the bidding and construction process. GPI will provide, at a minimum, the following Construction Administrative services based upon an assumed 7-week construction period:

A. Bidding Services:

(1) Preparation of the Notice to Bidders for the Township Purchasing Agent for publication.

(2) Respond to bidders questions and issue addendums/clarifications as required.

(3) Attend Bid opening.

(4) Obtain, tabulate, and evaluate submitted Bids.

(5) Review bids and Bidder qualifications.

(6) Prepare award of contract recommendation.

B. Construction Administration Services

(1) Coordinate and chair a pre-construction meeting with the Township and the selected contractor.

(2) Review and act on contractor submissions.

(3) Provide seven (7) weeks of full-time construction inspection services, totaling 280 hours.

(4) Review and process contractor's applications for payment.

(5) Review and process contractor's change orders, if any.

(6) Prepare punch list of the project upon substantial completion.

(7) Provide final/completion certificate.

**Further Understandings**

1. SCD permit application fee will be paid by the Township.
2. Existing utilities will be located from above ground observation only, unless the Township separately authorizes underground investigations in Alternate A.
3. It is assumed that the upgrade to the Musco lighting will be limited to fixture replacement and will not require electrical design services.
4. Any existing easements are to be supplied by the Township for incorporation in the Boundary Survey.
5. Investigations and construction considerations relating to the detection, remediation or mitigation of regulated materials within the site soils are specifically excluded from the scope of work.
6. NJDEP FHA Determination, Freshwater Wetland Delineation, and/or related permits are not anticipated and not included.
7. Coordination with the Green Acres Program is not included.
8. Construction stakeout services are excluded.
9. This proposal assumes that the alternate for underground utility location services will be decided by the Township at the same time as the base contract.
10. It is acknowledged that the RFP requires a lump sum fee for full-time inspection, which has been provided. GPI typically invoices construction administration (including inspection) on an hourly basis to allow the client to be positioned for a cost savings in the case where the contractor's efficiencies result in a lesser inspection effort than assumed in the proposal.

# Similar Project Experience

The GPI design team offers services in all areas of park and recreational development for all levels of government agencies, municipalities, and organizations. The design team's approach to park and recreational planning and development goes beyond the placement of man-made elements on the landscape in order to provide the best economically feasible design solution. Our staff offers a team approach to bring a project from its conceptual stages to design and implementation.

*Similar Project Design Experience*

***Streeter and Ginty Tennis & Pickleball Courts, Morris Township, Morris County, NJ;*** GPI field surveyed the four tennis courts of Ginty Park and four tennis courts of Streeter Park. Site development plans were prepared for replacement of the existing asphalt courts with post-tensioned concrete courts (both tennis and pickleball) and included new ADA compliant walks and entrances, fencing, gates, net posts, and court markings on the courts in Ginty Park. Similar site development plans were prepared for the replacement of all tennis courts in Streeter Park. ADA accessibility to Streeter was provided and all new fencing, gates, net posts, and court markings were installed. *Client: Morris Township, William Foelsch, Parks & Recreation Director, bfoelsch@morristwp.com*

***Peterson Field Tennis & Basketball, Rockaway Township, Morris County, NJ;*** GPI Evaluated the existing basketball court area at Peterson Field. The existing courts were undersized and had deteriorated significantly over time. Due to the heavy use of the facilities, the Parks and Recreation Department opted to upgrade the facility with two full size basketball courts. The project scope consisted of development of concept plans for future reconstruction alternatives, including preliminary layout and conceptual grading and drainage improvements. Professional services included field work and base map preparation, preparation of conceptual design plans and cost estimates, and construction inspection services. *Client: Rockaway Twp., Allison K. Ferrante, PE, CME, Municipal Engineer, aferrante@rockawaytownship.org*

***Chubb Park Tennis Court and Pickleball Court Reconstruction, Township of Chester, Morris County, NJ;*** GPI provided surveying and engineering design for this project which included the reconstruction of two (2) existing asphalt tennis courts. The proposed reconstruction was designed utilizing a post-tensioned concrete system, and reallocation of the space to provide one (1) double's tennis court and four (4) regulation pickleball courts. Barrier free access to the courts and adjacent play structures from the existing parking lot was also designed. The new tennis court system was constructed on top of the existing asphalt courts. This method of construction is standard practice for the installation of post-tensioned concrete court systems and saved on the cost of removal and disposal of the existing court material. *Client: Chester Township, Robin Collins, Administrator/Clerk, rcollins@chestertownship.org*

***Emmett Park Tennis & Basketball Courts, Florham Park Borough, Morris County, NJ;*** The proposed improvements consisted of reconstruction of four (4) tennis courts, one (1) basketball court, and the concrete slab at the lacrosse wall. Other site improvements included walkways to the open gates, new fencing, new basketball poles and backboards, tennis court netting, replacement of the asphalt beneath the bleachers, and upgrading the drinking water fountains. Services included field survey and base map preparation, engineering design, preparation of construction bid documents, and construction support services. *Client: Florham Park Borough, Michael Sgaramella, PE, Borough Engineer, msgaramella@fpboro.net*

***Morris Hills High School Tennis Court Replacement, Township of Rockaway, Morris County, NJ;*** GPI prepared updated base mapping, construction documents, and an Erosion Control Plan. Services included demolition of existing fences, construction of a post-tensioned floating slab atop the existing bituminous tennis courts, construction of drainage system, installation of new net posts, net center tie-downs and nets, construction of transition sidewalks, installation of four-layer court surfacing with court striping and markings, and installation of new fences and gates. Also provided bidding and construction administration services. *Client: Morris Hills Regional School District, Joann Gilman-Auricchio, Business Administrator, jgilman@mhrd.org*

# Fee Proposal and Hourly Rates

***FEE PROPOSAL***

***Survey & Design***

Our Lump Sum fee to perform the tasks outlined in the Scope of Work are as follows:

| | |
|---|---|
| Surveying Services | $7,850.00 |
| Design Services | $34,100.00 |
| **TOTAL SURVEY & DESIGN:** | **$41,950.00** |

***Construction Administration***

Our fee to perform the tasks outlined in the Scope of Work are as follows:

| | |
|---|---|
| Bidding Services | $2,400.00 |
| Construction Administration Services | $35,800.00 |
| **TOTAL CONSTRUCTION ADMINISTRATION BUDGET:** | **$38,200.00** |

***Alternates***

Our fee to perform the tasks outlined in the Scope of Work are as follows:

| | |
|---|---|
| **Underground Utility Location** | **$1,200.00** |
| **Handball Wall Replacement** | **$16,600.00** |

***HOURLY BILLING RATES***

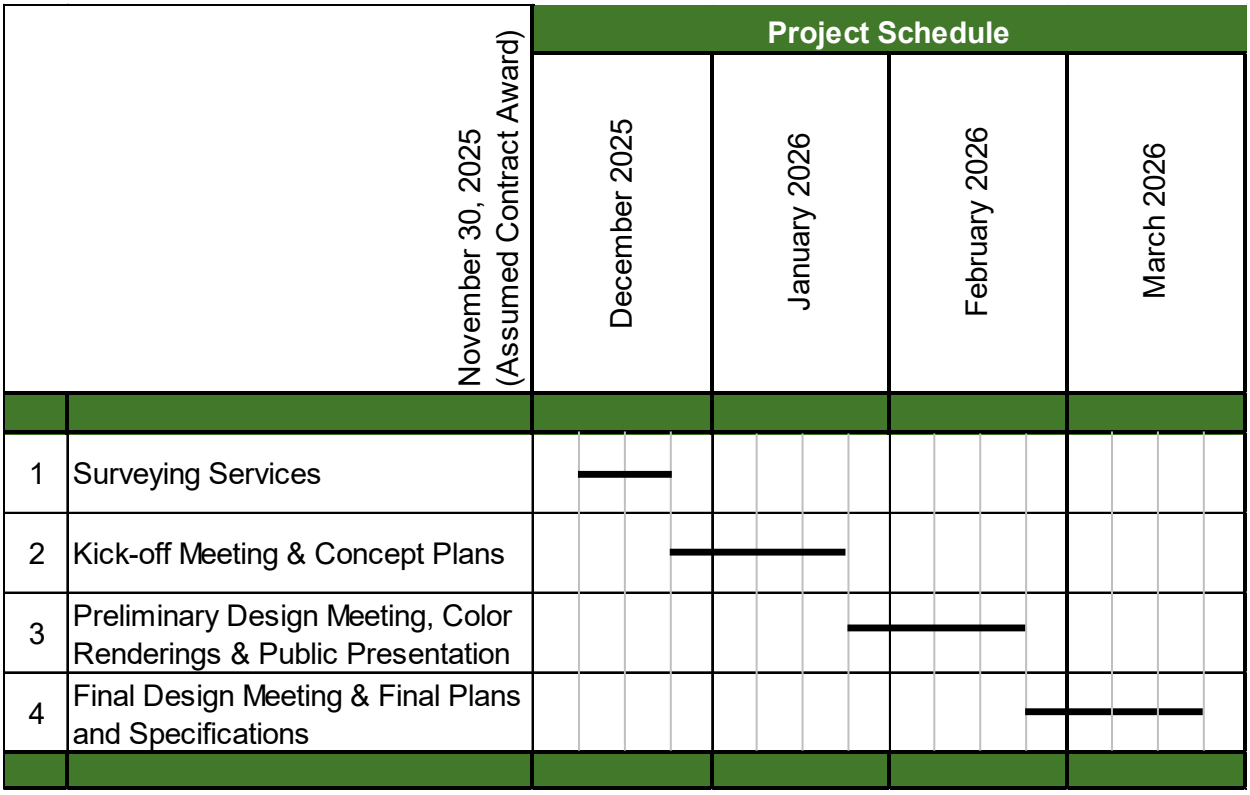
As submitted in our Qualification package to the Township of West Orange on December 3, 2024, following are our municipal billing rates:

| | | |
|---|---|---|
| PROFESSIONAL ENGINEER | $ | 190.00 |
| SENIOR PROJECT MANAGER, ENGINEERING | $ | 165.00 |
| SENIOR DESIGNER | $ | 125.00 |
| DESIGNER | $ | 95.00 |
| INSPECTOR | $ | 105.00 |
| ENGINEERING TECHNICIAN | $ | 85.00 |
| PROFESSIONAL LAND SURVEYOR | $ | 170.00 |
| SENIOR PROJECT MANAGER, SURVEYING | $ | 150.00 |
| PROJECT SURVEYOR | $ | 135.00 |
| SURVEYING TECHNICIAN | $ | 105.00 |
| PARTY CHIEF | $ | 110.00 |
| INSTRUMENT PERSON | $ | 95.00 |
| TECHNICAL TYPIST | $ | 75.00 |

# Project Schedule

GPI is committed to adhering to the Township's goal to advertise for bids by Summer/Fall 2026. We anticipate work will proceed within one (1) week after receipt of the Township's resolution awarding the contract. We have the resources to complete the project in a timely fashion, and we are confident that we can achieve the Township's goal.

We have assumed a November 30, 2025 contract award, and have prepared the following Project Schedule:



# Sample Insurance Certificate

ACORD®

## CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 12/10/2024

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<br>PG Genatt Group LLC<br>3333 NEW HYDE PARK RD<br>SUITE 409<br>NEW HYDE PARK NY 11042 | CONTACT NAME: Alyson Graziosi<br>PHONE (A/C, No, Ext): 516-869-8788 FAX (A/C, No): 516-470-0338<br>E-MAIL ADDRESS: agraziosi@crpgrp.com |
| INSURED GREENMAN<br>Greenman-Pedersen, Inc. (Morris Plains)<br>301 Gibraltar Drive, Suite 2A<br>Morris Plains NJ 07950 | INSURER(S) AFFORDING COVERAGE — NAIC #<br>INSURER A : XL Specialty Insurance Company — 37885<br>INSURER B : Everest National Insurance Company — 10120<br>INSURER C : North Pointe Insurance Company — 27740<br>INSURER D : QBE Insurance Corporation — 39217<br>INSURER E : Stonington Insurance Company — 10340<br>INSURER F : Allied World Assurance Company (U.S.) Inc. — 19489 |

**COVERAGES** **CERTIFICATE NUMBER:** 1993401002 **REVISION NUMBER:**

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

| INSR LTR | TYPE OF INSURANCE | ADDL INSD | SUBR WVD | POLICY NUMBER | POLICY EFF (MM/DD/YYYY) | POLICY EXP (MM/DD/YYYY) | LIMITS | |
|---|---|---|---|---|---|---|---|---|
| D | X COMMERCIAL GENERAL LIABILITY<br>CLAIMS-MADE / X OCCUR<br>GEN'L AGGREGATE LIMIT APPLIES PER:<br>POLICY X PRO-JECT X LOC<br>OTHER: | Y | Y | 175000033 | 12/31/2024 | 12/31/2025 | EACH OCCURRENCE<br>DAMAGE TO RENTED PREMISES (Ea occurrence)<br>MED EXP (Any one person)<br>PERSONAL & ADV INJURY<br>GENERAL AGGREGATE<br>PRODUCTS - COMP/OP AGG | $2,000,000<br>$500,000<br>$10,000<br>$1,000,000<br>$4,000,000<br>$4,000,000 |
| C | AUTOMOBILE LIABILITY<br>X ANY AUTO<br>X OWNED AUTOS ONLY / X HIRED AUTOS ONLY<br>SCHEDULED AUTOS / X NON-OWNED AUTOS ONLY | Y | Y | 165000040 | 12/31/2024 | 12/31/2025 | COMBINED SINGLE LIMIT (Ea accident)<br>BODILY INJURY (Per person)<br>BODILY INJURY (Per accident)<br>PROPERTY DAMAGE (Per accident) | $2,000,000<br>$<br>$<br>$ |
| B | X UMBRELLA LIAB / X OCCUR<br>EXCESS LIAB / CLAIMS-MADE<br>DED / X RETENTION $ 10,000 | Y | Y | XC5CU00324241 | 12/31/2024 | 12/31/2025 | EACH OCCURRENCE<br>AGGREGATE | $5,000,000<br>$5,000,000 |
| E | WORKERS COMPENSATION AND EMPLOYERS' LIABILITY<br>ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) Y / N / N/A<br>If yes, describe under DESCRIPTION OF OPERATIONS below | | Y | 155000038 | 12/31/2024 | 12/31/2025 | X PER STATUTE / OTH-ER<br>E.L. EACH ACCIDENT<br>E.L. DISEASE - EA EMPLOYEE<br>E.L. DISEASE - POLICY LIMIT | <br>$1,000,000<br>$1,000,000<br>$1,000,000 |
| A<br>F | Property<br>Professional Liability | | | UMC0082200MA24A<br>03141016 | 12/31/2024<br>12/31/2024 | 12/31/2025<br>12/31/2025 | Valuable Papers<br>Each Claim<br>Aggregate | $150,000<br>$2,000,000<br>$2,000,000 |

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

**CERTIFICATE HOLDER**

SAMPLE
FOR INFORMATIONAL PURPOSES ONLY

**CANCELLATION** 30 day notice applies

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

AUTHORIZED REPRESENTATIVE

© 1988-2015 ACORD CORPORATION. All rights reserved.

ACORD 25 (2016/03) The ACORD name and logo are registered marks of ACORD









*Proposal for*

# O'Connor Memorial Park Reconstruction Project

*Township of West Orange*
*Essex County, NJ*

***October 10, 2025***

3 Mountainview Road
Warren, NJ 07059

**www.psands.com**

October 10, 2025

Zayibeth Carballo, Municipal Engineer, Director of Engineering
Department of Engineering
25 Lakeside Avenue
West Orange, NJ 07052

Re: Request for Proposals
O'Connor Memorial Park Reconstruction Project

Paulus, Sokolowski & Sartor, LLC (PS&S) is pleased to submit this proposal to the Township of West Orange for Professional Services associated with the O'Connor Memorial Park Reconstruction Project.

With our office located in Warren, New Jersey, PS&S is in close proximity to the Township, enabling our team to provide **responsive and attentive service throughout design, coordination, and construction**. We understand the importance of this project to the community and the Township's commitment to improving public recreational amenities.

PS&S is a **multidisciplinary engineering and design firm** offering fully integrated services in civil engineering, surveying, landscape architecture, and construction administration. Our in-house expertise allows us to deliver seamless coordination and efficient project delivery from concept through completion. We also have direct experience working with the Township of West Orange, having previously provided engineering and design services for the Tennis Court Rehabilitation Project at O'Connor Park. In addition, our team recently completed the Edison Housing Authority Basketball and Tennis Court Improvements, as well as numerous other municipal park and athletic facility projects across New Jersey.

We offer the Township a design team with a strong track record of success with publicly bid construction contracts. We can execute what we promise. Further, our team consists of gifted designers, engineers and scientists, dedicated to producing quality design and well-engineered systems.

PS&S is a fully-integrated interdisciplinary team of consultants. From our Architects and Engineers to our Project Controls Team and our Cultural Resources Department, we collaborate seamlessly with our clients to deliver carefully crafted solutions.

## Why PS&S?

- **Proven Local Experience:** Our prior work with the Township and other public agencies ensures familiarity with your standards, review processes, and project expectations.
- **Comprehensive In-House Capabilities:** Our survey, engineering, and landscape architecture teams collaborate seamlessly to deliver complete, buildable designs.
- S**uccessful Track Record in Recreational Design:** PS&S has designed and administered construction for numerous athletic and recreation projects, including multi-sport courts, playgrounds, and park facilities.
- **Proximity and Responsiveness:** Located less than 40-miuntes away in Warren, NJ, our team is readily available for meetings, on-site reviews, and close coordination during design and construction.

Education

Energy Utility

Healthcare

Public Works

Real Estate

Science & Technology

3 Mountainview Road
Warren, NJ 07059

t. 732.560.9700

www.psands.com

PS&S is fully committed to supporting the Township in delivering a high-quality and community-enhancing improvement at O'Connor Memorial Park. We appreciate the opportunity to continue our partnership and to contribute our expertise to this meaningful project.

Should you have any questions or require additional information, please feel free to contact me directly at **(516) 464-7322** or via email at **dmaher@psands.com**.

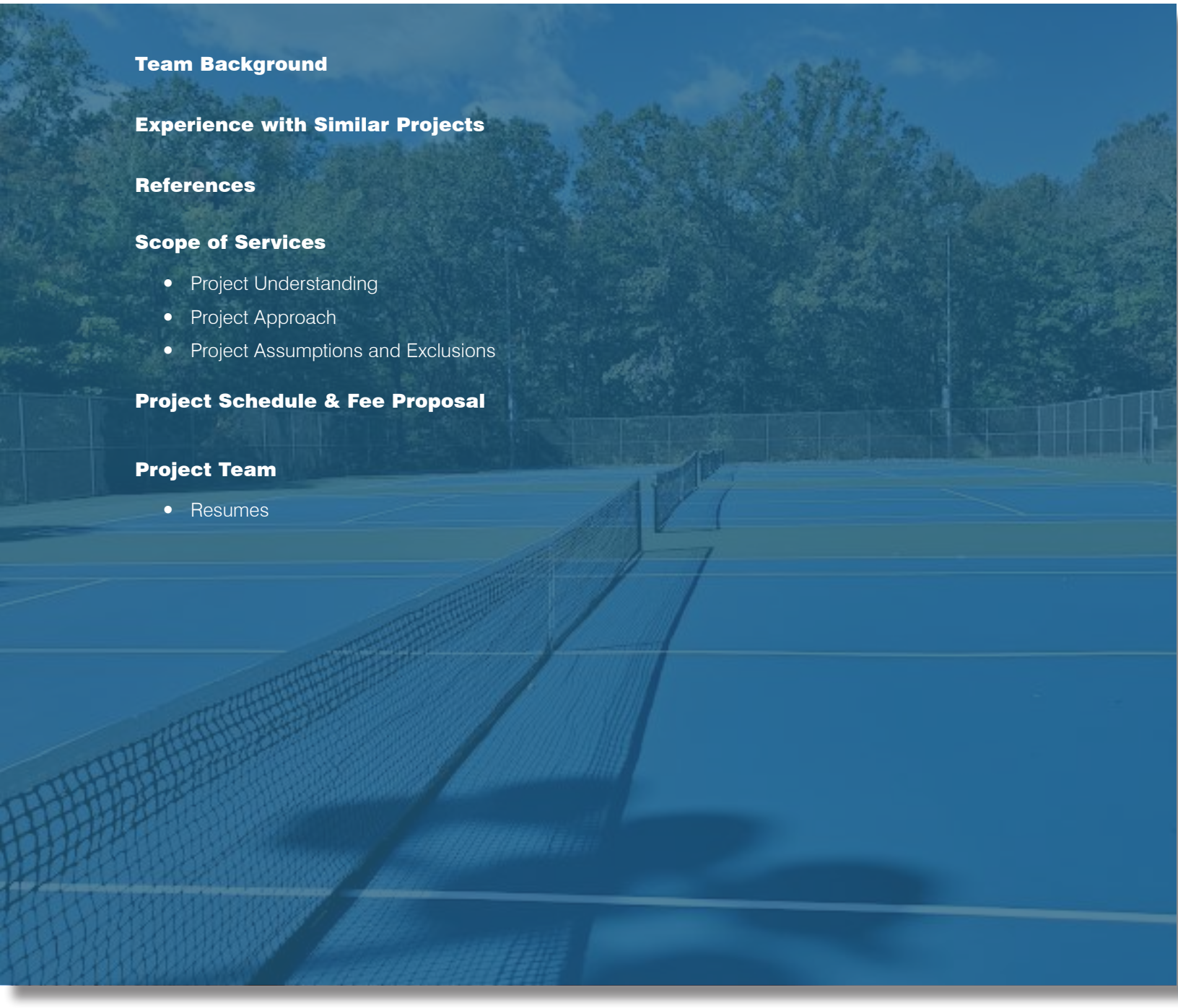
Thank you for your consideration. We look forward to the opportunity to collaborate once again.

Very truly yours,
PAULUS, SOKOLOWSKI AND SARTOR, LLC

Daniel Maher, RLA, ISA
Senior Director

Adolf Montana, PE, LEED AP
Director

# Table of Contents



**Team Background**

**Experience with Similar Projects**

**References**

**Scope of Services**

- Project Understanding
- Project Approach
- Project Assumptions and Exclusions

**Project Schedule & Fee Proposal**

**Project Team**

- Resumes



where invention lives
WEST ORANGE
New Jersey





# Team Background

# About the Firm

Established in 1962, PS&S is an award-winning multi-disciplined, full-service architecture, engineering, design, environmental, and surveying consulting services firm.

Headquartered in Warren, NJ, PS&S offers a single source for planning, design and regulatory compliance services on diverse projects across several market segments including education, energy and utilities, hospitality and entertainment, infrastructure and public improvement, real estate, and science and technology.



## Vision

We strive to be the best partner for our clients and for our employees. Our history is our bedrock, and integrity our foundation, and we embrace these as we continue to grow.



## Mission

To support our clients strategically and functionally with innovation, technical excellence and unparalleled integrity. To support our employees by creating a professional work environment that provides the resources they require to develop their skills and successfully advance their careers.




## Values

- Health, safety, and welfare for our employees and our Communities
- Client satisfaction
- Partnerships and professionalism for our clients and in our work environment
- Sustainability in all our designs
- Diversity and inclusion
- Technical experience
- Fiscal responsibility for our clients and our company

# Firm Profile

## Overview

**Project Office Location**
Warren, NJ

**Locations**
NJ, NY, PA, NC

**Employees**
~300 Employees

**Website**
www.psands.com

**Ownership Structure**
Management-Owned

## The PS&S Difference

- √ A Mid-size Firm with A Large Firm Experience
- √ A Local, Knowledgeable, & Dedicated Staff
- √ Over 60 Years of Firm Experience
- √ Diverse & Multi-disciplinary Team of Experts
- √ Consistent Repeat & On-call Clients
- √ Project Execution is On-time & On-budget
- √ Leading-edge Sustainable Design Practices
- √ Extensive Experience with Municipalities
- √ Award-winning designs
- √ Collaborative design approach







# *Experience with Similar Projects*

# O'Connor Park Tennis Court Improvements

Preparation of Construction Documents

**Location**

West Orange, New Jersey

**Client**

Township of West Orange

**Client Type**

Public Sector

**Discipline**

Site Civil Engineering & Landscape Architecture

**Project Dates**

8/27/2018-11/30/2020



## The Opportunity

The Township of West Orange was seeking to improve their existing tennis court located at O'Connor Park, 19 Ralph Road, West Orange, New Jersey. The project consisted of the replacement of four existing tennis courts to a state-of-the-art asphalt tennis court facility, with four tennis courts, two pickleball courts, new sidewinder tennis post, new tennis nets, new perimeter concrete curbing, and new chain link gates. The proposed tennis courts were designed using the United States Tennis Association (USTA) Standards.

## The Challenge

The client had an aggressive timeline from design to construction which become the one main challenges for this project.

## The PS&S Solution

In order to achieve the client aggressive timeline, PS&S worked closely with West Orange officials from conceptual design, design development and construction phase. Also, PS&S prepared construction documents including specifications in less than two months. The project was, however, put on hold and it was not issued for bid until February 2020 and construction was completed in November 2020. PS&S also helped the Township of West Orange with front-end documents such as bidders notice, checklist, forms, scope of contract, bidder information forms, contract, and supplemental conditions. During construction, PS&S assisted the Township and contractor by reviewing shop drawings and responding to RFI's.



# Edison Housing Authority Tennis and Basketball Court Improvements

**Location**

Edison, New Jersey

**Client**

Edison Housing Authority

**Client Type**

Public Works

**Discipline**

- Site Civil Engineering & Landscape Architecture

**Project Dates**

April 2023 - July 2024







## The Opportunity

The Edison Housing Authority (EHA) oversees the public housing communities of Robert E. Holmes Gardens and Julius C. Engel Gardens located in Edison, New Jersey. PS&S provided its Site Civil Engineering and Landscape Architecture services to EHA for the design of new tennis and basketball courts located adjacent to the Authority's administrative offices.

## The Challenge

The Edison Housing Authority's existing 14,000-square foot asphalt basketball courts were showing signs of wear from age and active use; rejuvenation of this amenity was crucial in providing an engaging recreation area to the community's residents and their guests. The basketball-exclusive configuration of the existing court layout limited the space's use to a single sport and it was evident to the PS&S design team that the community required an additional option for recreation.

## The PS&S Solution

PS&S Landscape Architecture team developed construction bid documents for brand new tennis and basketball courts along with specifying the associated site furnishings for spectators. In addition to the installation of new court fencing and sidewalk replacement to provide the residents with a more welcoming amenity space, improvements were implemented to upgrade the existing court lighting to energy-efficient LED lighting. An energetic blue and green color scheme was selected for the new court surface, which complements the spirit of the Edison Housing Authority's mission of dynamic public engagement. PS&S supported EHA with the bid support, construction administration and grant funding compliance. The project was completed in July, 2024.



# Degnan Park Baseball Field Improvements

Preparation of Construction Documents

**Location**

West Orange, New Jersey

**Client**

Township of West Orange

**Client Type**

Public Sector

**Project Date**

Completed on 7-01-2021







## The Opportunity

The Township of West Orange sought to improve their existing baseball grass field located at Degnan Park, 650 Pleasant Valley Way, West Orange, New Jersey. The project consisted of replacing the existing grass baseball field with a state-of-the-art artificial synthetic Turf Field baseball facility, with new dugouts, bullpen areas, backstop, scoreboard, outfield, and surrounding fencing, bleachers, and asphalt sidewalks. The proposed baseball field was designed using the National Federation of State High School Association (NFHS) Standards.

## The Challenge

The client had an aggressive timeline from design to permitting and construction which became the one main challenges for this project.

## The PS&S Solution

To achieve the client's aggressive timeline, PS&S worked closely with the Borough of West Orange officials from the conceptual design, design development, and construction phase. Also, PS&S staff was in constant communication with the artificial synthetic field manufacturer discussing the field layout, field markings, and the drainage system. As a result, PS&S prepared construction documents, including specifications, in less than three months, and the project was issued for bid in mid-October 2020.

PS&S also helped the Township of West Orange with the front-end documents such as bidders notice, checklist, forms, the scope of the contract, bidder information forms, contract, and supplemental conditions. During the bid process, PS&S secured the required permits for the project's construction. During construction, PS&S assisted the Township and contractor by reviewing shop drawings, responding to RFI's, and participating in construction meetings. PS&S also provided electrical engineering services to the team to help the projects with electrical conduit layout for wiring the receptacles for the pitching machine, future dugout lights, future security cameras and a new scoreboard.





where invention lives

WEST ORANGE

New Jersey





# *Scope of Services*

# Project Understanding





The Township of West Orange seeks qualified professionals to provide professional design services and construction administration for the reconstruction and enhancement of O'Connor Memorial Park. The Township intends to utilize HUD grant funding for the design, permitting, bidding, and construction of the project.

O'Connor Memorial Park serves as an important recreational and community hub, and the Township's proposed improvements are aimed at upgrading the facility to meet current recreational standards, enhance accessibility, and improve long-term resiliency.

The proposed scope includes rehabilitation and enhancement of the existing hockey rink, handball, pickleball, and basketball courts, installation of new perimeter fencing, bleachers, and walkways, stormwater management and drainage upgrades, and lighting retrofits to the existing Musco light poles. The project will also require careful coordination with HUD requirements.

PS&S has extensive experience delivering successful municipal parks, athletic facilities, and HUD-funded community improvement projects throughout New Jersey. Our in-house civil engineering, landscape architecture, and surveying teams have worked collaboratively on numerous municipal park projects, including the O'Connor Memorial Park Tennis Court Improvements completed in 2020 and the Edison Housing Authority's Basketball and Tennis Court Improvements completed in 2024. This recent experience provides our team with a strong familiarity with the site and the design expectations of the Township, as well as a proven track record of completing similar projects in full compliance with HUD and municipal standards.

# Project Approach *continued*

## PHASE 1: TOPOGRAPHIC & UTILITY SURVEY

PS&S will perform a partial topographic survey of the project area and 25' beyond using a combination of conventional on ground survey methods and Aerial mapping technology utilizing a Mavic 3 / Matrice 300 RTK drone, VRS and Static GPS (Global Positioning System). We will locate and provide elevations of all fixed property features. Such as but not limited to, existing buildings, concrete foundations, equipment, fence lines, utilities, protruding natural anomalies, and any other features or structures deemed to be permanent to the site.

The ground control network will be based on New Jersey State Plane Coordinate System established in 1983 (NAD83) and North America Vertical Datum of 1988 (NAVD88). The plan sheets will be created in AutoCAD format', 1 foot contour interval.

PS&S survey crews will also perform a survey of utilities within the project area and adjoining parking lot. We will make reasonable investigations concerning the location and size of underground utility lines on site. Where surface indications of the presence of such utilities are apparent, such features will be located on the plans. However, PS&S cannot be responsible to detect or locate buried utilities for which no surface indications are present, nor shall PS&S be responsible for the accuracy of information taken from records and drawings provided by others or locations marked out by utility companies.

## PHASE 2: PRELIMINARY DESIGN

The Preliminary Design Phase will establish the overall design direction for the O'Connor Memorial Park improvements and provide the Township and community with a clear visual understanding of the proposed enhancements. This phase is critical for gathering input and confirming that the project goals align with both the Township's objectives and community expectations before advancing into detailed design.

PS&S will coordinate closely with the Department of Engineering Division and Township officials to develop and refine design alternatives that address functionality, aesthetics, accessibility, and long-term maintenance.

### Scope of Services:

- Conduct a **Kickoff Meeting** and site walk to confirm the project program, site constraints, and opportunities.
- Review existing conditions of the **hockey rink, handball, pickleball, and basketball courts**, identifying opportunities for layout, surfacing, and drainage improvements.
- Evaluate **stormwater management and grading strategies** in accordance with the Township's May 2025 Stormwater Control Ordinance.
- Develop up to **three (3) color renderings** illustrating proposed improvements.
- Prepare **image boards and material palettes** to communicate design intent and finish selections.
- Incorporate **landscape and pedestrian circulation enhancements** for improved connectivity.
- Prepare a **preliminary engineer's estimate** of probable construction cost for review.
- Present the conceptual design and renderings at a **Public Presentation** to solicit feedback from community stakeholders.

# Project Approach *continued*

Upon completion of this phase, PS&S will provide the Township with:

- A **refined concept plan** incorporating feedback,
- A **summary of comments received**, and
- An **updated preliminary cost estimate** to guide the final design and bid document preparation.

**Meetings included: Three (3) meetings – Kickoff, Preliminary Design, and Public Presentation*

## PHASE 3: FINAL DESIGN & BID SUPPORT

The Final Design & Construction Documents Phase will translate the approved conceptual design into a complete, bid-ready package. This phase ensures that all technical details, permitting requirements, and HUD and Township standards are addressed so the project can proceed smoothly to bidding and construction.

PS&S will coordinate all design disciplines including civil engineering, landscape architecture, survey, and lighting design to prepare a fully integrated set of documents that are clear, accurate, and compliant with applicable regulations.

### Scope of Services:

- Prepare complete **construction drawings**, including but not limited to:
  - Cover Sheet & General Notes
  - Existing Conditions / Survey Control Plan
  - Demolition Plan (removals and staging)
  - Site / Layout Plan (improvements, limits of work, scope notes)
  - Grading & Drainage Plan (ensuring proper stormwater management based on gravity conveyance for storm sewers)
  - Soil Erosion & Sediment Control Plan (per Hudson-Essex-Passaic Soil Conservation District)
  - Construction Details (fencing, walkways, bleachers, lighting retrofits, stormwater management)
- Prepare **technical specifications** for construction, coordinated with the Township's front-end specifications and in compliance with the latest NJDOT requirements.
- Develop **final engineer's estimate** of probable construction cost.
- Prepare **Hudson-Essex-Passaic SCD** permit application and supporting plans. This scope of work is based on all application and permit fees being paid by the Owner.
- Coordinate and submit **HUD-required documentation** for bid clearance.
- Deliver all documents in **AutoCAD, PDF, and 20 hard copies** for bid.

# Project Approach *continued*

### Stormwater Management Design Strategy:

The New Jersey Department of Environmental Protection (NJDEP) adopted updated Stormwater Management Regulations effective July 17, 2023, requiring the implementation of Green Infrastructure (GI) Best Management Practices (BMPs) for qualifying projects. PS&S has assumed that the O'Connor Memorial Park Reconstruction Project will not trigger NJDEP or Township of West Orange Stormwater Management Ordinance requirements, and therefore GI design measures are not included in our base scope of work.

However, PS&S has prepared an add alternate to include the cost for geotechnical investigation and stormwater management design services in the event the project meets the criteria for Major Development (disturbing 0.5 acres or more). Should the project fall under this classification, Green Infrastructure design and supporting geotechnical services would be required, and these tasks can be authorized under the proposed add-alternate.

**Meetings included: One (1) Meeting – Final Design Review*

## PHASE 4: CONSTRUCTION ADMINISTRATION & INSPECTION SERVICES

The Construction Administration (CA) Phase ensures that the Township's design intent is fully realized during construction and that the project is completed on schedule and in accordance with the construction documents. PS&S will provide dedicated construction administration and full-time inspection services throughout the anticipated three (3) month construction period.

Our approach to construction administration emphasizes quality assurance and clear communication between the contractor and Township. PS&S's on-site presence and consistent communication with the Township will help prevent delays, manage unforeseen field conditions, and deliver a finished project that meets both community expectations project standards.

### Scope of Services

- **Bidding Support & Award Recommendation:**
  - Attendance at one (1) pre-bid meeting, responses to bidder inquiries, preparation of addenda (if required), and review of submitted bids.
  - A written bid analysis and recommendation of award will be provided to the Township following bid opening.
- **Pre-Construction Coordination**
  - Attend and lead the pre-construction meeting with the Township and Contractor.
  - Review submittals and shop drawings for conformance with contract documents.
  - Coordinate with vendors regarding lighting upgrades and field-installed equipment.

# Project Approach *continued*

- **Construction Observation & Documentation**
  - Provide **full-time on-site inspection services** to monitor contractor progress and compliance with plans and specifications.
  - Maintain a **daily inspection log** and photo documentation of construction activities.
  - Conduct periodic site meetings to address progress, schedule, and site conditions.
- **Contract Administration**
  - Review contractor payment applications and recommend approval to the Township.
  - Prepare and issue field directives, clarifications, and review change orders as required.
  - Respond to Requests for Information (RFIs) from the contractor.
- **Project Closeout**
  - Conduct final walkthrough with the Township and Contractor.
  - Prepare a punch list and verify completion of corrective work.
  - Review and approve final as-built drawings.
  - Provide **Certificates of Completion** for all project components.

# PS&S Project Assumptions And Exclusions

### Design Phase Assumptions:

1. Work is limited to those tasks specifically listed above.

2. Up to four (4) meetings are included in the Design Phases: Kickoff, Preliminary Design, Public Presentation, and Final Design Review. Additional meetings requested by the Township will be billed on a time-and-materials (T&M) basis at the hourly rates provided.

3. PS&S will prepare and submit the Soil Erosion and Sediment Control application to the Hudson-Essex-Passaic Soil Conservation District; application fees to be paid directly by the Township.

4. No environmental permitting (wetlands, flood hazard, or NJDEP land use permits) is anticipated or included.

5. The Township will provide front-end specifications and handle public advertisement of the bid.

### Design Phase Exclusions:

6. West Orange Planning Board submission.

7. Geotechnical Services; Off-site water, sewer, drainage, utility and roadway design services; Sanitary or storm sewer pump/lift station or siphon design services.

8. NJDEP Permitting Services.

9. Retaining wall engineering for walls above three (3) feet in height or supporting vehicular loads.

10. Environmental Impact Assessment.

### Construction Administration & Inspection:

1. PS&S has included standard bidding support services under the CA Phase (Phase 4), including attendance at one (1) pre-bid walkthrough meeting and assistance through award recommendation. Any additional bidding or rebid efforts requested by the Township will be billed on a T&M basis.

2. It is assumed that construction will occur over an anticipated three-month (approximately 60 working days) duration.

3. On-site inspection services are based on one (1) full-time inspector, working 8 hours per day, 5 days per week throughout this anticipated duration.

4. If construction extends beyond this timeframe or requires additional coverage, PS&S proposes to invoice the Township on a T&M basis using the hourly rates provided in the fee proposal.

5. Construction Surveying Services is excluded from this proposal.



where invention lives
WEST ORANGE
New Jersey





# *Project Schedule & Fee Proposal*

# Project Schedule & Fee Proposal

## Project Schedule

PS&S anticipates the following project schedule based on the scope of work outlined above and the anticipated requirements based on relevant project experience:

| Phase | Duration | Anticipated Timeline |
|---|---|---|
| **PHASE 1 –** TOPOGRAPHIC SURVEY | **3 weeks** | **Month 0 – 1** |
| **PHASE 2 –** PRELIMINARY DESIGN | **8 weeks** | **Month 1 – 3** |
| **PHASE 3 –** FINAL DESIGN & BID SUPPORT | **12 weeks** | **Month 3 – 5** |
| **PHASE 4 –** CONSTRUCTION ADMINISTRATION | **3 months** | **Months 6 – 9** |

## Fee Proposal

PS&S proposes to provide the consulting services described above for the following **lump sum fees**, broken out by **Design Phase Services and Construction Administration and Inspection Services:**

| Design Phase Services | Fee |
|---|---|
| **PHASE 1 –** Topographic Survey | $6,000 |
| **PHASE 2 & 3 –** Preliminary & Final Design | $71,000 |
| **SUBTOTAL – DESIGN PHASE SERVICES:** | **$77,000** |

| Add/ Alt - Design Phase Services | Fee |
|---|---|
| **PHASE 2 & 3 –** GI Stormwater Management Design & Geotechnical | $27,200 |

**Note:** *The add alternate fee includes Green Infrastructure stormwater management design and supporting geotechnical services as described in the Stormwater Management Design Strategy under Phase 3 – Final Design.*

| Construction Admin & Full-Time Inspection Services | Fee |
|---|---|
| **PHASE 4a –** Construction Admin with **Full-Time** Inspection Services | $112,000 |

**Note:** *Full-Time Inspection Services are based on one (1) inspector, working 8 hours per day,* **5** *days per week throughout the anticipated three-month construction period.*

| Add/Alt - Construction Admin & Part-Time Inspection Services | Fee |
|---|---|
| **PHASE 4b –** Construction Admin with **Part-Time** Inspection Services | $68,000 |

**Note:** *Part-Time Inspection Services are based on one (1) inspector, working 8 hours per day,* **2** *days per week throughout the anticipated three-month construction period.*

3 Mountainview Road
Warren, NJ 07059

Proposal/Contract No:
Date:

# SCHEDULE OF CHARGES & HOURLY RATES

## CHARGES FOR SERVICES

When PS&S is to be paid on the basis of time expended and expenses incurred on the Project, compensation shall be determined using the hourly rates. These rates are effective September 1, 2025, but may be reasonably modified on an annual basis (by written notice to Owner) thereafter by PS&S, depending on market conditions. PS&S reserves the right to add or modify title names within each established billing rate category on an annual basis (by written notice to Owner).

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

| Billable Hourly Rate | Title |
|---|---|
| $ 305 | Executive VP, SVP, VP, Sr. Project Executive |
| $ 280 | Sr. Director, Director, Lead Surveyor |
| $ 255 | Sr. Lead (Architect, Engineer, Landscape Architect, Planner, Project Designer, GIS Analyst), Sr. Project (Manager, LSRP), Scientific Leader, Sr. (CAD/BIM Manager, Construction Field Specialist), Project Controls Manager |
| $ 230 | Project Manager, Lead (Architect, Engineer, Landscape Architect, Planner, Project Designer, Project Scientist), Lead Project GIS Analyst, Sr. (Project Surveyor, Operations Analyst, LSRP), Construction Field Specialist, CAD/BIM Manager, Survey Crew Coordinator |
| $ 205 | Sr. Project (Architect, Engineer, Landscape Architect, Planner) Lead (Designer, GIS Analyst, Scientist), Lead Project CAD/BIM Technician, Sr. (Archaeologist II, Architectural Historian II, Surveyor), Project LSRP |
| $ 195 | Sr. (Architect, Engineer, Landscape Architect, Planner, Archaeologist, Architectural Historian), Sr. Project (Designer, GIS Analyst, Scientist), Lead (Construction Inspector, Project Controls Analyst, CAD/BIM Technician), Operations Analyst, Project Surveyor, LSRP |
| $ 185 | Sr. (Construction Inspector, Crew Chief), Project Coordinator |
| $ 182 | Project (Architect, Engineer, Landscape Architect, Planner), Sr. (Designer, Scientist, GIS Analyst), Sr. Project CAD/BIM Technician, Archaeologist III, Interior Designer, Principal Investigator, Surveyor, Survey Technician |
| $ 170 | Architect, Engineer, Landscape Architect, Planner, GIS Analyst, Project (Archaeologist, Designer, Scientist), Sr. (CAD/BIM Technician, Project Controls Analyst) |
| $ 160 | Crew Chief, Archaeologist/Architectural Historian II, Survey CAD Technician, Project Construction Inspector |
| $ 157 | Technical (Designer, Scientist), Project CAD/BIM Technician, Archaeologist/Architectural Historian I |
| $ 145 | Designer, Scientist, CAD/BIM Technician, Field Technician, GIS Technician |
| $ 130 | Project Controls Analyst, Sr. Administrative Support |
| $ 125 | Instrument Operator, Construction Inspector |
| $ 105 | Administrative Support, Technical Support |
| | **When survey field crew time is billed on a crew basis, the following rates apply (portal to portal):** |
| $ 310 | 2-person crew |
| $ 410 | 3-person crew |

| Billable Hourly Rate | Public Hearings |
|---|---|
| $ 375 | Court Appearances, Public Hearings, Expert Testimony, Preparation for Testimony |







# Project Team

# Team Organization Chart




**Project Manager**
Daniel Maher, RLA, ISA Certified Arborist

**Project Team**

**Site/Civil Engineering**
Craig Hermann, PE, PP, CME
Adolf Montana, PE, LEED AP
Lori Kapferer, PE

**Landscape Architecture**
Daniel Maher, RLA, ISA Certified Arborist
Patrick Alexander
Meghan Dunn

**Survey Services**
Brad Joshnick, PLS

Resumes for additional staff available upon request.

# Adolf Montana, PE, LEED AP

Director

Site Civil Engineering & Landscape Architecture

### Education

The City College of New York: B.E., Civil Engineering

### Credentials

Professional Engineer: New Jersey

LEED Accredited Professional

### Affiliations

American Society of Civil Engineers

Mr. Montana has over 25 years of experience related to multi-disciplinary infrastructure, residential, commercial and retail development projects. Mr. Montana is responsible for preparing engineering design and construction documents from initial inception through construction and is also responsible for acquiring regulatory agency approvals. He has extensive experience with due diligence, land grading, and drainage design and application and permit preparation. Mr. Montana is responsible for preparation of design calculations, plans and specifications as well as coordination with regulatory agencies. He has experience with AutoCad Civil 3D, Bentley Design Software, and other engineering programs as well as application and permit preparation.

### Relevant Experience

Rutgers Academic Building and Honors College – New Brunswick, NJ: Project Engineer responsible for preparing site layout, soil erosion measures, and drainage design as well as supporting stormwater management calculations for a 500-unit dormitory and an Academic Building with public green space for student use. Additional responsibilities include coordination with local, county, and state regulatory agencies, filing for necessary permits, and review of construction submittals and RFIs.

Four Seasons at Great Notch – City of Clifton and Borough of West Paterson, NJ: This project involved complete site plan design of an 800-unit development, which is proposed to be constructed on an abandoned 73-acre rock quarry. Responsibilities included development layout, roadway design, utility layout and design, and stormwater management. Also responsible for earthwork analysis calculations, storm and sanitary design calculations, pump station design and stream encroachment study.

The Pinnacle – Fort Lee, NJ: Engineer of record for the construction of a high-rise building with 129 luxury residential units on River Road, Fort Lee New Jersey. Responsibilities included preparing site layout, soil erosion measures, grading and drainage design and supporting stormwater management calculations, expert testimony, coordination with local, county, and state regulatory agencies, filing for necessary permits, and review of construction submittals and RFIs.

Le Jardin Hotel and Casino – Atlantic City, NJ: This project involved site design for a 1,000,000+ sf hotel and casino. Responsibility included development layout, roadway design, grading, storm and sanitary sewer design and calculation, and construction details. Mr. Montana was also responsible for the preparation of roadway baseline data, horizontal and vertical alignments, roadway profiles, and earthwork analysis. Duties also included the preparation of construction plans.

Sojo Hotel & Spa Club – Edgewater NJ: Engineer of record for the construction of 100 room hotel and spa on River Road in Edgewater. Responsibilities included preparing site layout, soil erosion measures, grading and drainage design and supporting stormwater management calculations, expert testimony, coordination with local, county, and state regulatory agencies, filing for necessary permits, and review of construction submittals and RFIs.

Monmouth Park Racetrack – Oceanport, NJ: Prepared site plans and permit applications related to CAFO regulations for the backstretch portion of the Monmouth Park Racetrack. The focus of the project was to update the aging sanitary and storm sewer infrastructure to meet current CAFO regulations related to the backstretch operations.

## Craig P. Hermann PE, PP, CME

Director

Site Civil Engineering & Landscape Architecture

### Education

Rutgers University, College of Engineering: B.S., Civil Engineering/1996

### Credentials

Professional Engineer: New Jersey

Professional Planner: New Jersey

Certified Municipal Engineer: New Jersey

Mr. Hermann has 27 years of design and regulatory experience in a wide variety of civil engineering projects related to pre-construction permitting and coordination, municipal infrastructure design, site development, urban redevelopment, roadway design, and recreational field design. Design tasks include site permitting, concept planning, utility design and layout, stormwater management design, horizontal and vertical roadway design, lot geometry and grading. 12 years of his career were spent working as a consulting engineer for various municipalities in New Jersey, where extensive experience was gained in the design of municipal infrastructure improvements as well as the municipal approval procedure, by acting as Board Consulting Engineer for various Boards in New Jersey resulting in a clear understanding of how to move a project through the municipal review process and the review and approval process for utilities and other jurisdictional agencies to construction. In addition, Mr. Hermann, having designed multiple recreational fields, has extensive experience in the design and permitting of natural and synthetic turf fields.

### Relevant Experience

New Building and Site Improvements at Independence Park – Newark NJ: Provided civil engineering and project management support for the project which included the redevelopment of portions of an existing park with a new community center with associated driveway, walkways and community recreational grove area and a synthetic turf recreational field. Services included the coordinating the site layout with the project architect and the design of grading and stormwater management improvements including green infrastructure BMPs to control stormwater runoff from the redeveloped portions of the park. PS&S was involved in the project from the conceptual stage for the community building through the design phase of the building, field and associated improvements, to performing construction administration services for the construction of the community building and associated improvements.

Rifle Camp Park Amphitheater Replacement Project – Passaic, NJ: Provided civil engineering support to the Landscape Architect for the preparation of construction plans for the replacement of an exiting amphitheater at the Passaic County Park. The scope of work included the grading design of the site to provide stadium type of seating, drainage design, and ADA parking stall and amphitheater access driveway design. The amphitheater was designed so as to be coordinated with the existing park pedestrian network and provides a space that will be utilized by the surrounding neighborhood for cultural events, performances, and community gatherings.

Gill St. Bernard's, Synthetic Turf Field – Peapack-Gladstone, NJ*: Prepared construction plans for the construction of a synthetic turf field for the school. The project included the removal of the existing natural turf field within a track and the installation of a synthetic turf field. The design included preparation of field layout plans, grading, a drainage plan that utilized existing stormwater management infrastructure including an existing above ground detention basin that required analysis and alterations in order to meet the NJDEP Stormwater and borough ordinance stormwater requirements. All permits to construct the field, including a soil erosion and sediment control plan certification were obtained. Coordinated with the contractor and agencies with jurisdiction and provided construction administration services from the start of construction to the final construction sign off.

*Work performed prior to joining PS&S

## Daniel Maher, RLA, ISA Certified Arborist

Senior Director, Landscape Architecture
Site Civil Engineering & Landscape Architecture

### Education

SUNY College of Environmental Science and Forestry: BLA, Landscape Architecture/2013

### Credentials

Registered Landscape Architect: New York

Licensed Landscape Architect: New Jersey

ISA Certified Arborist: New York

ISA Tree Risk Assessment Qualified

OSHA 10-Hour Construction Safety Certified

Transportation Worker Identification Credential (TWIC)

NYSDEC 4-Hour Erosion and Sediment Control (E&SC) Training Certificate

USDA Asian Longhorned Beetle Compliance Training

### Affiliations

American Society of Landscape Architects (ASLA)

International Society of Arboriculture (ISA)

New York State Arborists (NYSA)

Mr. Maher is a Registered Landscape Architect in New York and New Jersey and an ISA Certified Arborist. He has over 12 years of experience in site design and project development of residential, commercial, and urban design projects. His experience leading, supporting, and coordinating with colleagues has resulted in the successful development of projects from conceptual design through construction. Daniel has extensive experience in the field of arboriculture and has led projects on various scales ranging from individual tree risk assessments to large-scale infrastructure projects spanning miles and comprising over 5,000 trees. Daniel's experience in site inspection before, during, and at completion of projects, has developed a focus to technical details and solving complex design issues during construction, which have reduced change orders and schedule delays.

### Relevant Experience

Francis Lewis Park, Reconstruction of the Queens Approach to the Bronx-Whitestone Bridge - Queens, NY: Landscape Designer/ Arborist. Our firm provided Landscape Architectural and Arborist services for the reconstruction of the Queens approach to the Bronx-Whitestone Bridge. We designed landscape restoration for the approach right-of-way as well as the Francis Lewis Park playground and athletic courts which were impacted by the approach ramp reconstruction. Daniel developed construction documents including site plans, details, specifications, and cost estimate for the reconstruction of the handball and basketball courts. Daniel also performed construction inspections throughout the duration of the project and reviewed contractor submittals during planting and athletic court reconstruction.

Edison Housing Authority Tennis and Basketball Court Improvements – Edison, NJ: PS&S provided its Landscape Architecture services to Edison Housing Authority for the design of new tennis and basketball courts located adjacent to the Authority's administrative offices. Daniel led the Landscape Architecture team in the development of construction bid documents for new tennis and basketball courts, associated site furnishings, and upgraded existing court lighting. Our team supported EHA with the bid support, construction administration and grant funding compliance. The project was completed in July 2024.

Riverwalk Losee Park, Tarrytown, NY: Landscape Architect. The RiverWalk Extension at Losee Park is a pivotal addition to a larger network of interconnected public pathways along the Hudson River in Westchester County, NY. The design integrates innovative stormwater management solutions and living shoreline elements, featuring a vibrant mix of native rain gardens and live stake plantings. Key elements include the restoration of eroded riverside soil, an eight-foot-wide pathway, plaza overlooks, waterfront railings, lighting, site amenities, and pavements that seamlessly extend the aesthetic of the RiverWalk corridor. Daniel contributed to the project from conceptual design through the final construction documents and provided ongoing construction support, including oversight of SWPPP inspections.

## Patrick Alexander

Senior Designer
Site Civil Engineering & Landscape Architecture

### Education

SUNY College of Environmental Science & Forestry: Bachelor of Landscape Architecture/2018

### Affiliations

American Society of Landscape Architects

Sigma Lambda Alpha Landscape Architecture Honor Society

Mr. Alexander joined PS&S in August 2018 as a landscape architecture designer with the company's Site Civil Engineering department. Mr. Alexander's responsibilities include conceptual design, project research, technical drafting of landscape and lighting construction documents, 3D rendering and visualization, takeoffs and cost estimates, design detailing, and project presentation design. A selection of landscape design interventions with which he has professional experience covers both residential planting and commercial site landscape/hardscape design. Prior educational experience includes green belt planning, cultural landscape analysis, and designing for urban floodway sites.

### Relevant Experience

County of Essex, Independence Park – Newark, NJ: Provided landscape architectural design support for the addition of new soccer and softball fields to an existing Olmsted Brother's Park in Newark's Ironbound district.

New Building and Site Improvements at Independence Park – Newark, NJ: The Independence Park Improvements consists of the development of a new community building and re-establishing the community grove area, all located within the existing Independence Park. The site improvements provide vehicular and pedestrian directly from Adams Street as well as pedestrian access to the east by connecting the proposed sidewalks to the existing.

Passaic County, Rifle Camp Park Amphitheater Improvements – Woodland Park, NJ: Re-design of an existing amphitheater within a 225-acre Passaic County Park. Coordinated the specification of the canopy structure and stage design and provided landscape and lighting plans for the areas of improvement.

Trenton Battle Monument – Trenton, NJ: PS&S landscape architects, cultural resources staff and survey team recently supported R. A Sebring Architects in designing and gaining approvals for a program of plantings and other improvements to help revitalize this aging monument in downtown Trenton. The monument is listed on the National Register of Historic Places and is located atop an 18th century archaeological site, so our team needed to carefully consider effects on both above and below-ground historic resources. Our landscape architects approached the project using a light touch and focused on plantings that would require only shallow installation. By minimizing potential impacts to the monument, the archaeological site and surrounding historic districts, the team was able to design around all of the issues. In December our team won unconditional approval from the New Jersey Historic Preservation Office for this project.

Village of Westbury, Westbury Downtown Revitalization – Westbury, NY: Streetscape improvement landscape and lighting design for two main roadways through downtown Westbury. Hardscape improvements including new cast iron tree pits and planter boxes were proposed to beautify the Village's business district.

## Lori S. Kapferer, PE

Senior Project Engineer
Site Civil Engineering & Landscape Architecture

### Education

Lehigh University: B.S., Civil Engineering/1998

### Credentials

Professional Engineer: New Jersey and Pennsylvania

Ms. Kapferer has nearly 20 years of regulatory, design, and management experience from her work on a variety of civil engineering projects including hydrologic and hydraulic modeling, floodplain regulations compliance, stormwater design, environmental permitting, municipal consulting, and construction management for public agencies. She served for more than 10 years as a consulting engineer for several municipalities in Pennsylvania, where she performed land use plan reviews and worked with municipal clients to find solutions to floodplain and stormwater issues and comply with permit requirements. She has performed the following design tasks: stormwater management, erosion and sedimentation control, utility design and layout, culvert sizing, ADA ramps, parks layout and site grading. More recently, she performed construction inspection and administration on a 4-lane highway bridge replacement project over a railroad in northern New Jersey, ensuring that the construction adhered to contract documents and met state and federal funding requirements and she completed the hydrologic and hydraulic analysis in support of the preliminary engineering phase on a 13-mile highway widening project in southern New Jersey.

### Relevant Experience

Camden County Municipal Utilities Authority, Liney Ditch Park Green Infrastructure Improvements – Explored options for managing stormwater runoff from impervious surfaces at Liney Ditch Park and CCMUA Administration Building through the implementation of green infrastructure solutions. This project seeks to enhance the resilience of the existing stormwater system and is currently in the design phase.

Municipal Consulting – Performed consulting engineering for several municipalities in Lancaster and Chester Counties in Pennsylvania. Responsibilities included serving as municipal engineer at planning commission meetings, providing land development plan reviews to ensure conformance with local ordinances, and designing as park layouts, drainage improvements and culvert replacements. Drafted stormwater ordinance updates. Assisted municipal clients in adhering to permit requirements. Performed and evaluated floodplain and stormwater calculations in response to flooding issues. Conducted dam inspections in accordance with Pennsylvania Department of Environmental Protection Dam Safety requirements.

New York State Office of General Services, Jones Beach East Bathhouse Renovations. Served as a subconsultant to WXY. Completed grading, drainage, and utility design for pool deck and parking areas for historic bathhouse. Required significant coordination with clients and other design disciplines. Drafted the Stormwater Pollution Prevention Plan that was approved by NYDEC. Performed Construction Administration tasks including RFI responses and submittal reviews as well as construction phase design services.

Green Stormwater Infrastructure Program – Camden County Municipal Utilities Authority-Recommended green infrastructure practices within the street right-of-way in the City of Camden, NJ. Supported the Camden County Municipal Utilities Authority in NPDES Long Term Control Plan implementation to reduce Combined Sewer Overflows. Green infrastructure installations include curb extensions, tree trenches, rain gardens, and subsurface infiltration. Project is currently in the conceptual design phase.

## Brad Joshnick, PLS

Vice President
Survey Services

### Education

New Jersey Institute of Technology: A.S., Survey Technology/1995

### Credentials

Professional Land Surveyor: New Jersey

As a Director of Surveying, Mr. Joshnick is responsible for execution and supervision of surveying projects including boundary surveys for residential and commercial development, ALTA/ACSM Surveys, right-of-way acquisition, GIS applications, control for aerial photography, topographic and wetlands survey. He has substantial experience in subdivision design and layout, deed research, and map filing laws. Mr. Joshnick interfaces with other departments within PS&S and coordinates work of field crews and clients.

### Relevant Experience

Lincoln Park West – Jersey City, NJ: Prepared Topographic and Boundary Survey Map, including establishing Pierhead and Bulkhead line, Riparian Grant lines along the Hackensack River as well as re-established Route 1 & 9 right-of-way utilizing available maps from the State of New Jersey Department of Transportation.

Newport Park – Jersey City, NJ: Boundary and topographic survey of a 3-acre park connecting Washington Boulevard with the Hudson River. Responsible for all traverses and locations.

Pier C Park - Hoboken, NJ: Prepared the boundary and topographic survey in support of the design and environmental permitting.

Port Imperial – Weehawken, NJ: Responsible for preparation of subdivision plan for the Township of Weehawken sports park including preparation of plans in support of Waterfront Walkway Development permitting.

Giralda Farm Green Acres Boundary Survey – Responsible for all GPS, field traverse, and control networks for a boundary survey of 135 acres located in Chatham Township, Morris County, NJ.

Hudson County Golf Course – Jersey City, NJ: Prepare the boundary and topographic and bathymetric survey for the proposed golf course. Provide the survey support during permitting and construction phases.

Newport Park – Jersey City, NJ: Boundary and topographic survey of a 3-acre park connecting Washington Boulevard with the Hudson River. Responsible for all traverses and locations.

Saw Mill River Daylighting – Yonkers, NY: Supervised all survey field work related to Boundary topographic and utility base mapping, bathymetric survey of the confluence area to the Hudson River.

Harrah's Casino/Hotel – Atlantic City, NJ: Provided boundary and topographic survey for major expansion project, including additional casino floor space and a 415-room Hotel parTower. Provided stakeout of borings and test pits to assist geotechnical efforts. Set and monitored points along adjacent building to check for movement during construction.

October 9, 2025

**Via Electronic Mail (zcarballo@westorange.org)**

Township of West Orange
Department Engineering
25 Lakeside Avenue
West Orange, New Jersey 07052

Attn.: Zayibeth Carballo, Municipal Engineer
Director of Engineering

Re.: Township of West Orange, County of Essex, State of New Jersey
Professional Land Surveying & Engineering Services
Request for Proposals – O'Connor Memorial Park Reconstruction Project
Ellison Avenue (Block 172, Lot 29.02)
Surveying, Engineering, Permitting, and Construction Support Services
Our File No.: Proposal SCE-P14706.011

Dear Ms. Carballo:

**SUBURBAN CONSULTING ENGINEERS, INC.** (SCE) is pleased to provide the following proposal to the Township of West Orange (Township) for Surveying, Engineering, Permitting, Construction Administration, and Optional Construction Observation Services in response to the Request for Proposals (RFP) associated with the O'Connor Memorial Park Reconstruction Project, located in the Township of West Orange, County of Essex, State of New Jersey. All services for this project will be performed under the direct supervision of a State of New Jersey licensed Professional Engineer (PE) or Professional Land Surveyor (PLS) for each respective discipline.

**Project Understanding**

SCE understands the Township is seeking proposals for the necessary improvement plans, specifications, and bid documents for improvements at O'Connor Memorial Park. The Township intends to improve the park by utilizing U.S. Department of Housing and Urban Development (HUD) grant funds for the design, permitting, bidding, and construction of the project. Based on the Proposed Improvements Exhibit provided with the RFP, it is understood that the improvements to O'Connor Memorial Park will include the following:

- Reconstruct the existing hockey rink with new foundation and perimeter dasher boards.
- Reconstruct the handball and basketball courts using post tension concrete pads. One (1) handball court will be replaced with a new pickleball court.
- Provide a new 5-row bleacher on a concrete pad for the hockey rink to replace the existing bleacher in kind.
- Retrofit the existing sport lights with new LED fixtures at the handball courts.

- Reconstruct the existing hot mixed asphalt (HMA) walkway connecting the handball and basketball courts and the hockey rink.
- Relocate the existing scoreboard for the hockey rink.

***It is understood that there are no anticipated improvements scheduled for the existing tennis courts, baseball, softball and soccer fields, and the existing parking lot.***

**Scope of Services**

**1. <u>Land Surveying Services</u>**

SCE will provide a Topographic Survey including additional topography at least 10-feet from the northerly and westerly side of the hockey rink, handball, and basketball courts.

SCE's in-house survey crew personnel will be mobilized to the site and will utilize state-of-the-art survey equipment including, but not limited to GPS and robotic stations to conduct site survey of the property in question. Field Survey will include the measurement and field locating of site improvements found on site. SCE will perform all work within New Jersey State Plane Coordinate System (NAD-83(2011) / NAVD-88).

***SCE will coordinate with the Township for utility mark-outs and available reference documentation. On-site and off-site utilities will be investigated as readily accessible based on the project site conditions. It is the responsibility of the Township, prior to SCE mobilizing, to ensure all relevant utility structures can be opened and are clear of any debris to obtain necessary measurements within the structures. SCE will make a reasonable attempt to access each structure, within the project limits, during the field survey and if any issues are encountered, they will be noted accordingly on the survey.***



***Proposed Survey Limits***

SCE will download all collected data and place in AutoCAD for preparation of mapping. The Topographic Survey will be prepared and drafted at an appropriate scale showing all collected field data, including any/all improvements within the project area. Topography will be depicted at 1-foot contour intervals with appropriate spot grade elevations. SCE will depict the location of underground utilities within the project area based on existing markout as well as the visible surface structures and review of previously available mapping provided to SCE. Available utility information will be identified and noted at both surface and subsurface level. SCE will utilize AutoCAD Civil 3D design software to map and model the existing conditions of the site.

The Topographic Survey will be prepared in accordance with N.J.A.C. 13:40-5.1 "Land Surveyors; Preparation of Land Surveys" and prepared at an appropriate scale to depict the site improvements.

SCE will submit an electronic AutoCAD Civil 3D file and one (1) hard copy of the existing plans conditions/survey to the Township.

***It should be noted that Boundary Survey services are not included as part of this project.***

**2. Civil Engineering Services**

*Concept Plan Development & Renderings*
Upon completion of the Topographic Survey, SCE will coordinate and attend a project kick-off meeting with the Township to review the project scope, schedule, and budget. SCE also anticipates receiving copies of all available documentation related to the site including previous plans, specifications, permits, and other documents.

SCE will develop a maximum of three (3) color renderings for the overall proposed improvements to the park based on the discussions held during the project kick-off meeting. SCE will review the renderings developed with the Township and, upon approval, begin design.

*Park Design*
Design of the park facilities improvements will include the hockey rink, handball and basketball courts, perimeter fencing, retrofitting of existing Musco lights, HMA walkway, and relocation of scoreboard based on the approved concept plan.

Stormwater management and site drainage improvements will be designed in accordance with the current New Jersey Department of Environmental Protection (NJDEP) Stormwater Management Regulations and the Township stormwater management ordinance. However, since the project improvements include reconstruction of existing features and no increase in impervious surface, it appears that no additional stormwater management design is required at this time. ***It should be noted, however, that there are proposed NJDEP stormwater management rule revisions anticipated for some time in 2026 which may impact this design. If the rules***

***are updated prior to completion of the design, SCE will provide a contract amendment to the Township for the additional design effort required to address the new rules.***

SCE anticipates that the construction plan set will include the following drawings:

- Cover Sheet with Key Map and List of Drawings;
- Existing Conditions and Demolition Plan Sheet;
- Construction Plan Sheet;
- Grading and Drainage Plan Sheet;
- Soil Erosion and Sediment Control Plan, Notes, and Details Sheets; and
- Construction Details Plan Sheets.

SCE will prepare technical specifications based on the current New Jersey Department of Transportation (NJDOT) Standard Specifications for Road and Bridge Construction including all baseline document changes. These technical specifications will be amendments and supplements to the standard NJDOT specification. SCE anticipates that the Township will provide their standard administrative (front end) specifications to be combined with the technical specifications to create the overall specification booklet. If the Township is not able to provide a set of administrative specifications, SCE will prepare a set of these specifications for review and approval by the Township.

SCE will provide an itemized Engineer's Estimate of the Probable Construction Cost at each phase of the project based on the design plans. Unit costs will be derived from recent public bids for similar projects of the same size. A final estimate will be provided with the final bid documents.

In addition to the project kick-off meeting noted above, SCE will be available for two (2) progress meetings with Township Officials during Preliminary Design and Final Design. SCE will attend one (1) additional meeting for a public presentation before the Township Council prior to the completion of the final design.

***Any additional meetings requested will be invoiced at the rates provided in the Fee Structure or based on a contract amendment to be provided to the Township upon request.***

*Soil Erosion and Sediment Control Certification*
Since the project will disturb greater than 5,000 square feet of exposed soil, a Soil Erosion and Sediment Control Certification will be required from the Hudson-Essex-Passaic Soil Conservation District. SCE will prepare the application and required attachment for this permit and submit it on behalf of the Township.

In addition, since the project will create an area of disturbance greater than one (1) acre, an NJDEP 5G3 Permit for Stormwater Discharge During Construction will be required. Upon receipt of the SCS certification, SCE will apply for the 5G3 permit on behalf of the Township. This application is on-line, and the fee will be invoiced directly to the Township by the NJDEP.

***It is understood that permit application fees are the responsibility of the Township and have not been included in our fee.*** If it is determined that the scope of the project needs to be changed resulting in a need for additional permitting services, SCE will provide a contract amendment to the Township identifying the additional permits required.

*U.S. Department of Housing & Urban Development Coordination*
Since the project is being funded by HUD, SCE will coordinate with HUD on behalf of the Township for review and approval of the construction documents prior to bidding. SCE anticipates that the Township will provide copies of the grant paperwork to SCE to review and include any necessary information in the project specifications.

*Bid Phase Services*
***Based on the RFP, SCE anticipates that public advertising and public bidding of the project will be administered by the Township.***

SCE will provide twenty (20) copies of the construction plans and construction specifications to the Township for use in advertising and bidding the project. Bid documents will also be provided in AutoCAD format and as PDF files.

## 3. Construction Administration Services

Based on the scope of the improvements noted above, SCE anticipates a construction duration of approximately ninety (90) days. If authorized by the Township, SCE is prepared to provide the services outlined below based on full-time observation per the RFP:

- Coordinate and attend a pre-construction kickoff meeting with the Township, the selected Contractor, and any other required attendees. As part of this task, SCE will prepare a meeting agenda, chair the meeting, prepare minutes of the meeting, and distribute the minutes to all attendees within three (3) days of the meeting.
- Periodic construction progress meetings during the course of construction. For the purposes of this proposal, SCE anticipates a total of six (6) progress meetings. SCE will prepare and distribute minutes to each meeting.
- Review shop drawings and submittals.
- Review and respond to requests for information (RFI's) from the Contractor.
- Advise Township on project progress through regular communication and inspection reports.
- Review all Contractor payment requests and make recommendations to the Township for payment.
- Upon completion of the construction, perform a final punch list inspection and provide a punch-list of items to be corrected. Once the Contractor has addressed the punch list, SCE will perform a final inspection.

- Complete a final closeout of project including review of Contractor closeout documents.
- Make recommendations to Township for acceptance of the work and certification of completion.

**Expenses**
Anticipated expenses in the amount of $1,400 for this project are included in the fees outlined below.

**4. CONSTRUCTION OBSERVATION (OPTIONAL)**

If requested by the Township, SCE will provide full time on-site construction observation for the duration of the construction activities. The Observer will complete daily observation reports noting activity occurring that day including photographs. Observation reports will be forwarded to the Township on a weekly basis. For the purposes of this proposal, ***SCE has included 640 hours of observation based on an estimated construction duration of 120 calendar days.***

***Please note that SCE does not feel that full-time observation of the construction project is warranted for this type of project. SCE typically provides targeted part-time observation focused on all critical phases of the work including stormwater management, underground construction, and other critical items. Based on this, SCE has provided a separate optional cost for part-time observation based on the estimated construction duration of 120 calendar days, and an average of 16 hours per week.***

**Fee Proposal**

SCE proposes to provide the above referenced scope of services for the following fees. Invoicing for this project will summarize services provided in accordance with the Phase Level fee limits indicated below.

| | | | |
|---|---|---|---|
| 1. | Land Surveying Services | **Lump Sum Fee** | **$ 4,125** |
| 2. | Civil Engineering Services | **Lump Sum Fee** | **$ 43,200** |
| | | **SUB-TOTAL FEE** | **$ 47,325** |
| 3. | Construction Administration Services | **Lump Sum Fee** | **$ 19,600** |
| **OPTIONAL SERVICES:** | | | |
| 4. | Full-Time Construction Observation Services | **Estimated Fee** | **$ 85,200** |
| 5. | Part-Time Construction Observation Services | **Estimated Fee** | **$ 33,200** |

**Project Schedule**

SCE understands it is the intent of the Township to advertise for bids by Summer/Fall 2026 with construction in Fall 2026. SCE will commence services within two (2) weeks of receipt of the fully executed proposal or agreement. It is assumed that all project phases and tasks as described above will be performed consecutively, with no significant project schedule delays. The project schedule is dependent upon timely Township responses and if applicable, weather conditions for fieldwork and governing agency review periods. A significant project schedule delay may result in an adjustment to our fees or issuance of a new proposal for the remaining scope of work to be completed. SCE will communicate with the Township regularly regarding the project schedule.

**Services Not Included Unless Authorized**

It should be noted that our fee is based on the specific scope of services as explained above. Additional services and items may be determined to be required during the course of the project that have not been included in our fee proposal. If additional services are required, SCE will provide a contract amendment outlining those services and additional fees and submit it to the Township for approval. Services and items which have not been included or made part of this proposal include but are not limited to the following:

- Additional Surveying services that are not specifically noted above.
- Design services not specifically noted in the scope of services above.
- Environmental investigation and NJDEP permits.
- Permit application fees.
- Freshwater wetland investigations or permits.
- Additional meetings not specifically noted in the scope of services above.
- Review agency required revisions.
- Any services not specifically noted in the scope of services above.

**Fee Structure**

SCE will utilize the following fee structure for the scope of services as outlined above:

- Principal/Project Officer $195/hour
- Senior Project Manager $190/hour
- Project Manager $185/hour
- Senior Project Licensed Professional $175/hour
- Project Licensed Professional $165/hour
- Licensed Professional $155/hour
- Senior Project Coordinator $175/hour
- Project Coordinator $165/hour
- Senior Designer/Senior Survey Analyst $140/hour
- Designer/Survey Analyst $130/hour
- Senior Environmental Scientist $135/hour
- Environmental Scientist $130/hour

- Senior Project GIS Analyst $150/hour
- Project GIS Analyst $140/hour
- GIS Analyst $135/hour
- Senior GIS Technician $125/hour
- GIS Technician $115/hour
- Senior GIS Project Coordinator $140/hour
- GIS Project Coordinator $135/hour
- Senior Observer $135/hour
- Observer $125/hour
- Senior Technician $120/hour
- Technician $110/hour
- Project Administrator $125/hour
- Administrative Support $75/hour
- Equipment Unit Cost
    - Unmanned Aerial Systems / Remotely Operated Vehicle $150/hour
    - Robotic/LiDAR $50/hour
    - GPS $25/hour
    - Environmental Injection Pump & Equipment $150/day
- Reimbursable expenses may include but are not limited to printing / reproduction, mileage, parking and tolls, overnight postage, messenger fees, certified mailings, certified property owners list, uniformed traffic protection, permit applications, and associated filing or recording fees.
- Any third party incurred reimbursable expenses and/or subconsultant fees will be invoiced at SCE's cost plus 15%.
- Mileage will be billed in accordance with Federal prevailing rate.

**Standard Contract Terms & Conditions**

In accordance with the above information, Client agrees to the following:

*Standard of Care*
SCE shall perform all services in accordance with the degree of skill and care ordinarily used by competent practitioners of the same professional discipline when performing similar services under similar circumstances, taking into consideration applicable state requirements and project site conditions.

*Termination of Contract*
Client may terminate this Agreement with seven days prior written notice to SCE for convenience or cause. SCE may terminate this Agreement for cause with seven days prior written notice to Client. Failure of Client to make payments when due shall be cause for suspension of services or, ultimately, termination, unless and until SCE has been paid in full all amounts due for services, expenses, and other related charges.

*Hazardous Environmental Conditions*
It is acknowledged by both parties that SCE's Scope of Services does not include any services related to the remediation at the site of asbestos, PCBs, petroleum, hazardous waste, or radioactive materials. Client acknowledges that SCE is performing professional

services for Client and SCE is not and shall not be required to become an "arranger", "operator", "generator", or "transporter" of hazardous substances, as defined in the Comprehensive Environmental Response, Compensation, and Liability Act of 1990 (CERCLA).

*Ownership of Documents*
All documents prepared or furnished by SCE pursuant to this Agreement are instruments of SCE's professional service, and SCE shall retain an ownership and property interest therein. SCE grants Client a license to use instruments of SCE's professional service for the purpose of constructing, occupying, and maintaining the Project. Reuse or modification of any such documents by Client, without SCE's written permission, shall be at Client's sole risk, and Client agrees to indemnify and hold SCE harmless from all claims, damages, and expenses, including attorneys' fees, arising out of such reuse by Client or by others acting through Client.

*Indemnification*
To the fullest extent permitted by law, Client and SCE each agree to indemnify the other party and the other party's officers, directors, partners, employees, and representatives, from and against losses, damages, and judgments arising from claims by third parties, including reasonable attorneys' fees and expenses recoverable under applicable law, but only to the extent they are found to be caused by a negligent act, error or omission of the indemnifying party, or any of the indemnifying party's officers, directors, members, partners, agents, employees, or sub-consultants in the performance of services under this Agreement. If claims, losses, damages, and judgments are found to be caused by the joint or concurrent negligence of Client and SCE, they shall be borne by each party in proportion to its negligence.

*Force Majeure*
Neither party shall be deemed in default of this agreement to the extent that any delay or failure in the performance of its obligations results from any cause beyond its reasonable control and without its negligence.

*Dispute Resolution*
Client and SCE agree that they shall first submit any and all unsettled claims, counterclaims, disputes, and other matters in question between them arising out of or relating to the agreement to mediation in accordance with the Construction Industry Mediation Rules of the American Arbitration Association, effective as of the date of this agreement.

*Use of Electronic Media*
Documents that may be relied upon by Client are limited to those that are signed or sealed by SCE. Unsigned files in electronic media format or text, data, graphic, or other types that are furnished by SCE to Client are only for convenience of Client. Any conclusion or information obtained or derived from such electronic files will be at the user's sole risk. When transferring documents in electronic media format, SCE makes no representations as to long-term compatibility, usability, or readability of documents

resulting from the use of software application packages, operating systems, or computer hardware differing from those in use by SCE at the beginning of this assignment.

*Estimated Fee(s)*
Any estimated fee(s) provided above, is/are based on several assumptions for the scope of services provided in this proposal relative to project unknowns. If it is determined that there is a significant change of conditions that was not anticipated, SCE will notify the Client prior to exceeding the contract amount to address the changes associated with the project and to establish an acceptable course of action needed to complete the scope of services.

*Bid Phase Services*
If this Agreement provides for any bid phase services by SCE, it is understood that any bid phase services described herein are associated with one (1) contract and one (1) bid period. Should the Client direct the project to be bid and constructed under multiple contracts or should the bid process fail to result in a successful contract award requiring the need to rebid the project, SCE's services associated with multiple contracts or re-bidding any contract (original or revised) will be offered under a contract amendment to SCE's scope of services. Additionally, it is assumed that Bid Phase Services will commence upon conclusion of final design/contract document preparation, with no significant project delays. Significant project delays may result in a fee adjustment to our services.

*Construction Phase Services*
If this Agreement provides any construction phase services by SCE, it is understood that the Contractor, not SCE, is responsible for the construction and schedule adherence of the project, and that SCE is not responsible for the acts or omissions of any Contractor, subcontractor, or material supplier; for safety precautions, programs, or enforcement; or for construction means, methods, techniques, sequences, and procedures employed by the Contractor. It is the Owner's responsibility to advise their Contractor of these terms. Additionally, it is assumed that Construction Phase Services will commence upon conclusion of the Bid Phase services, with no significant project delays. Significant project delays may result in a fee adjustment to our services.

*Opinions of Cost*
When included in SCE's Scope of Services, opinions or estimates of probable construction cost are prepared on the basis of SCE's experience and qualifications and represent SCE's judgment as a professional generally familiar with the industry. However, since SCE has no control over the cost of labor, materials, equipment, or services furnished by others, over Contractor's methods of determining prices, or over competitive bidding or market conditions, SCE cannot and does not guarantee that proposals, bids, or actual construction cost will not vary from SCE's opinions or estimates of probable construction cost.

*Professional Responsibility*
SCE represents that the services shall be performed, within the limits prescribed by Client, in a manner consistent with the level of care and skill ordinarily exercised by other professional consultants under similar circumstances. No other representation to Client,

expressed or implied, and no warranty or guarantee is included or intended in this Agreement, or in any report, opinion, document, or otherwise. For any damage caused by professional negligence including errors, omissions, or other professional acts, including unintentional breach of contract by SCE, its employees, agents, or subcontractors, SCE's liability and that of its employees, agents, and subcontractors is limited to SCE's total compensation paid under the contract. In no event shall either Client or SCE be liable for consequential damages, including, without limitation, loss of use or loss of profits, incurred by one another or their subsidiaries or successors, regardless of whether such damages are caused by breach of contract, willful misconduct, negligent act or omission, or other wrongful act of either of them.

*Right of Entry*
Client grants to SCE, and, if a project site is not owned by Client, warrants that permission has been granted for a right of entry from time to time by SCE, its employees, agents, and subcontractors upon the project site for the purpose of providing the Services. Client recognizes that the use of investigative equipment and practices may unavoidably alter existing site conditions and affect the environment in the area being studied.

*Statute of Limitations*
The parties agree that any action relating to an alleged breach of the Agreement shall be commenced within one (1) year of the date of the breach, without regard to the date the breach is discovered. Any action not brought within that one-year time period shall be barred, without regard to any other limitations period set forth by law or statute.

*Employee Recruitment Prohibition*
For the term of this Agreement and for a period of six (6) months thereafter, Client shall not endeavor to solicit or induce any SCE employee(s) to leave their employment. It is noted that the SCE's workforce is comprised of experienced, skilled, trained, and educated professionals and technicians and the loss of such resources creates a significant burden on the business operation.

**Billing Schedule**

Invoices will be provided monthly based on the Fee Proposal referenced above. Payment is due within fifteen (15) days from receipt of invoice. A 1-1/2 percent per month late charge will be applied for all past due invoices. Amounts not paid when due may be referred for collection and mechanic's lien rights may be exercised, with all costs, including reasonable attorney fees, charged to Client. Both parties understand that work will be stopped if account is not current; deliverables will not be furnished if account is past due.

For approved Estimated Fees, time spent will be invoiced on an hourly basis up to the contract amount and will reflect employee time charges including comments for services performed. In the event we anticipate exceeding the approved fees, we will contact the

Client for authorization to proceed. If the Client elects not to proceed, we will invoice for services completed to date.

For approved Lump Sum Fees, invoices will reflect a percent complete and will not include employee time or expense details. Each invoice will be prepared to reflect work completed to date on the project.

If this proposal meets with your approval, please sign below and return one (1) copy to my office. Alternatively, if a purchase order is to be issued, please reference the SCE proposal number (SCE-P14706.011) and date in order to properly document authorization. We shall consider an appropriately executed copy of this letter or purchase order as our formal contract and authorization to proceed. Please note that the fees stated in this proposal are valid for thirty (30) days from the date of this correspondence. If you have any questions regarding this proposal, please do not hesitate to contact me.

Very truly yours,
**SUBURBAN CONSULTING ENGINEERS, INC.**

By: _____
Joseph D. Perello, LLA, RLA, ASLA, PP, Vice President

Accepted this _____ Day of _____ 20_____

By: _____

_____ (Printed Name & Title)

Enclosures ***Evidence of Insurance***

# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 2/21/2025

**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**<br>Dale Group<br>PO Box 6<br>Florham Park NJ 07932 | **CONTACT NAME:** Tina Taran<br>**PHONE (A/C, No, Ext):** 973-377-7000 **FAX (A/C, No):** 973-377-4614<br>**E-MAIL ADDRESS:** tinat@dalegroup.com |
| **INSURED** SUBUR-7<br>Suburban Consulting Eng. Inc.<br>96 Hwy RT 206 Suite 101<br>Flanders NJ 07836 | **INSURER(S) AFFORDING COVERAGE** / **NAIC #**<br>**INSURER A :** Continental Casualty Company 20443<br>**INSURER B :** Valley Forge Insurance Company 20508<br>**INSURER C :** The Continental Insurance Company Of New Jersey 42625<br>**INSURER D :** National Fire Insurance Company of Hartford 20478<br>**INSURER E :**<br>**INSURER F :** |

**COVERAGES** **CERTIFICATE NUMBER:** 1868163372 **REVISION NUMBER:**

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

| INSR LTR | TYPE OF INSURANCE | ADDL INSD | SUBR WVD | POLICY NUMBER | POLICY EFF (MM/DD/YYYY) | POLICY EXP (MM/DD/YYYY) | LIMITS | |
|---|---|---|---|---|---|---|---|---|
| A | X **COMMERCIAL GENERAL LIABILITY**<br>[ ] CLAIMS-MADE [X] OCCUR<br>X Contractual Liab<br>GEN'L AGGREGATE LIMIT APPLIES PER:<br>[ ] POLICY [X] PRO-JECT [ ] LOC<br>[ ] OTHER: | Y | Y | 7018338493 | 2/24/2025 | 2/24/2026 | EACH OCCURRENCE<br>DAMAGE TO RENTED PREMISES (Ea occurrence)<br>MED EXP (Any one person)<br>PERSONAL & ADV INJURY<br>GENERAL AGGREGATE<br>PRODUCTS - COMP/OP AGG<br>$ | $ 1,000,000<br>$ 100,000<br>$ 15,000<br>$ 1,000,000<br>$ 2,000,000<br>$ 2,000,000<br>$ |
| D | **AUTOMOBILE LIABILITY**<br>X ANY AUTO<br>[ ] OWNED AUTOS ONLY [ ] SCHEDULED AUTOS<br>X HIRED AUTOS ONLY [X] NON-OWNED AUTOS ONLY | Y | Y | 7018333701 | 2/24/2025 | 2/24/2026 | COMBINED SINGLE LIMIT (Ea accident)<br>BODILY INJURY (Per person)<br>BODILY INJURY (Per accident)<br>PROPERTY DAMAGE (Per accident)<br>$ | $ 1,000,000<br>$<br>$<br>$<br>$ |
| A | X **UMBRELLA LIAB** [X] OCCUR<br>**EXCESS LIAB** [ ] CLAIMS-MADE<br>[ ] DED [X] RETENTION $ 10,000 | Y | Y | 7018333729 | 2/24/2025 | 2/24/2026 | EACH OCCURRENCE<br>AGGREGATE<br>$ | $ 10,000,000<br>$ 10,000,000<br>$ |
| B | **WORKERS COMPENSATION AND EMPLOYERS' LIABILITY** Y / N<br>ANYPROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? N<br>**(Mandatory in NH)**<br>If yes, describe under DESCRIPTION OF OPERATIONS below | N / A | | 7018333715 | 2/24/2025 | 2/24/2026 | X PER STATUTE [ ] OTH-ER<br>E.L. EACH ACCIDENT<br>E.L. DISEASE - EA EMPLOYEE<br>E.L. DISEASE - POLICY LIMIT | <br>$ 1,000,000<br>$ 1,000,000<br>$ 1,000,000 |
| C<br>C | Professional Liab<br>Pollution Liability | | | AEH004316497<br>AEH004316497 | 2/24/2025<br>2/24/2025 | 2/24/2026<br>2/24/2026 | Claim/Occurence<br>Aggregate | $5,000,000<br>$5,000,000 |

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

Evidence of Insurance

**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**



**© 1988-2015 ACORD CORPORATION. All rights reserved.**

**260-25**
**November 24, 2025**

**R E S O L U T I O N**

**WHEREAS,** on November 21, 2024 the Township received five bids for the Vincent's Pond Walkway Improvement Project; and

**WHEREAS,** after the review of the bid submissions, it was found that the bid submissions exceeded the Township's appropriations for goods and services; and

**WHEREAS,** by letter dated January 14th, 2025, the Department of Engineering requested that bids be rejected, bid specifications modified and re-bid; and

**WHEREAS,** by Resolution No. 30-25, the Township Council approved the request for the rejection of bids; and

**WHEREAS,** on May 30th, 2025, the Department of Environmental Protection approved a Green Acres funding award grant for the Vincent Pond Improvements; and

**WHEREAS,** the Township desires to re-bid the Vincent's Pond Walkway Improvement Project; and

**WHEREAS,** the Township requires Professional Engineering Services for the design phase and bid phase; and

**WHEREAS,** the Township solicited a proposal from CME Associates for Professional Engineering Services to re-design the Vincent's Pond Walkway Improvements project; and

**WHEREAS,** CME Associates submitted a proposal dated November 6th, 2025 in the amount of $10,000.00; and

**WHEREAS,** by letter dated November 13th, 2025 the Township Engineer recommends that a professional services contract be awarded to CME Associates, 1460 Route 9 South, Howell, NJ 07731 for design phase services and bid phase services as outlined in their proposal; and

**WHEREAS,** CME Associates responded to the Township's Request for Qualifications for Professional Services for 2025; and

**WHEREAS,** sufficient funds exist for the services outlined in the proposal of CME Associates; and

**WHEREAS,** the Township Council concurs in the foregoing.

**NOW THEREFORE BE IT RESOLVED** by the Township Council of the Township of West Orange, New Jersey that a professional services contract be awarded to CME Associates to provide professional engineering services for the Vincent Pond Walkway Improvements Re-Design project for an amount not to exceed $10,000.00.

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

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

**Joe Krakoviak, Council President**

**Adopted: November 24, 2025**

**I hereby certify funds are available from:**

**ACCOUNT NO.**
**Capital Budget 2022**
**03-2704-22-0400-070**
**$10,000.00**

**John Ditinyak, Chief Financial Officer**

Consulting & Municipal ENGINEERS

260-25

1460 Route 9 South
Howell, NJ 07731
732.462.7400
www.cmeusa1.com

November 6, 2025

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

Attn: Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Municipal Engineer

**Re: Estimate of Fees for Professional Engineering Services**
**Vincent Pond Walkway Improvements Re-Design**
***Township of West Orange, Essex County, NJ***
***Proposal No. 2025-010***

Dear Ms. Carballo:

CME Associates is pleased to present our fee estimate for the design and bid phase services for the Vincent Pond Walkway Improvements. It is our understanding that the Township would like to re-design the walkway to propose a porous material to meet NJDEP regulations. The scope of work included under this proposal will be to revise the drawings and specifications to accommodate the additional requirements and re-bid the project.

With this being said, our office anticipates the following scope of work:

## A) Design Phase Services

The work in this phase will involve revisions to the plans and bid documents for the public bid process for the project.

Work in this phase will involve but not be limited to the following:

1. Revisions to the construction plans as may be necessary to provide additional design requirements for the paving of the walkway; and,
2. Revision of the Specifications to accommodate the construction plans revisions.

## B) Bid Phase Services

This phase will include the following services to publicly bid the project in accordance with the Local Public Contracts Law:

1. Provide the Township with 20 copies of bid documents for prospective bidders as needed.
2. Coordinate with the Township, as needed.

**Summary of Fee Estimates**

We will provide the necessary engineering services as described above based upon the following lump sum prices:

A) Design Phase Services ..... $7,500.00

B) Bid Phase Services ..... $2,500.00

**Total Fee Estimate (Lump Sum) ..... $10,000.00**

The above fee estimates are based on information provided to us by the Township. Should the scope of the project change requiring additional professional fees, we will detail same in writing and seek authorization prior to proceeding.

**Exceptions:**

- Any work not specified as listed in the above phases shall be considered additional services and will be invoiced at the time said work is authorized by the Township.

Should this fee estimate meet your approval, please provide our office with a professional services agreement or resolution as an indication of the work to proceed. In the meantime, should you have any questions concerning this matter, please do not hesitate to contact this office.

Very truly yours,

**CME Associates**

Trevor J. Taylor, PE, PP, CME, CFM
*For the Firm*

TT/AB

260-25

# TOWNSHIP OF WEST ORANGE
# DEPARTMENT OF ENGINEERING

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

30-25

**SUSAN McCARTNEY**
*Mayor*

**ZAYIBETH CARBALLO**
*Director/ Municipal Engineer*

Tel/Fax: (973) 325-4160

Email:engineering@westorange.org

January 14, 2025

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

RE: **RESOLUTION AUTHORIZING REJECTION OF BIDS RECEIVED FOR LAKE VINCENT WALKWAY IMPROVEMENTS**

Mayor McCartney, Council President Krakoviak, and Council Members:

On Thursday, November 21, 2024, the Township received five bids for the Lake Vincent Walkway Improvement Project. The work will consist of the removal, reconstruction of the asphalt pathways around the lake at Degnan Park and topsoil restoration of the ground adjacent to the walkway path. The summary of the five bids is attached.

After review of the bids received, the Department of Engineering is requesting that the bid specifications be modified, and then re-bid the procurement process. Pursuant to N.J.S.A. 40A:11-13.2d, the Township may reject bids when it wishes to modify the bid specifications.

A Resolution authorizing rejection of the five bids is attached.

Very truly yours,
*Zayibeth Carballo*
Zayibeth Carballo,
Director of Engineering/Municipal Engineer

ZYC/tb
Cc: James Abbott, Interim Business Administrator
Peter Smeraldo, Assistant Business Administrator
John Ditinyak, Chief Financial Officer
Paula Reynolds, Qualified Purchasing Agent
Richard Trenk, Township Attorney
Bill Kehoe, Director of Recreation
Edwin Johnson, Assist. of Recreation

**30-25**
**January 28, 2025**

**RESOLUTION**

**AUTHORIZING THE REJECTION OF THE FIVE BIDS RECEIVED FOR LAKE VINCENT WALKWAY IMPROVEMENTS**

**WHEREAS**, the Township of West Orange ("Township") sought bids for a Contract for Lake Vincent Walkway Improvements; and

**WHEREAS,** five sealed bids were received and opened by the Township on November 21,2024; and

**WHEREAS**, the Township of West Orange Department of Engineering is requesting that the bid specifications be modified and re-bid the procurement process; and

**WHEREAS**, pursuant to N.J.S.A. 40A:11-13.2(d), the Township can reject all five bids when it wishes to modify the specifications; and

**WHEREAS**, the Township will revise the specifications and re-bid said specifications; and

**NOW, THEREFORE,IT IS RESOLVED,** by the Council of the Township of West Orange that all five bids received on November 21, 2024 for Lake Vincent Walkway Improvements are hereby REJECTED pursuant to N.J.S.A. 40A:11-13.2(d) as to specifications will be revised and re-bid and the payments received for the previously issued specifications shall be returned; and

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

**Joe Krakoviak, Council President**

**Adopted : January 28, 2025**

## LAKE VINCENT WALKWAY IMPROVEMENTS

30-25

**BIDS RECIEVED ON: NOVEMBER 21, 2024**

**ENGINEER'S TABULATION OF BIDS**

| | | | | 1 | | 2 | | 3 | |
|---|---|---|---|---|---|---|---|---|---|
| | | | | Cedar Contracting Co., Inc. | | D&L Paving Contractors Inc. | | Messercola Excavating | |
| | | | | CONTRACTOR NAME | | CONTRACTOR NAME | | CONTRACTOR NAME | |
| | | | | 621 N. Union Avenue | | 675 Franklin Avenue | | 549 E. Third Street | |
| | | | | ADRESS | | ADRESS | | ADRESS | |
| | | | | Hillside, | NJ 07205 | Nutley, | NJ 07110 | Plainfield, | NJ 07060 |
| | | | | CITY | STATE/ZIP | CITY | STATE/ZIP | CITY | STATE/ZIP |
| Item # | Description | Quantity | Unit | Unit Price | Amount | Unit Price | Amount | Unit Price | Amount |
| 1 | CLEARING AND PREPARATION OF SITE, MOBILIZATION, DEMOBILIZATION | 1 | LS | $ 8,000.00 | $ 8,000.00 | $ 10,000.00 | $ 10,000.00 | $ 10,000.00 | $ 10,000.00 |
| 2 | REMOVE EXISTING CURB | 145 | LF | $ 9.00 | $ 1,305.00 | $ 1.00 | $ 145.00 | $ 15.00 | $ 2,175.00 |
| 3 | REMOVE EXISTING HMA WALKWAY | 1500 | SY | $ 13.50 | $ 20,250.00 | $ 15.00 | $ 22,500.00 | $ 15.00 | $ 22,500.00 |
| 4 | DENSE GRADED AGGREGATE BASE COURSE, 6" THICK | 10 | CY | $ 50.00 | $ 500.00 | $ 20.00 | $ 200.00 | $ 40.00 | $ 400.00 |
| 5 | HOT MIX ASPHALT 19M64 BASE COURSE, 4" THICK | 15 | TON | $ 125.00 | $ 1,875.00 | $ 100.00 | $ 1,500.00 | $ 130.00 | $ 1,950.00 |
| 6 | HOT MIX ASPHALT 9.5M64 SURFACE COURSE, 2" THICK | 8 | TON | $ 125.00 | $ 1,000.00 | $ 100.00 | $ 800.00 | $ 130.00 | $ 1,040.00 |
| 7 | HMA WALKWAY, 3" THICK | 1500 | SY | $ 36.00 | $ 54,000.00 | $ 40.00 | $ 60,000.00 | $ 55.00 | $ 82,500.00 |
| 8 | RIPRAP STONE SLOPE PROTECTION, D50 = 18", 36" THICK (IF AND WHERE DIRECTED) | 175 | SY | $ 80.00 | $ 14,000.00 | $ 85.00 | $ 14,875.00 | $ 30.00 | $ 5,250.00 |
| 9 | CONCRETE SIDEWALK, 4" THICK | 80 | SY | $ 100.00 | $ 8,000.00 | $ 125.00 | $ 10,000.00 | $ 130.00 | $ 10,400.00 |
| 10 | GRANITE BLOCK CURB | 145 | LF | $ 50.00 | $ 7,250.00 | $ 50.00 | $ 7,250.00 | $ 40.00 | $ 5,800.00 |
| 11 | TREE ROOT BARRIER, 24" DEPTH | 565 | LF | $ 25.00 | $ 14,125.00 | $ 30.00 | $ 16,950.00 | $ 3.00 | $ 1,695.00 |
| 12 | TOPSOIL SPREADING, 4" THICK | 1000 | SY | $ 5.00 | $ 5,000.00 | $ 10.00 | $ 10,000.00 | $ 8.00 | $ 8,000.00 |
| 13 | FERTILIZING AND SEEDING TYPE 'G' | 1000 | SY | $ 2.00 | $ 2,000.00 | $ 1.00 | $ 1,000.00 | $ 8.00 | $ 8,000.00 |
| 14 | STRAW MULCHING | 1000 | SY | $ 2.00 | $ 2,000.00 | $ 1.00 | $ 1,000.00 | $ 8.00 | $ 8,000.00 |
| 15 | CONTRACT ALLOWANCE | 1 | ALLOW | $ 15,000.00 | $ 15,000.00 | $ 15,000.00 | $ 15,000.00 | $ 15,000.00 | $ 15,000.00 |
| | **TOTAL BASE BID AMOUNT** | | | | **$ 154,305.00** | | **$ 171,220.00** | | **$ 182,710.00** |

## LAKE VINCENT WALKWAY IMPROVEMENTS

### BIDS RECIEVED ON: NOVEMBER 21, 2024

### ENGINEER'S TABULATION OF BIDS

| | | | | 4 | | 5 | |
|---|---|---|---|---|---|---|---|
| | | | | ADP Group Inc. | | D.L.S. Contracting | |
| | | | | CONTRACTOR NAME | | CONTRACTOR NAME | |
| | | | | 27 E 33rd Street | | 36 Montesano Road | |
| | | | | ADRESS | | ADRESS | |
| | | | | Paterson, | NJ 07514 | Fairfield, | NJ 07004 |
| | | | | CITY | STATE/ZIP | CITY | STATE/ZIP |
| Item # | Description | Quantity | Unit | Unit Price | Amount | Unit Price | Amount |
| 1 | CLEARING AND PREPARATION OF SITE, MOBILIZATION, DEMOBILIZATION | 1 | LS | $ 27,000.00 | $ 27,000.00 | $ 19,420.00 | $ 19,420.00 |
| 2 | REMOVE EXISTING CURB | 145 | LF | $ 12.00 | $ 1,740.00 | $ 10.00 | $ 1,450.00 |
| 3 | REMOVE EXISTING HMA WALKWAY | 1500 | SY | $ 36.00 | $ 54,000.00 | $ 10.00 | $ 15,000.00 |
| 4 | DENSE GRADED AGGREGATE BASE COURSE, 6" THICK | 10 | CY | $ 100.00 | $ 1,000.00 | $ 50.00 | $ 500.00 |
| 5 | HOT MIX ASPHALT 19M64 BASE COURSE, 4" THICK | 15 | TON | $ 260.00 | $ 3,900.00 | $ 300.00 | $ 4,500.00 |
| 6 | HOT MIX ASPHALT 9.5M64 SURFACE COURSE, 2" THICK | 8 | TON | $ 300.00 | $ 2,400.00 | $ 300.00 | $ 2,400.00 |
| 7 | HMA WALKWAY, 3" THICK | 1500 | SY | $ 63.00 | $ 94,500.00 | $ 200.00 | $ 300,000.00 |
| 8 | RIPRAP STONE SLOPE PROTECTION, D50 = 18", 36" THICK (IF AND WHERE DIRECTED) | 175 | SY | $ 100.00 | $ 17,500.00 | $ 100.00 | $ 17,500.00 |
| 9 | CONCRETE SIDEWALK, 4" THICK | 80 | SY | $ 200.00 | $ 16,000.00 | $ 100.00 | $ 8,000.00 |
| 10 | GRANITE BLOCK CURB | 145 | LF | $ 50.00 | $ 7,250.00 | $ 60.00 | $ 8,700.00 |
| 11 | TREE ROOT BARRIER, 24" DEPTH | 565 | LF | $ 40.00 | $ 22,600.00 | $ 70.00 | $ 39,550.00 |
| 12 | TOPSOIL SPREADING, 4" THICK | 1000 | SY | $ 13.00 | $ 13,000.00 | $ 10.00 | $ 10,000.00 |
| 13 | FERTILIZING AND SEEDING TYPE 'G' | 1000 | SY | $ 9.00 | $ 9,000.00 | $ 5.00 | $ 5,000.00 |
| 14 | STRAW MULCHING | 1000 | SY | $ 10.00 | $ 10,000.00 | $ 5.00 | $ 5,000.00 |
| 15 | CONTRACT ALLOWANCE | 1 | ALLOW | $ 15,000.00 | $ 15,000.00 | $ 15,000.00 | $ 15,000.00 |
| | TOTAL BASE BID AMOUNT | | | | **$ 294,890.00** | | **$ 452,020.00** |

**261-25**
**November 24, 2025**

# RESOLUTION

**WHEREAS,** in October 2025, the Township of West Orange (the "Township") issued a set of bid specifications (the "Specifications") for a proposed contract for the purchase and planting of 200 trees and purchase and installation of root barriers and deer fencing; and

**WHEREAS,** the Specifications provided a list of tree species to be purchased and planted pursuant to the proposed contract, including six (6) native species of trees; and

**WHEREAS,** the Specifications required bidders to submit bids based which reflected the size of the trees to be purchased; and

**WHEREAS,** on November 14, 2025 the Township received five (5) bids in response to the Specifications, including the lowest bid submitted in the amount of **$79,000.00** and **$10.00** per tree to install deer fencing and **$50.00** per tree to install root barriers from:

**Cerbo's Parsippany Green Houses, Inc**
**440 Littleton Road**
**Parsippany, NJ 07054**

("Cerbos"); and

**WHEREAS,** the Shade Tree Expert is satisfied with the past work of Cerbos; and

**WHEREAS,** the Shade Tree Expert wishes to award said contract in the amount of $79,000.00 with an additional $12,000.00 if needed, to install deer fencing and root barriers; and

**NOW, BE IT HEREBY RESOLVED,** by the Township Council of the Township of West Orange that the Township is hereby authorized to award the Contract for the purchase of trees, root barriers and deer fencing to Cerbo's pursuant to the bid submitted in response to the Specifications; and be it further

**RESOLVED,** that the Certified Checks and/or Bid Bonds submitted by all bidders, except Cerbo's, be released and returned to all other bidders; and be it further

**RESOLVED** that a copy of this resolution 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: November 24, 2025**

**I hereby certify funds are available from:**

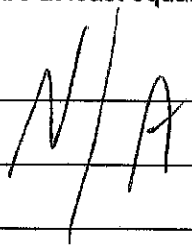
**ACCOUNT NO.**
**01-2010-00-7202-200 NOT TO EXCEED $91,000.00**

**John Ditinyak, Chief Financial Officer**

have insurance in the minimum amounts of $1,000,000 per occurrence and $2,000,000 aggregate for general liability, property damage, and vehicles. Contractor shall provide evidence of insurance by providing the Township with a Certificate of Insurance that names the Township as a additional insured. The Certificate shall also provide evidence of Worker's Compensation Insurance in the minimum amounts required by New Jersey Statute.

## 23 EXCEPTIONS

Any exceptions to these specifications must be clearly expressed below, identifying the specification by section number, the exception being sought by the Vendor, and the justification that shows the exception to be at least equal to the specification.



End of Specifications * Exhibits Follow

PROPOSAL
BY

CERBO'S PARSIPPANY GREENHOUSES, INC.
(Bidder's Name)

440 Littleton Rd, Parsippany, NJ 07054
(Address and Phone Number) 973-334-2623

TO THE

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

FOR

**2026 TREE PLANTING AT VARIOUS LOCATIONS**

The Work under this Contract includes tree planting and maintenance to comply with the Work described in this Specifications.

The UNDERSIGNED, as Bidder, declares that the only persons or parties interested in this Proposal as principals are named herein; that this Proposal is in all respects fair and without collusion or fraud; that no officer or employee of the Township is directly or indirectly interested in this Bid or the Work of this Contract or in any portions of the profits thereof; that he has carefully examined the annexed Instructions to Bidders, Notice to Bidders (Invitation to Bid), General Instructions and Conditions, Special Provisions and supplementary Specifications; that he or his representative has made a personal inspection of the site of the proposed Work; and that he proposes and agrees that if this Proposal is accepted, he will contract with the abovenamed Township, in the form of contract hereto annexed, and to provide the necessary machinery, tools, apparatus, and other means of construction, and to furnish all the materials, equipment and labor specified in the contract in the manner and time therein specified, and according to the requirements of the Township as therein set forth, and that he will take in full payment therefore the following prices to wit:

NOTE: Complete and submit the loose, unbound copy of this Proposal Form only.

# 2026 TREE PLANTING AT VARIOUS LOCATIONS

## TREE LIST

**Contractor Purchase and Planted Trees Spring 2026**

| Latin name | Common name | Quantity | Minimum Size |
|---|---|---|---|
| Carpinus Caroliniana | American Hornbeam | 33 | 2-2.5" B&B or 15-gallon |
| Celtis Occidentalis | American Hackberry | 33 | 2-2.5" B&B or 15-gallon |
| Cercis Canadensis | Red Bud | 35 | 2-2.5" B&B or 15-gallon |
| Liquidambar Styraciflua Rotundiloba | Sweet Gum Seedless | 33 | 2-2.5" B&B or 15-gallon |
| Ulnus Americana Princeton | Princeton Elm | 33 | 2-2.5" B&B or 15-gallon |
| Nyssa Sylvatica | Sour Gum | 33 | 2-2.5" B&B or 15-gallon |

**TOTAL TREE COUNT TO BE PURCHASED BY CONTRACTOR (Allow for minor quantity adjustments) 200**

Note: in the event that specified stock is unavailable, contractor shall provide a list with alternate tree species, alternate sizes, and/or containerized stock information on a separate sheet attached to the bid form. Pricing on the bid form should reflect the proposed alternates.

***Bid price to plant item 1 (200) 2" to 2.5" or 15-gallon Street trees including planting, purchase of specified tree species from list, Deer tree guard, Arbortie, 3 stakes, 2"-3" mulch, topsoil backfill, maintenance and guarantee according to specifications.***

$79,000.00
**PRICE TO PLANT Item 1 TREES IN WORDS**

Seventy-Nine Thousand
**PRICE TO PLANT Item 1 TREES IN NUMBERS**

**Price of Installation of root barrier to protect sidewalk and curbs**

$ 50.00 **per tree**

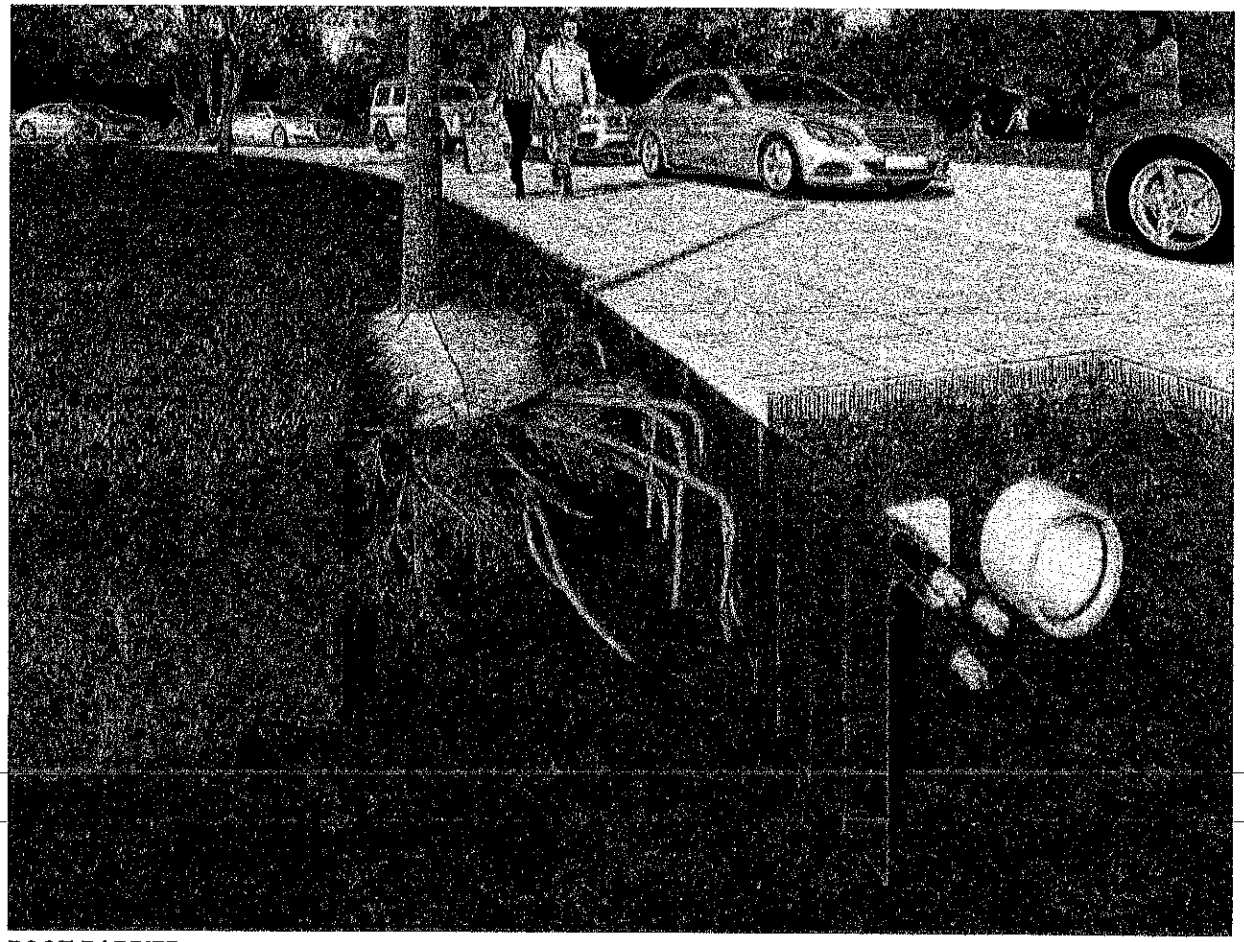
**Price of installation of deer fencing to protect trees from deer browse**

$ 10.00 **per tree**

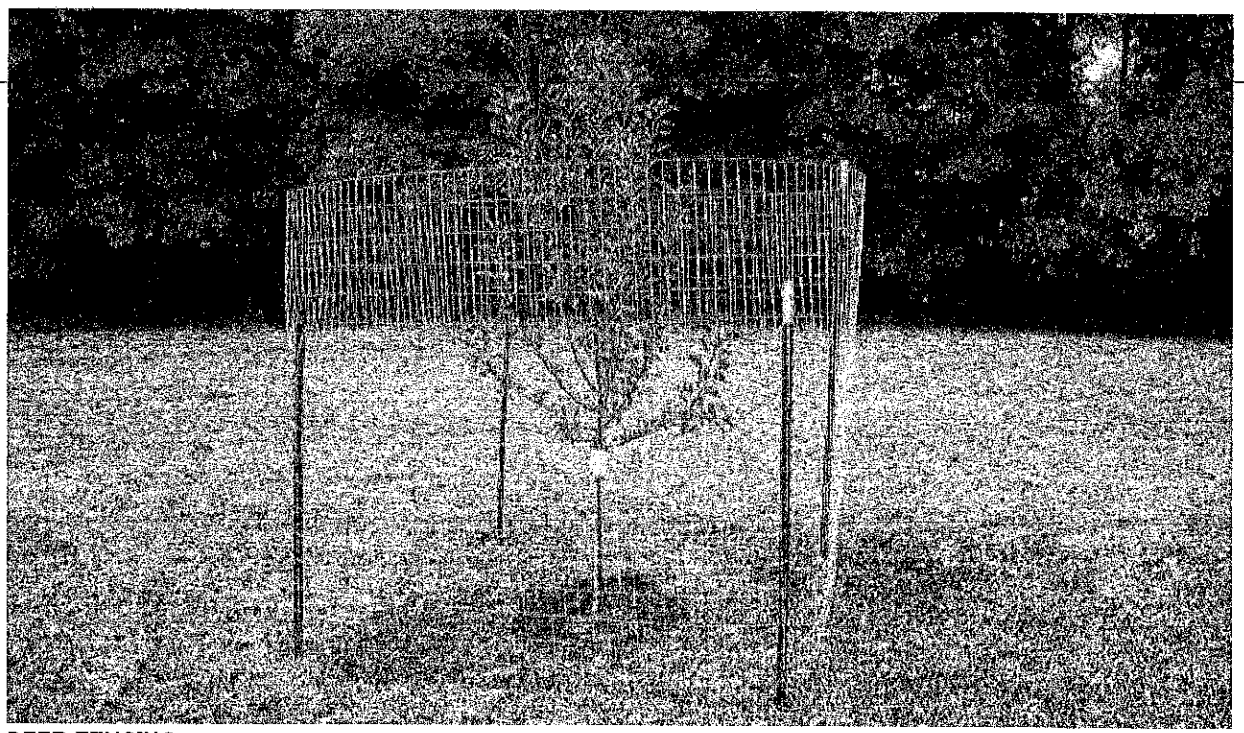
The amount of the Performance and Payment Bond and the amount of the Bid Bond will be based on the total amount of trees scheduled to be planted at time of award.

The planting shall be completed by March 15, 2026. The Township will provide a list of locations with up 200 trees to be planted with specific tree quantities per species to the awarded vendor prior to commencement of work. The bid price should take in consideration that any of the species from list of trees might be used or not. Several planting periods may occur during this time frame. It is the Township's option if it chooses to award the unit prices for additional work.

Hard plastic protective root barrier to be installed at least 24" in depth along curb or sidewalk as directed. See picture for example. After bid is awarded contractor to provide specifications of product that will be used.



ROOT BARRIER



DEER FENCING

# BID BOND

N/A

KNOW ALL MEN BY THESE PRESENTS, that we, the undersigned, as Principal, and as Surety, is

hereby held and firmly bound unto as Owner, in the Penal Sum of

($ ) for the payment of which, well and truly to be made, we hereby jointly and severally bind ourselves, successors and assigns.

Signed this day of 20

The condition of the above obligation is such that whereas the Principal has submitted to

a certain bid, attached hereto and hereby made a part of hereof, to enter into a contract in writing for the

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 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.

Principal

BY: _____
Witness

Surety

BY: _____
Witness

Attorney-in-Fact

CERTIFIED Check enclosed.

Cynthia Cooper V.P

Accompanying this Proposal is a Consent of Surety and a Bid Guarantee, in the form of a Bid Bond (X), a Certified or Cashier's Check ( ), payable to the order of the

_____ in the sum

of Seven Thousand Nine Hundred

_____ Dollars $ 7900.00,

which the undersigned agrees is to be forfeited as liquidated damages, and not as a penalty, if the contract is awarded to the undersigned and the undersigned shall fail to execute the Contract for the Project or to furnish the Bond required within the stipulated time, otherwise, the check will be returned to the undersigned.

The Undersigned is Either an ☐ Individual, ☐ a Partnership or a ☒ Corporation under the Laws of the State of NJ

having principal offices at 440 Littleton Rd.

Parsippany, NJ 07054

Telephone Number 973-334-2623

Trade Name of Bidder Cerbo's Parsippany Greenhouses, Inc.

1. Signed by Anthony Cerbo III

   Signature _____

   Title President

2. Signed by Cynthia Cooper

   Signature _____

   Title V.P.

Signed this 3rd day of November, 2025.

NOTE: If a partnership, all partners must sign. If a corporation, the president and at least one other officer must sign. If a proprietorship, the proprietor must sign. Proposals signed by an agent must be accompanied by a Power-of-Attorney for the Principal or Principals involved.

Attached additional signature sheets in the above form if necessary.

## CONSENT OF SURETY

A performance bond will be required from the successful contractor on this project, and consequently, all bidders shall submit, with their bid, a consent of surety in substantially the following form:

CERTIFIED CHECK ENCLOSED.

To: _____
(Owner)

Re: CERBO'S PARSIPPANY GREENHOUSES, INC.
(Contractor)

_____
(Project Description)

This is to certify that the _____
(Surety Company)

will provide to _____ a performance bond in
(Owner)
the full amount of awarded contract in the event that said contractor is awarded a contract for the above project.

_____
(CONTRACTOR)

_____
(Authorized Agent of Surety Company)

Date: _____

**CONSENT OF SURETY MUST BE SIGNED BY AN AUTHORIZED AGENT OR REPRESENTATIVE OF A SURETY COMPANY AUTHORIZED TO DO BUSINESS IN NEW JERSEY AND NOT BY THE INDIVIDUAL OR COMPANY REPRESENTATIVE SUBMITTING THE BID.**

## 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:** CERBO'S PARSIPPANY GREENHOUSES, INC

**Organization Address:** 440 Littleton Rd. PARSIPPANY, NJ 07054

**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 |
|---|---|
| Anthony CERBO III | 80 Branchville-Lawson Rd<br>NEWTON, NJ 07860 |
| Joseph R. Cerbo | 7 Wildwood Trail<br>NEWTON, NJ 07860 |
| Cynthia Cooper | 26 Stirling Rd.<br>PARSIPPANY, NJ 07054 |

## 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 |
|---|---|
| N/A | |
| | |
| | |

**Please list** the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above.** The disclosure shall be continued until names and addresses of every 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 |
|---|---|
| | |
| N/A | |
| | |
| | |

## 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): | CYNTHIA COOPER | Title: | V.P. |
| Signature: | Cynthia Cooper | Date: | 11-3-25 |

## SUBCONTRACTOR LIST

The Contractor shall list below all Subcontractors that will be working on this Project. Business Registration, New Jersey Public Works Contractor Certification and proof of insurance must be submitted prior to award of Contract.

A **Valid Business Registration** issued by the State of New Jersey is to be provided prior to the Award of Contract. The Business Registration Certificate must be obtained by the Subcontractor prior to the receipt of Bids, however, a Business Registration Certificate is not required in the submission of the Proposal forms for this Contract.

| Name of Subcontractor | Address/Telephone # | Work to be performed |
|---|---|---|
| N/A | | |

DATE: 11-3-25

## ACKNOWLEDGMENT OF RECEIPT OF CHANGES TO BID DOCUMENTS FORM

**TOWNSHIP OF WEST ORANGE**

**2026 TREE PLANTING AT VARIOUS LOCATIONS**

Pursuant to N.J.S.A. 40A: 11-23. 1a, the undersigned Bidder hereby acknowledges receipt of the following notices, revisions, or addenda to the Bid Advertisement, Specifications or Bid Documents. By indicating date of receipt, Bidder acknowledges the submitted Bid takes into account the provisions of the Notice, Revision or Addendum. Note that the local unit's record of notice to Bidders shall take precedence and that failure to include provisions of changes in a Bid Proposal may be subject for rejection of the Bid.

| Local Unit Reference Number or Title of Addendum/Revision | How Received (Mail, Fax, Picked Up) | Date Received |
|---|---|---|
| | | |
| | | |
| | | |
| | | |
| | | |

[X] **NO ADDENDUM RECEIVED (check off if nothing received)**

**Acknowledgment by Bidder:**

Name of Bidder: CERBO's PARSIPPANY GREENHOUSES, INC.

By Authorized Representative: Cynthia Cooper

Signature: Cynthia Cooper

Printed Name and Title: Cynthia Cooper V.P.

Date: 11-3-25

## CONSENT OF SURETY N/A

In consideration of the premises and of one Dollar ($1.00), lawful money of the United States, it is in hand paid by the CONTRACTOR, the receipt whereof is hereby acknowledged, the undersigned surety consents and agrees that if the Contract, for which the proceeding estimate and Proposal is made, be awarded to the person or persons submitting the same as contracted, it will become bound as surety and guarantor for its faithful performance, in an amount equal to one hundred (100%) percent of the contract price, and will execute it as party of the third part thereto when required to do so by the OWNER, and if the said CONTRACTOR shall omit or refuse to execute such Contract, if so awarded, it will pay without proof of notice and on demand to the OWNER any increase between the sum to which the said CONTRACTOR would have been entitled upon the completion of the said contract and the sum which the said OWNER may be obligated to pay to another contractor to whom the contract may be afterwards awarded, the amount in such case to be determined by the bids plus the cost, if any, of re-advertising for bids for this work, less the amount of any certified check or bid bond payable and received.

In witness whereof, said surety has caused these presents to be signed and attested by a duly authorized officer and its corporate seal to be hereto affixed this _____ day of _____, 20_____.

(A corporate acknowledgement and statement of authority to be here attached by the surety company.)

_____
(Surety Company)

BY_____
(Surety Company Attorney-in-Fact)
Attest:

_____

(Surety may substitute a similar statement subject to the OWNER'S approval.)

CERTIFIED Check enclosed,

# REQUIRED EVIDENCE

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

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

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or

2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or

3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

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

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

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

The following questions must be answered by all Bidders:

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

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

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

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

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

COMPANY:_____NAME: _____

SIGNATURE: _____TITLE: _____

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

**TOWNSHIP OF WEST ORANGE**

**AFFIRMATIVE ACTION AFFIDAVIT**

STATE OF NEW JERSEY

COUNTY OF ESSEX

I, Cynthia Capes, of the (Township, City, Town, Township) of Parsippany, In the County of Morris, State of New Jersey, of full age, being duly sworn according to law on my oath depose and say that:

1. I am (President, Partner, Owner) of the firm of Cerbo's Parsippany Greenhouses, Inc.
   A Bidder making a Proposal upon the Project entitled 2026 Tree Planting at Various Locations

2. I am familiar with the Affirmative Action requirement of N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27 and rules and regulations issued by the Treasurer, State of New Jersey, pursuant thereto.

3. The firm has complied with all the Affirmative Action requirements of the State of New Jersey, including those required by N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27 and the rules and regulations issued by the Treasurer, State of New Jersey, pursuant thereto.

4. I am aware that if the firm does not comply with N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27 and rules and regulations issued pursuant thereto, that no monies will be paid by the State of New Jersey, County of Hudson, Township of West Orange, until an Affirmative Action Plan is approved. I am also aware that the Contract may be terminated and the firm may be debarred from all public contracts for a period of up to five (5) years.

5. I am aware that this affidavit does not fulfill the Affirmative Action requirements of the State of New Jersey and that further action on my part is necessary as provided in section C-58 of the corresponding Specification.

Sworn and subscribed_____
Signature of Authorized Representative

before me this day of _____, 20_____

_____
Name and Title

_____ _____
Seal-Notary Public of NJ Firm's Address

My commission expires _____

## EQUIPMENT LIST

The Contractor shall list below all equipment, owned or leased by him, that is available for use in connection with the attached Bid Proposal.

| CAPACITY UNIT | MANUFACTURER AND MODEL | YEAR |
|---|---|---|
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |

DATE:_____

Certificate Number
653045

Registration Date: 10/30/2025
Expiration Date: 10/29/2027

# 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:

Cerbo's Parsippany Greenhouses, Inc.

2025

**Responsible Representative(s):**
Anthony Cerbo, President
Cynthia Cooper, Vice-President

**Responsible Representative(s):**
Joseph Cerbo, Vice-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.

## PUBLIC WORKS CONTRACTOR REGISTRATION

All bidders, contractors and subcontractors must be registered by the New Jersey Department of Labor as a Public Works Contractor at the times bids are received pursuant to the Public Works Contractor Registration Act (P.L. 2003, c.91, N.J.S.A. 34:11-56.51).

# 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: | Gerbo's Parsippany Greenhouses, Inc | | |
| Address: | 440 Littleton Rd. | | |
| City: | Parsippany | NJ State: | Zip: 07054 |

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 Cynthia Capes Printed Name Cynthia Capes Title V.P.

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 |
|---|---|---|---|
| | | | $ |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | N/A | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

**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

## NON-COLLUSION AFFIDAVIT

TOWNSHIP OF WEST ORANGE

COUNTY OF ESSEX

I, Cynthia Cooper of the (Township, City, Town, Township) of Parsippany in the County of Morris and the State of NJ of full age, being duly sworn according to law on my oath depose and say that:

I am V.P. of the firm of Cerbo's Parsippany Greenhouses, Inc.

The Bidder making the Proposal for the above named Project, and that I executed the said Proposal with full authority so to do; that said Bidder has not, directly or indirectly, entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free, competitive bidding in connection with the above named Project; and that all statements contained in said Proposal and ~~in this affidavit are true and correct, and made with full knowledge that the Township of West Orange~~ relies upon the truth of the statements contained in this affidavit in awarding the Contract for the said Project.

I further warrant that no person or selling agency has been employed or retained to solicit or secure such Contract upon an agreement or understanding for a commission, percentage, brokerage or contingent fee, except bonafide employees or bonafide established commercial or selling agencies maintained by

Cerbo's Parsippany Greenhouses, Inc.
(Name of Contractor)
(N.J.S.A. 52:34-15)

Cynthia Cooper
(Also type or print name of Affiant under signature)
Cynthia Cooper

Sworn and Subscribed to before me this 10th day of November, 2025

Linda T Riker

Notary Public of
LINDA T RIKER
Notary Public of New Jersey
Commission ID# 2292556
Commission Expires 1/ 2 /2028

My commission expires

## CONTRACTOR'S EXPERIENCE STATEMENT

The Bidder is requested to state below what work of a similar character to that included in the proposed Contract he has done, and give references that will enable the **TOWNSHIP** to judge his experience, skill, and business standing. **BIDDERS** and proposed Subcontractors may be required to submit additional information regarding their respective financial condition prior to the award of the Contract

| DATE PROJECT COMPLETED | LOCATION | OWNER | CONTRACT AMOUNT |
|---|---|---|---|
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

**NOTE:** USE ADDITIONAL SHEETS IF NECESSARY

This Certificate of Authority (CA-1) must be displayed at your place of business.

**STATE OF NEW JERSEY**

# Certificate of Authority

DIVISION OF TAXATION
TRENTON, N.J. 08695

The person, partnership or corporation named below is hereby authorized to collect:

**NEW JERSEY SALES & USE TAX**

pursuant to N.J.S.A. 54:32B-1 ET SEQ.

Robert J. Thompson
Director, Division of Taxation

This authorization is good ONLY for the named person at the location specified herein.
This authorization is null and void if any change of ownership or address is effected.

CERBO'S PARSIPPANY GREENHOUSES
440 LITTLETON RD
PARSIPPANY NJ 07054-4802

Tax Registration No: 223-082-271/000
Tax Effective Date: 01-01-91
Document Locator No.: B0000307537
Date Issued: 05-16-03

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

CERT-1 (11-97) (See Reverse Side)

# STATE OF NEW JERSEY
# BUSINESS REGISTRATION CERTIFICATE

| | |
|---|---|
| **Taxpayer Name:** | CERBO'S PARSIPPANY GREENHOUSES, INC. |
| **Trade Name:** | |
| **Address:** | 440 LITTLETON RD<br>PARSIPPANY, NJ 07054-4802 |
| **Certificate Number:** | 0572310 |
| **Effective Date:** | January 23, 1991 |
| **Date of Issuance:** | October 01, 2015 |

**For Office Use Only:**

**20151001145540138**

**BUSINESS REGISTRATION CERTIFICATE**

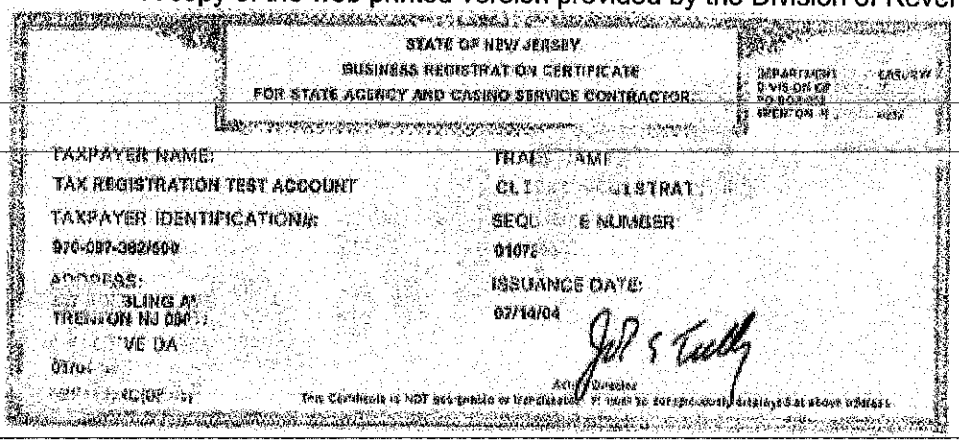
**(Township Requirement)**

P.L. 2009 c315, requires that, effective January 18, 2010, a contracting agency must receive proof of the Bidder's registration prior to the Award of Contract. The Business Registration Certificate must be obtained by the Bidder prior to the receipt of Bids, however, a Business Registration Certificate is not required in the submission of the Proposal forms for this Contract.

If Subcontractors are named on the Bid, proof of the business registration for each must be provided prior to the Award of Contract. The Business Registration Certificate must be obtained by the Subcontractor prior to the receipt of Bids, however, a Business Registration Certificate is not required in the submission of the Proposal forms for this Contract. Proof of business registration shall be:

- A copy of a Business Registration Certificate issued by the Department of Treasury, Division of Revenue; or

- A copy of the web printed version provided by the Division of Revenue



STATE OF NEW JERSEY

BUSINESS REGISTRATION CERTIFICATE

FOR STATE AGENCY AND CASINO SERVICE CONTRACTOR

TAXPAYER NAME:

TAX REGISTRATION TEST ACCOUNT

TAXPAYER IDENTIFICATION#:

970-097-382/000

ISSUANCE DATE:

07/14/04

ATTACH
BUSINESS REGISTRATION
CERTIFICATE HERE

# Disclosure of Investment Activities in Iran

| **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* **Name of Contracting Unit** *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 Contracting Unit*** *to notify the* ***Reference to Contracting Unit*** *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* ***Name of Contracting Unit*** *and that the* ***Reference to Contracting Unit*** *at its option may declare any contract(s) resulting from this certification void and unenforceable.*

| | | | |
|---|---|---|---|
| **Full Name (Print)** | Cynthia Cooper | **Title** | V.P. |
| **Signature** | Cynthia Cooper | **Date** | 11-3-25 |

## CERTIFICATION OF NON-INVOLVEMENT IN PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS

Pursuant to N.J.S.A. 52:32-60.1, et seq., [illegible] 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 as a result 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 as a result 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)

Cynthia Cooper — 11-3-25
Signature of Vendor's Authorized Representative — Date

Cynthia Cooper V.P. — 223-082-271/000
Print Name and Title of Vendor's Authorized Representative — Vendor's FEIN

Cindy's Parsippany Greenhouses, Inc. — 973-334-2623
Vendor's Name — Vendor's Phone Number

440 Littleton Rd. — 973-402-6860
Vendor's Address (Street Address) — Vendor's Fax Number

Parsippany, NJ 07054 — Cindy@cindysgreenhouse.com
Vendor's Address (City/State/Zip Code) — Vendor's Email Address

* 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, agent or instrumentality of, or any entity under common ownership or control with, any entity described in paragraph (1) or (2).

[illegible] Rev. 12/22/22

## 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

## BID DOCUMENT SUBMISSION CHECKLIST

## TOWNSHIP OF WEST ORANGE

## 2026 TREE PLANTING AT VARIOUS LOCATIONS

**A. Failure to submit the following documents shall be a cause for the Bid to be rejected. (N.J.S.A. 40A:11-23.2)**

| Required With Submission of Bid (Owner's checkmarks) | | Initial Each Item Submitted With Bid (Bidder's initials) |
|---|---|---|
| ✓ | A bid guarantee as required by N.J. S.A. 40A 11-21 | cc |
| ✓ | A certificate from a surety company, pursuant to N.J.S.A. 40A 11-22 | cc |
| ✓ | A statement of corporate ownership, pursuant to N.J.S.A. 52:25-24.2 | cc |
| ✓ | A listing of subcontractors and items to be subcontracted as required by N.J.S.A. 40A:11-16 | cc |
| ✓ | If applicable, Bidder's acknowledgment of receipt of any notice(s) or revision(s) or addenda to an advertisement, specifications or bid document(s) | cc |
| ✓ | Disclosure of Investment Activities in Iran pursuant to PL 2012, c. 25 | cc |
| ✓ | Certification of Non- Involvement in Prohibited Activities in Russia or Belarus | cc |

**B. Failure to submit the following documents may be a cause for the Bid to be rejected. (N.J.S.A. 40A: 1 1-23.1b.)**

| Required with submission of bid (Owner's Checkmarks) | | Initial each item submitted with bid (Bidder's Initials) | Required with submission of bid (Owner's Checkmarks) | | Initial each item submitted with bid (Bidder's Initials) |
|---|---|---|---|---|---|
| | A Certified Financial statement prepared within the last twelve months | | ✓ | Consent of surety as to maintenance bond as required by N.J.S.A. 40A:11-16.3b | cert. fin. check |
| ✓ | Consent of Surety as to a Labor and Material Payment Bond CERTIFIED | | ✓ | Submission of a Non-Collusion Affidavit (this form must be Notarized) | ✓cc |
| | Statement of compliance with N.J.S.A. 45:1 4C-2(h) (licensed master plumber) | | ✓ | Certification of Bidder showing that Bidder owns, leases or controls any necessary equipment | |
| ✓ | Affirmative Action Affidavit (this form must be Notarized) | | ✓ | Contractor Experience Statement | |
| ✓ | Equipment List | | ✓ | Copy of Business Registration Certification | ✓cc |
| ✓ | Public Works Contractor Certification | cc | ✓ | | |
| ✓ | Disclosure of Political Contributions | cc | ✓ | | |

**C. SIGNATURE: The undersigned hereby acknowledges and has submitted the above listed requirements.**

Name of Bidder CERBO'S PARSIPPANY GREENHOUSES, INC.

By Authorized Representative: Cynthia Cooper CYNTHIA COOPER

Signature: Cynthia Cooper

Print Name and Title: CYNTHIA COOPER V.P.

Date: 11-3-25

# CONTRACT

for

**2026 TREE PLANTING AT VARIOUS LOCATIONS**
**TOWNSHIP OF WEST ORANGE**
**ESSEX COUNTY, NEW JERSEY**

THIS AGREEMENT made as of this _____ day of _____ 20_____ BETWEEN THE TOWNSHIP OF WEST ORANGE, a municipal corporation in the County of Essex, State of New Jersey (hereinafter referred to as the "OWNER") and

_____

(hereinafter referred to as the "CONTRACTOR") having (its) place of business at

_____

The OWNER will pay to the CONTRACTOR for the work actually constructed, the various unit and lump sum prices as set forth in the Proposal for the construction work annexed hereto and made a part hereof and under the penalty expressed under the bonds annexed hereto to furnish at its own cost and expense all the necessary materials, labor, superintendence, tools and appliances, and will execute, construct and finish and test in an expeditious, substantial and workmanlike manner, the work included under this Contract, commencing such work within ten (10) calendar days from the date of the written notice to proceed with the work and completing all work within sixty (60) consecutive calendar days, and in the manner specified and in conformity with the requirements set forth in the Specifications annexed hereto and made a part hereof and in accordance with the Plans and Contract Drawings of said work on file in the Township of West Orange Municipal Building and all to the acceptance of the OWNER. Under no circumstances shall the project be completed after December 1, 2016.

The following will be deemed a part of the Contract between the Parties:

a. The Advertisement
b. General Information
c. Supplemental General Information
d. The CONTRACTOR'S Proposal
e. The Bid Bond
f. This Contract
g. The Performance Bond
h. The Payment Bond
i. The Notice of Award
j. The Notice to Proceed
k. Special Conditions
l. The Contract Drawings
m. Technical Specifications
n. All Addenda issued by the FORESTER prior to the receipt of bids

The CONTRACTOR will proceed with the aforesaid work in a prompt and diligent manner and will do the several parts thereof at such time and in such order as the FORESTER may direct. The CONTRACTOR will complete the whole of said work in accordance with the aforesaid Specifications, Plans and Contract Drawings by, with and through his own work force, employees, administrators, equipment and material without brokering, factoring, assigning or subcontracting more than fifty percent (50) thereof, unless otherwise approved by the OWNER, within the number of consecutive calendar days stipulated and in default of completion within the time so fixed, the CONTRACTOR will pay to the OWNER an amount equal to Six Hundred Dollars ($600.00) for each and every day (Sundays and legal holidays excepted) the completion of the work may be delayed beyond the date or dates fixed as liquidated damages accruing to the OWNER incident to such delay, which said amount will not be construed to be in the nature of a penalty or forfeiture. Any violation of the undertaking by the CONTRACTOR to do and complete all of the said work without brokering, factoring, assigning or subcontracting more than fifty percent (50%), unless otherwise approved by the OWNER, of the same at any time or times during the course of said work will be deemed to be a breach of the Contract with the OWNER, and will, anything in the Contract to the contrary notwithstanding, give to the OWNER, the absolute, complete, and unencumbered right to terminate any and all rights of the CONTRACTOR under this Contract upon seven (7) days notice of its intention so to do, given in writing to the CONTRACTOR at its address set forth in the Contract, by certified mail, return receipt requested. The CONTRACTOR may apply to the OWNER through the FORESTER for the right to subcontract certain portions of the work to be done, but the OWNER, acting through the FORESTER, reserves the absolute right to approve any such subcontractor or to reject any such subcontractor in its and their sole and absolute discretion, it being the intention that the provisions against brokering, factoring, assigning, and subcontracting more than fifty percent (50%) of the work unless otherwise approved by the OWNER above set forth will be paramount and remain inviolate.

It is further understood and agreed that the CONTRACTOR has no claim for any bonus or other additional compensation in the event of completion of such work before the date agreed upon. The OWNER will not be liable to the CONTRACTOR for any neglect, default, delay, or interference of or by any other contractor, nor will any such neglect, default, delay or interference of any other contractor or alteration which may be required in said work, release the CONTRACTOR from the obligation to finish said work within the time aforesaid or within the time as extended in accordance with the provisions of this Contractor, or form the payment of liquidated damages to be paid in default thereof as hereinabove provided.

It is hereby mutually agreed that the OWNER is to pay and the CONTRACTOR is to receive as full compensation for furnishing all materials and labor in building, constructing, and testing, and in all respects completing the work herein described and appurtenances thereto in the manner and under the conditions herein specified, the total price stipulated in the Proposal hereto annexed, as calculated using the unit prices bid and actual quantities used during the course of the Work.

It is further understood and agreed that the wages paid to the crafts, trades, or classification of workers employed to perform this Contract will not be less than the prevailing wage rates established by the Commissioner of the Department of Labor and Industry of the State of New Jersey. The wage rates to be paid for each craft, trade, or classification of workers to be used on the Contract will comply with the Prevailing Wage Rate Determination by the New Jersey Department of Labor and Industry, attached hereto.

In accordance with the requirements of the State of New Jersey Affirmative Action Program under P.L. 1975, C127, the CONTRACTOR agrees to comply with the provisions of the Affirmative Action Program as stipulated under the specification section "General Instructions and Conditions".

IN WITNESS WHEREOF, the Township of West Orange has caused these presents to be signed by its proper officers, and the CONTRACTOR has hereunto set his hand and seal or caused these presents to be signed by its proper corporate officers and caused its corporate seal to be hereunto affixed the date and year first above written.

DATE: _____

TOWNSHIP OF WEST ORANGE, NEW JERSEY

ATTEST:

By: _____

TITLE_____

CONTRACTOR:

WITNESS:

_____

_____

TITLE_____
Owner Partner

CONTRACTOR:

ATTEST:

_____

TITLE_____

Corporate Secretary

Corporate Officer

_____

_____

Title: _____

Title: _____

(Print or Type Name)

(Print or Type Name)

Corporate Seal

## 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. I7:27-5.2, 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**.

2026 Tree Planting at Various Locations

Due 11.14.2025 at 11:00AM

Unofficial Results/ Plan Holders List

**SJC Lawncare Inc** **DID NOT EXCEPT CAME IN AFTER 11:00AM**

**305 Elizabeth Ave**

**Cranford, NJ 07016**

**office@sjclawncare.com**

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

**831 Raritan Rd** **BASE $115,000.00**

**Scotch Plains, NJ 07076** **Root Barrier $525.00 per tree**

**Office.galbraith@gmail.com** **Deer Fencing $250.00 per tree**

**Yellow Stone Landscaping**

**50 US-46**

**Hackettstown, NJ 07840**

**dmungiello@yellowstonelandscape.com**

**Cerbo's Nurseries**

**440 Littleton Rd** **BASE $79,000.00**

**Parsippany, NJ 07054** **Root Barrier $50.00 per tree**

**tylor@cerbogreenhouse.com** **Deer Fencing $10.00 per tree**

cindy@cerbogreenhouse.com

**Clarke Moynihan Landscaping & Construction, LLC.**

**229 Main Street**

**Andover, NJ 07821**

**clarke@moynihancompanies.com**

**A.N.T Nursery Inc**

**1439 Perrineville Rd**

**Monroe Twp, NJ 08831**

**ANTnursery@gamil.com**

**Louis Barbato Landscaping, Inc**

**1600 Railroad Ave**

**Holbrook, NY 11741**

**barbatolandscape@aol.com**

**BASE $110,000.00**

**Root Barrier $20.00 per tree**

**Deer Fencing $75.00 per tree**

**The Shauger Group**

**429 Dodd St**

**East Orange, NJ 07017**

**lsphale@shauger.com**

**BASE $136,000.00**

**Root Barrier $50.00 per tree**

**Deer Fencing $100.00 per tree**

**Aspen landscaping Contracting, Inc**

**1121 Springfield Rd**

**Union, NJ 07083**

**jberkowitz@aspennj.net**

**Diaz Nurseries**

**114 Valley Station Rd**

**Bethlehem Township, NJ 08802**

**gusdiaztrees@gmail.com**

**Robbie Lane Enterprises**

**38 Jacksonville Rd**

**Towaco, NJ 07082**

**robertlane@hotmail.com**

**Turco Turf, Inc**

**430 Montclair Ave**

**Pompton Lakes, NJ 07442**

**amanda@grasskeepers.net**

**BASE $199,000.00**

**Root Barrier $82.50 per tree**

**Deer Fencing $168.24 per tree**

**Grabowski Construction**

**770 Northfield Ave**

**West Orange, NJ 07052**

**973-731-0111**

**mike@grabowskiconstrcution.com**

**262-25**
**November 24, 2025**

# RESOLUTION

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

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

| **Organization** | **Type of Event/Date** | **Place** | **RL No.** |
|---|---|---|---|
| Seton Hall Prep School | 4.25.26<br>**Off Premise Merchandise** | 120 Northfield Ave | 7934 |

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

**Joe Krakoviak**
**Council President**

**Adopted: November 24, 2025**

**263-25**
**November 24, 2025**

**RESOLUTION PRESCRIBING FEES AS SET FORTH IN ORDINANCE 2944-25, AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 19, SUBSECTION 19-1.3, AND CHAPTER 20 SUBSECTION 20-3.2 OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP**

**WHEREAS,** on November 24, 2025, the Township of West Orange (the "Township") passed Ordinance 2944-25 (the "Ordinance") on second reading, amending and supplementing Chapter 19, Subsection 1.3, and Chapter 20, Subsection 3.2 of the Revised General Ordinances of the Township related to Sewer and Street and Sidewalk Permit Fees; and

**WHEREAS,** the Ordinance established Chapter 19, Subsection 1.3, and Chapter 20, Subsection 3.2 which prescribes fees to be set forth by Resolution for Permits associated with Sewer, Street, and Sidewalk inspections; and

**NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**, the fees as set forth in Chapter 19-1.3 shall be prescribed as follows:

**Permits as herein shall be issued by the Township Engineer on payment of the following fees.**
**For existing Township properties:**

**a. New Sewer Connection Fee (including inspection): $300.00**

**b. Capping Existing Connection Fee (including up to two (2) inspections: $150.00**

**c. The permit obtained from the State of N.J. or Essex County Highway Department under Section 19-4 shall be delivered to the Township Engineer at the time of making application for curb connections, together the applicable fee above. This fee is in addition to any fees assessed by the State or County Highway Department.**

The fees as set forth in Chapter 20-3.2 shall be prescribed as follows:

| Fee Schedule | |
|---|---|
| **Sidewalk Permit** | |
| **Length of Sidewalk** | **Fee** |

| Fee Schedule | |
|---|---|
| **Sidewalk Permit** | |
| **Length of Sidewalk** | **Fee** |
| **Less than or 50 linear feet** | **$100.00** |
| **More than 50 linear feet** | **$1.00 per linear foot** |
| **Minimum Fee** | **$100.00** |

| Fee Schedule | |
|---|---|
| **Curb Permit** | |
| **Length of Sidewalk** | **Fee** |
| **Less than or 50 linear feet** | **$50.00** |
| **More than 50 linear feet** | **$1.00 per linear foot** |
| **Minimum Fee** | **$50.00** |

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

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

**Joe Krakoviak**
**Council President**

**Adopted: November 24, 2025**

**264-25**
**November 24, 2025**

# RESOLUTION

**WHEREAS,** New Jersey State Law specifically provides that every municipality shall designate an Office of Emergency Management and an Emergency Management Coordinator pursuant to State Law; and

**WHEREAS,** the Township has adopted an Ordinance creating an Office of Emergency Management ("OEM") and the position of Emergency Management Coordinator; and

**WHEREAS,** the Mayor has designated Dominic Allegrino as Emergency Management Coordinator and he has served in an exemplary manner in that capacity; and

**WHEREAS,** Dominic Allegrino as the Emergency Management Coordinator has shown himself to be a committed public servant to the Township throughout his tenure with the Township; and

**WHEREAS**, the Council agrees with the Mayor's appointment and finds that Dominic Allegrino has the experience, character, and level of dedication needed of an Emergency Management Coordinator; and

**WHEREAS,** the duties and responsibilities of the Emergency Manager and Coordinator are set forth under State and Local Law as enumerated in West Orange Ordinance 2-46.1 *et seq*.;

**NOW, BE IT HEREBY RESOLVED** by the Township Council of the Township of West Orange that Dominic Allegrino be and is hereby designated Emergency Management Coordinator effective December 3, 2025, for a three-year term expiring on December 4, 2028; and with all the duties and responsibilities set forth and provided under state and local law; and

**BE IT FURTHER RESOLVED** that a copy of this Resolution shall be sent to the Essex County Office of Emergency Management to advise as to this appointment.

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

**Joe Krakoviak**
**Council President**

**Adopted: November 24, 2025**

Ben Shaffer Recreation
P.O. Box 844
Lake Hopatcong NJ 07849 US

# Proposal

| TERMS | REP | DATE | Proposal # |
|---|---|---|---|
| Net 30 | Scott Tumminello | 11/14/2025 | 3946-4 |

**BILL TO**
West Orange Township
Accts. Payable Dept.
66 Main Street
West Orange NJ 07052

**SHIP TO**
West Orange Recreation
Lafayette Playground
West Orange NJ 07052

**CONTACT**
William Kehoe
recreation@westorange.org
973-325-4151

As requested, we are pleased to quote the following using Bid #: ESCNJ 24/25-01; Co-op #65MCESCCPS:

| ITEM# / DESCRIPTION | VENDOR | QTY | RATE | AMOUNT |
|---|---|---|---|---|
| PROJECT<br>130-210234-1 Creative 2-5 & 5-12 Playground including 2 structures, swings , climber & signs | BCI Burke Company, LLC | 1.00 | $73,459.00 | $73,459.00 |
| DISCOUNT | | 1.00 | ($5,142.13) | ($5,142.13) |
| FREIGHT | | 1.00 | $3,445.00 | $3,445.00 |
| INSTALL<br>Standard recieve/ installation of above items to manufacturer's specification, construction debris removal | BSR | 1.00 | $37,574.28 | $37,574.28 |

Ben Shaffer Recreation
P.O. Box 844
Lake Hopatcong NJ 07849 US

# Proposal

| TERMS | REP | DATE | Proposal # |
|---|---|---|---|
| Net 30 | Scott Tumminello | 11/14/2025 | 3946-4 |

**BILL TO**
West Orange Township
Accts. Payable Dept.
66 Main Street
West Orange NJ 07052

**SHIP TO**
West Orange Recreation
Lafayette Playground
West Orange NJ 07052

**CONTACT**
William Kehoe
recreation@westorange.org
973-325-4151

As requested, we are pleased to quote the following using Bid #: ESCNJ 24/25-01; Co-op #65MCESCCPS:

| ITEM# / DESCRIPTION | VENDOR | QTY | RATE | AMOUNT |
|---|---|---|---|---|
| **Lafayette Playground** | | **TOTAL SALE** | | **$109,336.15** |

Should there be a requirement for a Performance and Payment bond there will be an increase to the Proposal of 3% of the total contract amount.

The above items are priced in accordance with Bid #: ESCNJ 24/25-01; Co-op #65MCESCCPS. Freight quotes are honored for 30 days & may need to be updated before order placement.

Approximate Material delivery time is 6-8 weeks after receipt of order. If installation is included that time frame shall be TBD. When placing your order, kindly advise whom the trucker should notify to schedule delivery. The trucker will make one contact and that person must inform any other parties to coordinate delivery.

Please make your Purchase Order payable to "Ben Shaffer Recreation Inc." Prices do not include installation unless otherwise specified above.

Playground Equipment must be installed over a resilient surface. Standard colors and finish are quoted unless noted. Final count is the responsibility of the contractor/purchaser. Note that assembly/installation is NOT provided. Sales Tax will be added if applicable

Ben Shaffer Recreation
P.O. Box 844
Lake Hopatcong NJ 07849 US

# Proposal

| TERMS | REP | DATE | Proposal # |
|---|---|---|---|
| Net 30 | Scott Tumminello | 11/14/2025 | 3946-4 |

Scott Tumminello
Ben Shaffer Recreation Inc.
Vice President, CPSI
Scott@BenShaffer.com
P: 973-294-5970

**If you agree to the terms set forth in this proposal, please fill out name, signature, and date to confirm approval:**

**Estimate Approved By** _____

**Signature** _____

**Date** _____

**P.O. Number** _____

**Trucker Contact** _____ **Trucker Phone** _____

**Ship To Address** _____

_____

## Conditions of Installation

RE: _____

Installations of equipment are subject to the following conditions and/or exclusions. Unless otherwise specifically included in the accompanying quote, Ben Shaffer Recreation and its contracted installers are not responsible for the following. If non-included services are needed, additional charges will apply and be billed at the contract cost:

- Unforeseen obstructions (such as in sub-surface) resulting in delayed installation or additional removal fees (rock, pipes, old building or site debris, hidden borders, oversized footings or other items that may be discovered during the excavation and removal process)
- Accepting delivery and/or checking materials
- Storage/security of materials at jobsite
- Relocation or transport of materials to jobsite
- Site preparation (grading, drainage, etc.)
- Finish work to site area (borders, protective surfacing)
- Removal/ Disposal of existing equipment
- Off-site disposal of shipping materials (cardboard, crating, etc.). Shipping materials will be neatly stacked on site, or placed in an on-site dumpster provided by site owner/manager.
- Equipment not included as part of original project number
- Any permits or clearance by utility companies and/or local building departments if applicable • Site security for rubber safety surface installation provided by others.
- If there are no on-site provisions for disposition of excavated footing materials (i.e. soil, blacktop, rocks, etc.)

NOTE: You should contact your utility companies directly to clear the area for all utilities prior to ordering equipment. Any necessary changes in equipment or layout can then be done prior to start of construction. You must indicate that the mark-out is for survey only. Customer is responsible for locating any privately owned utilities. We cannot be responsible for any damage to water, gas or other utilities as a result of owner's failure to clear underground plans.

If finish work is being done by installer (borders, protective surfacing), direct access for delivery trucks must be provided.

If site is to be graded or leveled, this must be coordinated and approved by installer to ensure adequate anchorage for structure.

The owner shall hold Ben Shaffer Recreation harmless in the event of injury due to lack of, or insufficient, resilient surface.

Sharp objects (i.e., sports spikes, heeled shoes, etc.) will damage rubber surface and void surface warranties

Ben Shaffer Recreation and its sub-contractors are in no way responsible for any issues associated with product design, manufacturing defect, lack of resilient surfacing or maintenance thereof.

I have read, understood, and agree to the above conditions.

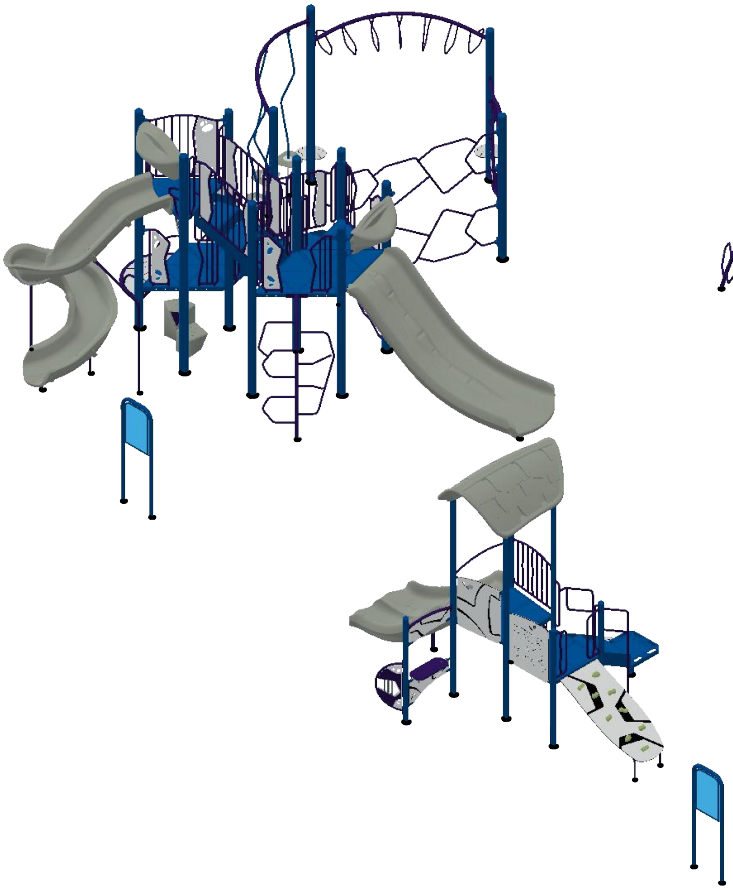
Signed: _____ Print Name: _____ Date: _____

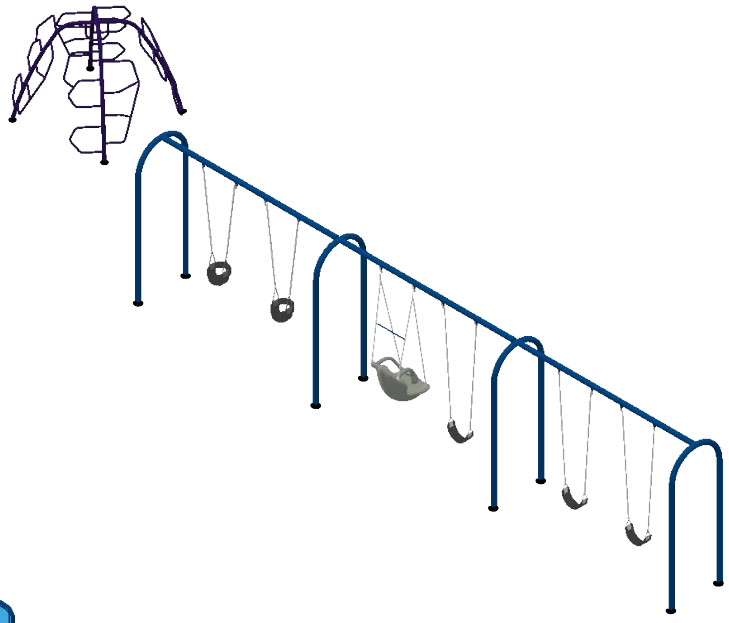
Please sign/save and email to sales@benshaffer.com; or print and fax to 973-663-4615.

Burke
PLAY THAT MOVES YOU.
BCIBURKE.COM • 800.266.1250

# LAFAYATTE PLAYGROUND

20 Park Ave | West Orange, NJ 07052-5517





Ben Shaffer Recreation, Inc.
PO Box 844 | Lake Hopatcong, NJ 07849 | 973-663-2021



BEN SHAFFER RECREATION

November 14, 2025

Bill Kehoe
West Orange Recreation
60 1/2 Cherry St
West Orange, NJ 07052

Dear Bill Kehoe:

Ben Shaffer Recreation, Inc. is delighted to provide West Orange Recreation with this playground equipment proposal.

This design was developed with your specific needs in mind, and we look forward to discussing this project further with you to ensure your complete satisfaction. Ben Shaffer Recreation, Inc. is confident that this proposal will satisfy West Orange Recreation's functional, environmental, and safety requirements -- and most importantly -- bring joy and excitement to the children and families directly benefiting from your new playground.

You have our personal commitment to support this project and your organization in every manner possible, and we look forward to developing a long-standing relationship with West Orange Recreation. We appreciate your consideration and value this opportunity to earn your business.

Sincerely,

**Scott Tumminello**
Sales Representative

Ben Shaffer Recreation, Inc.
PO Box 844
Lake Hopatcong, NJ 07849
www.benshaffer.com
www.bciburke.com

Phone: 973-663-2021
Fax: 973-663-4615
Email: scott@benshaffer.com

# COOPERATIVE PURCHASING OPTIONS

## PLAYGROUNDS WITHOUT ALL THE PAPERWORK

Purchasing with contracts may sound intimidating, but getting your community playspace doesn't need to be a painful process of writing specifications, issuing RFP's and jumping through hoops – it can be simplified – we promise! As you continue planning for your new playground, review the Purchasing Contracts offered through our partners.

## EQUALIS GROUP

Equalis is an innovative cooperative purchasing organization that believes in the power of partnership and that when you work together you achieve more. The basic premise of the Equalis cooperative purchasing organization is to leverage the combined buying power of all members for better pricing and favorable contract terms. Equalis Group uses the lead agency model for competitively bid contracts, provides our participants the savings they expect and offers efficiencies and peace of mind within the procurement process. It is our mission to continuously improve the measurable and meaningful impact of cooperative services for everyone throughout the supply chain.

## GOVMVMT

GOVMVMT is a non-profit group purchasing organization that meets the highest industry standards while putting the public's interest at the forefront of everything they do. Each one of GOVMVMT's first-class suppliers has consciously joined their mission to create the most credible, ethical, and public agency-focused non-profit cooperative purchasing program in the country.

## GSA

Federal parks, child development programs, military bases and other agencies are a major priority for BCI Burke, and agencies can purchase Burke playgrounds through Burke's GSA contract for installation virtually anywhere in the world.

## OMNIA PARTNERS

OMNIA Partners, Public Sector (Subsidiary National IPA) is the largest and most experienced organization in purchasing and supply chain management. Comprised of participants and suppliers in the public sector, we bring together industry-leading buying power and world-class suppliers to offer an extensive portfolio of competitively solicited and publicly awarded contracts and partnerships. OMNIA Partners is proud to offer more value and resources to state and local government, higher education, K-12 education and non-profits.

## SOURCEWELL

As a leader in cooperative purchasing, Sourcewell is passionate about helping members fulfill their public service missions. Sourcewell builds strong relationships with members and vendors to develop practical solutions together.

---

The easiest way to Join Our Movement is to call your local Representative at 800.266.1250 or v**isit bciburke.com/rep**. Our passion is bringing play to communities like yours and we can't wait to help you get started!

equalis GROUP

GSA Contract Holder
Contract 47QSMA20D08NL | 47QSMA20D08NM

GOVMVMT

OMNIA PARTNERS

Sourcewell
Awarded Contract
Contract # 010521-BUR





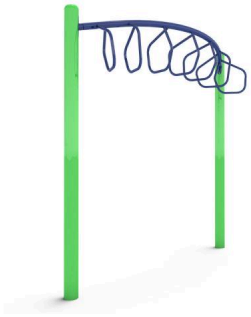



# FEATURED PLAY EVENTS



**Rain Drops Activity Panel**
Create the perfect play area for children with Burke's Interactive Play Panels. The play panels encourage exploration, interaction and develop fine-motor skills for children with all abilities.

---



**Straight Overhead**
Overhead events build upper body strength and endurance, improve eye-hand coordination and elevate children's self-confidence.

---



**Odyssey Post Link - Double**
This awesome climber creates a more advanced and complex climbing experience on a playground structure. Kids love a challenge, and this deck link provides them with options to climb around, through or over!

# FEATURED PLAY EVENTS



**VIPER® SLIDE**
The Viper Slide can't be tamed, but kids love trying! Viper's exciting twisty and fast serpentine action is guaranteed to generate incredible high-energy fun and safe, healthy play.

---



**3.5" Arch Swing**
Swings help children develop coordination and balance while providing an engaging sensory experience.

---



**Verve® IV XS**
Verve Climbers provide random paths for children to climb on the inside or outside, vertically or traverse.

20 Park Ave | West Orange, NJ 07052-5517

**DESIGN SUMMARY**

Ben Shaffer Recreation, Inc. is very pleased to present this Proposal for consideration for the Lafayatte Playground located in West Orange. BCI Burke Company, LLC has been providing recreational playground equipment for over 100 years and has developed the right mix of world-class capabilities to meet the initial and continuing needs of West Orange Recreation. We believe our proposal will meet or exceed your project's requirements and will deliver the greatest value to you.

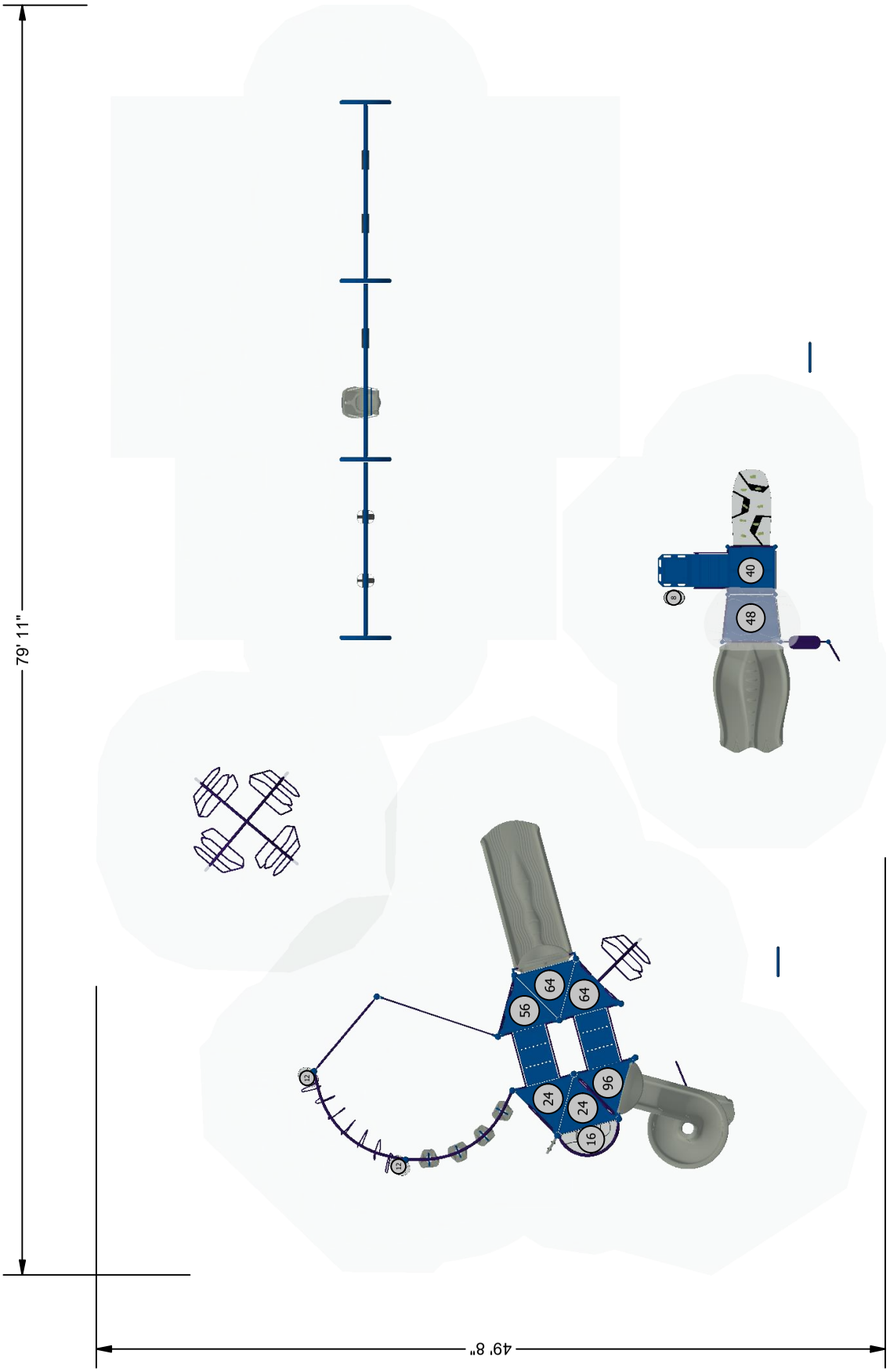
The following is a summary of some of the key elements of our Proposal:

- Project Name: Lafayatte Playground
- Project Number: 130-210234-1
- User Capacity: 105
- Age Groups: 5 to 12, 2 to 5
- Dimensions: 79' 11" x 49' 8"
- Designer: Kathleen Yttri

Ben Shaffer Recreation, Inc. has developed a custom playground configuration based on the requirements as they have been presented for the Lafayatte Playground playground project. Our custom design will provide a safe and affordable playground environment that is aesthetically pleasing, full of fun for all users and uniquely satisfies your specific requirements. In addition, proposal # 130-210234-1 has been designed with a focus on safety, and is fully compliant with ASTM F1487 and CPSC playground safety standards.

We invite you to review this proposal for the Lafayatte Playground project and to contact us with any questions that you may have.

Thank you in advance for giving us the opportunity to make this project a success.




**PLAYGROUND ACCESSIBILITY** (Provided/Required)

| TOTAL EVENTS | ELEVATED EVENTS | TRANSFER ACCESSIBLE EVENTS | RAMP ACCESSIBLE EVENTS | GROUND EVENTS | TYPES OF GROUND EVENTS |
|---|---|---|---|---|---|
| 21 | 10 / 5 | 10 / 0 | 0 / 0 | 12 / 3 | 5 / 3 |

The use and layout of play components identified in this plan conform to the CPSC guildelines. U.S. CPSC recommends the separation of age groups in playground layouts.

**OVERALL BOUNDING OF USE ZONES** **The space requirements shown here are to ASTM standards. Requirements for other standards may be different.
Area: 3965.9 sq.ft.
Perimeter: 259.1 ft.
**STRUCTURE SIZE:** 48'8"x79' 11"
**POST SIZE(S):** 3.5"

*Warning: Accessible safety surfacing material is required beneath and around this equipment that is compliant with ASTM, CPSC, and ADAAG requirements.*

**SERIES** Nucleus | Intensity | Burke Basics | Synergy

**SITE PLAN VIEW**

**GROUP:**
5-12 Structure|2-5 Structure|Freestanding

**DESIGNED FOR AGES:**
5 to 12, 2 to 5

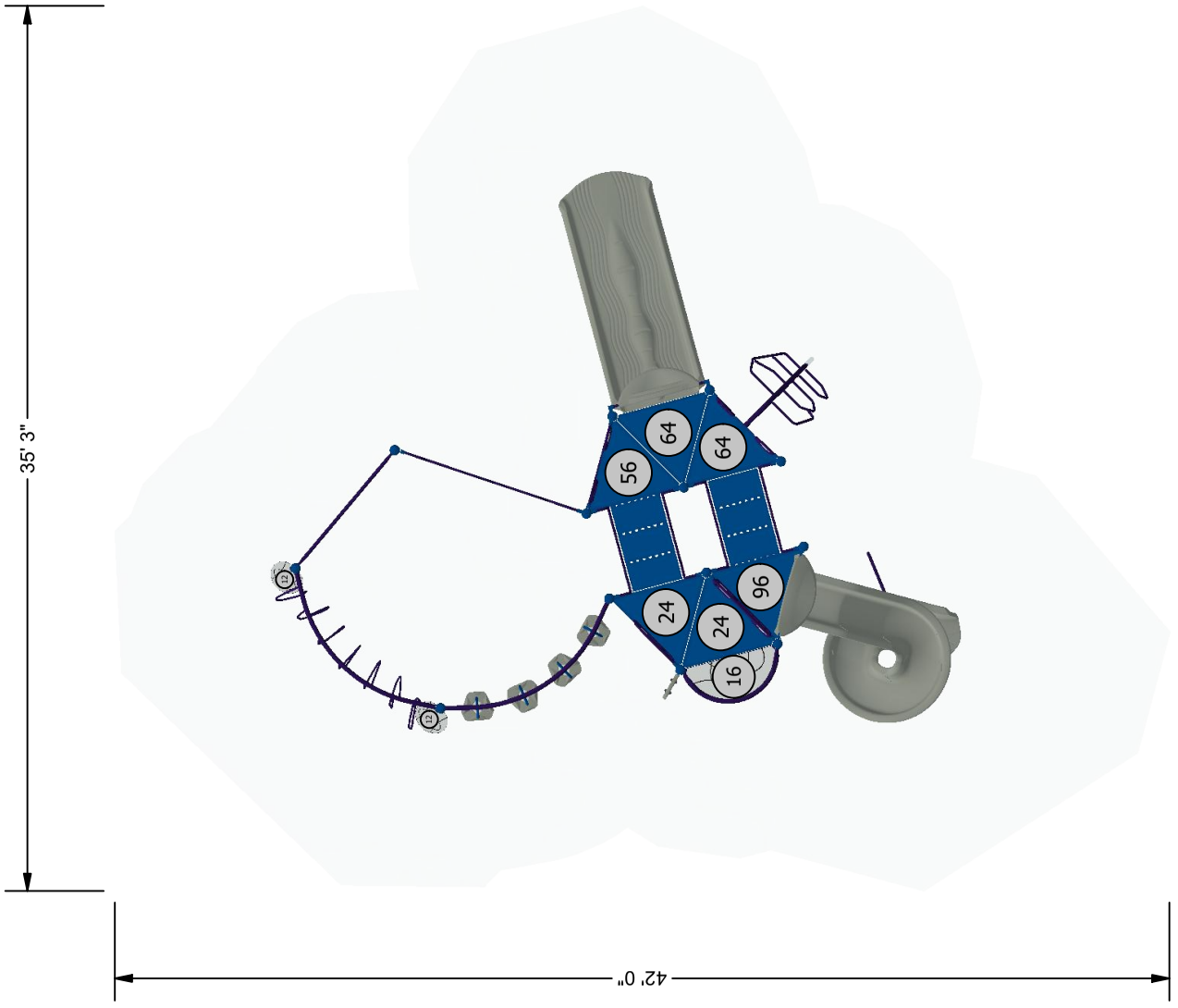
**Lafayette Playground**
West Orange, NJ 07052-5517

11/13/2025

**Ben Shaffer Recreation, Inc.**
**130-210234-1**

Designer: Kathleen Yttri

Burke
PLAY THAT MOVES YOU.




**PLAYGROUND ACCESSIBILITY** (Provided/Required)

| TOTAL EVENTS | ELEVATED EVENTS | TRANSFER ACCESSIBLE EVENTS | RAMP ACCESSIBLE EVENTS | GROUND EVENTS | TYPES OF GROUND EVENTS |
|---|---|---|---|---|---|
| 21 | 10 / 5 | 10 / 0 | 0 / 0 | 12 / 3 | 5 / 3 |

The use and layout of play components identified in this plan conform to the CPSC guildelines. U.S. CPSC recommends the separation of age groups in playground layouts.

**OVERALL BOUNDING OF USE ZONES** **The space requirements shown here are to ASTM standards. Requirements for other standards may be different.
Area: 3965.9 sq.ft.
Perimeter: 259.1 ft.
**STRUCTURE SIZE:** 48'8"x79' 11"
**POST SIZE(S):** 3.5"

*Warning: Accessible safety surfacing material is required beneath and around this equipment that is compliant with ASTM, CPSC, and ADAAG requirements.*

**SERIES** Nucleus | Intensity | Burke Basics

**SITE PLAN VIEW**

**GROUP:**
5-12 Structure

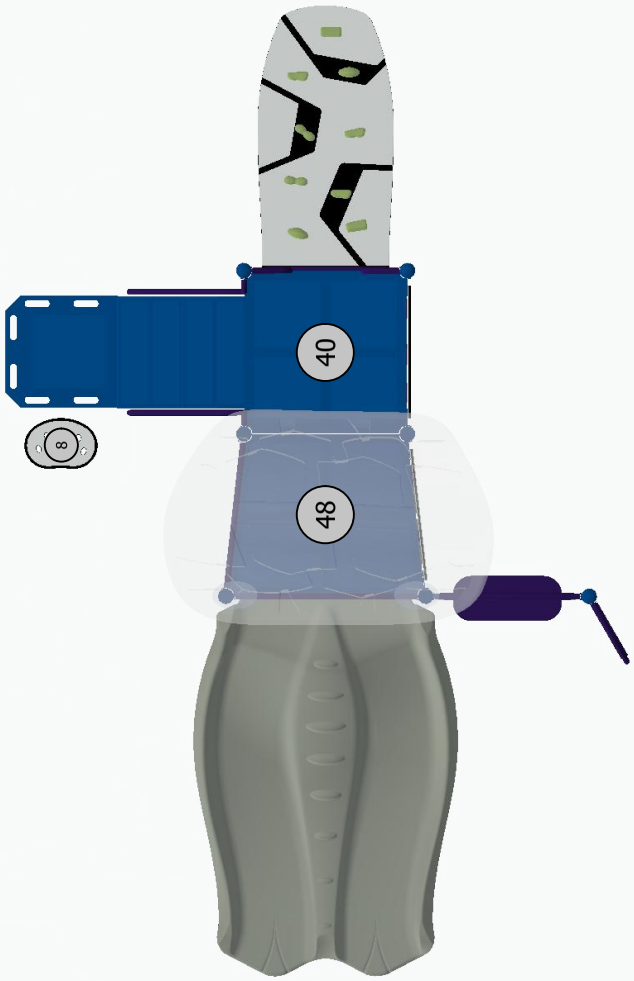
**DESIGNED FOR AGES:**
5 to 12

**Lafayatte Playground**
West Orange, NJ 07052-5517

11/13/2025

**Ben Shaffer Recreation, Inc.**
**130-210234-1**

Designer: Kathleen Yttri




29' 10"

20' 5"

The use and layout of play components identified in this plan conform to the CPSC guildelines. U.S. CPSC recommends the separation of age groups in playground layouts.

**PLAYGROUND ACCESSIBILITY** (Provided/Required)

| TOTAL EVENTS | ELEVATED EVENTS | TRANSFER ACCESSIBLE EVENTS | RAMP ACCESSIBLE EVENTS | GROUND EVENTS | TYPES OF GROUND EVENTS |
|---|---|---|---|---|---|
| 21 | 10 / 5 | 10 / 0 | 0 / 0 | 12 / 3 | 5 / 3 |

**OVERALL BOUNDING OF USE ZONES** **The space requirements shown here are to ASTM standards. Requirements for other standards may be different.

Area: 3965.9 sq.ft.
Perimeter: 259.1 ft.
**STRUCTURE SIZE:** 28'8"x79' 11"
**POST SIZE(S):** 3.5"

*Warning: Accessible safety surfacing material is required beneath and around this equipment that is compliant with ASTM, CPSC, and ADAAG requirements.*

**SERIES** Synergy | Burke Basics

**SITE PLAN VIEW**

**GROUP:**
2-5 Structure

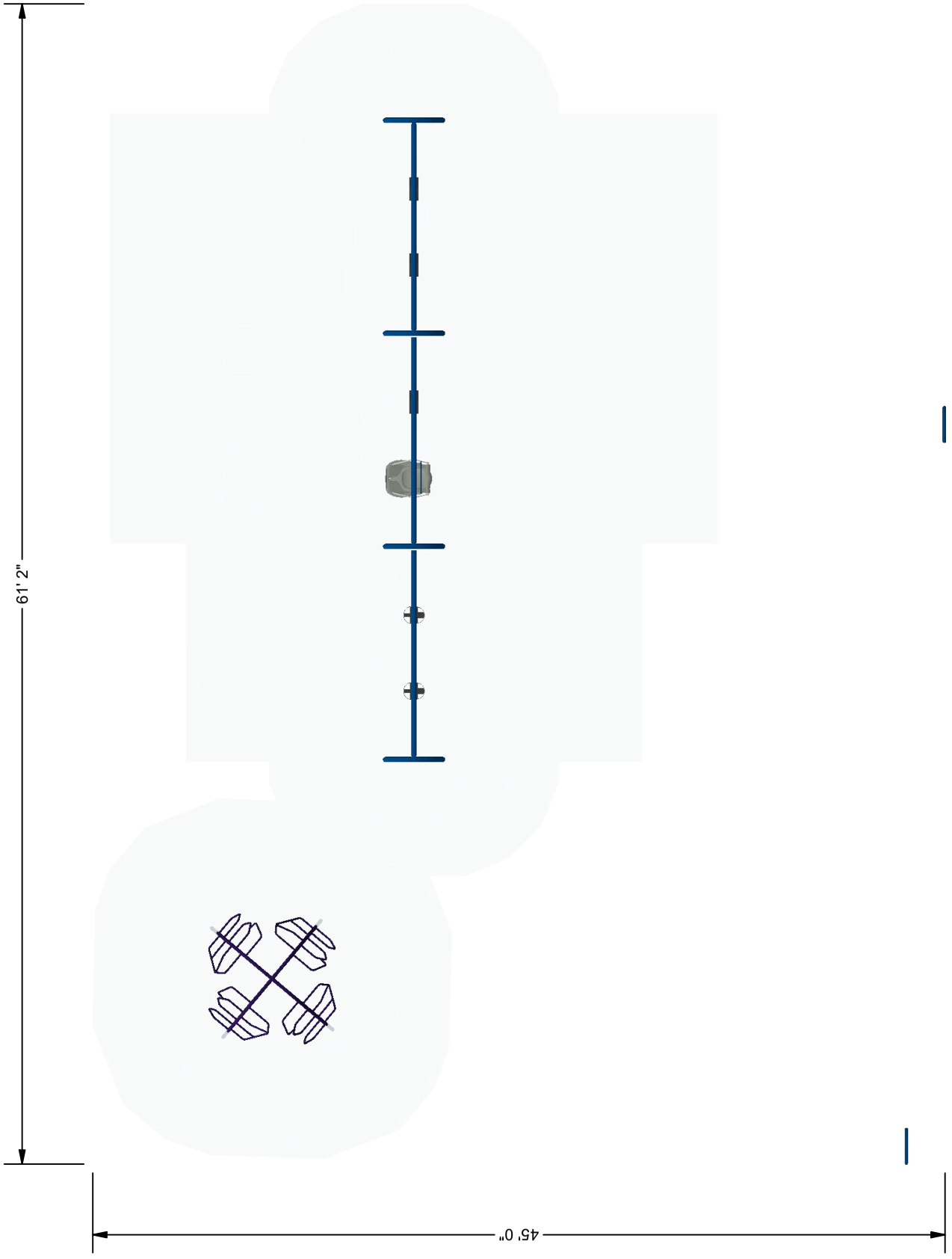
**DESIGNED FOR AGES:**
2 to 5

**Lafayatte Playground**
West Orange, NJ 07052-5517

11/13/2025

**Ben Shaffer Recreation, Inc.**
**130-210234-1**

Designer: Kathleen Yttri




The use and layout of play components identified in this plan conform to the CPSC guildelines. U.S. CPSC recommends the separation of age groups in playground layouts.

**PLAYGROUND ACCESSIBILITY** (Provided/Required)

| TOTAL EVENTS | ELEVATED EVENTS | TRANSFER ACCESSIBLE EVENTS | RAMP ACCESSIBLE EVENTS | GROUND EVENTS | TYPES OF GROUND EVENTS |
|---|---|---|---|---|---|
| 21 | 10 / 5 | 10 / 0 | 0 / 0 | 12 / 3 | 5 / 3 |

**OVERALL BOUNDING OF USE ZONES** **The space requirements shown here are to ASTM standards. Requirements for other standards may be different.
Area: 3965.9 sq.ft.
Perimeter: 259.1 ft.
**STRUCTURE SIZE:** 48' 8"X79' 11"
**POST SIZE(S):** 3.5"

*Warning: Accessible safety surfacing material is required beneath and around this equipment that is compliant with ASTM, CPSC, and ADAAG requirements.*

**SERIES** Burke Basics

**SITE PLAN VIEW**

**GROUP:**
Freestanding

**DESIGNED FOR AGES:**
2 to 5

**Lafayatte Playground**
West Orange, NJ 07052-5517

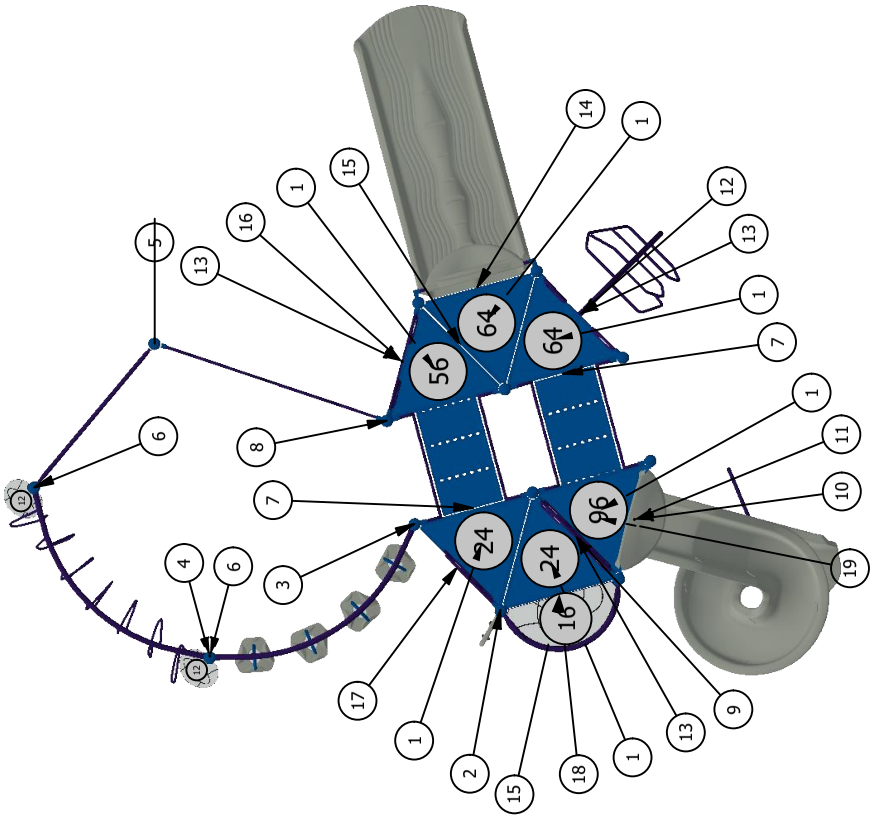
Burke
PLAY THAT MOVES YOU.

11/13/2025

**Ben Shaffer Recreation, Inc.**
**130-210234-1**

Designer: Kathleen Yttri

| ITEM | COMP. | DESCRIPTION |
|---|---|---|
| 1 | 270-0129 | TRIANGLE PLATFORM |
| 2 | 570-0717 | RAINDROPS ACTIVITY PANEL |
| 3 | 370-0223 | PURSUIT CLIMBER 16"-40" |
| 4 | 370-1675 | STRAIGHT OVERHEAD, NUCLEUS |
| 5 | 370-0204 | LINX LEVITATE CLIMBER |
| 6 | 370-1608 | OVISTEP LAUNCH PAD |
| 7 | 370-0040 | EVOLUTION 32" TRANSITION STAIR W/ BARRIERS |
| 8 | 370-0033 | ODYSSEY POST LINK DOUBLE |
| 9 | 570-0100 | EVOLUTION BARRIER |
| 10 | 470-0831 | VIPER SPIRAL 96 W/O HOOD |
| 11 | 470-0805 | SLIDE HOOD, HIGH SIDE WALL |
| 12 | 370-1641 | VERVE XS CLIMBER 64" DK |
| 13 | 270-0120 | EVOLUTION UNITARY ENCLOSURE |
| 14 | 470-0803 | CONTOUR SLIDE, 64"-72" |
| 15 | 270-0009 | 8" CLOSURE PLATE, ELLIPSE |
| 16 | 370-0863 | TREE BRANCH CLIMBER 56" |
| 17 | 270-0122 | EVOLUTION OFFSET ENCLOSURE |
| 18 | 470-0075 | CRESCENT PLATFORM |
| 19 | 560-2707 | EKO DUAL |




**SERIES** Nucleus | Intensity | Burke Basics

**COMPONENT VIEW**

**GROUP:**
5-12 Structure

**DESIGNED FOR AGES:**
5 to 12

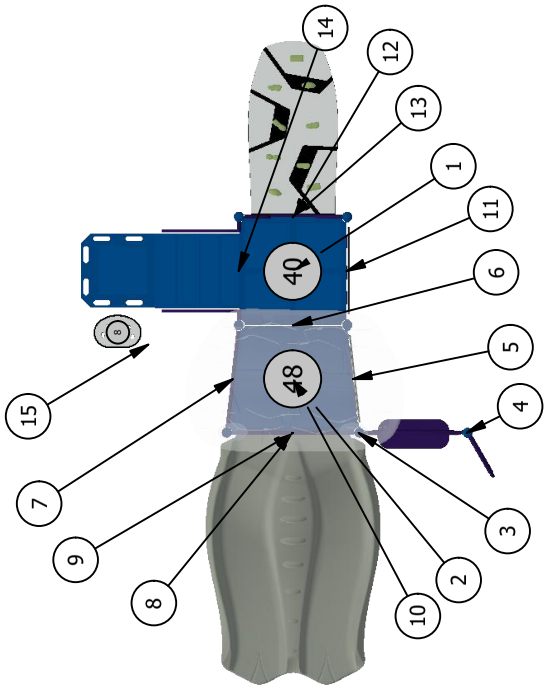
**Lafayatte Playground**
West Orange, NJ 07052-5517

11/13/2025

**Ben Shaffer Recreation, Inc.**
**130-210234-1**

Designer: Kathleen Yttri

| ITEM | COMP. | DESCRIPTION |
|---|---|---|
| 1 | 290-0102 | SQUARE PLATFORM |
| 2 | 290-0103 | TRAPEZOID PLATFORM |
| 3 | 590-0400 | SYNERGY COUNTER |
| 4 | 590-0153 | CHIMES CRESCENT PANEL, RIGHT |
| 5 | 590-0114 | 3-IN-A-ROW PANEL, 2-5 ABOVE PLATFORM |
| 6 | 290-0101 | 8" CLOSURE PLATE |
| 7 | 590-0398 | PIPE WALL 2-5 |
| 8 | 490-0137 | LUGE SLIDE 48"-56" |
| 9 | 490-0138 | DOUBLE SLIDE SIT DOWN BAR |
| 10 | 490-0230 | NISO ROOF |
| 11 | 590-0156 | ACORN PANEL, 2-SIDED 2-5 ABOVE PLATFORM |
| 12 | 390-0223 | ASCEND ROCK CLIMBER 32"-40" |
| 13 | 290-0111 | CLIMBER ENCLOSURE 2-5 |
| 14 | 390-0148 | TRANSFER STATION, HANDRAIL 40" |
| 15 | 580-1364 | LIL NOVO BEAN STEP |




**SERIES** Synergy | Burke Basics

**COMPONENT VIEW**

**GROUP:**
2-5 Structure

**DESIGNED FOR AGES:**
2 to 5

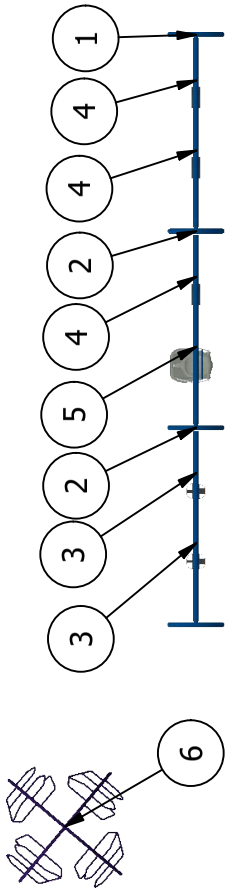
**Lafayatte Playground**
West Orange, NJ 07052-5517

11/13/2025

**Ben Shaffer Recreation, Inc.**
**130-210234-1**

Designer: Kathleen Yttri

| ITEM | COMP. | DESCRIPTION |
|---|---|---|
| 1 | 550-0158 | 3 1/2" OD ARCH SWING |
| 2 | 550-0159 | 3 1/2" OD ARCH SWING ADD-ON |
| 3 | 550-0099 | TOT SEAT, 7' & 8' SINGLE, STD CHAIN |
| 4 | 550-0111 | BELT SEAT, 8' SINGLE, STD CHAIN |
| 5 | 550-0171 | FREEDOM SWING SEAT, 8' BEAM, STD CHAIN |
| 6 | 560-2593 | VERVE CLIMBER IV XS |
| 7 | 580-1474 | BEN SHAFFER WELCOME SIGN, 2-5 |
| 8 | 580-1475 | BEN SHAFFER WELCOME SIGN, 5-12 |




**SERIES** Burke Basics

**COMPONENT VIEW**

**GROUP:**
Freestanding

**DESIGNED FOR AGES:**
2 to 5

**Lafayatte Playground**
West Orange, NJ 07052-5517

11/13/2025

**Ben Shaffer Recreation, Inc.**
**130-210234-1**

Designer: Kathleen Yttri

**SERIES** Nucleus | Intensity | Burke Basics | Synergy

**GROUP:**
5-12 Structure|2-5 Structure|Freestanding

**DESIGNED FOR AGES:**
5 to 12, 2 to 5

**Lafayatte Playground**
West Orange, NJ 07052-5517

Burke
PLAY THAT MOVES YOU

**ELEVATION VIEW**

11/13/2025

**Ben Shaffer Recreation, Inc.**

**130-210234-1**

Designer: Kathleen Yttri

**SERIES** Nucleus | Intensity | Burke Basics

**ELEVATION VIEW**

**GROUP:**
5-12 Structure

**DESIGNED FOR AGES:**
5 to 12

**Lafayatte Playground**
West Orange, NJ 07052-5517

Burke
PLAY THAT MOVES YOU.

11/13/2025

**Ben Shaffer Recreation, Inc.**
**130-210234-1**
Designer: Kathleen Yttri

**SERIES** Synergy | Burke Basics

**GROUP:**
2-5 Structure

**DESIGNED FOR AGES:**
2 to 5

**Lafayatte Playground**
West Orange, NJ 07052-5517

Burke
PLAY THAT MOVES YOU.

**ELEVATION VIEW**

11/13/2025

**Ben Shaffer Recreation, Inc.**

**130-210234-1**

Designer: Kathleen Yttri

**SERIES** Burke Basics

**GROUP:**
Freestanding

**DESIGNED FOR AGES:**
2 to 5

**Lafayatte Playground**
West Orange, NJ 07052-5517

Burke
PLAY THAT MOVES YOU.

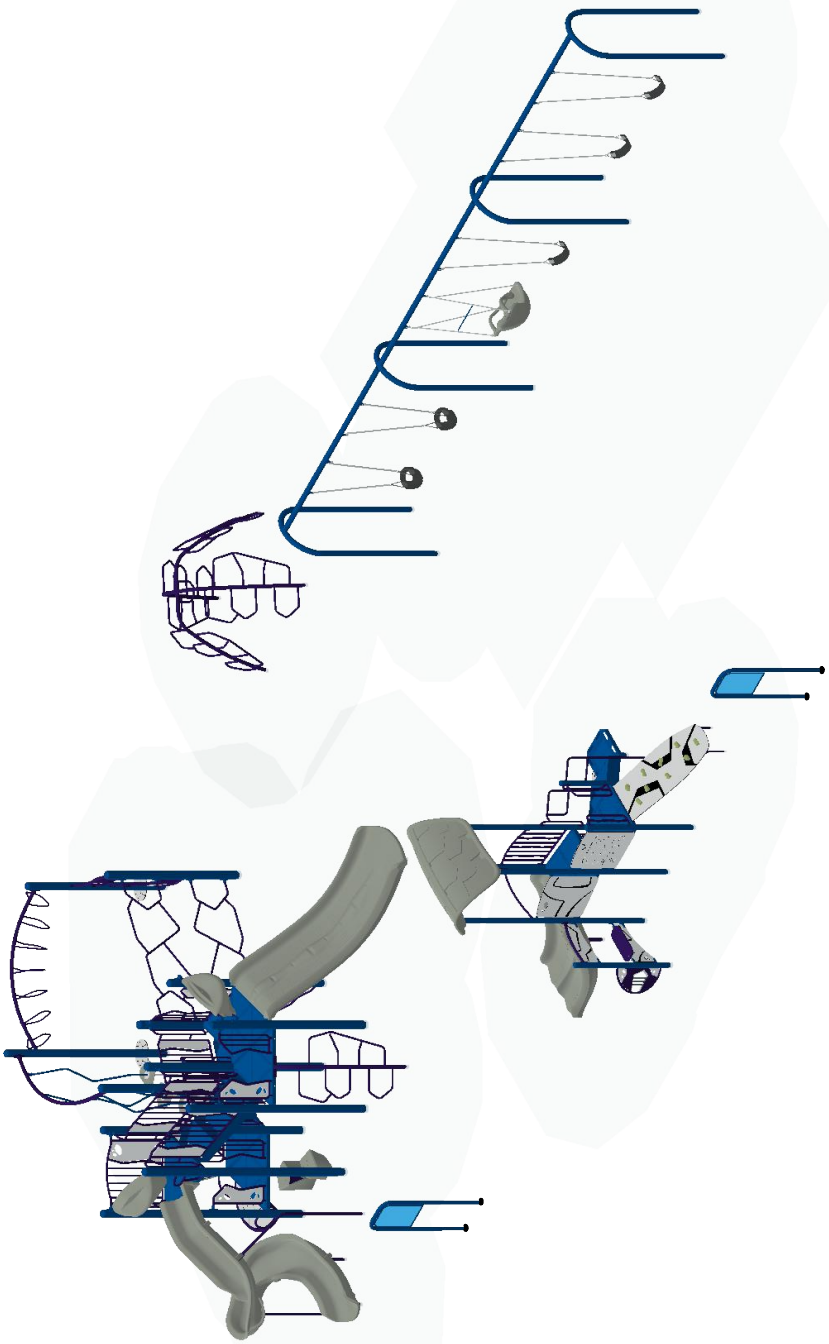
**ELEVATION VIEW**

11/13/2025

**Ben Shaffer Recreation, Inc.**

**130-210234-1**

Designer: Kathleen Yttri



**SERIES** Nucleus | Intensity | Burke Basics | Synergy

**ISOMETRIC VIEW**

**GROUP:**
5-12 Structure|2-5 Structure|Freestanding

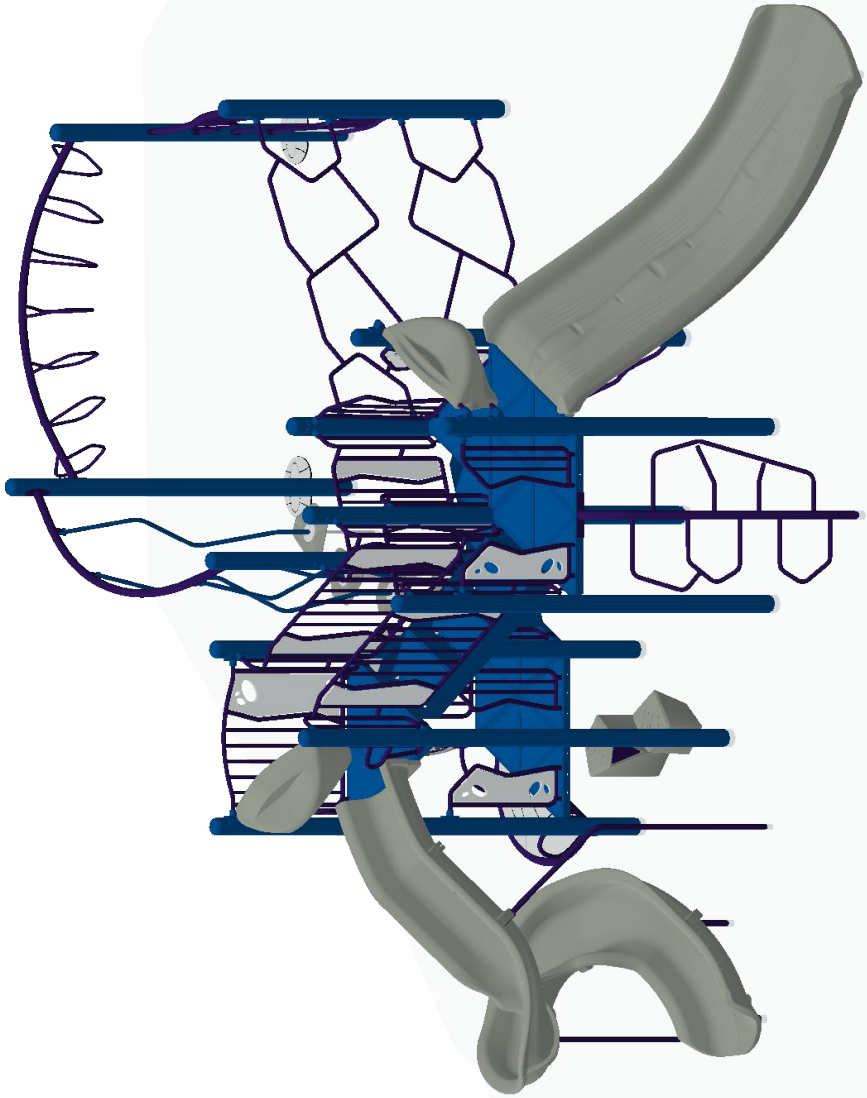
**DESIGNED FOR AGES:**
5 to 12, 2 to 5

**Lafayatte Playground**
West Orange, NJ 07052-5517

11/13/2025

**Ben Shaffer Recreation, Inc.**
**130-210234-1**

Designer: Kathleen Yttri



**SERIES** Nucleus | Intensity | Burke Basics

**ISOMETRIC VIEW**

**GROUP:**
5-12 Structure

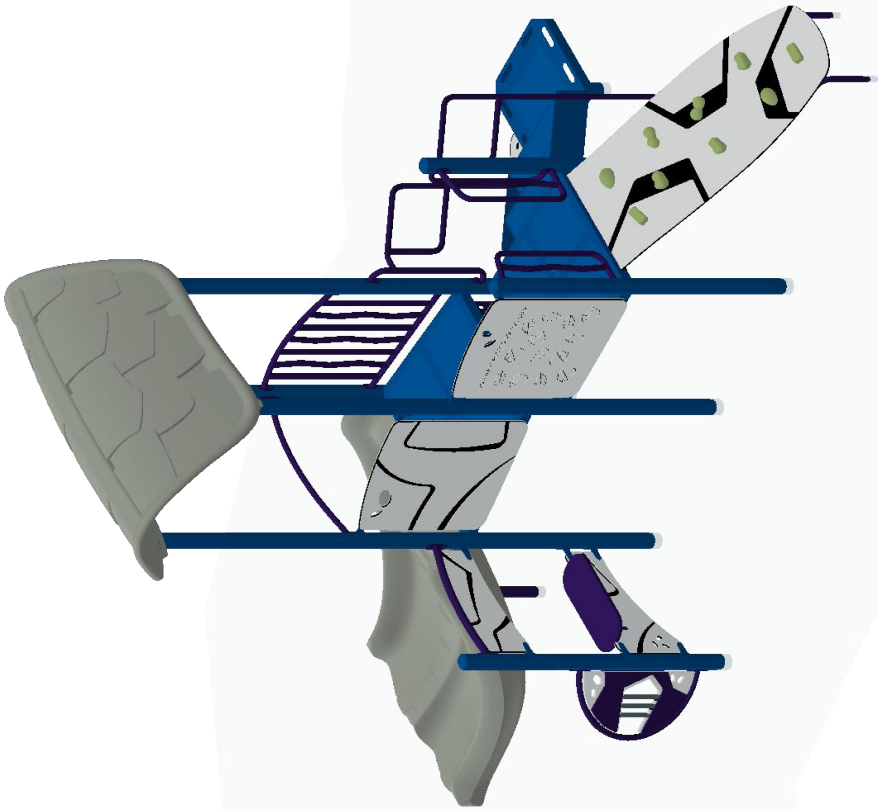
**DESIGNED FOR AGES:**
5 to 12

**Lafayatte Playground**
West Orange, NJ 07052-5517

11/13/2025

**Ben Shaffer Recreation, Inc.**
**130-210234-1**

Designer: Kathleen Yttri



**SERIES** Synergy | Burke Basics

**ISOMETRIC VIEW**

**GROUP:**
2-5 Structure

**DESIGNED FOR AGES:**
2 to 5

**Lafayatte Playground**
West Orange, NJ 07052-5517

11/13/2025

**Ben Shaffer Recreation, Inc.**
**130-210234-1**

Designer: Kathleen Yttri



| SERIES Burke Basics | | ISOMETRIC VIEW |
|---|---|---|
| **GROUP:**<br>Freestanding<br><br>**DESIGNED FOR AGES:**<br>2 to 5 | **Lafayatte Playground**<br>West Orange, NJ 07052-5517<br><br>Burke<br>PLAY THAT MOVES YOU. | 11/13/2025<br>**Ben Shaffer Recreation, Inc.**<br>**130-210234-1**<br>Designer: Kathleen Yttri |

**PROPOSAL 130-210234-1 | 11/14/2025 | 2025 PRICING**

The play components identified in this proposal are IPEMA certified. The use and layout of these components conform to the requirements of ASTM F1487 and CPSC. To verify product certification, visit www.ipema.org.

The space requirements shown in this proposal are to ASTM standards. Requirements for other standards may be different.

**5-12 Structure**

**Burke Basics**

| Component No. | Description | Qty | User Cap. | Ext. User Cap. | Weight | Ext. Weight |
|---|---|---|---|---|---|---|
| 560-2707 | EKO DUAL | 1 | 2 | 2 | 47 | 47 |

**Intensity**

| Component No. | Description | Qty | User Cap. | Ext. User Cap. | Weight | Ext. Weight |
|---|---|---|---|---|---|---|
| 370-0033 | ODYSSEY POST LINK DOUBLE | 1 | 4 | 4 | 78 | 78 |
| 370-1608 | OVISTEP LAUNCH PAD | 2 | 1 | 2 | 10 | 20 |
| 370-1675 | STRAIGHT OVERHEAD, NUCLEUS | 1 | 6 | 6 | 53 | 53 |

**Nucleus**

| Component No. | Description | Qty | User Cap. | Ext. User Cap. | Weight | Ext. Weight |
|---|---|---|---|---|---|---|
| 072-0500-100C | 5" OD X 100" CAPPED POST | 1 | 0 | 0 | 53 | 53 |
| 072-0500-124C | 5" OD X 124" CAPPED POST | 1 | 0 | 0 | 65 | 65 |
| 072-0500-128C | 5" OD X 128" CAPPED POST | 1 | 0 | 0 | 67 | 67 |
| 072-0500-132C | 5" OD X 132" CAPPED POST | 1 | 0 | 0 | 69 | 69 |
| 072-0500-140C | 5" OD X 140" CAPPED POST | 2 | 0 | 0 | 74 | 148 |
| 072-0500-144C | 5" OD X 144" CAPPED POST | 2 | 0 | 0 | 76 | 152 |
| 072-0500-156C | 5" OD X 156" CAPPED POST | 2 | 0 | 0 | 82 | 164 |
| 072-0500-172C | 5" OD X 172" CAPPED POST | 3 | 0 | 0 | 90 | 270 |
| 270-0009 | 8" CLOSURE PLATE, ELLIPSE | 2 | 0 | 0 | 8 | 16 |
| 270-0120 | EVOLUTION UNITARY ENCLOSURE | 3 | 0 | 0 | 34 | 102 |
| 270-0122 | EVOLUTION OFFSET ENCLOSURE | 1 | 0 | 0 | 34 | 34 |
| 270-0129 | TRIANGLE PLATFORM | 6 | 2 | 12 | 48 | 288 |
| 370-0040 | EVOLUTION 32" TRANSITION STAIR W/ BARRIERS | 2 | 6 | 12 | 239 | 478 |
| 370-0204 | LINX LEVITATE CLIMBER | 1 | 6 | 6 | 223 | 223 |
| 370-0223 | PURSUIT CLIMBER 16"-40" | 1 | 4 | 4 | 127 | 127 |
| 370-0863 | TREE BRANCH CLIMBER 56" | 1 | 2 | 2 | 25 | 25 |
| 370-1641 | VERVE XS CLIMBER 64" DK | 1 | 4 | 4 | 47 | 47 |
| 470-0075 | CRESCENT PLATFORM | 1 | 1 | 1 | 52 | 52 |
| 470-0803 | CONTOUR SLIDE, 64"-72" | 1 | 4 | 4 | 232 | 232 |
| 470-0805 | SLIDE HOOD, HIGH SIDE WALL | 1 | 0 | 0 | 32 | 32 |
| 470-0831 | VIPER SPIRAL 96 W/O HOOD | 1 | 4 | 4 | 270 | 270 |

| Component No. | Description | Qty | User Cap. | Ext. User Cap. | Weight | Ext. Weight |
|---|---|---|---|---|---|---|
| 570-0100 | EVOLUTION BARRIER | 1 | 0 | 0 | 52 | 52 |
| 570-0717 | RAINDROPS ACTIVITY PANEL | 1 | 2 | 2 | 8 | 8 |

Total User Capacity: 65
Total Weight: 3,172 lbs
Total Price: $44,480

**2-5 Structure**

**Burke Basics**

| Component No. | Description | Qty | User Cap. | Ext. User Cap. | Weight | Ext. Weight |
|---|---|---|---|---|---|---|
| 580-1364 | LIL NOVO BEAN STEP | 1 | 1 | 1 | 28 | 28 |

**Synergy**

| Component No. | Description | Qty | User Cap. | Ext. User Cap. | Weight | Ext. Weight |
|---|---|---|---|---|---|---|
| 072-0300-107C | 3 1/2" OD X 107" CAPPED POST | 2 | 0 | 0 | 40 | 80 |
| 072-0300-99C | 3 1/2" OD X 99" CAPPED POST | 1 | 0 | 0 | 37 | 37 |
| 072-0301-153R | 3 1/2" OD X 153" ROOF POST | 1 | 0 | 0 | 56 | 56 |
| 072-0301-157R | 3 1/2" OD X 157" ROOF POST | 2 | 0 | 0 | 57 | 114 |
| 072-0301-161R | 3 1/2" OD X 161" ROOF POST | 1 | 0 | 0 | 59 | 59 |
| 290-0101 | 8" CLOSURE PLATE | 1 | 0 | 0 | 5 | 5 |
| 290-0102 | SQUARE PLATFORM | 1 | 4 | 4 | 59 | 59 |
| 290-0103 | TRAPEZOID PLATFORM | 1 | 4 | 4 | 64 | 64 |
| 290-0111 | CLIMBER ENCLOSURE 2-5 | 1 | 0 | 0 | 17 | 17 |
| 390-0148 | TRANSFER STATION, HANDRAIL 40" | 1 | 5 | 5 | 175 | 175 |
| 390-0223 | ASCEND ROCK CLIMBER 32"-40" | 1 | 2 | 2 | 81 | 81 |
| 490-0137 | LUGE SLIDE 48"-56" | 1 | 4 | 4 | 168 | 168 |
| 490-0138 | DOUBLE SLIDE SIT DOWN BAR | 1 | 0 | 0 | 6 | 6 |
| 490-0230 | NISO ROOF | 1 | 0 | 0 | 64 | 64 |
| 590-0114 | 3-IN-A-ROW PANEL, 2-5 ABOVE PLATFORM | 1 | 2 | 2 | 27 | 27 |
| 590-0153 | CHIMES CRESCENT PANEL, RIGHT | 1 | 1 | 1 | 17 | 17 |
| 590-0156 | ACORN PANEL, 2-SIDED 2-5 ABOVE PLATFORM | 1 | 2 | 2 | 26 | 26 |
| 590-0398 | PIPE WALL 2-5 | 1 | 0 | 0 | 30 | 30 |
| 590-0400 | SYNERGY COUNTER | 1 | 2 | 2 | 52 | 52 |

Total User Capacity: 27
Total Weight: 1,165 lbs
Total Price: $17,708



OUR MISSION IS TO BRING
PLAY THAT MOVES YOU®
TO COMMUNITIES AROUND
THE WORLD

# LAFAYATTE PLAYGROUND

20 Park Ave | West Orange, NJ 07052-5517

**Freestanding**

**Burke Basics**

| Component No. | Description | Qty | User Cap. | Ext. User Cap. | Weight | Ext. Weight |
|---|---|---|---|---|---|---|
| 550-0099 | TOT SEAT, 7' & 8' SINGLE, STD CHAIN | 2 | 1 | 2 | 12 | 24 |
| 550-0111 | BELT SEAT, 8' SINGLE, STD CHAIN | 3 | 1 | 3 | 10 | 30 |
| 550-0158 | 3 1/2" OD ARCH SWING | 1 | 0 | 0 | 264 | 264 |
| 550-0159 | 3 1/2" OD ARCH SWING ADD-ON | 2 | 0 | 0 | 160 | 320 |
| 550-0171 | FREEDOM SWING SEAT, 8' BEAM, STD CHAIN | 1 | 1 | 1 | 38 | 38 |
| 560-2593 | VERVE CLIMBER IV XS | 1 | 7 | 7 | 183 | 183 |
| 580-1474 | BEN SHAFFER WELCOME SIGN, 2-5 | 1 | 0 | 0 | 52 | 52 |
| 580-1475 | BEN SHAFFER WELCOME SIGN, 5-12 | 1 | 0 | 0 | 52 | 52 |

Total User Capacity: 13
Total Weight: 963 lbs
Total Price: $11,271

**Special Notes:**
Prices do not include freight, unloading, material storage, site excavation/preparation, removal of existing equipment, removal of excess soil from footing holes, site security, safety surfacing, installation, or sales tax (if applicable). Prices are based on standard colors per CURRENT YEAR BCI Burke Catalog. Custom colors, where available, would be an extra charge. **Pricing is valid for 30 days from the date of this proposal.**



OUR MISSION IS TO BRING
PLAY THAT MOVES YOU®
TO COMMUNITIES AROUND
THE WORLD

# LAFAYATTE PLAYGROUND

20 Park Ave | West Orange, NJ 07052-5517

**PROPOSAL 130-210234-1 | 11/14/2025 | 2025 PRICING**

**COLOR SELECTION LIST | Default Color Option**

**GROUP 1 (5-12 Structure)**

| | |
|---|---|
| Accessory: | Purple |
| HDPE 1 Color: | Gray |
| HDPE 2 Color: | Gray-Black-Gray |
| Platform: | Blue |
| Post: | Blue |
| Rotomold Plastic: | Granite |

**GROUP 2 (2-5 Structure)**

| | |
|---|---|
| Accessory: | Purple |
| HDPE 1 Color: | Gray |
| HDPE 2 Color: | Gray-Black-Gray |
| Platform: | Blue |
| Post: | Blue |
| Rotomold Plastic: | Granite |

**GROUP 3 (Freestanding)**

| | |
|---|---|
| Accessory: | Purple |
| HDPE 1 Color: | Gray |
| HDPE 2 Color: | Gray-Black-Gray |
| Platform: | Blue |
| Post: | Blue |
| Rotomold Plastic: | Granite |



OUR MISSION IS TO BRING
PLAY THAT MOVES YOU®
TO COMMUNITIES AROUND
THE WORLD

# COLORS THAT MOVE YOU

## POWDER COAT PAINT




## PLATFORMS




## SOLIS HUE TOPPERS




## TRADITIONAL SERIES SITE AMENITIES



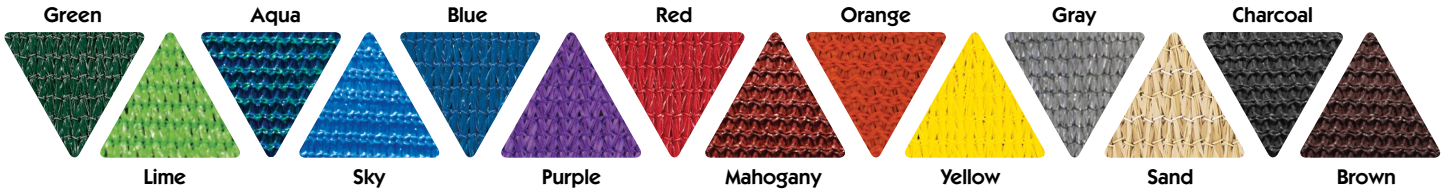

## ROCKIT CLIMBERS



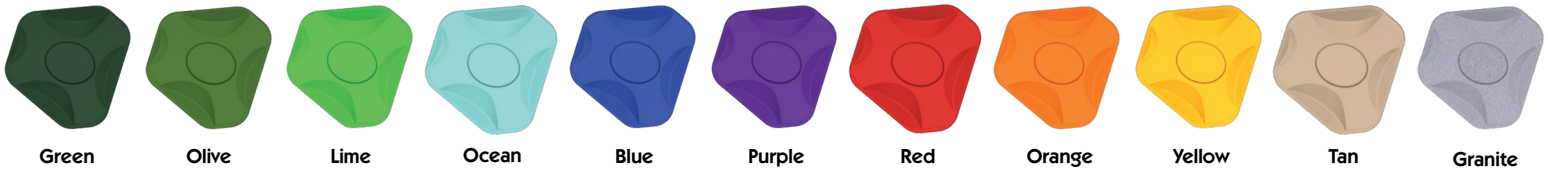

## HDPE PLASTIC PANELS




## SHADE CANOPIES




## ROTOMOLD PLASTIC




## VISIT BCIBURKE.COM/COLOR TO CUSTOMIZE YOUR PLAYGROUND COLORS!

# BURKE GENERATIONS WARRANTY®

BCI Burke Company, LLC ("Burke") warrants that all standard products are warranted to be free from defects in materials and workmanship, under normal use and service, for a period of one (1) year from the date of shipment.

## We stand behind our products.

In addition, the following products are warranted, under normal use and service from the date of shipment as follows:

- One Hundred (100) Year Limited Warranty on aluminum and steel upright posts (including Nucleus®, Nucleus Evolution®, Nucleus Aspire®, Intensity®, Level X®, Synergy®, Synergy Imagination® & 4ME®) against structural failure due to corrosion, deterioration or workmanship.
- One Hundred (100) Year Limited Warranty on KoreKonnect® Clamp Castings against structural failure due to corrosion, deterioration or workmanship.
- One Hundred (100) Year Limited Warranty on Hardware (nuts, bolts, washers).
- One Hundred (100) Year Limited Warranty on bolt-through and direct-bolt fastening and clamp systems (Synergy®, Intensity®, Nucleus®).
- Twenty-Five (25) Year Limited Warranty on spring assemblies and aluminum cast animals.
- Fifteen (15) Year Limited Warranty on structure platforms and decks, metal roofs, table tops, bench tops, railings and barriers against structural failure due to materials or workmanship.
- Fifteen (15) Year Limited Warranty on all plastic components against structural failure due to materials or workmanship.
- Ten (10) Year Limited Warranty on ShadePlay® Canopies fabric, threads, and cables against degradation, cracking or material breakdown resulting from ultra-violet exposure, natural deterioration or manufacturing defects. This warranty is limited to the design loads as stated in the specifications.
- Ten (10) Year Limited Warranty on NaturePlay® Boulders and GFRC products against structural failure due to natural deterioration or workmanship. Natural wear, which may occur with any concrete product with age, is excluded from this warranty.
- Ten (10) Year Limited Warranty on Full Color Custom Signage against manufacturing defects that cause delamination or degradation of the sign. Full Color Custom Signs also carry a two (2) year warranty against premature fading of the print and graphics on the signs.
- Five (5) Year Limited Warranty on Nucleus®, Intensity®, and RopeVenture® cables against premature wear due to natural deterioration or manufacturing defects. Determination of premature wear will be at the manufacturer's discretion.
- Five (5) Year Limited Warranty on rubber belt material against premature wear due to natural deterioration or manufacturing defects. Determination of premature wear will be at the manufacturer's discretion.
- Five (5) Year Limited Warranty on moving parts, including swing components, against structural failure due to materials or workmanship.
- Five (5) Year Limited Warranty on PlayEnsemble® cables and mallets against defects in materials and workmanship.
- Three (3) Year Limited Warranty on electronic panel speakers, sound chips and circuit boards against electronic failure caused by manufacturing defects.

The warranty stated above is valid only if the equipment is erected in conformity with the layout plan and/or installation instructions furnished by BCI Burke Company, LLC using approved parts; have been maintained and inspected in accordance with BCI Burke Company, LLC instructions. Burke's liability and your exclusive remedy hereunder will be limited to repair or replacement of those parts found in Burke's reasonable judgment to be defective. Any claim made within the above stated warranty periods must be made promptly after discovery of the defect. A part is covered only for the original warranty period of the applicable part. Replacement parts carry the applicable warranty from the date of shipment of the replacement from Burke. After the expiration of the warranty period, you must pay for all parts, transportation and service charges.

Burke reserves the right to accept or reject any claim in whole or in part. Burke will not accept the return of any product without its prior written approval. Burke will assume transportation charges for shipment of the returned product if it is returned in strict compliance with Burke's written instructions.

**THE FOREGOING WARRANTIES ARE EXCLUSIVE AND IN LIEU OF ANY OTHER WARRANTY, EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO ANY IMPLIED WARRANTY OR MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. IF THE FOREGOING DISCLAIMER OF ADDITIONAL WARRANTIES IS NOT GIVEN FULL FORCE AND EFFECT, ANY RESULTING ADDITIONAL WARRANTY SHALL BE LIMITED IN DURATION TO THE EXPRESS WARRANTIES AND BE OTHERWISE SUBJECT TO AND LIMITED BY THE TERMS OF BURKE'S PRODUCT WARRANTY. SOME STATES DO NOT ALLOW THE EXCLUSION OF CERTAIN IMPLIED WARRANTIES, SO THE ABOVE LIMITATION MAY NOT APPLY TO YOU.**

**Warranty Exclusions:** The above stated warranties do not cover: "cosmetic" defects, such as scratches, dents, marring, or fading; damage due to incorrect installation, vandalism, misuse, accident, wear and tear from normal use, exposure to extreme weather; immersion in salt or chlorine water, unauthorized repair or modification, abnormal use, lack of maintenance, or other cause not within Burke's control; and

**Limitation of Remedies:** Burke is not liable for consequential or incidental damages, including but not limited to labor costs or lost profits resulting from the use of or inability to use the products or from the products being incorporated in or becoming a component of any other product. If, after a reasonable number of repeated efforts, Burke is unable to repair or replace a defective or nonconforming product, Burke shall have the option to accept return of the product, or part thereof, if such does not substantially impair its value, and return the purchase price as the buyer's entire and exclusive remedy. Without limiting the generality of the foregoing, Burke will not be responsible for labor costs involved in the removal of products or the installation of replacement products. Some states do not allow the exclusion of incidental damages, so the above exclusion may not apply to you.

The environment near a saltwater coast can be extremely corrosive. Some corrosion and/or deterioration is considered "normal wear" in this environment. Product installed within 500 yards of a saltwater shoreline will only be covered for half the period of the standard product warranty, up to a maximum of five years, for defects caused by corrosion. Products installed in direct contact with saltwater or that are subjected to salt spray are not covered by the standard warranty for any defects caused by corrosion.

Contact your local Burke Representative for warranty information regarding Burke Turf® and Burke Tile products.

## Terms of Sale

**Pricing:** Prices published in this catalog are in USD, are approximate and do not include shipping & handling, surfacing, installation nor applicable taxes. All prices are subject to change without notice. Contact your Burke representative for current pricing. Payments are to be made in USD.

**Weights:** Weights are approximate and may vary with actual orders.

**Installation:** All equipment is shipped unassembled. For a list of factory-certified installers in your area, please contact your Burke representative.

**Specifications:** Product specifications in this catalog were correct at the time of publication. However, product improvements are ongoing at Burke, and we reserve the right to change or discontinue specifications without notice.

**Loss or Damage in Transit:** A signed bill of lading is our receipt from a carrier that our shipment to you was complete and in good condition upon arrival. Before you sign, please check the Bill of Lading carefully when the shipment arrives to make sure nothing is missing and there are no damages. Once the shipment leaves our plant, we are no longer responsible for any damage, loss or shortage.

**For more information regarding the warranty, call Customer Service at 920-921-9220 or 800-356-2070.** **01/2025**

**266-25**
**November 24, 2025**

**A RESOLUTION APPROVING A PROPOSAL FROM MATRIX NEW WORLD FOR PROFESSIONAL SERVICES TO SUPPLEMENT REMEDIAL ACTION TO REQUEST FUNDING FROM NJDEP HAZARDOUS DISCHARGE SITE REMEDIATION FUND (HDSRF) NTE: $6,580.00**

**WHEREAS,** on November 17, 2025, the Township of West Orange (the "Township") received a proposal from Matrix New World Engineering, Land Surveying, and Landscape Architecture, P.C. ("Matrix") to prepare a Supplemental Remedial Action (RA) grant application for the former Biddleman, Inc. property located at 8-10 Central Avenue and former Selecto Flash property located at 18 Central Avenue; and

**WHEREAS,** the Township desires to find additional funding to offset the cost associated with the increase with the disposal associated with F-listed waste that is common with manufacturing and industrial processes as hazardous; and

**WHEREAS,** Matrix is qualified to do this work and has responsibly performed environmental services for the Township on other projects,

**NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**, that the Township accepts the proposal from Matrix attached herein as Exhibit **"A,"** not to exceed $6,580.00 to complete the scope of work;

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

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

**Joe Krakoviak**
**Council President**

**Adopted: November 24, 2025**

**I hereby certify funds are available from**

***ACCOUNT NO.***

*2021 Capital Budget*

*03-2663-21-0100-010*

$6,580.00

**John C. Ditinyak, Chief Financial Officer**

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

MATRIXNEWORLD
A TRUE ENVIRONMENTAL COMPANY

***Via Email (zcarballo@westorange.org and psmeraldo@westorange.org)***

November 17, 2025

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

**RE: HDSRF GRANT APPLICATION – SUPPLEMENTAL REMEDIAL ACTION FUNDING REQUEST**
**TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY**
**FORMER BIDDELMAN, INC.**
**8-10 CENTRAL AVENUE**
**BLOCK 9, LOT 32**
**NJDEP SRP PI NO. G000006148**
**MATRIX NO. 18-286**

**FORMER SELECTO FLASH**
**18 CENTRAL AVENUE**
**BLOCK 9, LOT 36**
**WEST ORANGE, NEW JERSEY**
**NJDEP SRP PI NO. 027054**
**MATRIX NO. 17-296**

Dear Ms. Carballo and Mr. Smeraldo:

Matrix New World Engineering, Land Surveying and Landscape Architecture, P.C. (Matrix) has prepared this proposal for the preparation of a Supplemental Remedial Action (RA) Grant Application for the Former Biddelman, Inc. property located at 8-10 Central Avenue and Former Selecto Flash property located at 18 Central Avenue in West Orange, New Jersey (Site) under the New Jersey Department of Environmental Protection (NJDEP) and New Jersey Economic Development Authority (NJEDA) Hazardous Discharge Site Remediation Fund (HDSRF) grant program. The scope of the Supplemental RA to be included in the HDSRF Grant Application is outlined in the Remedial Action Workplan (RAW) that was submitted to NJDEP in October 2021 and February 2020 and under the November 2021 RA Grant application submission, under Contaminated Site Remediation and Redevelopment Program (CSRR) Program Interest Number (PI No.) G000006148 and 027054, respectively.

Since the approval of the original RA HDSRF Grant in November 2022 and executed in February 2024, updated subcontractor and disposal facility quotes obtained in November 2025 have demonstrated significant increases in the projected costs for the disposal of F-listed waste associated with the upcoming remediation. The disposal cost assumptions included in the initial HDSRF budget—approximately $300 per ton with a $360 per load export surcharge and $35 manifest upload fees, plus 10% markup—are no longer sufficient based on current market rates.

Following extensive research, Matrix has determined that the most economical disposal options currently available involve transporting material to facilities in Indianapolis and/or Canada, with revised pricing as follows:

- Indianapolis Disposal Facility
  - $275 per ton for material with ≤60 ppm CVOCs in soils, plus 10% contractor markup on disposal costs
  - $35 per truckload EPA manifest upload fee, plus 10% markup
  - Quotes include one hour of loading and unloading; additional time will be billed at $195 per hour
- Canada Disposal Facility
  - $375 per ton for material with 60–500 ppm CVOCs in soils, plus 10% contractor markup on disposal costs
  - $500 per load TSDF export surcharge, plus10% contractor markup
  - $75 per truck liner fee, plus 10% contractor markup
  - $35 per truckload EPA manifest upload fee, plus 10% markup
  - Quotes include one hour of loading and unloading; additional time will be billed at $195 per hour

These updated disposal rates represent a material increase relative to the costs assumed under the original grant application. Given the scale of these changes and the impending start of remediation, Matrix is recommending that the Township pursue a Supplemental RA HDSRF Grant to maximize eligibility for reimbursement of these increased disposal-related costs. NJDEP has confirmed that a full new application is required and can be reviewed and approved this year, provided all criteria are met.

**SCOPE OF WORK: PREPARATION OF SUPPLEMENTAL REMEDIAL ACTION HDSRF GRANT APPLICATION**

Matrix will prepare and submit a Supplemental Remedial Action (RA) HDSRF Grant Application on behalf of the Township. The Scope of Work includes preparation of all required forms and coordination with the Client, the Client's attorney, the Designated Redeveloper, and NJDEP to complete the following items:

1. Preparation of Sections A through E of Part I of the HDSRF Application - including updated project description, RA status, eligible cost summary, and justification for supplemental funding related to revised disposal and laboratory analysis costs.
2. Updated Scope of Work and Cost Estimate - reflecting the most recent disposal cost quotes, anticipated quantities, all associated subcontractor and facility surcharges, drilling costs, and laboratory analysis costs.
3. Completion of Part II – General Certification of the HDSRF Application, including coordination to obtain required signatures and supporting documentation.
4. Completion of Part III – Subrogation of Rights, ensuring compliance with NJDEP requirements for supplemental grant submissions.
5. Completion of Part VI – Municipal Questionnaire, including updates required to reflect current site status and planned RA activities.
6. Coordination With NJDEP, including responding to any follow-up questions or requests for clarification during NJDEP's review of the supplemental application.
7. Assembly and Submission of the full supplemental application package in accordance with NJDEP HDSRF requirements.

This supplemental application will be submitted as a Public Entity Brownfield Development Area (BDA) RA Grant, which provides 75% funding of eligible RA costs. The Township of West Orange will remain responsible for the 25% local cost share for eligible remediation activities included in this supplemental request.

Consistent with NJDEP requirements, HDSRF funds cannot be used for preparation of the grant application, and the costs associated with preparing this supplemental application are not eligible for reimbursement.

**COSTS**

The following are our fixed fee costs for the tasks described herein. All work will be conducted in accordance with the previously transmitted standard terms and conditions and LSRP Special Provisions.

Labor ..... $6,580.00

**Total Fixed Fee Cost ..... $6,580.00**

**CLOSING**

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

This proposal is submitted solely and exclusively for the use of the Township of West Orange for consideration of the professional services of Matrix. Disclosure of this proposal's content to any third party without prior written authorization from Matrix is expressly prohibited.

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

**PAYMENT SCHEDULE**

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

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

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

Sincerely,

Allison Molnar
Allison Molnar
Project Manager

Mark Sprengel, LSRP
Project Manager

Authorization to Proceed:_____ Date:_____
Name/Title

**ATTACHMENT 1**

**TERMS AND CONDITIONS**

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

**Section 1: SERVICES**
Matrix New World Engineering, Land Surveying and Landscape Architecture, PC (Matrix) agrees to perform the professional services (the "Services") as described in the Proposal incorporated herein by reference for the CLIENT on a best efforts, time and materials basis, consistent with the applicable standard of care, under the terms and conditions set forth below. Matrix reserves the right to amend the contents of the Proposal, if written authorization is not received within 90 days. These Terms and Conditions together with the Proposal constitute the agreement between Matrix and the CLIENT for the Services (the "Agreement").

**Section 2: COMPENSATION**
The CLIENT shall be responsible for all costs specifically enumerated in the proposal. For any costs set forth in the proposal as an estimated range, Matrix shall provide CLIENT with an exact cost as soon as it can be determined.

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

**Section 3: CLIENT'S OBLIGATIONS**
To assist Matrix in performance of the Services, CLIENT shall provide Matrix with appropriate material, data and information in its possession pertaining to the specific project or activity. Matrix shall be entitled to rely upon the accuracy and completeness of services and information furnished by the CLIENT and CLIENT's consultants.

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

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

**Section 4: INVOICE PROCEDURE AND PAYMENT**
Matrix will submit invoices to the CLIENT monthly and a final bill upon completion of the Services. Payment is due thirty (30) days from invoice date. CLIENT agrees to pay a finance charge of one and one-half percent (1.5%) per month, or the maximum rate allowed by law on past due accounts. CLIENT will be liable for all collection and court costs, disbursements, staff time expended for court appearances and depositions, and attorney's fees incurred in the collection of any outstanding invoices.

**Section 5: OWNERSHIP OF DOCUMENTS**
All survey notes, drawings, bills of materials, specifications, blueprints, reports, calculations, and all other material prepared by Matrix and its consultants in connection with the specific project, including those in electronic form, are Instruments of Service to be used solely with respect to this Project. Matrix and its consultants shall be deemed the authors and owners of their respective Instruments of Service and shall retain all common law, statutory and other reserved rights including copyright.

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

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

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

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

**Section 6: CONFIDENTIALITY**
Matrix agrees to keep confidential and not to disclose to any person or entity, other than Matrix's employees and subcontractors, without the prior consent of the CLIENT, all data and information not previously known to and generated by Matrix, or furnished to Matrix and marked CONFIDENTIAL by the CLIENT in the course of Matrix's performance hereunder; provided, however, that this provision shall not apply to data which are in the public domain, or were previously known to Matrix, or were acquired by Matrix independently from third parties not under obligation to CLIENT to keep said data and information confidential. CLIENT shall not restrict Matrix from complying with an order to provide information or data when such order is issued by a court, administrative agency or other authority with proper jurisdiction.

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

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

**Section 7: BURIED UTILITIES AND HDDEN CONDITIONS**

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

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

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

**Section 8: DISCOVERY OF UNANTICIPATED HAZARDOUS MATERIALS**

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

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

**Section 9: STANDARD OF CARE**

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

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

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

**Section 10: INDEPENDENT CONTRACTOR**

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

**Section 11: JOBSITE HEALTH AND SAFETY**

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

**Section 12: INSURANCE**

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

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

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

**Section 13: INDEMNITY**

A. Matrix

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

B. CLIENT

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

**Section 14: LIMIT OF LIABILITY**

Notwithstanding any other provision contained in the Agreement

A. In no event shall Matrix, its employees, agents, consultants (including subcontractors) be responsible for any incidental, indirect, impact, or consequential damages (including loss of profits), liabilities or expenses incurred by the CLIENT or any third party as a result of Matrix's performance or nonperformance of the Services contracted for herein, and the CLIENT waives all such incidental, indirect, impact, or consequential damages.

B. The obligations of Matrix under the Agreement are not intended to and shall not be personally binding on, nor shall any resort be had to the private properties of, any parent, subsidiary or affiliate of Matrix, or any of their respective officers, directors, shareholders, partners, principals, members, managers, beneficiaries, employees, consultants (including sub-contractors) or agents. Any provision in this Agreement that inures to the benefit of Matrix shall also inure to the benefit of Matrix's officers, directors, shareholders, partners, principals, members, managers, beneficiaries, employees, consultants (including sub-contractors) or agents.

C. Matrix's total liability to CLIENT for any and all injuries, claims, losses, expenses or damages whatsoever arising out of, or in any way related to the Agreement from any cause or causes, including but not limited to Matrix's errors, negligence, omissions, strict liability, breach of contract or breach of warranty, shall not exceed the total contract amount for the Services provided by Matrix or the limit of liability available at the time of the claim, whichever is lesser.

D. Matrix disclaims, and the CLIENT waives, any implied warranties of merchantability or fitness for a particular purpose with respect any equipment or other personal property procured by Matrix and provided to the CLIENT as part of any Services.

E. Matrix and CLIENT agree that, to the extent any damages are covered by property insurance during construction, or afterwards, Matrix and CLIENT waive all rights against each other and against the contractors, consultants, agents and employees of the other for damages, except such rights as they may have to the proceeds of such insurance as set forth in the edition of AIA Document A201, General Conditions of the Contract for Construction, current as of the date of this Agreement. Matrix and CLIENT, as appropriate, shall require of the contractors, sub-consultants, agents and employees of any of them similar waivers in favor of the other parties enumerated herein.

F. CLIENT recognizes and expects certain Change Orders may be required due, in whole or in part to omissions, ambiguities, or inconsistencies in the Drawings, specifications, and other design documentation furnished by Matrix or as a result of the other professional services performed or furnished by Matrix under this Agreement, and that Matrix is not responsible for the costs associated with these Change Orders to the extent Change Orders include any cost that CLIENT would have incurred if the covered Change Order work had been included originally in the Drawings, specifications, and other design documentation, without any omission, ambiguity, or inconsistency in the Construction Documents.

G. To the maximum extent permitted by law, the limitations on damages, the releases from liability, the limitations of liability, and the exclusive remedies provisions expressly provided in the Agreement shall apply even in the event of the fault of Matrix(in whole or in part), including but not limited to negligence , strict liability or breach of contract of Matrix.

**Section 15: PROJECT DELAYS**

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

**Section 16: ASSIGNMENT**

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

**Section 17: THIRD PARTY EXCLUSION**

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

**Section 18: SEVERABILITY**

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

**Section 19: TERMINATION**

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

**Section 20: GOVERNING LAW AND VENUE**

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

MATRIXNEWORLD
A TRUE ENVIRONMENTAL COMPANY

## 2025 PERSONNEL RATES

| TITLE | HOURLY RATE |
|---|---|
| Expert Professional | $350.00 |
| Managing Director III | $320.00 |
| Managing Director II | $300.00 |
| Technical Director III | $300.00 |
| Managing Director I | $280.00 |
| Technical Director II | $280.00 |
| Technical Director I | $260.00 |
| Project Manager IV | $245.00 |
| Senior Professional IV | $245.00 |
| Project Manager III | $230.00 |
| Senior Professional III | $230.00 |
| Project Manager II | $215.00 |
| Senior Professional II | $215.00 |
| Project Manager I | $195.00 |
| Senior Professional I | $195.00 |
| Project Professional IV | $185.00 |
| Technical Specialist VIII | $185.00 |
| Project Professional III | $175.00 |
| Technical Specialist VII | $175.00 |
| Project Professional II | $165.00 |
| Technical Specialist VI | $160.00 |
| Project Professional I | $155.00 |
| Technical Specialist V | $150.00 |
| Staff Professional IV | $145.00 |
| Staff Professional III | $135.00 |
| Technical Specialist IV | $135.00 |
| Technical Specialist III | $125.00 |
| Staff Professional II | $120.00 |
| Technical Specialist II | $115.00 |
| Staff Professional I | $110.00 |
| Technical Specialist I | $105.00 |
| Administrative Support II | $80.00 |
| Administrative Support I | $70.00 |

## REIMBURSABLE EXPENSES

| ITEM | FEE |
|---|---|
| Black & White Copy 8½ x 11 to 18 x 24 | $0.25/sheet |
| Black & White Copy 24 x 36 to 30 x 42 | $3.25/sheet |
| Color Copy 8½ x 11 to 11 x 17 | $0.50/sheet |
| Color Copy 24 x 36 to 30 x 42 | $35.00/sheet |
| Mylar 24 x 36 | $40.00/sheet |
| Mylar 30 x 42 | $60.00/sheet |
| Robotic per diem | $350.00 |
| Scanner per diem | $475.00 |
| Subconsultants | 115% of cost |
| Out-of-pocket expenses | 115% of cost |
| Mileage expenses | Federal rates |

**267-25**
**November 24, 2025**

**R E S O L U T I O N**

**WHEREAS,** the Township of West Orange proposes Professional Engineering Services for the Implementation Plan of the Comprehensive Parking Study for the Valley, Heights, and Rolling Green Hills/Municipal Plaza Areas conducted last year; and

**WHEREAS,** the second phase of the comprehensive parking study, the Township requires the services of a professional engineering firm; and

**WHEREAS,** the Township Engineer solicited and received a proposal dated November 13 , 2025 for the professional engineering services; and

**WHEREAS,** Dynamic Traffic, LLC, performed the Comprehensive Parking Study for the Valley, Heights, and Rolling Green Hills/Municipal Plaza Areas; and

**WHEREAS,** Dynamic Traffic, LLC, have performed similar work for other Townships on several projects; and

**WHEREAS,** by letter dated November 3, 2025 the Township's Municipal Engineer recommended a professional services contract be awarded to complete Phase 1, Phase 2A and Phase 3A to, Dynamic Traffic, LLC, 1904 Main Street, Lake Como, NJ 07719, for Professional Engineering Services associated with the Implementation Plan of the Comprehensive Parking Study at the Valley, Heights, and Rolling Green Hills/Municipal Plaza Areas; and

**WHEREAS**, pursuant to the exception contained in N.J.S.A. 40A:11-15 for public infrastructure projects, the contract may be awarded for a period exceeding one year in duration; and

**WHEREAS,** sufficient funds exist for the services outlined in the proposal of Dynamic Traffic, LLC; and

**WHEREAS,** the Township Council concurs in the foregoing.

**NOW THEREFORE BE IT RESOLVED** by the Township Council of the Township of West Orange, New Jersey that a professional services contract be awarded to Dynamic Traffic, LLC, to provide professional engineering services for the Implementation Plan of the Comprehensive Parking Study at the Valley, Heights, and Rolling Green Hills/Municipal Plaza Areas in the amount

not to exceed $80,000.00, in the same or substantially the same form as attached hereto and incorporated by reference herein.

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

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

**Joe Krakoviak**
**Council President**

**Adopted: November 24, 2025**

**I hereby certify funds are available from:**

**ACCOUNT NO.**
**2025 Capital Budget**
**Account # 03-2915-25-0900-010**
**$80,000.00**

**John C. Ditinyak, Chief Financial Officer**

**267-25**
**November 24, 2025**

# PROFESSIONAL SERVICES AGREEMENT

THIS AGREEMENT, made this _____ day of _____, _____

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

Hereinafter Referred to as the "Township"

AND: **DYNAMIC TRAFFIC**, **LLC**,

Hereinafter Referred to as the "Professional;"

**W I T N E S S E T H:**

**WHEREAS,** the Township recognizes the need for **Professional Engineering Services;** and

**WHEREAS,** in that connection **DYNAMIC TRAFFIC, LLC** is qualified to provide said services; and

**WHEREAS**, the Township desires to engage **DYNAMIC TRAFFIC, LLC,** to serve as an "Independent Contractor" to provide professional services that may be designated by the Township as a fair and open contract pursuant to the provisions of N.J.S.A. 19:44A- 20.5;

**NOW, THEREFORE,** in consideration of the terms, conditions and stipulations hereinafter set forth, it is mutually agreed by and between the parties:

1. WORK TO BE PERFORMED

a) The Professional shall perform services for the Township of West Orange as specified and detailed in the proposal for services issued on November 13, 2025 (the “Proposal”), which is hereby incorporated herein and attached hereto as Exhibit A. In the event of any conflict between the Proposal and this Agreement, the terms and conditions contained within this Agreement shall be controlling.

b) Any and all work performed pursuant to this Agreement shall be performed to acceptable practices, and standards within the industry and to the satisfaction of the Township.

2. CONSIDERATION

a) The Township shall compensate Professional based upon the fee estimates specified in the Proposal. These fee estimates are primarily task-based and assume a reasonable project schedule and progression. If said services are projected to continue beyond the estimated time of completion, then prior to exceeding the fee estimates, Professional will identify the schedule impacts and discuss the additional fee estimates with the Township. The hourly rates charged for services shall be as specified in the Dynamic Traffic Municipal Rate Sheet and Level G Municipal Rate Card, attached hereto as Exhibits B and C, respectively.

3. TERM

The term of this agreement shall be as specified in the Estimated Times of Completion contained in the Agreement, unless earlier terminated in accordance with the provisions set forth in Section 14, below. Pursuant to the exception contained in N.J.S.A. 40A:11-15 for public infrastructure projects, the contract may be awarded for a period exceeding one year in duration.

4. NEW JERSEY LAW

This Agreement shall be governed by and construed in accordance with the laws of the State of New Jersey notwithstanding any provisions of such laws relating to jurisdiction.

5. PARTIAL INVALIDITY

If any term, condition, or provision of this Agreement or the application thereof to any person or circumstance shall, at any time, or to any extent, be invalid or unenforceable, the remainder of this Agreement, or the application of such term or provision to persons or circumstances other than those to which this Agreement is invalid or unenforceable, shall not be affected thereby, and each term, condition, and provision of this Agreement shall be valid and enforced to the fullest extent permitted by law, provided, however, that no such invalidity shall in any way reduce the services to be performed by the Professional for the Township.

6. NO ASSIGNMENT

The Professional shall not assign, transfer, convey, sublet, or otherwise dispose of this Agreement or its right, title or interest in or to the same or any part thereof without prior written consent of the Township and the approval of the Township's Municipal Council.

7. BINDING ON SUCCESSORS

Except as otherwise provided in this Agreement, all agreements' terms, provisions and conditions to this Agreement shall be binding on and inure to the benefit of the parties hereto, their respective personal representatives and successors.

8. MODIFICATIONS

No modification of this Agreement shall be valid or binding unless the modifications shall be in writing, approved by the Township's Municipal Council and executed by and between the Township and the Professional.

9. NO WAIVER

No waiver of any term, provision or condition contained in this Agreement or any breach of any such term, provision or condition shall constitute a waiver of any subsequent breach of such term, provision or condition by either party, or justify or authorize the non-observance on any other occasion of the same, or any other term, provision, or condition of this Agreement by either party.

10. CAPTIONS

The captions or the paragraph headings contained in this Agreement are solely for purposes of convenience and shall not be deemed part of this Agreement for the purpose of construing the meaning thereof or for any other purpose.

11. RECORDS

All records and data relating to work performed for the Township shall belong to the Township and shall be surrendered to the Township upon the expiration or termination of this Agreement, except that the Professional will retain such information as is necessary to maintain a complete work record. The Professional shall not use such information or data except for the performance of the service hereunder, without the prior written permission of the Township.

12. INSURANCE

The Professional performing work for or on behalf of the Township of West Orange shall keep in force the following types of insurance at its own expense and underwritten by a company licensed to do business in the State of New Jersey and acceptable to the Township of West Orange. The Township of West Orange reserves the right to accept, amend or modify any of the conditions listed. The Township of West Orange must be notified within three (3) days of an offense, which may result in a claim. The Professional shall not take any action to cancel any of the insurance required under this Agreement without the approval of the Township. The maintenance of insurance under this section shall not relieve the Professional of any liability greater than the insurance coverage. Any and all subcontractors retained must fully comply with the same insurance requirements as listed.

a. WORKER'S COMPENSATION AND EMPLOYER'S LIABILITY INSURANCE

with limits of not less than $1,000,000.00 will be maintained in full force during the life of this contract by the professional covering all employees engaged in performance of this contract pursuant to N.J.S.A. 34:15-12(a) and N.J.A.C. 12-235- 1.6.

b. GENERAL LIABILITY INSURANCE with limits of not less than $1.000,000.00 for Bodily Injury and Property Damage Liability each occurrence and $1,000.000.00 General Aggregate will be maintained in full force during the life of the contract by the professional. The policy will include professional's protective liability insurance (also known as contingent liability insurance) with the same limits. In the event more than one insured is named in the policy, a CROSS LIABILITY endorsement will be included which provides that the employees of each of the named insureds are not excluded under the policy as respect to claims that are made against other named insured.

c. AUTOMOBILE LIABILITY INSURANCE with limits of not less than $l,000.000.00 Liability and Property Damage Liability Combined Single Limit, $1,000,000.00 Uninsured Motorist and Underinsured Motorist, $1,000,000.00

Owned, Hired and Non-owned Automobile, will be maintained in full force during the life of this contract by the professional.

d. PROFESSIONAL LIABILITY INSURANCE with the limits of not less than $2,000,000.00 maintained in full force during the life of the contract by the professional.

13. INDEMNIFICATION AND HOLD HARMLESS

The Professional performing work agrees, at its sole coast and expense, to release, indemnify, defend and satisfy all judgments, and hold harmless the Township of West Orange including their employees, officers, agents, servants, representatives, and officials from and against any and all claims, actions, costs, penalties, losses, damages, liabilities, judgments, demands, and expenses, including, but not limited to, attorney's fees and defense costs which arise out of the performance of this Agreement providing that such claim, action, judgment, cost, penalty, liability, damage, loss or expense is caused in whole or in part, by the negligence or professional error or omission of the Professional or any person employed by it. The Professional shall provide to the Township with evidence that, at all times during the term of this engagement, it has obtained statutory professional liability and any other statutorily required coverages. No limitations on the foregoing indemnity shall impair or limit the Township's recourse to the insurance coverage set forth herein.

14. TERMINATION

Either party may terminate the Agreement upon twenty (20) days written notice to the other party. Upon such termination, the Township shall pay the Professional for all services performed hereunder up to the date of such termination in accordance with the payment terms of this Agreement as well as all reasonable costs and expenses incurred by the Professional in effecting the termination, including, but not limited to non-cancelable commitments and demobilization costs.

15. ENTIRE AGREEMENT

This Agreement, including the attachments referenced herein, contains the entire Agreement of the parties hereto and may not be amended, modified, released or discharged, in whole or in part, except as specifically provided herein or in an instrument in writing executed by the parties hereto.

16. EFFECTIVE DATE OF CONTRACT

This Agreement shall not become binding upon the parties until the Township adopts a bond ordinance and/or appropriates the funds necessary for this Agreement and the Township's Treasurer certifies to the availability of funds if applicable pursuant to NJ.AC. 5:30-5.4

17. This Agreement has been awarded to the Professional based on the Professional's merits and abilities to provide the professional Services described herein. This Agreement was awarded through a "Fair and Open Process" pursuant to N.J.S.A. 19:44A-20.5 et seq.

18. PAY TO PLAY REQUIREMENT

The Professional is advised of the responsibility to file an annual statement on political contributions with the New Jersey Election Law Enforcement Commission pursuant to N.J.S.A. 19:44A-20.13 (P.L. 2005, c.271 §3) if the Professional received contracts in excess of $50,000 from public entities in a calendar year. It is the Professional's responsibility to determine if filing is necessary. Additional information on this requirement is available from ELEC at 888- 313-3532 or at www.elec.state.nj.us.

By executing this Contract, the Professional certifies that it has neither made or solicited nor will make or cause to be solicited a prohibited Contribution in violation of any applicable federal, state or local laws. Any such failure to comply shall constitute a breach of the Contract.

19. AVAILABILITY OF FUNDS

This is a contract which may be awarded in one fiscal year although the date on which it properly takes effect may fall in a different fiscal year. Accordingly, this contract is subject to the availability and appropriation of sufficient funds in the year in which it takes effect. N.J. Admin. Code 5:30-5.S(e).

20. CONFLICT OF INTEREST

The Professional acknowledges that the nature of the service to be performed requires that the Professional must not have or appear to have a conflict of interest with any potentially adversarial party. The Professional agrees that:

(a) It will not accept any assignments, compensation, consideration or gratuities from any other party with an interest in the subject matter of this Agreement that shall conflict or shall have the appearance of conflicting with the interest of the Township relative to the purposes of

this Agreement.

(b) In the event that a conflict or potential conflict of interest arises, the Professional shall notify the Township in writing within three (3) days of becoming aware of the conflict or the potential conflict. Failure to provide such notice may be grounds for termination of this Agreement for cause.

(c) In the event that the Township receives timely notice of an actual or potential conflict, the Township and the Professional shall attempt to reach an agreement on a course of action in response to the actual or potential conflict. If such an agreement cannot be reached, the Township has the right to terminate the Agreement for convenience.

21. INDEPENDENT CONTRACTOR

The Professional shall be and remain an independent contractor with respect to all services performed hereunder and agrees to and does hereby accept full and exclusive liability for the payment of any and all contributions or taxes for social security, unemployment insurance or old age retirement benefits, pensions or annuities now or hereafter imposed under any state or federal law which are measured by the wages, salaries or other remuneration paid to persons employed by the Professional for work performed under the terms of this contract and further agrees to obey all lawful rules and regulations and to meet all lawful requirements by all duly authorized state or federal officials, and said Professional agrees to indemnify and save harmless the Township from any such contributions or taxes or liability therefore.

22. EQUAL EMPLOYMENT OPPORTUNITY: Professional acknowledges that he/she shall comply with the requirement of N.J.S.A. 10:5-31, et seq. and N.J.A.C. 17:27 and submit to the State of New Jersey and/or the Township such documentation as shall be required by law as more specifically set forth in Exhibit D entitled "Mandatory Equal Employment Opportunity Language."

23. STATE REQUIRED RECORD RETENTION N.J.S.A. 52:15C-14(d) and N.J.A.C. 17:44-2.2: The Professional shall maintain all documentation related to products, transactions or services under this contract for a period of five years from the date of final payment. Such records shall be made available to the New Jersey Office of the State Comptroller upon request. Refusal by the Professional to provide information upon request by the State Comptroller or otherwise impede or fail to cooperate with any audit or performance review, the State Comptroller may recommend to the Township that the person be subject to termination of their contract, or temporarily or permanently debarred from contracting with the Township.

The Professional shall maintain all documentation related to products, transactions or services under this contract for a period of five years from the date of final payment. Such records shall be made available to the New Jersey Office of the State Comptroller upon request. Upon refusal by Professional to provide information upon request by the State Comptroller or otherwise impede or fail to cooperate with any audit or performance review, the State Comptroller may recommend to the Township that the person be subject to termination of their contract, or temporarily or permanently debarred from contracting with the Township.

IN WITNESS WHEREOF, this Agreement has been executed on the day first noted above, for the purposes and the terms specified herein.

TOWNSHIP OF WEST ORANGE:

_____
By:

_____
Attest:

DYNAMIC TRAFFIC, LLC

_____
By:

_____
Attest:

EXHIBIT A

PROPOSAL FOR SERVICES

EXHIBIT B

DYNAMIC TRAFFIC MUNICIPAL RATE SHEET

EXHIBIT C

LEVEL G MUNICIPAL RATES

# EXHIBIT D

## MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE

DYNAMIC TRAFFIC

LEVEL G ASSOCIATES

November 13, 2025
(via email - psmeraldo@westorange.org)

Township of West Orange
Department of Administration
66 Main Street
West Orange, NJ 07052

Attn: Pete Smeraldo, Business Administrator

**RE: Implementation Plan**
**Comprehensive Parking Study**
**West Orange, NJ**

Dear Mr. Smeraldo,

We thank you again for the opportunity to develop the Comprehensive Parking Study for the Valley, Heights, and Rolling Green Hills/Municipal Plaza Areas. Based on our recent discussions, this scope and fee estimate will serve as the outline for implementation phase of the project.

As discussed at our recent meeting, the proposal is broken out into three phases. The first phase will consist of finalizing and prioritizing the elements of the plan,and identifying a strategy for implementation moving forward. The second and third phases are broken out into subphases for both the residential streets and municipal areas, and outline the procurement and physical implementation effort. Based on recent conversations, the scope of work has been further clarified and timeline estimates have been included.

The Dynamic/Level G team looks forward to ongoing collaboration with the Township of West Orange.

Sincerely,

**Dynamic Traffic, LLC**

John McCormack, PE, PTOE
Senior Principal

**Level G Associates**

Gerard Giosa
President

## PHASE ONE
## Finalize Parking Program Plan; Implementation Prep

1. Prepare for and attend public meetings to present the 2025 Comprehensive Parking Study report findings, provide any updates, and hear public comments. A total of three (3) meetings are envisioned which includes the most recent public Open House held on September 29, 2025, the meeting being scheduled in early December 2025 and one (1) future meeting if determined to be necessary by the Township;
2. Assist the Township in finalizing the parking program plan to reflect public comment and any changes that have occurred since the initial recommended program was released in the Spring of 2025;
3. Update parking program plan capital cost estimates and pro forma (revenue and expense projections);
4. Assist the Township in prioritizing elements of the parking program plan and developing a phased implementation program on a district-by-district basis;
5. Assist the Township in developing an operational structure and budget for the West Orange Parking & Transportation Department;
6. Assist the Township in the development of resolutions and/or ordinances necessary to effectuate changes to local parking regulations, street sweeping, street directions, meter zones and other elements of the parking program plan;
7. Assist the Township in preparing a procurement strategy for the preparation and release of RFBs or RFPs necessary to implement the agreed upon / coordinated parking program plan. The strategy will be designed to obtain bids, quotes or RFP responses with unit prices that may be used to implement the parking program on a district-by-district basis.

Fee Proposal: Time and expense / Fee Estimate: $50,000
Estimated Time of Completion: Anticipated 4 - 6 months subject to the decision making and/or meeting schedule as determined by the Township

## PHASE TWO
## Procurement

### A. Residential Streets Parking Availability Improvement (RSPAI) Program

1. Fieldwork, evaluations and research to determine locations, quantities, verbiage and options for signage and pavement markings to convey new one-way street patterns, new street sweeping regulations, and other regulatory changes identified in Phase One;
2. Review findings of fieldwork, evaluations and research with Township officials to develop agreed upon locations, quantities and verbiage for signage and pavement markings;
3. Prepare Requests For Bids (RFBs) for the installation of signage, sign posts, hardware, pavement markings and related work necessary to deploy the agreed upon RSPAI program. Separate pricing will be obtained for the Heights, Valley and Municipal Plaza study areas;
4. Review, level, and evaluate RFB responses and assist the Township during the vendor selection process.

Fee Proposal: Time and expense / Fee Estimate: $15,000
Estimated Time of Completion: Anticipated 3 - 4 months subject to the RFB timeline

### B. Paid Parking System (PPS)

1. Fieldwork, evaluations and research to determine locations, quantities, verbiage and options for signage and pavement markings to clearly convey the proposed PPS rules and regulations;
2. Fieldwork, evaluations and research to determine locations, quantities, programming and options for parking pay stations;
3. Fieldwork, evaluations and research to determine locations, programming and options for a mobile payment (pay-by-app and/or pay-by-text) system;
4. Evaluations and research to determine programming and options for a license plate-based parking enforcement and citation management system;
5. Review findings of Tasks B.1 – B.4 with Township officials to develop agreed upon locations, quantities, verbiage, fee structure, meter zone limits and programming for the complete PPS;
6. Prepare an RFP or RFPs for Mobile Payment (Pay-By-App and/or Pay-By-Text); Parking Kiosks, Enforcement Equipment, Signage, and/or peripheral equipment that may be necessary to implement a coordinated PPS on a district-by-district basis;
7. Review, level, and evaluate RFP responses and assist the Township during the vendor selection process.

Fee Proposal: Time and expense / Fee Estimate: $20,000
Estimated Time of Completion: Anticipated 3 - 4 months subject to the RFB timeline

## C. Municipal Lot Regulatory Program

1. For municipal lots not included in the PPS, conduct fieldwork, evaluations and research to determine locations, quantities, verbiage and options for signage and pavement markings to clearly convey new parking rules and regulations;
2. Review findings of fieldwork, evaluations and research with Township officials to develop agreed upon locations, quantities and verbiage for signage and pavement markings;
3. Prepare Requests For Bids (RFBs) for the installation of signage, sign posts, hardware, pavement markings and related work necessary to deploy the agreed upon parking lot regulatory program. Separate pricing will be obtained for each separate municipal lot;
4. Review, level, and evaluate RFB responses and assist the Township during the vendor selection process.

Fee Proposal: Time and expense / Fee Estimate: $10,000
Estimated Time of Completion: Anticipated 3 - 4 months subject to the RFB timeline

## PHASE THREE
## Implementation / Rollout

### A. Residential Streets Parking Availability Improvement (RSPAI) Program

1. Assist the Township in finalizing vendor contract(s) and developing a work schedule;
2. Assist the Township in marketing and rollout of the RSPAI;
3. Review vendor work program, cut sheets, sign proofs, pavement marking plans, and related materials;
4. Coordinate installation with Township and vendor;
5. Review installation and prepare punch list(s) as necessary;
6. Sign off.

Fee Proposal: Time and expense / Fee Estimate: $15,000
Estimated Time of Completion: Anticipated 2 - 3 months subject to the schedule of the installation vendor

### B. Paid Parking System (PPS)

1. Assist the Township in finalizing vendor contracts and developing a work schedule;
2. Assist the Township in marketing and rollout of the PPS;
3. Review vendor work program, cut sheets, sign proofs, pavement marking plans, kiosk and app programming (including fees, verbiage, screen flow, etc.) and related materials;
4. Coordinate installation with Township and vendor;
5. Periodic testing of kiosks, app and enforcement equipment;
6. Review installation progress and prepare punch list(s) as necessary;
7. Coordinate and participate in operational demonstration testing;
8. Sign off.

Fee Proposal: Time and expense / Fee Estimate: $20,000
Estimated Time of Completion: Anticipated 2 - 3 months subject to the schedule of the installation vendor

### C. Municipal Lot Regulatory Program

1. Assist the Township in finalizing vendor contract(s) and developing a work schedule;
2. Assist the Township in marketing and rollout of the Municipal Lot regulatory program;
3. Review vendor work program, cut sheets, sign proofs, pavement marking plans, and related materials;
4. Coordinate installation with Township and vendor;
5. Review installation and prepare punch list(s) as necessary;
6. Sign off.

Fee Proposal: Time and expense / Fee Estimate: $10,000
Estimated Time of Completion: Anticipated 2 - 3 months subject to the schedule of the installation vendor

DYNAMIC TRAFFIC

## 2025 GOVERNMENTAL PROFESSIONAL SERVICES RATE SCHEDULE

| | |
|---|---|
| Licensed Professional Engineer – Director/Senior Principal | $240.00/hour |
| Licensed Professional Engineer – Principal | $220.00/hour |
| Licensed Professional Engineer – Branch Manager | $220.00/hour |
| Licensed Professional Engineer – Senior Project Manager | $210.00/hour |
| Licensed Professional Engineer – Project Manager | $200.00/hour |
| Licensed Professional Engineer – Project Engineer | $180.00/hour |
| Senior Project Manager | $190.00/hour |
| Project Manager | $180.00/hour |
| Project Engineer | $160.00/hour |
| Senior Design Engineer | $155.00/hour |
| Design Engineer | $135.00/hour |
| Licensed Landscape Architect | $175.00/hour |
| Computer Generated Imagery Manager | $160.00/hour |
| CAD Director | $170.00/hour |
| CAD Manager | $145.00/hour |
| Senior CAD Designer | $125.00/hour |
| CAD Designer | $110.00/hour |
| Senior Project Coordinator | $125.00/hour |
| Project Coordinator | $120.00/hour |
| Assistant Project Coordinator | $110.00/hour |
| Senior Administrative Assistant | $ 95.00/hour |
| Administrative Assistant | $ 90.00/hour |
| Assistant Professional | $100.00/hour |
| Traffic Enumerator | $ 60.00/hour |

Professional Services for the purposes of litigation matters, court appearances and attendance at other legal proceedingsshall be billed at 1.5 times the above rates.

DYNAMIC TRAFFIC

## REIMBURSABLE RATES

| | |
|---|---|
| Outside (pass-thru) Services | cost |
| Postage, Federal Express, UPS, DHL | cost |
| Travel (meals, tolls, etc.) | cost |
| Connected Vehicle Data (Initial 1-10 Units) | $ 95.00 |
| Connected Vehicle Data (Additional Units) | $ 9.50/unit |
| Paper Black/White Copy/Prints – A Size (8.5”x11”) | $ 0.20/sheet |
| Paper Black/White Copy/Prints – B Size (11”x17”) | $ 0.40/sheet |
| Paper Color Copy/Prints – A Size | $ 3.00/sheet |
| Paper Color Copy/Prints – B Size | $ 5.50/sheet |
| Paper Plots and Printing – B Sheet | $ 2.50/sheet |
| Paper Plots and Printing – C Sheet (18”x24”) | $ 3.50/sheet |
| Paper Plots and Printing - D Sheet (24”x36”) | $ 4.25/sheet |
| Paper Plots and Printing - E Sheet (30”x42”) | $ 4.75/sheet |
| Signed/Sealed Plots – C Sheet | $ 4.75/sheet |
| Signed/Sealed Plots – D Sheet | $ 5.25/sheet |
| Signed/Sealed Plots – E Sheet | $ 5.75/sheet |
| Mylar Plots | $ 6.75/sq. ft. |
| Color Plots – D Sheet | $ 40.00/sheet |
| Color Plots – E Sheet | $ 50.00/sheet |
| Exhibit Mounting – D Size | $ 85.00/board |
| Exhibit Mounting – E Size | $110.00/board |
| Reports (Size ¼” – ¾”) | $ 20.00 - $30.00 |
| Reports (Size 1” – 2”) | $ 35.00 - $65.00 |
| Notary Public Services | $ 15.00 |
| High Resolution Aerial Imagery | $100.00/image |
| Digital Signatures (Initial) | $200.00/each |
| Digital Signatures (Each Additional) | $ 50.00/each |
| CD/DVD Preparation | $ 30.00/each |
| USB – Memory Stick/Thumb Drive | $ 40.00/each |
| Electronic Document Preparation | $ 30.00 up to the first 5 sheets<br>Plus $5.00/sheet over 5 sheets |
| Digital Shapefiles | $200.00/each |
| Tax Maps | $ 35.00/sheet |
| FTP Site Usage | $ 25.00/unit |
| Mileage | As published by the IRS |

# RATE CARD
# LEVEL G ASSOCIATES

**PREVAILING LABOR RATES – 2025/26**

| **Discipline:** | **Hourly Rate*** |
|---|---|
| Principal (Giosa) | $ 160.00 |
| Sr. Parking Specialist | $ 140.00 |
| Analyst | $ 125.00 |
| CADD Operator / Illustrator | $ 105.00 |
| Assistant Analyst | $ 85.00 |
| Technician | $ 65.00 |

**Reimbursable Expenses**

Travel outside of the Tri-State (NY-NJ-CT) area at the client's request, including automobile travel at prevailing IRS rate, airfare, train fare, lodging and car rentals, at actual verified cost. Tolls, parking and special printing or shipping requested by the client at actual verified cost.

* *Fully weighted; subject to change in 2027 and beyond*

LEVEL G ASSOCIATES

# REQUIRED EVIDENCE

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

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

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or

2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or

3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

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

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

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

The following questions must be answered by all Bidders:

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

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

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

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

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

COMPANY: _____ NAME: _____

SIGNATURE:_____ TITLE:_____

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

**EXHIBIT E**

**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**.

268-25
November 24, 2025

Deleted: 232-25

Deleted: October 28,

**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

**WHEREAS,** 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

**WHEREAS,** 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

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

**WHEREAS,** 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

**WHEREAS,** 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**, the Club shall name West Orange as an additional insured for no less than Two Million Dollars ($2,000,000) for each occurrence of transportation of Santa Claus by helicopter to the Club on the dates referenced herein; 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; and

**WHEREAS,** 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: November 24, 2025**

Deleted: .

Deleted: ; and

Deleted: October 28

Township of West Orange
Essex County, New Jersey

**269-25**

**Resolution:** Approval to submit a grant application and execute a grant contract with the New Jersey Department of Transportation for the Woodland Ave, Forest Ave, McCluskey Ct, Harper St Improvements Project

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

**BE IT FURTHER RESOLVED** that the Mayor and Clerk are hereby authorized to submit an electronic grant application identified as "LTPF-2026-Woodland Ave, Forest Ave, McCluske-00037" to the New Jersey Department of Transportation on behalf of the Township of West Orange.

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

Certified as a true copy of the Resolution adopted by the Mayor and Council.

On this 24th day of November, 2025

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

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

ATTEST and AFFIX SEAL _____
**Karen J. Carnevale, R.M.C.**
**Municipal Clerk**

_____
**Joe Krakoviak**
**Council President**

**270-25**
**November 24, 2025**

**RESOLUTION TO HOLD A CLOSED SESSION**

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

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

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

**BE IT RESOLVED**, that the Township Council of the Township of West Orange, now assembled in public session at its regular meeting of **November 24, 2025** enter into a closed session to consider the following matter(s).

( ) 1. Discussion of any material, the disclosure of which constitutes an invasion of individual privacy.

( ) 2. A collective bargaining agreement or the terms of provisions of same.

( ) 3. Techniques or tactic utilized to protect the safety and property of the public provided that their disclosure could impair such protection.

**( )** 4. An investigation of violations or possible violations of the laws of the State of New Jersey and/or the Township of West Orange Administrative Code.

**()** 5. Pending or anticipated litigation or contract negotiation in which this body is or maybe a party.

( ) 6. A matter falling within the attorney-client privilege to the extent that confidentiality is required in order for the attorney to exercise his ethical duties to this body.

**(X)** 7. Personnel matters.

() 8. Discussion of any matter which by express provision of Federal law or State statute or rule of Court shall be rendered confidential.

( ) 9. Discussion of any matter in which the release of information would impair a right to receive funds from the Government of the United Sates.

() 10. Discussion of any matter involving the purchase, lease or acquisition of real property with public funds, the setting of banking rates or investment of public funds, where it could adversely affect the public interest if discussion of such matters were disclosed.

( ) 11. Deliberations occurring after a public hearing that may result in imposition of a civil penalty or suspension or loss of a license or permit.

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

**270-25** Resolution Authorizing an Executive Session for Personnel Matter(s) Specifically Resolution(s) 233-25, 234-25 and 264-25

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

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

The foregoing resolution was duly adopted by the Township Council of the Township of West Orange at a public meeting held on **November 24, 2025.**

Motion:

Second:

**Vote**

Aye:

Opposed:

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

**Joe Krakoviak**
**Council President**

**Adopted: November 24, 2025**

**271-25**
**November 24, 2025**

**A RESOLUTION APPROVING A PROPOSAL FROM MATRIX NEW WORLD FOR ENVIRONMENTAL SERVICES AT ROCK SPRING GOLF CLUB LOCATED AT 90 ROCK SPRING ROAD NTE $49,800.00**

**WHEREAS,** on November 13, 2025, the Township of West Orange (the "Township") received a proposal from Matrix New World Engineering, Land Surveying, and Landscape Architecture, P.C. ("Matrix") to perform environmental services at: 90 Rock Spring Road known as the Rock Spring Golf Club, West Orange, New Jersey, also known as Block 160-Lots 2 & 10, Block 1601.01-Lots 30 & 34 and Block 46.01-Lot 22 on the Township of West Orange Tax Map; and

**WHEREAS,** the New Jersey Department of Environmental Protection (NJDEP) approved a grant to the Green Acres Program for the Rock Spring Golf Club; and

**WHEREAS,** part of the requirements of the procedural process was for the Township to submit a copy of the Response Action Outcome (RAO) for which a Licensed Site Remediation Professional (LSRP) is required; and

**WHEREAS,** the work will consist of Matrix conducting the various tasks outline in their proposal for the issuance of the RAO; and

**NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**, that the Township accepts the proposal from Matrix attached herein as Exhibit **"A,"** not to exceed **$49,800.00** to complete the scope of work;

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

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

**Adopted: November 24, 2025**

**I hereby certify funds are available from Account No.:** **2025 Capital Budget**
**Account #03-2661-21-0400-110**
**$49,800.00**

**John Ditinyak, Chief Financial Officer**

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

MATRIXNEWORLD
A TRUE ENVIRONMENTAL COMPANY

**Via Email (zcarballo@westorange.org)**

November 13, 2025

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

271-25

**RE: PROPOSAL FOR ENVIRONMENTAL SERVICES**
**ROCK SPRING GOLF COURSE**
**BLOCK 160, LOTS 2 & 10; BLOCK 160.01, LOTS 30 & 34; and Block 46.01, LOT 22**
**90 ROCK SPRING ROAD**
**TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY**
**MATRIX JOB NO. 25-0698**

Dear Ms. Carballo:

At your request, Matrix New World Engineering, Land Surveying and Landscape Architecture, P.C. (Matrix) is pleased to provide this proposal to the Township of West Orange (Township) for the performance of Environmental Services for the above-referenced property (Site) located in West Orange, New Jersey.

## SITE BACKGROUND

The approximately 137.92-acre Site is currently operated as a country club and 18-hole golf course. The Site is bordered by Northfield Avenue to the north, residences to the east and south, and park space and residences to the west. The golf course was established and has been in operation since 1925.

In February 2019, Matrix prepared a Preliminary Assessment Report (PAR) for the Site. As a result of the PAR, 14 Areas of Concern (AOCs) were identified throughout the Site, of which further investigation was recommended for two (2) AOCs including:

- AOC-2 – Former Underground Storage Tanks (USTs), and
- AOC-11 – Historic Fill Material

In December 2024, the New Jersey Department of Environmental Protection (NJDEP) approved Green Acres Grant funding for the Site to the Township. As required by the Green Acres rules, N.J.A.C. 7:36-8.2, AOCs identified during completion of a PAR must be addressed to the NJDEP's satisfaction prior to disbursement of any funding associated with the Green Acres Grant program. Additional information was provided to Green Acres Grant program with regards to AOC-2 as the former USTs were closed out with the NJDEP and a Groundwater Remedial Action Permit (RAP) has been approved by the NJDEP for the benzene, MTBE, and TBA groundwater impacts associated with the former USTs.

As a result of the Green Acres review of the February 2019 PAR prepared for the Township, the NJDEP indicated that further investigation is required to address the potential historic fill material (HFM) (AOC-11) at the Site prior to the disbursement of any funding associated with the Grant.

In September 2025, Matrix completed site investigation (SI) activities to address the HFM AOC and to continue the required groundwater monitoring program associated with the approved groundwater RAP. During the investigation, no HFM was identified, and benzene was detected below the applicable NJDEP groundwater quality standards. Below is the scope of work recommended to close out the AOCs for the Site based on the September 2025 investigation activities.

**PROPOSED SCOPE OF SERVICES**

The proposed work will be completed in accordance with the Site Remediation Reform Act (SRRA), N.J.S.A 58:10C-1 et seq., the Administrative Requirements for the Remediation of Contaminated Sites (ARRCS), N.J.A.C. 7:26C, the Technical Requirement for Site Remediation (TRSR), N.J.A.C. 7:26E, and the NJDEP's *Historic Fill Material Technical Guidance* document (April 2013).

**Task 1 – LSRP Retention**

In accordance with the SRRA, ARRCS, and the TRSR, Matrix will submit the Licensed Site Remediation Professional (LSRP) Retention Form via the NJDEP Online Portal.

In addition, in accordance with the TRSR, the person responsible for conducting the remediation of a contaminated site is required to perform public notification and outreach. Matrix will prepare and post a Public Notification sign and submit a revised public notification form to the NJDEP.

**Task 2 – Confirmatory Groundwater Sampling Event**

Based on the September 2025 groundwater sampling event, benzene was identified at concentrations below the applicable NJDEP Groundwater Quality Standards (GWQS) and not an order of magnitude above the current February 2025 NJDEP GWQS at monitoring well, MW-3. Pursuant to the NJDEP guidance, a minimum of two (2) consecutive rounds of groundwater sampling, conducting at least three (3) months apart, are required to demonstrate that groundwater impacts have been remediated or are no longer present. Matrix recommends the completion of one (1) additional sampling event for monitoring well MW-3 to further evaluate groundwater quality and confirm that residual benzene impacts have been removed at the Site.

Matrix proposes the completion of a groundwater sampling event for monitoring well MW-3 in December 2025 to confirm the finding from the September 2025 groundwater sampling event. The groundwater sampling event will include sample collection from one monitoring well (MW-3) as the other nine monitoring wells have illustrated two consecutive clean rounds in the past for benzene, MTBE, and TBA.

Prior to purging and sampling, the static groundwater level in each monitoring well will be measured and recorded. The monitoring well will be purged and sampled using the NJDEP-approved volume average purging (VAP) and sampling methodology. Purge water will be filtered through a carbon filter bucket prior to discharge to the surface. One (1) groundwater sample will be collected from monitoring well MW-3. The groundwater samples will then be sent to a NJDEP certified laboratory to be analyzed for benzene. The sample will be analyzed on a standard two (2) week turnaround time. The groundwater sampling event is anticipated to be completed in one (1) day. Upon receipt, the groundwater sampling results will be compared to the NJDEP GWQS and the interim groundwater quality criteria.

**Task 3 – Update and submission of the Site Investigation Report to the NJDEP**

Matrix had previously prepared a Site Investigation (SI) Letter Report for the work that was completed in September 2025 at the Site. In this task, Matrix will compile the results from the site investigation activities into a Site Investigation Report (SIR) which will include the upcoming December 2025 sampling event (task 2). The SIR will include a summary of the sampling results demonstrating that no HFM was observed during the advancement of the soil borings, the findings from the two groundwater sampling events, an order of magnitude analysis, the well decommissionings, and findings and recommendations.

Upon completion, a draft SIR will be submitted to the Township for review. Comments provided by the Township will be incorporated into the final SIR and the SIR will be submitted through the NJDEP online portal along with a Case Inventory Document (CID), which provides a summary of identified AOCs and the associated NJDEP forms including an Receptor Evaluation (RE).

**Task 4 – Remedial Action Permit Scope of Work**
*Either Task 4A or Task 4B will be completed, depending on the outcome of the groundwater sampling conducted under Task 2.*

**Task 4A – Termination of Groundwater Remedial Action Permit**
If the results of the groundwater sampling event (Task 2) indicate that benzene is below the applicable GWQS for a second consecutive sampling event, then the remedial action objectives have been achieved. Matrix will prepare the termination of the groundwater RAP. This task will include a detailed review of the existing permit and compliance documentation, evaluation of the groundwater data trends, and confirmation that all permit obligations have been satisfied. Since there was a change in Site Ownership and responsible party has occurred, a RAP Modification Request will be prepared and submitted to the NJDEP. Once the Township has been added to the Groundwater RAP, a complete RAP Termination request package will be prepared, including the NJDEP termination form, supporting data tables, figures and justification summary. The termination request will be submitted through the NJDEP portal/email.

**Task 4B – Biennial Certification of Groundwater Remedial Action Permit**
If the results of the groundwater sampling event (Task 2) indicate that benzene is above the applicable GWQS, then continued monitoring is required. Matrix will prepare a biennial certification of the groundwater RAP in accordance with NJDEP requirements. Prior to preparing the biennial certification, a RAP modification request will be prepared and submitted to the NJDEP as the property ownership and responsible party has changed and is now the Township. Once the RAP modification is approved by the NJDEP and the Township is added to the Groundwater RAP, Matrix will review and evaluation of all monitoring data collected since the previous certification, preparation of updated data tables and figures, and completion of the NJDEP Biennial Certification form. The certification package will include a narrative summary of remedial progress, discussion of contaminant trends, and confirmation of ongoing compliance with permit conditions. The completed package will be submitted through NJDEP portal/email.

**Task 5 – Well Decommissioning**
If NJDEP approves termination of the groundwater RAP (Task 4A), all ten (10) monitoring wells associated with the Site will be properly decommissioned in accordance with NJDEP Well Construction and Maintenance; Sealing of Abandoned Wells regulations (N.J.A.C. 7:9D). This task will include the oversight of a well driller preparing and submitting the required Well Decommissioning Permit applications to NJDEP, coordination with a licensed New Jersey well driller, and oversight of the completion of well abandonment activities following approved methods to prevent vertical migration of groundwater.

**Task 6 – Issuance of Remedial Action Outcomes**
Upon NJDEP's approval of the Groundwater RAP Termination (Task 4A) and completion of all well decommissioning activities (Task 5), the LSRP will prepare and issue the final unrestricted use Area of Concern (AOCs) Remedial Action Outcomes (RAOs). This task will include preparation of the RAO document(s), supporting figures, and summaries of remedial actions completed at the site in accordance with N.J.A.C. 7:26C-6.2. The RAOs will certify that all remedial actions have been conducted in compliance with NJDEP Technical Requirements for Site Remediation (N.J.A.C. 7:26E) and that the site now meets the applicable remediation standards for unrestricted use. The completed RAO packages will be submitted through NJDEP Online, and copies will be provided to the client for their permanent records, signifying full regulatory closure of the Site.

**Task 7 – LSRP Oversight and Project Management**
The LSRP of record will oversee the activities outlined above. This task includes costs for Matrix to communicate with the NJDEP and client through in person meetings or conference calls.

**PROJECT COST AND SCHEDULE**

The total cost (Time and materials not to exceed) to conduct the above environmental services for the Site is **$49,800.00**.

**Task 1 – LSRP Retention**

Labor ..... $ 3,340.00
Task 1 Estimated Costs. **$ 3,340.00**

**Task 2 – Confirmatory Groundwater Sampling Event**

Labor ..... $ 2,610.00
Direct Expenses (lab/equipment/Travel)..... $ 1,600.00
Task 2 Estimated Costs. **$ 4,210.00**

**Task 3 – Update and Submission of the Site Investigation Report to NJDEP**

Labor ..... $ 8,210.00
Task 3 Estimated Costs. **$ 8,210.00**

**Task 4A – Termination of Groundwater Remedial Action Permit**

Labor ..... $ 7,810.00
Direct Expenses (NJDEP Fee)..... $ 1,420.00
Task 4A Estimated Costs **$ 9,230.00**

**Task 4B – Biennial Certification of Groundwater Remedial Action Permit**

Labor ..... $ 7,810.00
Direct Expenses (NJDEP Fee)..... $ 1,420.00
Task 4B Estimated Costs **$ 9,230.00**

**Task 5 – Well Decommissioning**

Labor ..... $ 3,010.00
Direct Expenses (Driller/Travel) ..... $ 7,020.00
Task 5 Estimated Costs. **$ 10,030.00**

**Task 6 – Issuance of Remedial Action Outcomes**

Labor ..... $ 9,320.00
Task 6 Estimated Costs. **$ 9,320.00**

**Task 7 – LSRP Oversight and Project Management**

Labor ..... $ 5,460.00
Task 7 Estimated Costs. **$ 5,460.00**

TOTAL ESTIMATED COSTS ..... **$49,800.00**

All proposed costs are based on Matrix's current 2025 labor rates; however, any work performed on or after January 1, 2026, will be billed at Matrix's 2026 rates. As outlined in the scope of work, either Task 4A or Task 4B will be implemented—depending on the results of the groundwater sampling event—and this is reflected in the total project cost. Additionally, Tasks 5 and 6 will only be performed if the conditions described in the scope are met and their implementation becomes appropriate. These Environmental Services will be completed in accordance with Matrix's Terms and Conditions (Attachment 1). Matrix is prepared to begin work immediately upon receipt of a notice to proceed. The return of a signed copy of

this proposal will serve as authorization to proceed. We appreciate the opportunity to assist you with this project and look forward to working with you.

**ASSUMPTIONS AND EXCLUSIONS**

This proposal is based on the following assumptions:

- Costs assume that all areas are accessible for inspection;
- No additional assessment, investigation or remediation activities are included;
- No client meetings will be required;
- Costs do not include soil sampling activities;
- Costs do not include future soil or groundwater remediation;
- Costs do not include any additional NJDEP notification or reporting fees;
- Costs for drilling are included; and
- All external costs will be charged at cost plus 15%.

We thank you for the opportunity to be of service to you on this project. If you have any questions or require any additional information, do not hesitate to contact me at (973) 240-1800 or at amolnar@mnwe.com.

Sincerely,

*Allison Molnar*

Allison Molnar
Project Manager

**PROPOSAL ACCEPTANCE**

The signature below, by a duly authorized representative of Client, indicates acceptance of the above referenced proposal and all attachments including the Terms and Conditions without exception. Acceptance is limited to the terms stated in this proposal, and any additional or different terms are rejected unless expressly agreed to in writing by Matrix.

| | |
|---|---|
| *Name (please print)* | *Title (please print)* |
| *Signature* | *Company Name (please print)* |

| | | |
|---|---|---|
| *Phone Number* | *E-mail Address* | *Date* |

***Contact Information for Invoice (if different than above):***

| | |
|---|---|
| *Name (please print)* | *Title (please print)* |
| *Signature* | *Company Name (please print)* |

*Street Address, City, State, Zip*

| | | |
|---|---|---|
| *Phone Number* | *E-mail Address* | *Date* |

MATRIXNEWORLD
Engineering Progress

# APPENDIX A
# MATRIX STANDARD TERMS AND CONDITIONS

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

**Section 1: SERVICES**
Matrix New World Engineering, Land Surveying and Landscape Architecture, PC (Matrix) agrees to perform the professional services (the "Services") as described in the Proposal incorporated herein by reference for the CLIENT on a best efforts, time and materials basis, consistent with the applicable standard of care, under the terms and conditions set forth below. Matrix reserves the right to amend the contents of the Proposal, if written authorization is not received within 90 days. These Terms and Conditions together with the Proposal constitute the agreement between Matrix and the CLIENT for the Services (the "Agreement").

**Section 2: COMPENSATION**
The CLIENT shall be responsible for all costs specifically enumerated in the proposal. For any costs set forth in the proposal as an estimated range, Matrix shall provide CLIENT with an exact cost as soon as it can be determined.

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

**Section 3: CLIENT'S OBLIGATIONS**
To assist Matrix in performance of the Services, CLIENT shall provide Matrix with appropriate material, data and information in its possession pertaining to the specific project or activity. Matrix shall be entitled to rely upon the accuracy and completeness of services and information furnished by the CLIENT and CLIENT's consultants.

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

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

**Section 4: INVOICE PROCEDURE AND PAYMENT**
Matrix will submit invoices to the CLIENT monthly and a final bill upon completion of the Services. Payment is due thirty (30) days from invoice date. CLIENT agrees to pay a finance charge of one and one-half percent (1.5%) per month, or the maximum rate allowed by law on past due accounts. CLIENT will be liable for all collection and court costs, disbursements, staff time expended for court appearances and depositions, and attorney's fees incurred in the collection of any outstanding invoices.

**Section 5: OWNERSHIP OF DOCUMENTS**
All survey notes, drawings, bills of materials, specifications, blueprints, reports, calculations, and all other material prepared by Matrix and its consultants in connection with the specific project, including those in electronic form, are Instruments of Service to be used solely with respect to this Project. Matrix and its consultants shall be deemed the authors and owners of their respective Instruments of Service and shall retain all common law, statutory and other reserved rights including copyright.

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

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

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

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

**Section 6: CONFIDENTIALITY**
Matrix agrees to keep confidential and not to disclose to any person or entity, other than Matrix's employees and subcontractors, without the prior consent of the CLIENT, all data and information not previously known to and generated by Matrix, or furnished to Matrix and marked CONFIDENTIAL by the CLIENT in the course of Matrix's performance hereunder; provided, however, that this provision shall not apply to data which are in the public domain, or were previously known to Matrix, or were acquired by Matrix independently from third parties not under obligation to CLIENT to keep said data and information confidential. CLIENT shall not restrict Matrix from complying with an order to provide information or data when such order is issued by a court, administrative agency or other authority with proper jurisdiction.

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

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

**Section 7: BURIED UTILITIES AND HDDEN CONDITIONS**

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

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

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

**Section 8: DISCOVERY OF UNANTICIPATED HAZARDOUS MATERIALS**

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

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

**Section 9: STANDARD OF CARE**

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

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

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

**Section 10: INDEPENDENT CONTRACTOR**

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

**Section 11: JOBSITE HEALTH AND SAFETY**

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

**Section 12: INSURANCE**

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

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

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

**Section 13: INDEMNITY**

A. Matrix

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

B. CLIENT

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

**Section 14: LIMIT OF LIABILITY**

Notwithstanding any other provision contained in the Agreement

A. In no event shall Matrix, its employees, agents, consultants (including subcontractors) be responsible for any incidental, indirect, impact, or consequential damages (including loss of profits), liabilities or expenses incurred by the CLIENT or any third party as a result of Matrix's performance or nonperformance of the Services contracted for herein, and the CLIENT waives all such incidental, indirect, impact, or consequential damages.

B. The obligations of Matrix under the Agreement are not intended to and shall not be personally binding on, nor shall any resort be had to the private properties of, any parent, subsidiary or affiliate of Matrix, or any of their respective officers, directors, shareholders, partners, principals, members, managers, beneficiaries, employees, consultants (including sub-contractors) or agents. Any provision in this Agreement that inures to the benefit of Matrix shall also inure to the benefit of Matrix's officers, directors, shareholders, partners, principals, members, managers, beneficiaries, employees, consultants (including sub-contractors) or agents.

C. Matrix's total liability to CLIENT for any and all injuries, claims, losses, expenses or damages whatsoever arising out of, or in any way related to the Agreement from any cause or causes, including but not limited to Matrix's errors, negligence, omissions, strict liability, breach of contract or breach of warranty, shall not exceed the total contract amount for the Services provided by Matrix or the limit of liability available at the time of the claim, whichever is lesser.

D. Matrix disclaims, and the CLIENT waives, any implied warranties of merchantability or fitness for a particular purpose with respect any equipment or other personal property procured by Matrix and provided to the CLIENT as part of any Services.

E. Matrix and CLIENT agree that, to the extent any damages are covered by property insurance during construction, or afterwards, Matrix and CLIENT waive all rights against each other and against the contractors, consultants, agents and employees of the other for damages, except such rights as they may have to the proceeds of such insurance as set forth in the edition of AIA Document A201, General Conditions of the Contract for Construction, current as of the date of this Agreement. Matrix and CLIENT, as appropriate, shall require of the contractors, sub-consultants, agents and employees of any of them similar waivers in favor of the other parties enumerated herein.

F. CLIENT recognizes and expects certain Change Orders may be required due, in whole or in part to omissions, ambiguities, or inconsistencies in the Drawings, specifications, and other design documentation furnished by Matrix or as a result of the other professional services performed or furnished by Matrix under this Agreement, and that Matrix is not responsible for the costs associated with these Change Orders to the extent Change Orders include any cost that CLIENT would have incurred if the covered Change Order work had been included originally in the Drawings, specifications, and other design documentation, without any omission, ambiguity, or inconsistency in the Construction Documents.

G. To the maximum extent permitted by law, the limitations on damages, the releases from liability, the limitations of liability, and the exclusive remedies provisions expressly provided in the Agreement shall apply even in the event of the fault of Matrix(in whole or in part), including but not limited to negligence , strict liability or breach of contract of Matrix.

**Section 15: PROJECT DELAYS**

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

**Section 16: ASSIGNMENT**

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

**Section 17: THIRD PARTY EXCLUSION**

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

**Section 18: SEVERABILITY**

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

**Section 19: TERMINATION**

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

**Section 20: GOVERNING LAW AND VENUE**

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

MATRIXNEWORLD
A TRUE ENVIRONMENTAL COMPANY

# APPENDIX B
# MATRIX FEE SCHEDULE

MATRIXNEWORLD
A TRUE ENVIRONMENTAL COMPANY

## 2025 PERSONNEL RATES

| TITLE | HOURLY RATE |
|---|---|
| Expert Professional | $350.00 |
| Managing Director III | $320.00 |
| Managing Director II | $300.00 |
| Technical Director III | $300.00 |
| Managing Director I | $280.00 |
| Technical Director II | $280.00 |
| Technical Director I | $260.00 |
| Project Manager IV | $245.00 |
| Senior Professional IV | $245.00 |
| Project Manager III | $230.00 |
| Senior Professional III | $230.00 |
| Project Manager II | $215.00 |
| Senior Professional II | $215.00 |
| Project Manager I | $195.00 |
| Senior Professional I | $195.00 |
| Project Professional IV | $185.00 |
| Technical Specialist VIII | $185.00 |
| Project Professional III | $175.00 |
| Technical Specialist VII | $175.00 |
| Project Professional II | $165.00 |
| Technical Specialist VI | $160.00 |
| Project Professional I | $155.00 |
| Technical Specialist V | $150.00 |
| Staff Professional IV | $145.00 |
| Staff Professional III | $135.00 |
| Technical Specialist IV | $135.00 |
| Technical Specialist III | $125.00 |
| Staff Professional II | $120.00 |
| Technical Specialist II | $115.00 |
| Staff Professional I | $110.00 |
| Technical Specialist I | $105.00 |
| Administrative Support II | $80.00 |
| Administrative Support I | $70.00 |

## REIMBURSABLE EXPENSES

| ITEM | FEE |
|---|---|
| Black & White Copy 8½ x 11 to 18 x 24 | $0.25/sheet |
| Black & White Copy 24 x 36 to 30 x 42 | $3.25/sheet |
| Color Copy 8½ x 11 to 11 x 17 | $0.50/sheet |
| Color Copy 24 x 36 to 30 x 42 | $35.00/sheet |
| Mylar 24 x 36 | $40.00/sheet |
| Mylar 30 x 42 | $60.00/sheet |
| Robotic per diem | $350.00 |
| Scanner per diem | $475.00 |
| Subconsultants | 115% of cost |
| Out-of-pocket expenses | 115% of cost |
| Mileage expenses | Federal rates |

271-25

The Green Acres Program
**M E M O R A N D U M**

TO: Kelly Christopher, Project Development Specialist

FROM: Dominik Hudyka, Environmental Specialist

RE: Project # 0722-03-005
Rock Spring Golf Course
90 Rock Spring Rd,
Block 160, Lots 2 & 10
Block 160.01, Lots 30 & 34
Block 46.01, Lot 22
West Orange Township, Essex County

DATE: November 13, 2025

As requested, I have reviewed the October 2025 Phase II Environmental Site Assessment (ESA) Report prepared by Matrix New World, for the above site. The following area of concern (AOC) was investigated:

**AOC-11: Historic Fill**

Soil borings were installed in accordance with NJDEP's April 29, 2013 Historic Fill Material Technical Guidance (Version 2), and no historic fill material was identified.

The proposal to retain an LSRP and issue an Unrestricted Use Response Action Outcome (AOC) is acceptable to the Green Acres Program. Once issued, the RAO may be submitted to the Green Acres Program for review.

Per the Green Acres rules, N.J.A.C. 7:36-8.2, the above-referenced AOCs must be addressed to the Department of Environmental Protection's satisfaction before the Green Acres Program will disburse any funding for the project site.

Since the Green Acres Program is not an approving authority for the investigation of sites, this memo shall not be construed as a No Further Action Letter or an approval by the Department of Environmental Protection for any action taken to address any AOC.

**272-25**
**November 24, 2025**

# RESOLUTION

**WHEREAS,** N.J.S.A. 2B:25-4(e) provides that a municipality can utilize multiple municipal prosecutors as necessary to administer justice in a timely and effective manner; and

**WHEREAS,** N.J.S.A. 2B:25-4(g) authorizes a municipal attorney to prosecute county or municipal ordinance violations; and

**WHEREAS,** the Township of West Orange (the "Township") has retained the services of the law firm, Semeraro & Fahrney, LLC, to serve as the Township Attorney which services include, but are not limited to, prosecuting property maintenance, zoning, health, and other violations of the Township's Municipal Code ; and

**WHEREAS,** the Township seeks to affirm the authorization for the Township Attorney and his colleagues to prosecute such property maintenance, zoning, health, and other violations under the Township's Municipal Code.

**NOW, BE IT HEREBY RESOLVED,** by the Township Council of the Township of West Orange that the Township hereby affirms its authorization of the Township Attorney and attorneys from the Township Attorney's office, including, but not limited to: (i) Mark J. Semeraro, Esq.; (ii) R. Scott Fahrney, Esq.; (iii) Sean M. Kiley, Esq.; (iv) Rafiq E. Moorman, Esq.; (v) Stephen G. Piccininni, Esq.; and (vi) Megyn H. McMurtire, Esq., to prosecute such property maintenance, zoning, health, and other violations under the Township's Municipal Code; and it is further

**RESOLVED** the Township Attorney's prosecution of property maintenance, zoning, health, and other violations under the Township's Municipal Code shall be included as the services within the Township Attorney's appointment and contract with the Township.

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

**Joe Krakoviak,**
**Council President**

**Adopted: November 24, 2025**

**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 |

Ordinance xxxx-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

_____
JOSEPH KRAKOVIAK, COUNCIL PRESIDENT

Introduced: October 16, 2025

Adopted:

Approved as to form and legality on the basis of the facts set forth.

_____
Karen J. Carnevale, 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 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 |
| 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 |
| nicipal Er | 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 |
| 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 |
| 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 IL** | MA10215 |
| J | Assistant Municipal Administrator | MA10055 | I | HUD Executive Director | AU11025 |
| I | Assistant Comptroller | MA10010 | J | HUD Executive Director/Planning & Building Coordinat | 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 A | 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 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/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 |

**2944-25**

**AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 19 SEWERS, SUBSECTION 19-1.3, AND CHAPTER 20, STREETS AND SIDEWALKS, SUBSECTION 20-3.2 OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE**

**BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY** that Chapter 19 Subsection 19-1.3 Permit Fees, and Chapter 20 Subsection 20-3.2 Permit Required; Fee, of the Revised General Ordinances of the Township of West Orange be and are hereby amended as follows:

**I. PURPOSE:** The purpose of this ordinance is to amend and supplement Chapter 19 Subsection 19-1.3 Permit Fees, and Chapter 20 Subsection 20-3.2 Permit Required; Fee, of the Revised General Ordinances of the Township of West Orange (the "Township Code").

**II. CHAPTER 19, SECTION 1.3 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:**

(*italic type denotes deletion,* **bold type denotes addition):**

*Permits as herein shall be issued by the Township Engineer on payment of the following fees:*

***a.***
*Where the property shall have been previously assessed for the making of such connection to the curb, an inspection fee of $75 shall be charged.*

***b.***
*Where an owner or lessee has laid a sewer and made the necessary connections to the curb, in accordance with the provisions of this section, there shall be an inspection fee of $75 for each curb connection.*

***c.***
*Where a connection has been made by the Township and is into the curb of any street, and has not been assessed, there shall be a charge of $500.*

***d.***
*The permit obtained from the State or County Highway Department under Section* ***19-4*** *shall be delivered to the Township Engineer at the time of making application for curb connections, together with an inspection fee of $75.*

**Permit fees under this Chapter shall be prescribed by Resolution of the Township Council.**

**III. CHAPTER 20, SECTION 3.2 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:**

(*italic type denotes deletion,* **bold type denotes addition**

| *Fee Schedule* | |
|---|---|
| *Curb and Sidewalk Permit* | |
| *Length of Curb or Sidewalk* | *Fee* |
| *Less than or 50 linear feet* | *$25* |
| *More than 50 linear feet* | *$0.50 per linear foot* |
| *Minimum Fee* | *$25* |
| *Maximum Fee* | *$100* |

**Permit fees under this Chapter shall be prescribed by Resolution of the Township Council.**

## III. REPEAL OF CONFLICTING ORDINANCES

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

## IV. SEVERABILITY

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

## V. EFFECTIVE DATE

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

_____
**Susan McCartney, Mayor**

_____
**Joseph Krakoviak, Council President**

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

**Introduced: November 12, 2025**

**Adopted: November 24, 2025**

## LEGISLATIVE HISTORY

These amendments to the Sewer, the Street and the Sidewalk Ordinance(s) will delete the fee schedules for inspection of Sewer, Curb, and Sidewalk repair or replacement by contractors working in the Township, and establish that the new fee schedules will be prescribed by a resolution of the Township Council.

**2945-25**

# AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC, SUBSECTION 7-21, MULTI-WAY STOPS OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE

**BE IT ORDAINED**, by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey as follows:

**Section 1.** The Township Council of the Township of West Orange finds it in the interest of public safety to designate the following intersections as a Multi-Way Stop Intersection pursuant to N.J.S.A.39:4-8(b).

**Section 2.** The Municipal Engineer of the Township of West Orange designated Bright View Engineering (BVE) of Livingston. N.J. to collect data and assess conditions at the following location. Their methodology conforms with provisions set forth in N.J.S.A. 39:4-8 and the applicable requirements of the Manual on Uniform Traffic Control Devices (MUTCD).

**Section 3.** Subsection 7-21, Multi-Way Stops, of the Revised General Ordinances of the Township of West Orange is hereby supplemented and amended as follows pursuant to the provisions of N.J.S.A. 39: 4-8 (*italic type denotes deletion,* **bold type denotes addition**):

| Intersection: | Stop Signs On: |
|---|---|
| **Forest Hill Road at Dartmouth Road** | **All intersecting streets** |

**Section 4.** If any provisions of the Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any of the provisions or applications of this Ordinance that can be given effect without the valid provision(s) or application and to this end, the provisions of the Ordinance are severable.

**Section 5.** All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

**Section 6.** Unless another penalty is expressly provided by New Jersey Statute, every person convicted of a violation of any provision of this Ordinance or any supplement thereto shall be liable to the

penalty of not more than fifty dollars ($50.00) or imprisonment for a term not to exceed fifteen (15) days or both, as per W.O.R.G.O. Chapter 7-4.2

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

**Joe Krakoviak, Council President**

**Susan McCartney, Mayor**

**Introduced: November 24, 2025**

**Adopted: December 9, 2025**

## Legislative History

The Ordinance, which amends the Traffic Regulations of the Township, designates the intersection listed as a Multi-Way Stop intersection with Stop signs on all approaches. Due to the safety concerns and multiple requests from Township residents, the Township's Engineering Division authorized a Traffic Study by Bright View Engineering (BVE) that determined that a Multi-Way Stop intersection would allow safe movement of vehicles and pedestrians, especially during rush hours and school dismissal hours.

Bright View Engineering
*Moving you forward*

2945-25

November 7, 2025

**VIA (E-MAIL)**

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director, Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

**Re: All-Way Stop Analysis**
**Dartmouth Road & Forest Hill Road**
**West Orange Township, Essex County, New Jersey**
**BVE Project No.: 251404**

Dear Ms. Carballo:

Bright View Engineering (*BVE here-in*) was tasked by the Township of West Orange (*the Township here-in*) with performing an analysis to determine if an All-Way Stop configuration is appropriate at the intersection of Dartmouth Road & Forest Hill Road.

BVE, in coordination with the Township, collected data during various site visits, reviewed crash information provided by the Township and crash data from NJDOT's Safety Voyager to assess the existing conditions at the project intersection. The collected data and observations were utilized to determine if the existing traffic conditions in the project area justify the implementation of the new traffic pattern. This analysis was performed per the standards set forth within NJSA 39:4-8, 39:4-138 & 39:4-197 (*Title 39*), the applicable requirements of the Manual on Uniform Traffic Control Devices (*MUTCD)* and AASHTO - A Policy on Geometric Design of Highways and Streets (*The Green Book*). The following points were considered within the scope of our study:

- An inventory of the roadway facilities in the project vicinity, including the existing physical and traffic operating characteristics;
- Data collection including traffic volume and crash data;
- All-Way Stop Analysis;
- Summary and Conclusions

70 South Orange Avenue, Suite 109
Livingston, New Jersey 07039
P.O. Box 99
Roseland, NJ 07068
C: (732) 236-7557 T: (973) 228-0999 F: (201) 753-3904
BrightViewEngineering.com

## I. EXISTING CONDITIONS

Multiple field investigations were conducted to obtain an inventory of existing roadway conditions, posted traffic controls, adjacent land uses, lane configurations of the roadways in the study area, and existing vehicular and pedestrian traffic patterns. The following is a brief description of the roadways:

The intersection of Dartmouth Road & Forest Hill Road is a 4-legged unsignalized intersection. Dartmouth Road is STOP controlled at its intersection with Forest Hill Road. We note that the intersection is approximately 600 feet away from Roosevelt Middle School.

**Dartmouth Road** is a north-south oriented roadway which spans approximately 0.23 miles between Winding Way & Club Boulevard through West Orange Township. There are no NJDOT Straight Line Diagram for this roadway. There is no posted speed limit for this roadway. It is our opinion that a 25 MPH speed limit is appropriate and conforms with the guidance set forth within the New Jersey Statutes Title 39. Dartmouth Road provides for a pavement width of 30 feet. On-street parking is permitted on both sides of the roadway. Within the study location, a 5-foot sidewalk is present along the both sides of Dartmouth Road. The land use along Dartmouth Road is generally residential in nature.

**Forest Hill Road** is an east-west roadway which spans approximately 0.77 miles through West Orange Township between Collamore Terrace and South Valley Road. There are no NJDOT Straight Line Diagram for this roadway. The posted speed limit is 25 MPH. It is our opinion that a 25 MPH speed limit is appropriate and conforms with the guidance set forth within the New Jersey Statutes Title 39. Forest Hill Road provides for an approximate pavement width of 26 feet. On-street parking is permitted along the roadway. In addition, within the study location, a 5-foot sidewalk is present along the south side of the roadway. The land use along Forest Hill Road is generally residential in nature.

**Figure 1 – Study Location**




| Bright View Engineering *Moving you forward* | **Dartmouth Road & Forest Hill Road<br>All-Way STOP Analysis<br>West Orange Township, Essex Co., NJ** | **FIGURE<br>1** |
|---|---|---|

## II. DATA COLLECTION

### CRASH HISTORY DATA

BVE obtained crash data from the Township and through NJDOT's Safety Voyager. There were no crashes reported at the study intersection within a five-year period.

### TRAFFIC VOLUME DATA

The traffic volume data was collected using Manual Turning Movement Counts (*MTMC*). Counts were conducted on Thursday, October 9, 2025, from 6:00AM to 7:00PM. **Table 1,** below, indicates the weekday morning, school dismissal and evening peak hour volumes.

**Table 1 – 2025 Existing Traffic Volumes – Dartmouth Road & Forest Hill Road**

| Peak Hour of Operation | Dartmouth Road (NB) | | | | | Dartmouth Road (SB) | | | | | Forest Hill Road (EB) | | | | | Forest Hill Road (WB) | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | L | T | R | P | B | L | T | R | P | B | L | T | R | P | B | L | T | R | P | B |
| **7:45AM-8:45AM** | 11 | 23 | 14 | 14 | 0 | 5 | 4 | 0 | 3 | 0 | 1 | 36 | 23 | 69 | 0 | 7 | 26 | 5 | 23 | 0 |
| **3:00PM-4:00PM** | 15 | 17 | 10 | 28 | 0 | 4 | 4 | 0 | 1 | 0 | 0 | 22 | 14 | 56 | 0 | 10 | 16 | 6 | 12 | 0 |
| **5:00PM-6:00PM** | 7 | 6 | 8 | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 18 | 4 | 9 | 1 | 9 | 27 | 2 | 4 | 1 |

**L – Left, T – Thru, R – Right, P – Pedestrians, B - Bikes*
**Evening Peak Hour occurs between (4PM to 7PM)*

## HCM Capacity Analysis

The study intersection was evaluated during the weekday morning peak hour, and weekday evening peak hours. The results of these analyses provided the Level of Service and average seconds of delay for the intersection movements. Levels of Service (LOS) are briefly detailed for 2025 existing conditions in **Table 2** and the 2025 conditions with an All-Way STOP control implemented in **Table 3** below. Further details regarding the operating level of service and approach delays may be observed within the Synchro Reports found within Appendix A.

**Table 2 – 2025 Existing Conditions – LOS/Delay**

| Roadway | Approach | AM Peak Hour | Dismissal Peak Hour | PM Peak Hour |
|---|---|---|---|---|
| **Dartmouth Road** | **NB** | B/10.1 | A/9.9 | A/9.0 |
| | **SB** | A/9.9 | A/9.6 | A/9.1 |
| **Forest Hill Road** | **EB** | A/0.1 | A/0.0 | A/0.3 |
| | **WB** | A/1.4 | A/2.3 | A/1.7 |
| ***Intersection*** | **Overall** | **A/4.1** | **A/4.8** | **A/3.3** |

Based on **Table 2**, under the existing conditions, the intersection operates at an overall Level of Service 'A' during each of the studied peak hours.

**Table 3 – 2025 Proposed Conditions – All-Way STOP Control - LOS/Delay**

| Roadway | Approach | AM Peak Hour | Dismissal Peak Hour | PM Peak Hour |
|---|---|---|---|---|
| **Dartmouth Road** | **NB** | A/7.4 | A/7.3 | A/7.0 |
| | **SB** | A/7.5 | A/7.3 | A/7.3 |
| **Forest Hill Road** | **EB** | A/7.3 | A/7.1 | A/7.0 |
| | **WB** | A/7.4 | A/7.2 | A/7.2 |
| ***Intersection*** | **Overall** | **A/7.4** | **A/7.2** | **A/7.1** |

Based on **Table 3**, implementing an All-Way Stop results in all intersection movements operating at a Level of Service 'A' during all studied time periods.

## III. ALL-WAY STOP ANALYSIS

**Table 4 – All-Way Stop Analysis Results**

| | |
|---|---|
| Warrant A – Crash Experience | *Not Satisfied* |
| Warrant B – Sight Distance | *Not Satisfied* |
| Warrant C – Transition to Signal/Yield Control at Circular Intersection | *Not Applicable* |
| Warrant D – 8-Hour Volume | *Not Satisfied* |
| Warrant E – Other Factors | ***Satisfied*** |

Based on **Table 4**, an All-Way Stop is **justified** for the intersection of Dartmouth Road & Forest Hill Road per the MUTCD, 11th Edition guidelines.

We utilized the following criteria in evaluating the study location for the application of an All-Way Stop treatment. The information below is excerpted from the MUTCD, Section 2B.12-17, All-Way Stop Control:

**Section 2B.12 All-Way Stop Control**

*Support:*

*01 The provisions in the following sections describe warrants for the recommended engineering study to determine all-way stop control. Warrants are not a substitute for engineering judgment. The fact that a warrant for a particular traffic control device is met is not conclusive justification to install or not install all-way stop control. Because each intersection will have unique characteristics that affect its operational performance or safety, it is the engineering study for a given intersection that is ultimately the basis for a decision to install or not install all-way stop control.*

*02 All-way stop controls at intersections with substantially differing approach volumes can reduce the effectiveness of these devices for all roadway users.*

*Guidance:*

*03 The decision to establish all-way stop control at an unsignalized intersection should be based on an engineering study. The engineering study for all-way stop control should include an analysis of factors related to the existing operation and safety at the intersection, the potential to improve these conditions, and the applicable factors contained in the following all-way stop control warrants:*

*A. All-Way Stop Control Warrant A: Crash Experience (see Section 2B.13)*

*B. All-Way Stop Control Warrant B: Sight Distance (see Section 2B.14)*

*C. All-Way Stop Control Warrant C: Transition to Signal Control or Transition to Yield Control at a Circular Intersection (see Section 2B.15)*

*D. All-Way Stop Control Warrant D: 8-Hour Volume (Vehicles, Pedestrians, Bicycles) (see Section 2B.16)*

*E. All-Way Stop Control Warrant E: Other Factors (see Section 2B.17)*

*Option:*

*04 The decision to install all-way stop control on site roadways open to public travel may be based on engineering judgment.*

*Standard:*

*05 The satisfaction of an all-way stop control warrant or warrants shall not in itself require the installation of all-way stop control at an unsignalized intersection.*

**Section 2B.13 <u>All-Way Stop Control Warrant A: Crash Experience</u>**

*Option:*

*01 All-way stop control may be installed at an intersection where an engineering study indicates that:*

*A. For a four-leg intersection, there are five or more reported crashes in a 12-month period or six or more reported crashes in a 36-month period that were of a type susceptible to correction by the installation of all-way stop control.*

*B. For a three-leg intersection, there are four or more reported crashes in a 12-month period or five or more reported crashes in a 36-month period that were of a type susceptible to correction by the installation of all-way stop control.*

Based on the provided crash data, the intersection reports no correctable crashes that are susceptible to correction by installing an All-Way Stop control within a five-year period. **The warrant was <u>not satisfied</u>**.

**Section 2B.14 <u>All-Way Stop Control Warrant B: Sight Distance</u>**

***Option:***

*01 All-way stop control may be installed at an intersection where an engineering study indicates that sight distance on the minor-road approaches controlled by a STOP sign is not adequate for a vehicle to turn onto or cross the major (uncontrolled) road.*

*Support:*

*02 At such a location, a road user, after stopping, cannot see conflicting traffic and is not able to negotiate the intersection unless conflicting cross traffic is also required to stop.*

We conducted a sight distance analysis for the intersection of Dartmouth Road & Forest Hill Road. This analysis was performed as per the standards set forth within the 2018 AASHTO - A Policy on Geometric Design of Highways and Streets (*The Green Book).* Dartmouth Road & Forest Hill Road has a posted speed limit of 25 MPH. Based on Table 3-1 & 9-7 of the AASHTO standards, a design speed of 30 MPH (5 MPH over the posted speed limit) with a leveled roadway will require an intersection sight distance of 335 feet and a stopping sight distance of 200 feet.

**Figure 2 – Sight Distance – Dartmouth Road & Forest Hill Road**




Based on the existing geometry of the intersection, we find that the intersection sight distance (335 feet) for a stopped vehicle on the minor road (Dartmouth Road) to be insufficient. We observed overgrown foliage are conflicting with the intersection sight triangle. We observed that if vehicles stop closer to the mainline on Dartmouth Road, then they would have clear visibility of the traffic conditions at the intersection and would be able to safely make a turn onto Forest Hill Road. We note that stopping sight distance on the major road (Forest Hill Road) to be sufficient.

It is our opinion that clear sight lines should be maintained by properly maintaining trees and foliage and prohibiting parking at the corners and within the sight triangle of the study intersection. We recommend that the Township cooperate with its residents to trim overgrown foliage and clear obstruction from sight triangles, as reasonable. **The warrant was not satisfied.**

**Section 2B.15 <u>All-Way Stop Control Warrant C: Transition to Signal Control or Transition to Yield Control at a Circular Intersection</u>**

*Option:*

*01 All-way stop control may be installed at locations where all-way stop control is an interim measure that can be installed to control traffic while arrangements are being made for the installation of a traffic control signal (see Chapter 4C) at the intersection or for the installation of yield control at a circular intersection.*

The study location is not a circular intersection nor is a traffic signal currently planned. **This warrant is <u>not applicable</u>.**

**Section 2B.16 <u>All-Way Stop Control Warrant D: 8-Hour Volume (Vehicles, Pedestrians, Bicycles)</u>**

*Option:*

*01 All-way stop control may be installed at an intersection where an engineering study indicates:*

*A. The combined motor vehicle, bicycle, and pedestrian volume entering the intersection from the major street approaches is at least 300 units per hour for each of any 8 hours of a typical day; and*

*B. The combined motor vehicle, bicycle, and pedestrian volume entering the intersection from the minor street approaches is at least 200 units per hour for each of any of the same 8 hours.*

*02 If the 85th-percentile approach speed of the major-street traffic exceeds 40 mph, the minimum vehicular volume warrants may be reduced to 70 percent of the values given in Items A and B in Paragraph 1 of this Section.*

We identified Forest Hill Road as the Major Street, and Dartmouth Road is identified as the Minor Street. The approach speed of both the major street and minor street is 25 MPH which is less than the 40 MPH MUTCD guideline, thus the minimum vehicular warrants of at least 300 vehicles per hour for any 8 hours of an average day from the major street approach *(total of both approaches)* and at least 200 combined vehicles and pedestrian volume per hour for the same 8 hours from the minor street approach *(total of both approaches)* apply. The volumes used for an All-Way Stop analysis are detailed in **Table 5** below:

**Table 5 – Traffic Volume Analysis for Dartmouth Road & Forest Hill Road**

| Approach | | Major | Minor | Major | Minor |
|---|---|---|---|---|---|
| Time | | Forest Hill Road | Dartmouth Road | >300 MUTCD 16.1.A | >200 MUTCD 16.1.B |
| 1 | 6:45AM-7:45AM | 37 | 23 | NO | NO |
| 2 | 7:45AM-8:45AM | 190 | 74 | NO | NO |
| 3 | 8:45AM-9:45AM | 47 | 32 | NO | NO |
| 4 | 9:45AM-10:45AM | 24 | 13 | NO | NO |
| 5 | 10:45AM-11:45AM | 25 | 8 | NO | NO |
| 6 | 11:45AM-12:45PM | 36 | 18 | NO | NO |
| 7 | 12:45PM-1:45PM | 29 | 14 | NO | NO |
| 8 | 1:45PM-2:45PM | 41 | 27 | NO | NO |
| 9 | 2:45PM-3:45PM | 132 | 76 | NO | NO |
| 10 | 3:45PM-4:45PM | 70 | 33 | NO | NO |
| 11 | 4:45PM-5:45PM | 69 | 28 | NO | NO |
| 12 | 5:45PM-6:45PM | 57 | 21 | NO | NO |

From this data we observe that Forest Hill Road (Major) approach hourly volumes does not meet the requirements (*300 veh*), and the Dartmouth Road (Minor) approach hourly volumes do not meet the hourly volume requirements (*200 veh*) for at least eight hours during a single day. The warrant is **<u>not satisfied</u>**. However, we note that there is an increase in vehicular volume on the minor road (Dartmouth Road) during the school morning and dismissal peak hours.

**Section 2B.17 <u>All-Way Stop Control Warrant E: Other Factors</u>**

*Option:*

*01 All-way stop control may be installed at an intersection where an engineering study indicates that all-way stop control is needed due to other factors not addressed in the other all-way stop control warrants. Such other factors may include, but are not limited to, the following:*

*A. The need to control left-turn conflicts,*

*B. An intersection of two residential neighborhood collector (through) streets of similar design and operating characteristics where all-way stop control would improve traffic operational characteristics of the intersection, or*

*C. Where pedestrian and/or bicyclist movements support the installation of all-way stop control.*

We observed that the two through streets of Dartmouth Road & Forest Hill Road are of similar design and operating characteristics where an All-Way STOP control would improve traffic conditions in the area.

We also observed that the intersection of Dartmouth Road & Forest Hill Road experienced high pedestrian activity with 109 pedestrians during the morning peak hour and 97 pedestrians during the school dismissal peak hour. We observed the majority of pedestrians are students walking to and from Roosevelt Middle School, which is located within 600 feet of the intersection. Implementing an All-Way Stop will improve pedestrian safety and the overall intersection operation for all roadway users. Based on Warrant E, conditions B & C, we find that this **<u>warrant is satisfied.</u>**

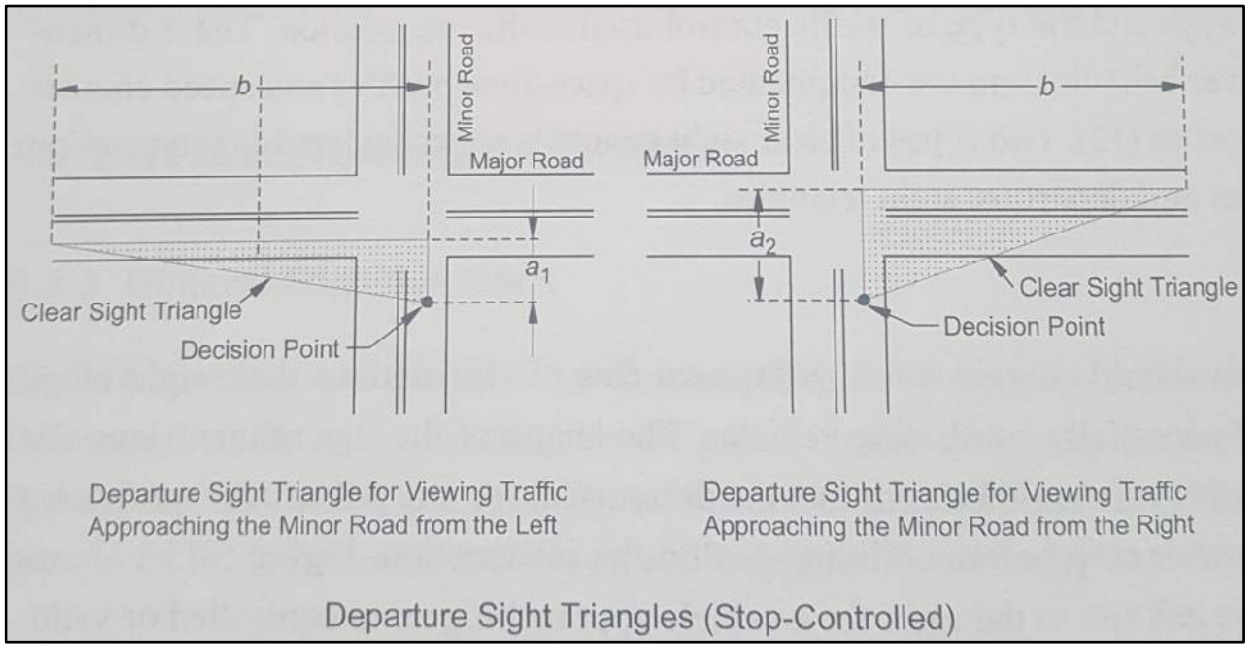
## IV. TRAFFIC CALMING RECOMMENDATIONS

It is our recommendation that alternative traffic calming measures be studied along Dartmouth Road & Forest Hill Road to improve the safety and operation of the roadway and pedestrian facilities. Treatments which can be considered include but are not limited to:

**Sight Distance Improvements** – At the intersection Dartmouth Road & Forest Hill Road, the line of sight of approaching vehicles was found to be obstructed due to objects within the sight triangle. We did observe, however, that if stopped vehicles pulled up closer to the mainline along the controlled approach, that they would have improved visibility of traffic conditions at the intersection and would also be more visible themselves.

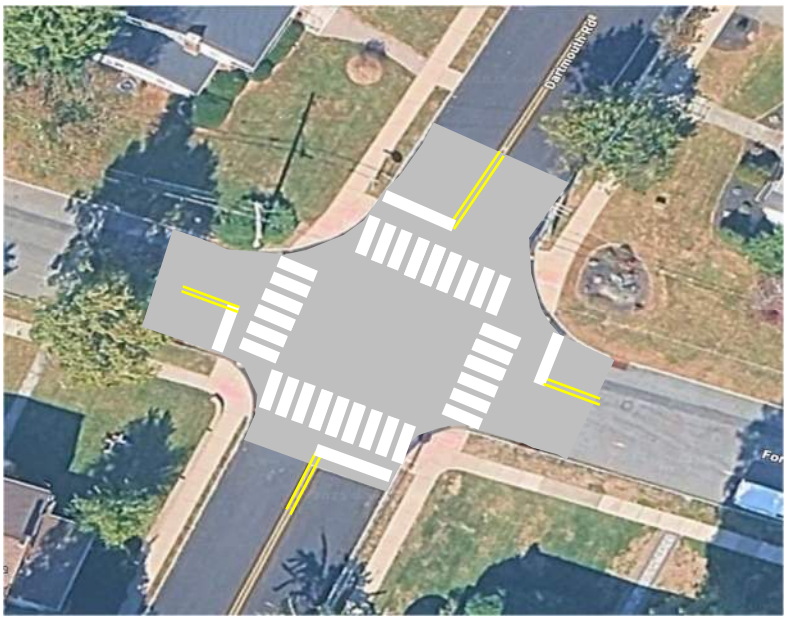
It is our opinion that if trees and other foliage near the corners are removed and parking is prohibited back from the corners of the intersection, then the sight distance can be improved. We recommend that the Township of West Orange continue to collaborate with its residents to trim overgrown foliage back and remove obstructions from sight triangles, as reasonable.

**FIGURE 4 – Intersection Sight Distance**



**International Pattern Crosswalks** – It is our experience that this striping pattern provides high visibility for motorists of pedestrians in the crosswalk and may provide reduced maintenance costs. Should it be implemented at the study location we recommend that a minimum of 8 feet tall, 24-inch-wide bars 4 feet on center, white thermoplastic crossing be installed.

**FIGURE 5 – International Pattern Crosswalks**



**Update Striping–** We recommend that the Township of West Orange consider restriping faded markings to better define the lanes and to encourage motorists to travel at lower speeds and prevent crashes. The striping of road markings will allow the motorists to see the lanes carefully and follow the signs presence better. This treatment will improve the sight distance, pedestrian safety and prohibit parking along the intersection.

**Update Signage –** We recommend the Township of West Orange consider replace and update all signs to meet current MUTCD standards. Ensuring that signage meets current regulations will improve visibility and enhance road safety for motorists.

**Speed Limit Signs** - We recommend the Township of West Orange consider the installation of additional speed limit signs along Dartmouth Road & Forest Hill Road. We observed that minimal to no speed limits signs are posted along Dartmouth Road & Forest Hill Road.

## Additional Improvements

We recommend that the following proposed improvements be considered to improve the overall safety and quality of the roadway for both pedestrians and motorists in the area:

- Enhance the landscape of streets by maintaining the curb and sidewalk paths; and
- Install additional lighting at the intersection.

## V. SUMMARY & CONCLUSIONS

**BVE has concluded that an All-Way Stop condition at this intersection is justified based on 2B.17 Warrant E: Other Factors of the 2023 MUTCD.**

It is our recommendation that the Township of West Orange consider traffic calming measures and work with its residents to improve the safety and operational characteristics at the intersection of Dartmouth Road & Forest Hill Road. Based upon our observations, it is our opinion that the study intersection **warrants** the implementation of an All-Way STOP Control based on the guidelines within the MUTCD. We present the following in support of this recommendation as well as other traffic treatments which may be considered:

- The intersection of Dartmouth Road & Forest Hill Road reported no crashes within a five-year period.

- We observed that Dartmouth Road & Forest Hill Road are through streets of similar design and operating characteristics where an All-Way STOP control would improve traffic conditions in the area.

- We observed that the intersection of Dartmouth Road & Forest Hill Road had 109 pedestrians during the morning peak hour, 97 pedestrians during the school dismissal peak hour and 15 pedestrians during evening peak hour. We note that the pedestrians during the morning and school dismissal peak hour were mostly students traveling to and from Roosevelt Middle School.

- We note that the existing conditions of the intersection of Dartmouth Road & Forest Hill Road operate at an overall Level of Service 'A' during each of the studied peak hours.

- Implementing an All-Way STOP condition at the intersection of Dartmouth Road & Forest Hill Road will maintain an overall Level of Service 'A' during each of the studied peak hours.

- We observed that the intersection sight distance of Dartmouth Road at Forest Hill Road was not adequate based on horizontal sight lines blocked by overgrown foliage. We recommend that the Township of West Orange collaborate with its residents to trim overgrown foliage back, remove obstructions, and enforce parking restrictions from sight triangles, as reasonable.

- It is our recommendation that the Township consider implementing an international crosswalk pattern throughout all of its pedestrian crossings. This striping pattern should be comprised of white 24" thick bars, set 4' on center, and no less than 8' wide. We recommend an 8' wide crosswalk for this area where school crossing signs are present. This pattern provides greater visibility for both pedestrians and motorists who approach the facility, greater painted surface area provides greater reflectivity during nighttime lighting conditions, and due to how the pattern is laid out it may require less upkeep costs for the Township due to reduced wear and tear.

- We recommend the Township of West Orange consider refreshing the striping along Dartmouth Road & Forest Hill Road to give motorists better travel lane definition. All striping should be implemented per the guidance presented within the MUTCD;

- We recommend the Township of West consider replacing older and faded signs along Dartmouth Road & Forest Hill Road with MUTCD compliant signs with newer retroreflective materials for improved visibility;

- We recommend the Township of West Orange consider implementing additional speed limit signs throughout Dartmouth Road & Forest Hill Road.

- Based upon our analysis, it is our engineering judgement that the implementation of an All Way STOP control will improve operation and safety for all travel modes at the intersection.

Should you have any questions or require additional information please do not hesitate to contact me at (732) 236-7557.

Very truly yours,
**Bright View Engineering**

John J. Jahr, PTP, TSOS
Principal
(732) 236-7557

Aaron J. Schrager, PE, PP, CME
Principal

JJJ/as/am
Https://bvengr.sharepoint.com/sites/bvengr/proj/251404-WOT-Darthmouth-Forest-AWS/Dartmouth-Road-Forest-Hill-Road-All-Way-Stop.docx
Enclosures: Technical Appendix

Bright View Engineering
*Moving you forward*

**BRIGHT VIEW ENGINEERING**
**70 SOUTH ORANGE AVE, SUITE 109**
**LIVINGSTON, NEW JERSEY 07039**

Count Name: Forest-Hill-Rd-Dartmouth-Rd
BVE proje. #: 251404
Start Date: Thursday, 10/09/2025

## 251404-West-Orange-Forest-Hill-Rd-Dartmouth-Rd
## Township of West Orange New Jersey
## Thursday, October 9, 2025

| Time | Southbound Dartmouth Road | | | | | | Westbound Forest Hill Road | | | | | | Northbound Dartmouth Road | | | | | | Eastbound Forest Hill Road | | | | | | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | |
| 6:00 AM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 1 | 1 | 0 | 0 | *2* | 0 | 0 | 0 | 1 | 0 | *1* | 0 | 0 | 0 | 0 | 0 | *0* | **3** |
| 6:15 AM | 0 | 0 | 0 | 1 | 0 | *1* | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 1 | 0 | 2 | 1 | *3* | 0 | 0 | 1 | 0 | 0 | *1* | **5** |
| 6:30 AM | 0 | 1 | 0 | 0 | 0 | *1* | 0 | 1 | 0 | 0 | 2 | *1* | 0 | 0 | 0 | 2 | 0 | *2* | 0 | 0 | 0 | 0 | 0 | *0* | **4** |
| 6:45 AM | 0 | 0 | 0 | 0 | 2 | *0* | 0 | 1 | 0 | 0 | 0 | *1* | 0 | 1 | 0 | 3 | 1 | *4* | 0 | 0 | 3 | 0 | 0 | *3* | **8** |
| Hourly Total | 0 | 1 | 0 | 1 | 2 | *2* | 0 | 3 | 1 | 0 | 2 | *4* | 0 | 2 | 0 | 8 | 2 | *10* | 0 | 0 | 4 | 0 | 0 | *4* | **20** |
| 7:00 AM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 0 | 0 | 2 | 1 | *2* | 0 | 0 | 4 | 0 | 0 | *4* | **6** |
| 7:15 AM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 0 | 6 | 1 | 0 | *7* | 0 | 0 | 0 | 4 | 0 | *4* | 0 | 0 | 3 | 1 | 0 | *4* | **15** |
| 7:30 AM | 0 | 1 | 0 | 1 | 0 | *2* | 0 | 2 | 0 | 0 | 1 | *2* | 0 | 0 | 1 | 1 | 5 | *2* | 0 | 0 | 6 | 0 | 9 | *6* | **12** |
| 7:45 AM | 0 | 4 | 0 | 0 | 0 | *4* | 0 | 0 | 14 | 4 | 9 | *18* | 0 | 1 | 4 | 2 | 4 | *7* | 0 | 0 | 13 | 4 | 29 | *17* | **46** |
| Hourly Total | 0 | 5 | 0 | 1 | 0 | *6* | 0 | 2 | 20 | 5 | 10 | *27* | 0 | 1 | 5 | 9 | 10 | *15* | 0 | 0 | 26 | 5 | 38 | *31* | **79** |
| 8:00 AM | 0 | 1 | 1 | 0 | 2 | *2* | 0 | 0 | 7 | 1 | 7 | *8* | 0 | 2 | 3 | 1 | 1 | *6* | 0 | 0 | 7 | 3 | 4 | *10* | **26** |
| 8:15 AM | 0 | 0 | 2 | 0 | 0 | *2* | 0 | 1 | 3 | 0 | 5 | *4* | 0 | 5 | 3 | 3 | 8 | *11* | 0 | 0 | 9 | 5 | 19 | *14* | **31** |
| 8:30 AM | 0 | 0 | 1 | 0 | 1 | *1* | 0 | 6 | 2 | 0 | 2 | *8* | 0 | 3 | 13 | 8 | 1 | *24* | 0 | 1 | 7 | 11 | 17 | *19* | **52** |
| 8:45 AM | 0 | 2 | 0 | 0 | 0 | *2* | 0 | 3 | 5 | 0 | 0 | *8* | 0 | 6 | 8 | 5 | 2 | *19* | 0 | 0 | 6 | 1 | 2 | *7* | **36** |
| Hourly Total | 0 | 3 | 4 | 0 | 3 | *7* | 0 | 10 | 17 | 1 | 14 | *28* | 0 | 16 | 27 | 17 | 12 | *60* | 0 | 1 | 29 | 20 | 42 | *50* | **145** |
| 9:00 AM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 1 | 5 | 0 | 0 | *6* | 0 | 0 | 2 | 1 | 1 | *3* | 0 | 0 | 3 | 1 | 1 | *4* | **13** |
| 9:15 AM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 1 | 2 | 0 | 3 | *3* | 0 | 0 | 0 | 2 | 2 | *2* | 0 | 0 | 4 | 0 | 0 | *4* | **9** |
| 9:30 AM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 1 | 1 | 0 | 0 | *2* | 0 | 0 | 0 | 1 | 0 | *1* | 0 | 1 | 5 | 1 | 0 | *7* | **10** |
| 9:45 AM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 0 | 2 | 0 | 0 | *2* | 0 | 0 | 2 | 0 | 0 | *2* | 0 | 0 | 1 | 0 | 0 | *1* | **5** |
| Hourly Total | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 3 | 10 | 0 | 3 | *13* | 0 | 0 | 4 | 4 | 3 | *8* | 0 | 1 | 13 | 2 | 1 | *16* | **37** |
| 10:00 AM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 0 | 1 | 0 | 0 | *1* | 0 | 0 | 0 | 1 | 3 | *1* | 0 | 0 | 1 | 0 | 1 | *1* | **3** |
| 10:15 AM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 1 | 4 | 1 | 0 | *6* | 0 | 0 | 0 | 0 | 4 | *0* | 0 | 0 | 3 | 0 | 2 | *3* | **9** |
| 10:30 AM | 0 | 0 | 1 | 0 | 0 | *1* | 0 | 1 | 2 | 0 | 1 | *3* | 0 | 0 | 1 | 1 | 0 | *2* | 0 | 0 | 3 | 0 | 0 | *3* | **9** |
| 10:45 AM | 0 | 0 | 0 | 0 | 1 | *0* | 0 | 0 | 2 | 1 | 1 | *3* | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 0 | 2 | 0 | 0 | *2* | **5** |
| Hourly Total | 0 | 0 | 1 | 0 | 1 | *1* | 0 | 2 | 9 | 2 | 2 | *13* | 0 | 0 | 1 | 2 | 7 | *3* | 0 | 0 | 9 | 0 | 3 | *9* | **26** |
| 11:00 AM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 2 | 2 | 0 | 1 | *4* | 0 | 2 | 0 | 1 | 0 | *3* | 0 | 0 | 2 | 1 | 0 | *3* | **10** |
| 11:15 AM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 0 | 2 | 1 | 0 | *3* | 0 | 1 | 0 | 0 | 0 | *1* | 0 | 0 | 1 | 0 | 0 | *1* | **5** |
| 11:30 AM | 0 | 0 | 0 | 1 | 0 | *1* | 0 | 2 | 3 | 0 | 0 | *5* | 0 | 1 | 0 | 1 | 0 | *2* | 0 | 0 | 2 | 0 | 0 | *2* | **10** |
| 11:45 AM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 1 | 5 | 0 | 0 | *6* | 0 | 1 | 0 | 4 | 1 | *5* | 0 | 0 | 1 | 0 | 3 | *1* | **12** |
| Hourly Total | 0 | 0 | 0 | 1 | 0 | *1* | 0 | 5 | 12 | 1 | 1 | *18* | 0 | 5 | 0 | 6 | 1 | *11* | 0 | 0 | 6 | 1 | 3 | *7* | **37** |

Bright View Engineering
*Moving you forward*

**BRIGHT VIEW ENGINEERING**
**70 SOUTH ORANGE AVE, SUITE 109**
**LIVINGSTON, NEW JERSEY 07039**

Count Name: Forest-Hill-Rd-Dartmouth-Rd
BVE proje. #: 251404
Start Date: Thursday, 10/09/2025

## 251404-West-Orange-Forest-Hill-Rd-Dartmouth-Rd
## Township of West Orange New Jersey
## Thursday, October 9, 2025

| Time | Southbound Dartmouth Road | | | | | | Westbound Forest Hill Road | | | | | | Northbound Dartmouth Road | | | | | | Eastbound Forest Hill Road | | | | | | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | |
| 12:00 PM | 0 | 0 | 1 | 0 | 0 | *1* | 0 | 0 | 3 | 1 | 0 | *4* | 0 | 0 | 3 | 3 | 3 | *6* | 0 | 0 | 3 | 0 | 0 | *3* | **14** |
| 12:15 PM | 0 | 0 | 0 | 0 | 1 | *0* | 0 | 0 | 2 | 1 | 3 | *3* | 0 | 0 | 1 | 0 | 0 | *1* | 0 | 0 | 2 | 1 | 1 | *3* | **7** |
| 12:30 PM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 1 | 1 | 0 | 0 | *2* | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 0 | 4 | 0 | 3 | *4* | **6** |
| 12:45 PM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 1 | 3 | 0 | 0 | *4* | 0 | 1 | 2 | 1 | 1 | *4* | 0 | 0 | 5 | 0 | 0 | *5* | **13** |
| Hourly Total | 0 | 0 | 1 | 0 | 1 | *1* | 0 | 2 | 9 | 2 | 3 | *13* | 0 | 1 | 6 | 4 | 4 | *11* | 0 | 0 | 14 | 1 | 4 | *15* | **40** |
| 1:00 PM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 1 | 1 | 0 | 0 | *2* | 0 | 0 | 0 | 2 | 2 | *2* | 0 | 0 | 1 | 0 | 1 | *1* | **5** |
| 1:15 PM | 0 | 0 | 0 | 0 | 0 | *0* | 1 | 1 | 4 | 0 | 1 | *6* | 0 | 0 | 1 | 1 | 1 | *2* | 0 | 1 | 0 | 0 | 1 | *1* | **9** |
| 1:30 PM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 0 | 4 | 0 | 0 | *4* | 0 | 0 | 0 | 2 | 0 | *2* | 0 | 0 | 2 | 0 | 1 | *2* | **8** |
| 1:45 PM | 0 | 0 | 0 | 0 | 2 | *0* | 0 | 3 | 1 | 0 | 3 | *4* | 0 | 1 | 0 | 3 | 0 | *4* | 0 | 0 | 3 | 0 | 0 | *3* | **11** |
| Hourly Total | 0 | 0 | 0 | 0 | 2 | *0* | 1 | 5 | 10 | 0 | 4 | *16* | 0 | 1 | 1 | 8 | 3 | *10* | 0 | 1 | 6 | 0 | 3 | *7* | **33** |
| 2:00 PM | 0 | 0 | 0 | 1 | 0 | *1* | 0 | 1 | 7 | 0 | 0 | *8* | 0 | 0 | 0 | 3 | 2 | *3* | 0 | 0 | 2 | 0 | 0 | *2* | **14** |
| 2:15 PM | 0 | 1 | 1 | 0 | 0 | *2* | 0 | 1 | 5 | 0 | 0 | *6* | 0 | 0 | 0 | 2 | 3 | *2* | 0 | 0 | 3 | 0 | 1 | *3* | **13** |
| 2:30 PM | 0 | 0 | 0 | 1 | 0 | *1* | 0 | 2 | 4 | 2 | 0 | *8* | 0 | 3 | 1 | 2 | 1 | *6* | 0 | 1 | 1 | 1 | 0 | *3* | **18** |
| 2:45 PM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 2 | 5 | 1 | 0 | *8* | 0 | 2 | 1 | 0 | 0 | *3* | 0 | 0 | 6 | 0 | 2 | *6* | **17** |
| Hourly Total | 0 | 1 | 1 | 2 | 0 | *4* | 0 | 6 | 21 | 3 | 0 | *30* | 0 | 5 | 2 | 7 | 6 | *14* | 0 | 1 | 12 | 1 | 3 | *14* | **62** |
| 3:00 PM | 0 | 2 | 2 | 0 | 1 | *4* | 0 | 3 | 6 | 1 | 4 | *10* | 0 | 0 | 2 | 1 | 16 | *3* | 0 | 0 | 9 | 8 | 41 | *17* | **34** |
| 3:15 PM | 0 | 1 | 2 | 0 | 0 | *3* | 0 | 3 | 4 | 3 | 1 | *10* | 0 | 5 | 2 | 3 | 4 | *10* | 0 | 0 | 3 | 4 | 4 | *7* | **30** |
| 3:30 PM | 0 | 1 | 0 | 0 | 0 | *1* | 0 | 3 | 1 | 1 | 3 | *5* | 0 | 6 | 12 | 5 | 8 | *23* | 0 | 0 | 5 | 1 | 8 | *6* | **35** |
| 3:45 PM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 1 | 5 | 1 | 4 | *7* | 0 | 4 | 1 | 1 | 0 | *6* | 0 | 0 | 5 | 1 | 3 | *6* | **19** |
| Hourly Total | 0 | 4 | 4 | 0 | 1 | *8* | 0 | 10 | 16 | 6 | 12 | *32* | 0 | 15 | 17 | 10 | 28 | *42* | 0 | 0 | 22 | 14 | 56 | *36* | **118** |
| 4:00 PM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 1 | 4 | 2 | 0 | *7* | 0 | 1 | 0 | 3 | 4 | *4* | 0 | 0 | 5 | 1 | 13 | *6* | **17** |
| 4:15 PM | 0 | 1 | 3 | 0 | 0 | *4* | 0 | 3 | 3 | 1 | 0 | *7* | 0 | 1 | 0 | 1 | 3 | *2* | 0 | 0 | 3 | 0 | 3 | *3* | **16** |
| 4:30 PM | 0 | 1 | 0 | 0 | 0 | *1* | 0 | 1 | 4 | 1 | 0 | *6* | 0 | 2 | 2 | 4 | 1 | *8* | 0 | 0 | 1 | 1 | 3 | *2* | **17** |
| 4:45 PM | 0 | 1 | 1 | 0 | 0 | *2* | 0 | 0 | 2 | 0 | 0 | *2* | 0 | 4 | 0 | 2 | 0 | *6* | 0 | 0 | 6 | 1 | 2 | *7* | **17** |
| Hourly Total | 0 | 3 | 4 | 0 | 0 | *7* | 0 | 5 | 13 | 4 | 0 | *22* | 0 | 8 | 2 | 10 | 8 | *20* | 0 | 0 | 15 | 3 | 21 | *18* | **67** |

Bright View Engineering
*Moving you forward*

**BRIGHT VIEW ENGINEERING**
**70 SOUTH ORANGE AVE, SUITE 109**
**LIVINGSTON, NEW JERSEY 07039**

Count Name: Forest-Hill-Rd-Dartmouth-Rd
BVE proje. #: 251404
Start Date: Thursday, 10/09/2025

## 251404-West-Orange-Forest-Hill-Rd-Dartmouth-Rd
## Township of West Orange New Jersey
## Thursday, October 9, 2025

| Time | Southbound Dartmouth Road | | | | | | Westbound Forest Hill Road | | | | | | Northbound Dartmouth Road | | | | | | Eastbound Forest Hill Road | | | | | | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | |
| 5:00 PM | 1 | 0 | 0 | 0 | 0 | *1* | 0 | 3 | 7 | 1 | 0 | *11* | 0 | 1 | 2 | 2 | 0 | *5* | 0 | 0 | 3 | 1 | 6 | *4* | **21** |
| 5:15 PM | 0 | 1 | 0 | 0 | 0 | *1* | 1 | 2 | 5 | 1 | 3 | *9* | 0 | 1 | 2 | 1 | 0 | *4* | 0 | 0 | 6 | 0 | 3 | *6* | **20** |
| 5:30 PM | 0 | 0 | 0 | 0 | 1 | *0* | 0 | 2 | 5 | 0 | 2 | *7* | 0 | 2 | 2 | 3 | 1 | *7* | 0 | 0 | 5 | 2 | 0 | *7* | **21** |
| 5:45 PM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 2 | 10 | 0 | 0 | *12* | 0 | 3 | 0 | 2 | 0 | *5* | 0 | 1 | 4 | 1 | 1 | *6* | **23** |
| Hourly Total | 1 | 1 | 0 | 0 | 1 | *2* | 1 | 9 | 27 | 2 | 5 | *39* | 0 | 7 | 6 | 8 | 1 | *21* | 0 | 1 | 18 | 4 | 10 | *23* | **85** |
| 6:00 PM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 0 | 7 | 0 | 0 | *7* | 0 | 1 | 1 | 1 | 1 | *3* | 0 | 0 | 3 | 0 | 1 | *3* | **13** |
| 6:15 PM | 0 | 1 | 1 | 0 | 0 | *2* | 0 | 3 | 4 | 0 | 0 | *7* | 0 | 0 | 0 | 2 | 0 | *2* | 0 | 0 | 3 | 0 | 1 | *3* | **14** |
| 6:30 PM | 0 | 1 | 0 | 0 | 0 | *1* | 0 | 2 | 5 | 2 | 4 | *9* | 0 | 1 | 0 | 3 | 3 | *4* | 0 | 0 | 2 | 1 | 0 | *3* | **17** |
| 6:45 PM | 0 | 1 | 0 | 0 | 1 | *1* | 0 | 2 | 5 | 0 | 1 | *7* | 0 | 2 | 2 | 1 | 0 | *5* | 0 | 0 | 4 | 1 | 1 | *5* | **18** |
| Hourly Total | 0 | 3 | 1 | 0 | 1 | *4* | 0 | 7 | 21 | 2 | 5 | *30* | 0 | 4 | 3 | 7 | 4 | *14* | 0 | 0 | 12 | 2 | 3 | *14* | **62** |
| | | | | | | | | | | | | | | | | | | | | | | | | | |
| **DAILY TOTAL** | **1** | **21** | **16** | **5** | **12** | ***43*** | **2** | **69** | **186** | **28** | **61** | ***285*** | **0** | **65** | **74** | **100** | **89** | ***239*** | **0** | **5** | **186** | **53** | **187** | ***244*** | **811** |
| **Cars** | 1 | 20 | 16 | 4 | 12 | *41* | 2 | 65 | 180 | 28 | 60 | *275* | 0 | 65 | 74 | 97 | 89 | *236* | 0 | 5 | 179 | 47 | 186 | *231* | **783** |
| **Heavy Vehicles** | 0 | 1 | 0 | 1 | 0 | *2* | 0 | 4 | 6 | 0 | 0 | *10* | 0 | 0 | 0 | 3 | 0 | *3* | 0 | 0 | 7 | 6 | 0 | *13* | **28** |
| **Heavy Vehicle %** | 0.0% | 4.8% | 0.0% | 20.0% | 0.0% | *4.7%* | 0.0% | 5.8% | 3.2% | 0.0% | 0.0% | *3.5%* | 0.0% | 0.0% | 0.0% | 3.0% | 0.0% | *1%* | 0.0% | 0.0% | 3.8% | 11.3% | 0.0% | *5.3%* | **3.5%** |
| **Bicycles** | 0 | 0 | 0 | 0 | - | - | 0 | 0 | 0 | 0 | - | - | 0 | 1 | 2 | 0 | - | - | 0 | 0 | 1 | 0 | - | - | **4** |
| **Pedestrians** | - | - | - | - | 12 | - | - | - | - | - | 60 | - | - | - | - | - | 89 | - | - | - | - | - | 186 | - | **347** |
| **Bikes on CW** | - | - | - | - | 0 | - | - | - | - | - | 1 | - | - | - | - | - | 0 | - | - | - | - | - | 1 | - | **2** |

Bright View Engineering
*Moving you forward*

**BRIGHT VIEW ENGINEERING**
**70 SOUTH ORANGE AVE, SUITE 109**
**LIVINGSTON, NEW JERSEY 07039**

Count Name: Forest-Hill-Rd-Dartmouth-Rd
BVE proje. #: 251404
Start Date: Thursday, 10/09/2025

# 251404-West-Orange-Forest-Hill-Rd-Dartmouth-Rd
## Township of West Orange New Jersey
## Thursday, October 9, 2025

**AM Peak Hour**

| Time | Southbound Dartmouth Road | | | | | | Westbound Forest Hill Road | | | | | | Northbound Dartmouth Road | | | | | | Eastbound Forest Hill Road | | | | | | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | |
| 7:45 AM | 0 | 4 | 0 | 0 | 0 | *4* | 0 | 0 | 14 | 4 | 9 | *18* | 0 | 1 | 4 | 2 | 4 | *7* | 0 | 0 | 13 | 4 | 29 | *17* | **46** |
| 8:00 AM | 0 | 1 | 1 | 0 | 2 | *2* | 0 | 0 | 7 | 1 | 7 | *8* | 0 | 2 | 3 | 1 | 1 | *6* | 0 | 0 | 7 | 3 | 4 | *10* | **26** |
| 8:15 AM | 0 | 0 | 2 | 0 | 0 | *2* | 0 | 1 | 3 | 0 | 5 | *4* | 0 | 5 | 3 | 3 | 8 | *11* | 0 | 0 | 9 | 5 | 19 | *14* | **31** |
| 8:30 AM | 0 | 0 | 1 | 0 | 1 | *1* | 0 | 6 | 2 | 0 | 2 | *8* | 0 | 3 | 13 | 8 | 1 | *24* | 0 | 1 | 7 | 11 | 17 | *19* | **52** |
| Peak Hour Total | 0 | 5 | 4 | 0 | 3 | *9* | 0 | 7 | 26 | 5 | 23 | *38* | 0 | 11 | 23 | 14 | 14 | *48* | 0 | 1 | 36 | 23 | 69 | *60* | **155** |
| PHF | 0.00 | 0.31 | 0.50 | 0.00 | 0.38 | *0.56* | 0.00 | 0.29 | 0.46 | 0.31 | 0.64 | *0.53* | 0.00 | 0.55 | 0.44 | 0.44 | 0.44 | *0.50* | 0.00 | 0.25 | 0.69 | 0.52 | 0.59 | *0.79* | **0.75** |
| Cars | 0 | 5 | 4 | 0 | - | 9 | 0 | 7 | 25 | 5 | - | 37 | 0 | 11 | 23 | 14 | - | 48 | 0 | 1 | 33 | 22 | - | 56 | **150** |
| Heavy Vehicles | 0 | 0 | 0 | 0 | - | *0* | 0 | 0 | 1 | 0 | - | *1* | 0 | 0 | 0 | 0 | - | *0* | 0 | 0 | 3 | 1 | - | *4* | **5** |
| Heavy Vehicle % | 0 | 0.0% | 0.0% | 0.0% | - | 0.0% | 0 | 0.0% | 3.8% | 0% | - | 2.6% | 0 | 0.0% | 0.0% | 0.0% | - | 0.0% | 0 | 0.0% | 8% | 4.3% | - | 6.7% | **3.2%** |
| Pedestrians | - | - | - | - | 3 | - | - | - | - | - | 23 | - | - | - | - | - | 14 | - | - | - | - | - | 69 | - | **109** |
| Bikes on CW | - | - | - | - | 0 | - | - | - | - | - | 0 | - | - | - | - | - | 0 | - | - | - | - | - | 0 | - | **0** |

**Afternoon Peak Hour**

| Time | Southbound Dartmouth Road | | | | | | Westbound Forest Hill Road | | | | | | Northbound Dartmouth Road | | | | | | Eastbound Forest Hill Road | | | | | | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | UT | LT | TH | RT | Peds/ Bikes | *App. Total* | |
| 3:00 PM | 0 | 2 | 2 | 0 | 1 | *4* | 0 | 3 | 6 | 1 | 4 | *10* | 0 | 0 | 2 | 1 | 16 | *3* | 0 | 0 | 9 | 8 | 41 | *17* | **34** |
| 3:15 PM | 0 | 1 | 2 | 0 | 0 | *3* | 0 | 3 | 4 | 3 | 1 | *10* | 0 | 5 | 2 | 3 | 4 | *10* | 0 | 0 | 3 | 4 | 4 | *7* | **30** |
| 3:30 PM | 0 | 1 | 0 | 0 | 0 | *1* | 0 | 3 | 1 | 1 | 3 | *5* | 0 | 6 | 12 | 5 | 8 | *23* | 0 | 0 | 5 | 1 | 8 | *6* | **35** |
| 3:45 PM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 1 | 5 | 1 | 4 | *7* | 0 | 4 | 1 | 1 | 0 | *6* | 0 | 0 | 5 | 1 | 3 | *6* | **19** |
| Peak Hour Total | 0 | 4 | 4 | 0 | 1 | *8* | 0 | 10 | 16 | 6 | 12 | *32* | 0 | 15 | 17 | 10 | 28 | *42* | 0 | 0 | 22 | 14 | 56 | *36* | **118** |
| PHF | 0.00 | 0.50 | 0.50 | 0.00 | 0.25 | *0.50* | 0.00 | 0.83 | 0.67 | 0.50 | 0.75 | *0.80* | 0.00 | 0.63 | 0.35 | 0.50 | 0.44 | *0.46* | 0.00 | 0.00 | 0.61 | 0.44 | 0.34 | *0.53* | **0.84** |
| Cars | 0 | 3 | 4 | 0 | - | 7 | 0 | 10 | 16 | 6 | - | 32 | 0 | 15 | 17 | 10 | - | 42 | 0 | 0 | 21 | 13 | - | 34 | **115** |
| Heavy Vehicles | 0 | 1 | 0 | 0 | - | *1* | 0 | 0 | 0 | 0 | - | *0* | 0 | 0 | 0 | 0 | - | *0* | 0 | 0 | 1 | 1 | - | *2* | **3** |
| Heavy Vehicle % | 0 | 25.0% | 0% | 0.0% | - | 12.5% | 0 | 0.0% | 0.0% | 0.0% | - | 0.0% | 0 | 0.0% | 0.0% | 0.0% | - | 0.0% | 0 | 0.0% | 4.5% | 7.1% | - | 5.6% | **2.5%** |
| Pedestrians | - | - | - | - | 1 | - | - | - | - | - | 12 | - | - | - | - | - | 28 | - | - | - | - | - | 56 | - | **97** |
| Bikes on CW | - | - | - | - | 0 | - | - | - | - | - | 0 | - | - | - | - | - | 0 | - | - | - | - | - | 0 | - | **0** |

Bright View Engineering
*Moving you forward*

**BRIGHT VIEW ENGINEERING**
**70 SOUTH ORANGE AVE, SUITE 109**
**LIVINGSTON, NEW JERSEY 07039**

Count Name: Forest-Hill-Rd-Dartmouth-Rd
BVE proje. #: 251404
Start Date: Thursday, 10/09/2025

| PM Peak Hour | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Time** | **Southbound Dartmouth Road** | | | | | | **Westbound Forest Hill Road** | | | | | | **Northbound Dartmouth Road** | | | | | | **Eastbound Forest Hill Road** | | | | | | **Total** |
| | **UT** | **LT** | **TH** | **RT** | **Peds/ Bikes** | ***App. Total*** | **UT** | **LT** | **TH** | **RT** | **Peds/ Bikes** | ***App. Total*** | **UT** | **LT** | **TH** | **RT** | **Peds/ Bikes** | ***App. Total*** | **UT** | **LT** | **TH** | **RT** | **Peds/ Bikes** | ***App. Total*** | |
| 5:00 PM | 1 | 0 | 0 | 0 | 0 | *1* | 0 | 3 | 7 | 1 | 0 | *11* | 0 | 1 | 2 | 2 | 0 | *5* | 0 | 0 | 3 | 1 | 6 | *4* | **21** |
| 5:15 PM | 0 | 1 | 0 | 0 | 0 | *1* | 1 | 2 | 5 | 1 | 3 | *9* | 0 | 1 | 2 | 1 | 0 | *4* | 0 | 0 | 6 | 0 | 3 | *6* | **20** |
| 5:30 PM | 0 | 0 | 0 | 0 | 1 | *0* | 0 | 2 | 5 | 0 | 2 | *7* | 0 | 2 | 2 | 3 | 1 | *7* | 0 | 0 | 5 | 2 | 0 | *7* | **21** |
| 5:45 PM | 0 | 0 | 0 | 0 | 0 | *0* | 0 | 2 | 10 | 0 | 0 | *12* | 0 | 3 | 0 | 2 | 0 | *5* | 0 | 1 | 4 | 1 | 1 | *6* | **23** |
| Peak Hour Total | 1 | 1 | 0 | 0 | 1 | *2* | 1 | 9 | 27 | 2 | 5 | *39* | 0 | 7 | 6 | 8 | 1 | *21* | 0 | 1 | 18 | 4 | 10 | *23* | **85** |
| PHF | 0.25 | 0.25 | 0.00 | 0.00 | 0.25 | *0.50* | 0.25 | 0.75 | 0.68 | 0.50 | 0.42 | *0.81* | 0.00 | 0.58 | 0.75 | 0.67 | 0.25 | *0.75* | 0.00 | 0.25 | 0.75 | 0.50 | 0.42 | *0.82* | **0.92** |
| Cars | 1 | 1 | 0 | 0 | - | 2 | 1 | 9 | 26 | 2 | - | 38 | 0 | 7 | 6 | 8 | - | 21 | 0 | 1 | 18 | 4 | - | 23 | **84** |
| Heavy Vehicles | 0 | 0 | 0 | 0 | - | *0* | 0 | 0 | 1 | 0 | - | *1* | 0 | 0 | 0 | 0 | - | *0* | 0 | 0 | 0 | 0 | - | *0* | **1** |
| Heavy Vehicle % | 0 | 0.0% | 0% | 0.0% | - | 0.0% | 0 | 0.0% | 3.7% | 0.0% | - | 2.6% | 0 | 0.0% | 0.0% | 0.0% | - | 0.0% | 0 | 0.0% | 0.0% | 0.0% | - | 0.0% | **1.2%** |
| Pedestrians | - | - | - | - | 1 | - | - | - | - | - | 4 | - | - | - | - | - | 1 | - | - | - | - | - | 9 | - | **15** |
| Bikes on CW | - | - | - | - | 0 | - | - | - | - | - | 1 | - | - | - | - | - | 0 | - | - | - | - | - | 1 | - | **2** |

Bright View Engineering
*Moving you forward*

**BRIGHT VIEW ENGINEERING**
**70 SOUTH ORANGE AVE, SUITE 109**
**LIVINGSTON, NEW JERSEY 07039**

Count Name: Forest-Hill-Rd-Dartmouth-Rd
BVE proje. #: 251404
Start Date: Thursday, 10/09/2025

| Total Vehicles On Leg | | | | | 151 |
|---|---|---|---|---|---|
| Vehicles Entering Intersection | 43 | | Vehicles Exiting Intersection | | 108 |
| **Southbound** | | | | | |
| Cars | 4 | 16 | 20 | 1 | 12 |
| Heavy | 1 | 0 | 1 | 0 | 0 |
| **Total** | **5** | **16** | **21** | **1** | **12** |



| Total Vehicles on Leg 500 | Vehicles Entering Intersection 244 | **Eastbound** | Cars | Heavy | **Total** |
|---|---|---|---|---|---|
| | | | 186 | 0 | **186** |
| | | | 0 | 0 | **0** |
| | Vehicles Exiting Intersection 256 | | 5 | 0 | **5** |
| | | | 179 | 7 | **186** |
| | | | 47 | 6 | **53** |



**Daily Volumes**



| Cars | Heavy | **Total** | **Westbound** | Vehicles Entering Intersection 285 | Total Vehicles on Leg 594 |
|---|---|---|---|---|---|
| 28 | 0 | **28** | | | |
| 180 | 6 | **186** | | | |
| 65 | 4 | **69** | | Vehicles Exiting Intersection 309 | |
| 2 | 0 | **2** | | | |
| 60 | 0 | **60** | | | |



| Cars | 89 | 0 | 65 | 74 | 97 |
|---|---|---|---|---|---|
| Heavy | 0 | 0 | 0 | 0 | 3 |
| **Total** | **89** | **0** | **65** | **74** | **100** |
| **Northbound** | | | | | |
| Vehicles Entering Intersection | 239 | | Vehicles Exiting Intersection | | 138 |
| Total Vehicles On Leg | | | 377 | | |

**AN ORDINANCE AMENDING CHAPTER 28, SECTIONS 1-11, OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE AND ESTABLISHING CERTAIN STANDARDS, PROCEDURES AND FEES FOR TREE PROTECTION, REMOVAL AND REPLACEMENT,**

BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY that Chapter 25, Sections 27 of the Revised General Ordinances of the Township of West Orange be and are hereby repealed and replaced with the newly established Chapter 28 Sections 1-11 of the Revised General Ordinances of the Township of West Orange, which establishes a Chapter dedicated to environmental protection in the Township of West Orange, and shall state as follows:

§28-1: Title

This Section shall be known as the "Tree Protection, Removal and Replacement Ordinance of the Township of West Orange"

§28-2: Findings and Purpose

a. A 2023 study commissioned by the Township of West Orange found that the tree canopy in West Orange has been dramatically declining and will continue to decline in future years without replanting and renewing protections for the tree canopy. The Township of West Orange finds that: trees are among the Township's most valuable natural resource assets, greatly enhancing the appearance of the Township and contributing to its suburban residential character; the integrity of Township and regional water resources is substantially affected by development on constrained land (e.g., steep slopes, wetlands and reduced depth to groundwater), tree removal, soil disturbance, stormwater management and the general use of land resources; the preservation, protection and planting of trees aids in the stabilization of soil by the prevention of erosion and sedimentation, reduces stormwater runoff and the potential damage it may create, increases groundwater recharge thus enhancing the groundwater supply to streams and wetlands and the yield of water supply wells, aids in the removal of pollutants from the air and assists in the generation of oxygen, provides a buffer and screen against noise and pollution, provides protection against severe weather, dramatically reduces "urban heat effect," aids in the control of drainage and restoration of denuded soil subsequent to construction or grading, provides a haven for birds and other wildlife and otherwise enhances the environment, protects and increases property values, conserves and enhances the Township's physical and aesthetic appearance, and generally protects the public health, mental health, and safety as well as the general welfare.

b. Numerous governmental, professional, educational and business sources have cited the importance of trees to our well-being: "One acre of forest absorbs six tons of carbon dioxide and puts out four tons of oxygen, enough to meet the annual needs of 18 people." (U.S. Department of Agriculture). In one study, 83% of realtors expressed the belief that



Deleted: REPEALING AND REPLACING CHAPTER 25…
Deleted: 27
Formatted: Font: 11 pt, Bold
Deleted: CHAPTER 28 FOR ENVIRONMENTAL PROTECTION¶ (TREE PROTECTION, REMOVAL AND REPLACEMENT)…
Formatted: Font: 11 pt, Bold
Formatted: Indent: Left: 0.13", Hanging: 0", Right: 0.18", Line spacing: Multiple 1 li
Deleted: ofthe
Deleted: ofthe
Deleted: ofWest
Deleted: ofthe
Deleted: ofWest
Deleted: ofTownship
Deleted: ofoxygen
Deleted: ofdrainage
Deleted: ofdenuded
Deleted: ofoxygen
Deleted: ofAgriculture
Deleted: ofrealtors
Deleted: beliefthat

mature trees have a "strong or moderate impact" on the salability of homes listed for under $150,000 and on homes listed for over $250,000 this perception increased to 98% (American Forests, Arbor National Mortgage). Healthy, mature trees are said to add an average of 10% to a property's value (USDA Forest Service). "Landscaping, especially with trees, can increase property values as much as 20%." (Management Information Services/ICMA). "The net cooling effect of a young, healthy tree is equivalent to 10 room-size air conditioners operating 20 hours a day." (U.S. Department of Agriculture). "If you plant a tree today on the west side of your home, in five years your energy bills should be 3% less. In 15 years, the savings will be nearly 12%." (Dr. E. Greg McPherson, Center for Urban Forest Research). "Trees properly placed around buildings can reduce air conditioning needs by 30% and can save 20% to 50% in energy used for heating." (USDA Forest Service). "In laboratory research, visual exposure to settings with trees has produced significant recovery from stress within five minutes, as indicated by changes in blood pressure and muscle tension." (Dr. Rogers. Ulrich, Texas A&M University).

c. The purpose of this section is to protect and foster the existence and health of trees growing within the Township's borders, to preserve the maximum possible number of trees in the development of a site or lot; to protect specimen trees; to encourage innovative design and grading to promote the protection of existing trees, and to prevent indiscriminate, uncontrolled and excessive removal and cutting of trees, as well as land use activities inconsistent with accepted arboricultural practices, that contribute to the destruction or result in permanent injury to trees upon lots and tracts within the Township. The standards and procedures established by this chapter are intended to furnish criteria for the use of Township personnel, boards, committees, commissions and officers in evaluating applications involving tree removal for site plan, subdivision and other development approvals. They are further intended to inform those with interests in real property in the Township of the requirements for trees located in the Township. The purpose of this section is to protect trees, the environment, and owners of real property who would be affected adversely by the removal of trees from property belonging to another person. The issuance of permits is a procedure designed to effectuate these goals. In addition, the Tree Replacement Fund in no way relieves the Township from a yearly budgetary allocation dedicated to planting new trees in the Township.

Deleted: 5/22/24-Accepting Changes from 5/7/24 Meeting and Incorporating Amendments from¶ 5/21/24 Council Meeting…

Formatted: Font: Bold

Formatted: Space Before: 3 pt

Deleted: Infonnation

Deleted: years

Deleted: RogerS

Deleted: pennanent

Deleted: ofTownship

Deleted:

Deleted: They are

Deleted: infmm

Deleted: property belonging

11-24-2025 Ordinance on First Reading

Deleted: 5/22/24-Accepting Changes from 5/7/24 Meeting and Incorporating Amendments from¶ 5/21/24 Council Meeting…

Formatted: Font: Not Bold

Formatted: Space Before: 3.25 pt

§28-3 (Definitions)

The following definitions shall apply to this chapter:

APPLICANT-Owner of property or person with authority to apply for a Tree Removal Permit on any Lot.

Deleted: Pennit

APPEAL-The process by which an applicant may contest the grant or denial of a tree removal and replacement permit. Appeals shall be considered by the Township of West Orange Land Use Board in accordance with § 7, herein.

BUILDING-Any structure constructed for the support, shelter, enclosure of persons, animals, and/or a combination of materials containing a roof that is used to form a structure for either use, occupancy, and/or habitation.

CONSERVATION EASEMENT — A legal covenant restricting the use of land or natural features of the land that is described in the property deed and shown on a filed plat.

Deleted: land or

CROWN REDUCTION-Pruning (as defined herein) of the tree reducing the height or scope of the tree.

DBH — The measurement of the diameter of the trunk of a tree planted in the ground taken 4.5 feet from ground level on the uphill side of the tree.

DEVELOPMENT APPLICATION — An application filed with the Township Planning Board or Board of Adjustment pursuant to the Municipal Land Use Law and the Township land development ordinances for approval of a subdivision plat, site plan, planned development, conditional use, zoning variance or direction of the issuance of a permit pursuant to N.J.S.A. 40:55D-34 or N.J.S.A. 40:55D-3.

DRIP LINE — A vertical line extending from the outermost edge of the tree canopy or shrub branch to the ground beneath.

Deleted: outennost

EMERGENCY CONDITIONS-Shall mean when trees are hazardous and the Township Forester and/or a Licensed Tree Expert determines that the non-viable tree will cause an unacceptable risk of damage to person or property because of extreme wind, stormwater or other weather events.

Deleted: Qualified

Deleted: stonnwater

EMERGENCY TREE REMOVAL AND REPLACEMENT FORM-A form completed by the Applicant provided to the Township which shall be submitted to the Township Forester if tree(s) are removed under Emergency Conditions pursuant to this Chapter. Trees removed under emergency situations must be replaced in accordance with the requirements of this Ordinance.

11-24-2025 Ordinance on First Reading

ENDANGERED OR THREATENED SPECIES — Any species of tree or animal which has been determined by the Federal Fish and Wildlife Service or the State of New Jersey to be endangered or threatened.

IMPROVED LOT-A parcel of land with a building or other physical improvements.

INVASIVE VINE— Non- native vine that will climb up the tree and cause damage to thetree.

LAND USE BOARD — The Planning Board or Zoning Board of Adjustment of the Township of West Orange.

LICENSED TREE CARE OPERATOR (LTCO)- A person licensed to perform basic tree maintenance services such as pruning, repairing, brush cutting or removal, tree removal and stump grinding or removal pursuant to N.J.S.A. 45:15C-1 et seq. and is registered by the Township.

LICENSED TREE EXPERT (LTE) A Licensed Tree Expert in New Jersey is a professional who has passed a state board exam and is certified to perform a wide range of tree care services, including pruning, treatment, risk assessment, and consulting pursuant to N.J.S.A. 45:15C-A et seq. This license requires a combination of education and/or experience, passing a comprehensive exam on tree biology, and maintaining continuing education credits.

LOT-A designated parcel, tract of land established in the record as of local and county registers of deeds by plat, deed, subdivision, zoning lot of record, or as otherwise permitted by law.

MAJOR TREE — A tree species with a mature height of at least 50 feet.

MINOR TREE — An evergreen tree, ornamental tree or other small tree that is not defined as a Major Tree.

NONVIABLE TREE — A hazardous tree that a Licensed Tree Expert and/or the Township Forester determines is dead, dying or otherwise non-viable, or impeding on hardscape, foundations or slabs.

PROPERTY LINE TREE-Shall mean a tree whose tree-trunk is on more than one Lot and/or on the boundary of the Lot.

PROPERTY OWNER — The owner of a parcel of real estate, including but not limited to, any other individual, group, company, firm, corporation, partnership, association, society or other legal entity.

PRUNING— Pruning is the selective removal of branches or limbs of a tree.

REPLACEMENT TREE — A native tree species approved by the Township Forester and

**Deleted:** 5/22/24-Accepting Changes from 517/24 Meeting and Incorporating Amendments from¶ 5/21124 Council Meeting…

**Formatted:** Font: Not Bold

**Formatted:** Indent: Left: 0.09", Space Before: 3.55 pt

**Deleted:** ofNew

**Formatted:** Indent: Left: 0.58", First line: 0", Right: 0.06", Space Before: 2.4 pt, Line spacing: Exactly 27.7 pt

**Deleted:**

**Deleted:** ¶

**Deleted:** Adjustment of

**Deleted:** the¶ Township…

**Formatted:** Indent: Left: 0.58", Right: 0.07", Space Before: 0 pt

**Formatted:** Indent: Left: 0.5", Right: 0"

**Formatted:** Font color: Custom Color(RGB(45,45,45)), Character scale: 103%

**Deleted:** Qualified

**Deleted:** the¶ Township…

**Formatted:** Indent: Left: 0.57", Right: 0.06", Space Before: 0 pt

**Commented [PS1]:** Or impeding on hardscape, foundations or slabs.

**Deleted:** .

**Commented [PS2]:** Person should be replaced with Property Owner

**Deleted:** PERSON — The owner of a parcel of real estate or any other individual, group, company, finn, corporation, partnership, association, society or other legal entity.¶

**Commented [PS3]:** Person should be replaced with Property Owner

**Formatted:** Font: 11 pt, Bold, Font color: Custom Color(RGB(54,54,54)), Character scale: 102%

**Formatted:** Indent: Left: 0", First line: 0"

**Commented [PS4]:** QUALIFIED TREE EXPERT should be changed to LICENSED TREE EXPERT (LTE) (same definition).
*AND WORDING SHOULD BE REPLACED IN THE ENTIRE ORDINANCE*
-An LTE is a state certification required for some of the issues addressed in the ord.-
ADD: Licensed Tree Care Operator (LTCO): Whose business is registered with the Township.

**Deleted:** QUALIFIED TREE EXPERT — A New Jersey Licensed Tree Expert pursuant to¶ N.J.S.A. 45:15C-11 *et seq.* and is registered by the Township.¶

of nursery grade, properly balled and burlapped, untreated with herbicides or pesticides and meeting the minimum measurements of a major or minor tree.

SPECIES —The common name of a tree.

SPECIMEN TREE-A tree in good health of unusual or exceptional form, size, age or shape for its species, including but not limited to those included on New Jersey's Big Tree List, or database, published and coordinated by the New Jersey Forest Service, or having a champion tree point total (girth in inches plus height in feet, plus one quarter of

average crown spread in feet) within 10% of the point total of a tree of the same species listed in New Jersey's Big Tree List, published in "New Jersey's Big Trees," by the New Jersey Forest Service.

STRUCTURE — A combination of materials to form a construction for occupancy, use or ornamentation, whether installed on, above or below the surface of a parcel of land, including but not limited to homes, buildings, above-ground tanks, pools, sheds, signs, fences, and towers.

STREET TREES OR SHADE TREES— A tree planted in a Township right-of-way within ten (10) feet of a curb.

SURROUNDING LOTS— The Lots immediately contiguous to the Applicant's Lot and the three (3) Lots immediately across the street from the Applicant's Lot, provided they are within one-hundred (100) feet of the Applicant's Lot and the tree's center. If the Applicant's Lot is located on the corner of a street, then the Surrounding Lots shall include each Lot contiguous the Applicant's lot, and the three (3) lots nearest to the Applicant across both roadways, provided they are within one-hundred (100) feet of the Applicant's Lot.

TOWNSHIP FORESTER— The Township-designated person primarily responsible for enforcing this chapter and who is qualified to do so by having the status of a Licensed Tree Expert; appointed by the Township of West Orange to implement this chapter and to carry out other related responsibilities as the Township may provide, including, but not limited to, developing and recommending (i) Township Woodlands Retention and Protection Plan; (ii) Township Tree Inventory; and (iii) Planting Schedule.

TREE — A self-supporting perennial woody plant having a diameter of at least 4 inches measured at a point 4.5 feet (or 54 inches) from the ground at the base of the tree on its uphill side.

TREE CANOPY-Tree canopy means the layer of leaves, branches, and stems of trees that cover the ground when viewed from above and that can be measured as a percentage of a land area shaded by trees.

TREE OF HEAVEN— (Alianthus altissma) An invasive tree that attracts Japanese Spotted Lantern flies which pose a serious threat to the native ecosystem.

TREE PROTECTION- Fencing during construction which includes 4-foot welded wire fencing and a wood chipped area and out of sight of neighboring properties.

TREE REMOVAL-Stage 1- Removal of a tree to the ground level, including all cut wood and debris unless in a wooded area and out of sight of any and all neighboring properties.

TREE REMOVAL-Stage 2- Removal of all tree limbs and felled debris, and leaving the stalk/trunk at a height which would not intrude upon surrounding lots should it fall.

TREE REMOVAL NEIGHBOR NOTIFICATION FORM – A form required to be completed by an Applicant seeking to remove any viable trees. The applicant shall certify that that the Tree Removal Neighbor Notification Fonn has been delivered to all neighbors who own Surround Lots, as defined herein, to the Applicant's propetiy line in accordance

**Deleted:** 5/22/24-Accepting Changes from 517/24 Meeting and Incorporating Amendments from¶ 5/21124 Council Meeting

**Formatted:** Font: 11 pt, Not Bold

**Formatted:** Space Before: 3.3 pt

**Deleted:** m

**Commented [PS5]:** ADD: and the tree's center. **as written, 100 feet from every side and range of the property. If the tree is in a rear yard, the neighbors across the street, 100 feet from the front property line, should not have to be notified.**

**Deleted:** .

**Formatted:** Indent: Left: 0.5", Right: 0.04", Line spacing: single

**Deleted:** Qualified

**Deleted:** Townshi

**Deleted:** p

**Commented [PS6]:** ADD NEW: TREE PROTECTION- FENCING DURING CONSTRUCTION WHICH INCLUDES 4' WELDED WIRE FENCING AND A WOOD CHIPPED AREA TO INCLUDE 1' OF CHIPS FOR EACH INCH OF DIAMETER.

**Commented [PS7]:** ADD NEW: TREE REMOVAL- STAGE I- REMOVE TREE TO GROUND LEVEL. REMOVE ALL CUT WOOD AND DEBRIS UNLESS IN A WOODED AREA AND OUT OF SIGHT OF NEIGHBORING PROPERTIES.
STAGE II- REMOVING ALL LIMBS AND FELLED DEBRIS LEAVING STALK/TRUNK AT A HEIGHT NOT TO INTRUDE ON SURROUNDING LOTS SHOULD IT FALL.

**Deleted:** ¶

**Formatted:** Indent: Left: 0.58", Right: 0.05", Space Before: 0 pt

**Commented [PS8]:** ADD- VIABLE [TREES] **REASON- NON-VIABLE TREES ARE HAZARDOUS AND SHOULD BE REMOVED IMMEDIATELY. NEIGHBORS SHOULD NOT HAVE INPUT FOR HAZARD TREES AND TO AVOID LIABILITY TO THE TOWN, NO DELAY SHOULD BE CREATED BY TOWNSHIP ORDINANCE.

**Deleted:** The applicant

**Deleted:** propetiy

with this Chapter.

TREE REMOVAL AND REPLACEMENT APPLICATION — A form completed by the Applicant provided by the Township which shall be submitted to the Township Forester in accordance with Chapter **XXX,§** 5.

5/22/24-Accepting Changes from 5/7/24 Meeting and Incorporating Amendments from 5/21/24 Council Meeting

TREE REMOVAL AND REPLACEMENT PERMIT-A permit issued by the Township Forester to an Applicant who complies with all tree removal and replacement procedures set forth in this Chapter.

TREE REPLACEMENT FUND-A dedicated fund established pursuant to this chapter. The purpose of the fund is to permit a applicant who removes any tree and demonstrates lack of feasibility in replanting replacement trees on-site the ability to contribute to the Fund. The amount of the fee that the applicant shall contribute must be made in accordance with the provisions of this chapter; specifically, Chapter 28§ 8.

VIABLE TREE- a "viable tree" is implicitly a living tree that is in fair or better condition and has a reasonable anticipated life span of ten (10) years or more.

VOLCANO MULCHING-Piling mulch against the trunk of a tree in the shape of a volcano causing tree roots to circle the trunk and subsequently weaken the tree. Thus, the tree root flare, which is the connection with the trunk root and the surface of the ground, shall remain visible at all times.

§28-4: Tree Removal and Replacement Permits

a. No person shall be granted permission to remove more than two (2) viable trees within a twenty-four (24) month period, however, if a person desires to improve their property by removing more than two (2) viable trees within twenty-four (24) months, the applicant shall provide an application to the appropriate department along with a tree removal and replacement application. No person shall cut, remove, or engage in activities that encroach upon the health of a tree or remove a tree with a DBH of four ~~two and a half~~ (4) ~~inches~~ or greater without first having been issued a Tree Removal ~~and Replacement~~ Permit from the Township. To obtain a permit, the Applicant must comply with the procedures set forth in Chapter 28, § 5 and any replacement procedures in§ 8.

1. If any tree(s) sought to be taken down that are delineated by the Township Forester as viable or non-viable, the person seeking removal or who has removed tree(s) must comply with the tree replacement provisions set forth in Chapter 28§ 8 and the Chart at Table "A;" ~~unless the tree(s) removed are replanted on the Lot where the tree removal occurred.~~

2. All Tree Removal ~~and Replacement~~ Permits issued for viable trees shall be posted on the tree(s) to be removed and, if no structure exists, in the property owner's front door/window, so the tree removal permit is visible to any member of the public not less than seven (7) business days prior to removal. Permits for non-viable trees must be posted in a front-facing window or door for a period of 7 days but are not required to be placed prior to removal.

3. For non-development applications, the Township Forester shall decide to grant

**Deleted:** pennit

**Commented [PS9]:** REPLACE WITH: THE

**Commented [PS10]:** REPLACE WITH: ANY

**Deleted:** pennit

**Deleted:** ~~any~~

**Deleted:** any~~a viable~~ tree

**Commented [PS11]:** REPLACE WITH: CONTRIBUTE

**Deleted:** ~~pay a fee~~

**Deleted:** specifically

**Deleted:** Replacement Permits

**Commented [PS12]:** ADD: VIABLE

**Deleted:** pennission

**Commented [PS13]:** ADD: VIABLE

**Deleted:** depatiment

**Commented [PS14]:** REPLACE WITH: OF FOUR-INCHES

**Deleted:** "

**Deleted:** Penn.it

**Commented [PS15]:** FOR VIABLE TREES

**Commented [PS16]:** ADD: IF NO STRUCTURE EXISTS,

**Deleted:**

**Commented [PS17]:** ADD: PERMITS FOR NON-VIABLE TREES MUST BE POSTED IN A FRONT-FACING WINDOW OR DOOR FOR A PERIOD OF 7 DAYS BUT ARE NOT REQUIRED TO BE PLACED PRIOR TO REMOVAL.

or deny a Tree Removal and Replacement Permit Application within 30 days of submission and shall notify the applicant and any objectors who have contacted the Township Forester. Application(s) made in connection with a development

application shall comply with the procedures set forth in Chapter 28 § 4(e) and shall be adjudicated by the Land Use Board. If the application is granted, the permit shall be issued by the Township Forester.

4. Permits granted under this section shall run with the land and shall remain in force and effect for 12 months from the date of issuance. Any permit not acted upon within a period of 12 months after issuance shall become null and void.

b. Prohibitions. Notwithstanding Subsection (a) above, no person shall do any of the following:

1. Cut down or remove any viable tree within wetlands, flood hazard areas, riparian zones, or other areas protected by state or federal law or applicable EPA or NJDEP regulations;

2. Cut down or remove any viable tree within a conservation easement;

3. Engage in activities which could cause a tree to die, including but not limited to topping, grade cut or fill, soil compaction within the drip line, chemical contamination, excessive alterations to established drainage patters or mechanical damage.

4. Cut down or remove any viable tree on a slope with a grade of 10% or greater on a slope where vegetation is presently stabilizing soils.

5. Cut down or remove any viable tree unless it is performed by a tree contractor that is ~~Qualified Tree Expert and who shall be~~ registered with the Township of West Orange pursuant to § 5-27.1 et seq.

6. Perform street, curb and sidewalk construction or repairs unless utilizing methods that protect the roots and trunk of a tree, such as manual excavation, reducing the curb, curving sidewalks around a tree, and modifying driveway aprons to accommodate trees as directed by the Township Forester or Township Engineer.

7. Remove viable trees within one hundred (100) feet of a ridgeline.

8. Remove viable trees which will impair the growth and development of the remaining trees on the applicant's Lot or on adjacent Lots.

9. Remove viable trees if tree removal will negatively alter existing drainage patterns and stormwater runoff.

10. Remove viable trees if it will result in soil erosion.

**Deleted:** 5/22/24-Accepting Changes from 5/7/24 Meeting and Incorporating Amendments from¶ 5/21/24 Council Meeting…

**Formatted:** Font: Not Bold

**Formatted:** Centered, Indent: Left: 0.06", Right: 0.33", Space Before: 2.9 pt

**Deleted:** pennit

**Commented [PS18]:** TREE CONTRACTOR THAT IS

**Commented [PS19]:** ADD: VIABLE

**Commented [PS20]:** ADD: VIABLE

**Commented [PS21]:** ADD: ANY

**Deleted:** tree

11. Remove trees if it would increase the amount of stormwater runoff and/or negatively affect stormwater runoff patterns on any Lot(s), whether contiguous or not.

12. Remove viable trees if it would constitute a significant change in the screening between existing or proposed structures on roads and/or adjacent Lots.

13. Remove trees where it would alter topography of the area where such tree(s) are located and will create conditions which may be injurious to the trees or other trees located nearby.

14. Remove trees where it will impair suitable habitats and migratory zones for endangered or threatened species animals.

15. Engage in activities that cause harm to the health of the tree, including but not limited to, volcano mulching, cutting off light, water, or air, and/or fail to treat or remove invasive vines or the invasive Tree of Heaven which harbors Japanese Spotted Lantern Flies which cause harm to native species of trees.

16. Prior to the removal of any viable and/or non-viable tree within an environmentally sensitive area such as cliffsides, wetlands, steep slopes and not limited to those described in 1-15 above, Applicant is required to conduct the studies to determine the risks and mitigation measures for potential erosion at its own expense. These studies must be conducted by a New Jersey Licensed Professional Engineer to guide the Township and/or its representative in making informed and sound decisions. The Applicant will be required to set up an escrow account which fee will be set by resolution for the Township's Professionals to review. The type of studies required are:

1. Ecological Survey-to assess threatened or endangered species, habitats and overall biodiversity in environmentally sensitive areas.

2. Geotechnical Report-to assess the stability and surface and subsurface properties of the ground to determine the consequences associated with the removal of trees in environmentally sensitive areas.

3. Hydrological Report-to assess the movement and management of water associated with the impact of removing trees in environmentally sensitive areas.

17. If a permit is approved pursuant to Subsection 16 above, prior to the issuance of a permit, Applicant must provide a plan from the New Jersey Licensed Professional Engineer for the short- and long-term monitoring of environmentally sensitive areas such as cliffsides and steep slopes for stability. Where tree removal is required on slopes greater than ten (10) percent, a plan for short- and long-term monitoring must be prepared by a New Jersey Licensed Professional Engineer pursuant to the Township's Steep Slope and Natural Features Ordinance at Chapter 25 § 28 et seq.

c. Specific prohibitions related to construction activities:

1. In connection with any construction, prior to the issuance of a building permit or

**Deleted:** 5/22/24-Accepting Changes from 5/7/24 Meeting and Incorporating Amendments from¶ 5/21124 Council Meeting…

**Formatted:** Font: Not Bold

**Formatted:** Space Before: 3.65 pt

**Commented [PS22]:** VIABLE TREES

**Deleted:** topography of

**Commented [PS23]:** TREAT OR REMOVE PER Township Forester's recommendation,

**Commented [PS24]:** ADD: 16. Prior to the removal of any viable and/or non-viable tree within an environmentally sensitive area such as cliffsides, wetlands, steep slopes and not limited to those described in 1-15 above, Applicant is required to conduct the studies to determine the risks and mitigation measures for potential erosion at their own expense. These studies must be conducted by a N.J. Licensed Professional Engineer to guide the Township and/or its representative in making informed and sound and safe decisions. The Applicant will be required to set up an escrow account which fee will be set by resolution for the Township's Professionals to review. The type of studies required are:

1.Ecological Survey- to assess threatened or endangered species, habitats and overall biodiversity in environmentally sensitive areas.
2.Geotechnical Report- to assess the stability and surface and subsurface properties of the ground to determine the consequences associated with the removal of trees in environmentally sensitive areas.
3.Hydrological Report- to assess the movement and management water associated with the impact of removing of trees in environmental sensitive areas.

17. If a permit is approved based on No. 16 above, prior to the issuance of a permit, applicant must provide a plan for a N.J. Licensed Professional Engineer for the short and long-term monitoring of environmentally sensitive areas such as cliffsides and steep slopes stability. The Applicant will be required to set up an escrow account for the Township's Professionals to review.

**Deleted:** connection with

start of construction, tree protection or other protective barriers, including a stormwater management barrier (Silt fencing around the limited line of disturbance (LOD)) shall be placed around trees that are not to be removed. The protective barriers shall be placed at the outermost edge beyond the drip line or tree canopy. All protective barriers shall remain in place until all construction activity is terminated. No equipment, chemicals, soil deposits or construction materials shall be placed within any area so protected by barriers. Any landscaping activities performed subsequent to the removal of the barriers shall be accomplished by hand labor and only using light machinery where necessary.

2. Storing and placing building material or debris or placing construction equipment within the drip line.

d. Exemptions. The following are exempt from the permit requirement of Subsection (a) above:

1. Property owners may remove hazardous or non-viable trees under Emergency Conditions prior to obtaining a Tree Removal and Replacement Permit. However, following the emergency removal of the tree or trees, the property owner or agent thereof shall complete the Emergency Tree Removal and Replacement Form within seven (7) days of the removal. The person seeking emergency removal shall provide photographic and written proof of the Emergency Conditions by the Licensed Tree Expert to the Township Forester and

**Commented [PS25]:** Replace with "tree protection"

**Deleted:** snow fencing

**Deleted:** outennost

**Deleted:**

**Deleted:**

**Deleted:**

**Deleted:**

**Deleted:** tenninated

**Deleted:**

**Deleted:** perfonned

**Deleted:** by

**Deleted:**

**Deleted:** Qualified

include a hazard tree evaluation form at that time. Tree stumps must be preserved for inspection by the Township Forester and all removed tree(s) must be replaced on a one-to-one ratio within two-years of removal.

2. Activities lawfully conducted on public lands or rights-of-ways by or on behalf of a local, county, state, federal or other governmental agency or entity, or a utility company, provided however, that to the extent possible, such entity shall provide a courtesy review of any tree removal and replacement to the Township Forester.

3. Tree removal in conjunction with a Woodland Management Plan(s) must be approved by the N.J. Forest Service.

e. Development applications. Every development application filed with the Land Use Board that proposes tree removal and replacement shall:

1. Preserve fifty (50%) percent of the tree canopy on each developed Lot, and seventy (70%) percent on any undeveloped Lot.

2. Comply with all prohibitions and procedures listed in this Ordinance including but not limited to, providing the Township Forester and Land Use Board with a report from a Licensed Tree Expert outlining the reasons stated for the removal of tree(s) on the Lot, a tree replacement plan, and response from the Township Forester outlining their approval or disapproval of the tree removal application. If replanting or replacement of trees is performed offsite, the developer shall, ~~apart from the fees paid into the Tree Replacement Fund,~~ hire a landscape architect, licensed by the State of New Jersey, to oversee the species, quantities and placement of replacement trees. This shall be completed prior to the Construction Official and/or appropriate Township Official having issued a Final Certificate of Occupancy or within six (6) months of completion of the development. A bond shall be posted to ensure compliance and two-year survival of the replanted trees.

3. Install protective fencing around the remaining trees and ensure the provisions of Chapter 28, Section 4(c) are complied with.

~~4. Obtain a written report indicating that the Township Engineer or his/her designee(s) has inspected the site and certified that all soil erosion and sediment controls and stonnwater runoff controls required by this Chapter and applicable laws have been installed and completed. Copies of the certification shall be delivered to both the applicant and the Township Forester by the Township Engineer immediately after it is completed and made available to the public upon request;~~

5. Specify that no trees may be removed until after installation of stormwater runoff controls as required by this Ordinance, by Title 7, Chapter 8, § 7:8-5.4 and



**Deleted:** 5/22/24-Accepting Changes from 5/7/24 Meeting and Incorporating Amendments from¶ 5/21/24 Council Meeting…

**Formatted:** Font: Not Bold

**Formatted:** Indent: Left: 0.08", Space Before: 3.1 pt

**Deleted:** fonn

**Deleted:** Qualified

**Commented [PS26]:** remove

**Commented [PS27]:** add 28-4e.2: adjacent lot, another location (add-or, township property)

**Deleted:** two year

**Commented [PS28]:** REMOVE-REPLACED BY #16 OF PROHIBITIONS ADDITION

by Title 2, Chapter 90, Subchapter 1 of the New Jersey Administrative Code, respectively or any other applicable laws.

6. Provide written notice to the Township Forester and the Land Use Board not less than seven (7) ~~(14)~~ days before any planned tree removal.

7. Ensure the Township Forester shall be onsite during all tree removal and replacement activities in connection with the development application. A stop work order may be issued by the applicable authority under this Chapter if the Township Forester is not onsite during the planned tree removal activities. Prior to the applicant's completion of its development project, the development applicant must have written permission/documentation from the Township Forester that the tree replacement has been completed in accordance with the development applicant's approved plan.

8. All parking lot owners shall maintain trees in compliance with Township Code § 25-12.l(o) and shall create or preserve 50% shade in the parking lots within twenty-five (25) years.

f. If the proposed trees for removal are deemed by the Township Forester and/or a survey ~~Qualified Tree Expert~~ to be Property Line Tree(s), the owner of the Lot(s) are jointly and severally responsible for any costs associated with the removal of the Property Line Tree(s) and any replacement costs. If a Property Line Tree is unlawfully removed, both owners of the Lots where the Property Line Tree is located can be held liable pursuant to Chapter 28 § 10.

**Deleted:** 5/22/24-Accepting Changes from 5/7/24 Meeting and Incorporating Amendments from¶ 5/21/24 Council Meeting…

**Formatted:** Font: Not Bold

**Formatted:** Indent: Left: 0.08", Space Before: 3.55 pt

**Commented [PS29]:** 7 DAYS

**Deleted:** fourteen

**Commented [PS30]:** OR PRESERVE

**Commented [PS31]:** SURVEY

11-24-2025 Ordinance on First Reading

§ 28-5: Application Procedure for Tree Removal and Replacement Permits

a. Every application for a tree removal and replacement permit shall be made by submission of the following:

1. Tree Removal and Replacement Application. The Applicant or Applicant's representative shall arrange for an ~~infonnal in person~~ inspection by ~~with~~ the Township Forester. The Applicant shall clearly mark the trunk of each tree proposed to be removed at the height of four and one-half (4.5) feet above the ground so that such tree or trees may be inspected more easily by the Township Forester at any time after the initiation of the application procedure set forth herein. The Township Forester will explain this portion of the Ordinance and provide advice as to the condition, value and recommended care of other trees on the Applicant's Lot to satisfy the educational purpose of the Chapter. Upon request, the Township Forester shall assist any Applicant with completing the Tree Removal and Replacement Application required by this section. If the tree replacement is to be done on-site, a survey must be attached to the application to show the exact location of the replacement tree(s). The Township Forester's inspection shall confirm the location of the tree or trees sought to be removed, the reason for the application, and advise the Applicant whether the Tree Removal and Replacement Permit would be granted or denied based on the prohibitions contained in this ordinance.

2. An Applicant must submit to the Township Forester a Tree Removal and Replacement Application on forms provided by the Township. The Township Forester may request additional information to process the application.

3. The Tree Removal Neighbor Notification Form must be submitted to the Township with the Tree Removal and Replacement Application for the removal of any viable tree. The form shall be submitted in accordance herewith to all neighboring property owners who own the Surrounding Lots, as defined herein. The Applicant shall submit a written certification confirming the same. Failure to provide notice under this section shall be deemed a violation subject to enforcement under Chapter 28, § 10.

4. After the Township Forester and the owners of the Surrounding Lots receive the Tree Removal Neighbor Notification Form for the removal of viable trees, the owners of the Surrounding Lots shall have seven (7) days to object to the proposed tree removal in writing articulating the basis for the objection. The Township Forester will have twenty- one (21) days thereafter to review any and all objections, the Tree Removal and Replacement Permit Application, and all other relevant documents to make a determination to grant or deny the Tree Removal and Replacement Permit.

b. The fees associated with the filing of a Tree Removal and Replacement Application shall be prescribed by Resolution, but shall be no less than $100 per application for viable trees and $50 per application for non-viable trees. The fee for any additional tree removals shall be no less than $5 per application. A Tree

**Deleted:** 5/22/24-Accepting Changes from 5/7/24 Meeting and Incorporating Amendments from¶ 5/21/24 Council Meeting…

**Formatted:** Font: Not Bold

**Formatted:** Space Before: 2.55 pt

**Commented [PS32]:** REMOVE

**Commented [PS33]:** BY

**Deleted:**

**Deleted:** nn

**Deleted:** N otification

**Commented [PS34]:** FOR ANY VIABLE TREES.

**Deleted:** fonn

**Deleted:** confinning

**Commented [PS35]:** FOR VIABLE TREES,

**Deleted:** Pennit

**Deleted:** detennination

**Commented [PS36]:** CURRENTLY A $100 PERMIT FEE IS APPLIED ONLY TO VIABLE TREES. THE PURPOSE OF PERMITS FEES IS FOR INDIVIDUAL PROP OWNERS TO COVER TWSP ADMIN COSTS OF THEIR PROJECT, THE "PENALTY" IS IN THE REPLACEMENT REQUIREMENT; THE LOSS OF REVENUE TO THE TOWNSHIP IS IN THE AREA OF $50,000 ANNUALLY.

EXAMPLE:
2024- (246) PERMITS ISSUED- FEE CHARGED FOR (11).
2025 YTD- (357) PERMITS ISSD- FEE CHARGED FOR (39).

THE "PENALTY" FOR REMOVING VIABLE TREES IS COVERED IN THE REPLANTING PLAN.

ALTERNATIVELY, IF THE PERMIT FEE WAS "NO LESS THAN $50.00", NON-VIABLE TREES COULD BE $50.00 EACH, WHILE VIABLE TREES COULD BE $100.OO EACH.

EXAMPLE:
THE YTD WOULD BE:

| | |
|---|---|
| Viable trees 130@ $100 = | $13,000 2025 YTD |
| Non-V trees 573@ $50 = | $28,650 2025 YTD |
| Development | $6,500 2025 YTD |
| TOTAL | $48,150 2025 YTD |

11-24-2025 Ordinance on First Reading

Removal and Replacement Application for a development application shall be prescribed by Resolution but no less than $500 per application.

c. Every development application or application before a Land Use Board shall include a tree removal and replacement plan which shall include a map drawn to scale clearly showing the number and location of all trees to be removed and number and location of trees to be replaced. A Licensed Tree Expert's report addressing the factors set forth in Chapter 28 § 6 shall be submitted with each application.

**Deleted:** 5/22/24-Accepting Changes from 5/7/24 Meeting and Incorporating Amendments from¶ 5/21/24 Council Meeting…

**Formatted:** Font: Not Bold

**Formatted:** Indent: Left: 0.07", Space Before: 3.35 pt, Line spacing: single

**Commented [PS37]:** $500.00 (REASON- SOLAR PANELS AND DECKS SOMETIMES ONLY INVOLVE 1 TREE. COMPREHENSIVE DEVELOPMENTS PLANS WILL START AT $1,000)

**Deleted:** $1,000

**Deleted:** Qualified

Deleted: 5/22/24-Accepting Changes from 5/7/24 Meeting and Incorporating Amendments from¶ 5/21/24 Council Meeting…

Formatted: Font: Not Bold

Formatted: Indent: Left: 0.08", Space Before: 3.05 pt

§ 28-6: Factors to Address in Granting or Denying a Tree Removal and Replacement Permit

Factors to be Considered Where Tree Removal And Replacement is Sought. In deciding whether to issue a Tree Removal and Replacement Permit, the Township Forester shall consider whether the proposed tree removal and replacement complies with the provisions of this Ordinance, the prohibitions of tree removal set forth in Chapter 28 § 4(b)-(d), and the tree replacement requirements set forth in Chapter 28 § 8. In connection with a development application, an Applicant shall file a written report by a Licensed Tree Expert explaining how/why the prohibitions set forth in Chapter 28 § 4(b)-(e) are not violated and include a plan for tree replacement in accordance with Chapter 28 § 8.

Deleted: Qualified

§ 28___-7: **Appeal of Denial of Tree Removal and Replacement**

Denial and granting of any application for a Tree Removal and Replacement Permit may be appealed directly to the appropriate board with written notice to the Secretary of the appropriate board within forty-five (45) days of the decision by the Township Forester to grant or deny an application. Only those who own the Surrounding Lots who were required to be sent the Neighbor Notification Fonn shall have the right to appeal the decision of the Township Forester to grant a tree removal permit. Notice of the appeal shall be available via an Open Public Records Act (OPRA) request. ~~shall be provided to all property owners who own a Surrounding Lot.~~ The appellant who files the Appeal shall include a written report by a qualified professional engineer or planner, establishing why and how the Applicant has or has not complied with the factors set forth in § 6. It shall constitute a separate violation of the Ordinance if a tree is removed during the appeal process. All costs and fees associated with the Appeal shall be paid by the Appellant.

**Deleted:** 5/22/24-Accepting Changes from 5/7/24 Meeting and Incorporating Amendments from¶ 5/21124 Council Meeting…

**Formatted:** Font: Not Bold

**Formatted:** Space Before: 3.75 pt

**Deleted:** Pennit

**Deleted:** approptiate

**Deleted:** petmit

**Commented [PS38]:** SHALL BE AVAILABLE VIA AN OPRA REQUEST.

**Deleted:** wtitten

**Deleted:** Qualified Tree Expert

**Commented [PS39]:** DOESN'T SEEM LOGICAL. A TREE EXPERT WOULD HAVE TO ENTER PRIVATE PROPERTY OF THE APPLICANT IN ORDER TO PROPERLY ASSESS THE TREE. IF THE "EXPERT" IS ESTABLISHING COMPLIANCE, DOES THAT MEAN COMPLIANCE WITH THE ORDINANCE? WHAT WOULD QUALIFY THEM AS AN EXPERT IN THE ORDINANCE?

**Commented [RM40R39]:** Perhaps an assessment from a licensed engineer or planner could give weight to such a written report. This way the appropriate board would have the benefit of professional testimony.

§ 28-8: Tree Replacement

Every tree removed shall be replaced pursuant to this Chapter. In no instance is tree replacement to be considered a penalty, but rather the minimum requirement(s) to implement the purposes of this section. Tree replacement shall not be a substitute for, but shall be in addition to, any penalty imposed for violation of the provisions of this section. Tree replacement required by this Chapter shall be completed within six months oftree removal unless the Township Forester or Land Use Board grants an extension until the next appropriate planting season. If any replacement tree planted pursuant to this section is removed, fails to thrive, or dies within two years, it shall be replaced by the property owner within six months and the same shall be viable for an additional two (2) years.

a. Tree replacement, as approved by the Township Forester, Land Use Board, and/or Township Engineer, shall be required to comply with Table "A," ~~except that hazardous or non-viable trees removed pursuant to Emergency Conditions shall be replaced on a one-to-one basis~~ at the approval of the Township Forester. Tree Replacement shall occur in the following priority to amplify the goals of this Chapter to maintain the existing tree canopy within specific areas of the Township:

1. The owner/applicant shall replant tree(s) on the Lot that which they were removed.

2. If the tree cannot be replaced on the Lot or an adjacent Lot, the applicant shall have the burden of demonstrating how such replacement on their Lot is not feasible. If the owner/applicant cannot replace tree(s) on the site from which they were removed, the owner/applicant may replant the tree(s) on the immediate adjacent properties or at another location as determined by the Township Forester.

3. Ifthe owner/applicant is unable to replace tree(s) on the site that which they were removed or on the adjacent Lot(s), and the owner/applicant has less than three-fourths (3/4) of an acre of land, the owner/applicant shall pay into the Tree Removal and Replacement Fund in accordance with this Chapter.

4. If the owner/applicant has greater than three-fourths (3/4) of an acre of land, the owner/applicant must replace the removed trees on their Lot or an adjacent Lot in accordance with § 8(a)(1)-(2).

b. The Forester shall prioritize the Tree Removal and Replacement Fund to locations closest to the site ofremoval to amplify the goals of this Chapter. In furtherance of said goals, the Township Forester shall seek to prioritize replanting within 1,000 feet ofthe property line, and, ifnot feasible, anywhere within the municipality in accordance with Table "A."

c. Tree Replacement Fund. Pursuant to this section, unless the Township Forester has approved replacement of the removed tree(s) on the permit holder's property in

d: 5/22/24-Accepting Changes from 5/7/24 Meeting
orporating Amendments from¶
Council Meeting

tted: Font: Not Bold

tted: Indent: Left: 0.02", Right: -0.04", Line
g: Exactly 12.95 pt

Commented [PS41]: EMERGENCY CONDITIONS SHOULD ONLY APPLY TO NON-VIABLE TREES WHICH ARE REQUIRED TO BE REPLACED ON A 1:1 BASIS ANYWAY.

Deleted: ofthe

Deleted: ofthis

Deleted: ofthe

Deleted: Ifthe

Deleted: Ifthe

Deleted: that

Deleted: ofan

Deleted: ofland

Deleted: Ifthe

Deleted: ofan

Deleted: ofland

Deleted: ofthis

Deleted: ofsaid

accordance with Table **"A,"** the Township Forester shall condition tree removal upon payment to the Tree Replacement Fund, established hereunder. The Township Forester shall require payment to the Tree Replacement Fund if a person removes any ~~viable~~ tree as determined by the Township Forester which is not replaced ~~on the same Lot,~~ provided, however, that the applicant's lot is less than three-fourths (3/4) of an acre.

**1. Tree Preservation and Replacement Fund:** A Tree Replacement Trust Fund dedicated to receive and disburse replacement tree fees when the permit applicant has conclusively demonstrated that it is not feasible to replace a tree(s) removed from the applicant's lot with other qualifying tree(s) planted on that site in accordance with Table **"A."** The Tree Replacement Fund may also accept contributions for its purposes from private or public sources. The amount to be paid in the Tree Replacement Fund shall be in accordance with Table "A" and shall be no less than $500, both to encourage on-site tree replacement, the preferred approach under the Ordinance, and to assure that the Township is fully reimbursed for all fees and costs associated with off-site tree replacements. These fees shall be fixed by resolution and must be spent for tree replacements within one **(1)** year of the deposit into the account. All details of this fund shall be available to the public upon request. The Tree Replacement Fund in no way relieves the Township from a yearly budgetary allocation dedicated to planting new trees in the Township.

2. The amount to be paid to the Tree Replacement Fund shall be in accordance with Table **"A"** upon the approval of the Township Forester.

**Commented [PS42]:** REPLACE WITH "ANY TREE". PER 28-8 "EVERY TREE REMOVED SHALL BE REPLACED PURSUANT TO THIS CHAPTER."

**Deleted:** a

**Commented [PS43]:** REMOVE

**Deleted:** greater than the cost of on-site replacement

**Commented [PS44]:** THE REQUIRED CONTRIBUTION TO THE TREE FUND IS $250.00.
THE TOWNSHIP CURRENTLY PAYS BETWEEN $500-$750 PER 2.5" DBH TREE TO PURCHASE AND PLANT, AND THEN MUST MAINTAIN IN PERPETUITY.
THIS DOES NOT COMPLY WITH THE PARAGRAGH.
The township is required to follow the ordinance and replant on a 1:1 basis based on the contributions to the fund. The TWSP then will either have to make up for the monetary deficit OR will eventually lose tree count.
Example: we currently have $30,000 in the fund to replant 120 trees but can only cover the cost of 60.
Additionally, .

**5/22/24-Accepting Changes from 5/7/24 Meeting and Incorporating Amendments from 5/21124 Council Meeting**

**TABLE A**

| DBH of Tree | Required Action | Amount to Tree Replacement Fund |
|---|---|---|
| 4"-6" | Replace with one 2.5" inch native non-pesticide/herbicide treated tree with a minimum of 6-feet tall | To be prescribed by Resolution |
| 6"-13" | Replace with either two 4" inch native non-pesticide/herbicide treated trees; or four 2.5" native non-pesticide/herbicide treated trees. Each tree shall be a minimum of 6-feet tall. | To be prescribed by Resolution |
| 13"-22" | Replace with either three 4" inch native non-pesticide/herbicide treated tree; or six 2.5" native non-pesticide/herbicide treated trees. Each tree shall be a minimum of 6-feet tall. | To be prescribed by Resolution |
| 23"-32" | Replace with either four 4" inch native non-pesticide/herbicide treated tree; or eight 2.5" native non-pesticide/herbicide treated trees. Each tree shall be a minimum of 6-feet tall. | To be prescribed by Resolution |
| Over 33" | Replace with either five 4" inch native | To be prescribed by Resolution |

Deleted: mmnnum

Deleted: mmnnum

Deleted: rx

Deleted: mmrmum

Deleted: rmrumum

| | |
|---|---|
| | non-pesticide/herbicide treated tree; or ten 2.5" native non-pesticide/herbicide treated trees. Each tree shall be a minimum of 6-feet tall. |

Deleted: muumum

5/22/24-Accepting Changes from 5/7/24 Meeting and Incorporating Amendments from 5/21/24 Council Meeting

§ 28-9: Enforcement and Administration

In administering and enforcing this section, the Township Forester, the Township's Construction Official, Zoning Officer, Township Planner, Engineer, Chief of Police, or any other Township officer or designee, is hereby empowered to issue stop work orders whenever a claimed violation of this section is witnessed or reported.

5/22/24-Accepting Changes from 5/7/24 Meeting and Incorporating Amendments from 5/21/24 Council Meeting

§ 28-10: Violations and Penalties

a. Any person, firm, partnership, corporation, association, or other legal entity violating any of the provisions of this article shall, upon conviction of such violation, be punished by a fine not to exceed $2,000 for each offense, in addition to the required mitigation for each tree illegally removed. Each illegally removed or damaged tree shall constitute a separate offense. Violations of this Ordinance shall be heard in the Municipal Court of competent jurisdiction.

Deleted: finn

Deleted: aiiicle

b. The removal of a tree in violation of this section shall automatically invalidate or void any existing tree removal pe1mit(s) associated with a property and terminate the issuance of any future permits until the matter has been resolved and any required tree replacement has been completed. This provision shall be applicable to contractors, agents and/or persons who remove tree(s) without properly registering with the Township in accordance with Chapter 5, § 27.1 et seq.

Deleted: tenninate

c. In addition to the suspension of any active tree removal permit, any company, business, or other entity whom removes or damages any tree in violation of this Ordinance shall be subject potential suspension of their tree removal license within the Township as follows:

1. First Offense: 90-day suspension;
2. Second Offense: 180-day suspension;
3. Third Offense: One year suspension; and
4. Any offense thereafter: pe1manent suspension.

**5/22/24-Accepting Changes from 5/7/24 Meeting and Incorporating Amendments from 5/21/24 Council Meeting**

**§ 28-11: Severability, Repeal of Inconsistent Ordinances, and Effective Date**

Any and all patis of ordinances which are inconsistent with any of the terms and provisions of this section be and the same are hereby repealed as to and to the extent of such inconsistency.

Any and all parts of ordinances which are inconsistent with any of the terms and provisions of this section be and the same are hereby repealed as to and to the extent of such inconsistency.

This section shall take effect upon final passage and publication as required by law.

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

Susan McCartney, Mayor

**INTRODUCED:** November 24, 2025

**ADOPTED:** December 9, 2025



Deleted: tenns

Deleted: tenns

Deleted: repea led

Formatted: Font: 12 pt

Formatted: Font: (Default) Times New Roman, 11 pt, Bold, No underline

Formatted: Font: (Default) Times New Roman, 11 pt, Bold, No underline, English (United States)

Formatted: Font: (Default) Times New Roman, 11 pt, Bold, No underline

Formatted: Indent: First line: 0.5"

Formatted: Font: (Default) Times New Roman, 11 pt, Bold

Formatted: Font: 11 pt

Formatted: Font: (Default) Times New Roman, 11 pt, Bold

Formatted: Font: (Default) Times New Roman, 11 pt, Bold, Underline

Formatted: Font: (Default) Times New Roman, 11 pt, Bold

Formatted: Indent: Left: 3.5", First line: 0.5"

Deleted: ¶

Deleted: ¶ ...

Formatted: Font: 12 pt

Deleted: June 10,2024

Formatted: Font: (Default) Times New Roman, 12 pt

**5/22/24-Accepting Changes from 5/7/24 Meeting and Incorporating Amendments from 5/21124 Council Meeting**

**Legislative History**

The purpose of this ordinance is to repeal and replace Chapter 25, Sections 27 of the Revised General Ordinances of the Township of West Orange and to create a new Chapter of the Township Code for the purpose of protecting trees which are among the Township's most valuable natural resource assets, which greatly enhance the appearance of the Township and contribute to its suburban and residential character, which must be kept and maintained in good order to enhance the Township's physical and aesthetic appearance, and generally protect the public health and safety as well as the general welfare. Importantly, trees contribute positively to climate change, protection of the environment, and maintenance of storm waters.

Deleted: Historv

Deleted: ord inance

Deleted: positi vely