1. Public Meeting Agenda

    Documents:

        PM 7.7.26.PDF

2. Bill List

    Documents:

        7.7.26.PDF

3. Resolution(S)

3.I. 175-26

    Documents:

        175-26 RESOLUTION-REIMBURSEMENT-SOLID WASTE AND REFUSE 2024 AND 2025.PDF
        175-26 ATTACHMENT.PDF

3.II. 176-26

    Documents:

        176-26 AUTH PURCHASE OF FIREFIGHTER PPE GEAR - STATE CONTRACT NO. T0790.PDF
        176-26 - ESTIMATE_450535 (1).PDF

3.III. 177-26

    Documents:

        177-26 REBATE PAYMENT PER TAX COURT JUDGMENT.PDF
        177-26 - TAX COURT JUDGMENT 40 FAIRWAY DRIVE_REDACTED.PDF

3.IV. 178-26

    Documents:

        178-26 RESOLUTION AUTHORIZING PAYMENT FOR RUTGERS TB SERVICES.PDF

3.V. 179-26

    Documents:

        179-26 MENTAL HEALTH ASSOCIATION - RESOLUTION.PDF
        179-26 - MHA MOU - REDLINED.DOC.PDF

3.VI. 180-26

    Documents:

180-26 RESOLUTION - STANDISH AVENUE AND FREMONT STREET.PDF
180-26 AGREEMENT FOR 2025 CDBG STANDISH AVENUE AND FREMONT PLACE-FINAL.PDF
180-26 - EXHIBIT A. CDBG 2025 SPECS_COMPRESSED.PDF
180-26 - EXHIBIT B. AJ CONTRACTORS_COMPRESSED.PDF
180-26 EXHIBIT C-MANDATORY LANGUAGE.PDF
180-26 EXHIBIT C-AFFIMATIVE ACTION.PDF
180-26 CDBG 2025 BID TAB.PDF

3.VII. 181-26

Documents:

181-26 AUTHORIZING AWARD NJDOT MA 2025.PDF
181-26 AGREEMENT FOR MA-2025 HELEN LAWRENCE FLORENCE LOWELL-FINAL.PDF
181-26 EXHIBIT A- FINAL SPECIFICATIONS_COMPRESSED.PDF
181-26 EXHIBIT B-REGGIO CONSTRUCTION_COMPRESSED.PDF
181-26 EXHIBIT C-MANDATORY LANGUAGE (003).PDF
181-26 EXHIBIT C-AFFIMATIVE ACTION (003).PDF

3.VIII. 182-26

Documents:

182-26 RESOLUTION WOPD FEMALE LOCKER ROOMS.PDF
182-26 CONTRACT - HERB MUSCIANO - WOPD FEMALE LOCKER ROOMS.PDF
182-26 - EXHIBIT A.PDF
182-26 EXHIBIT B-MANDATORY LANGUAGE.PDF
182-26 EXHIBIT B-AFFIMATIVE ACTION.PDF

3.IX. 183-26

Documents:

183-26 - CDBG RESOLUTION 2027 TO 2029.PDF

3.X. 184-26

Documents:

184-26 EXECUTIVE SESSION 7.7.26.PDF

3.XI. 185-26

Documents:

185-26 AUTH. PAYOUT TO ADRIAN DELGADO UPON RESIGNATION.PDF
185-26 SEPARATION AGREEMENT-DELGADO.PDF
185-26 TERMINAL LEAVE REPORT-AD.PDF

3.XII. 186-26

Documents:

186-26 AUTH. PAYOUT TO ANTHONY BONAFEDE UPON

RESIGNATION.PDF
186-26 SEPARATION AGREEMENT-AB.PDF
186-26 TERMINAL LEAVE REPORT-AB.PDF

3.XIII. 187-26

Documents:

187-26 AUTH. PAYOUT TO ANTHONY VECCHIO UPON RETIREMENT.PDF
187-26 SEPARATION AGREEMENT - ANTHONY VECCHIO.PDF
187-26 TERMINAL LEAVE REPORT-AV_REDACTED.PDF

3.XIV. 188-26

Documents:

188-26 AUTH. PAYOUT TO CARLENE TOPOLESKI UPON RESIGNATION.PDF
188-26 SEPARATION AGREEMENT - TOPOLESKI.PDF
188-26 TERMINAL LEAVE REPORT-CT-REDACTED.PDF

3.XV. 189-26

Documents:

189-26 AUTH. PAYOUT TO H. MAURO UPON RETIREMENT.PDF
189-26 SEPARATION AGREEMENT H. MAURO.PDF
189-26 TERMINAL LEAVE REPORT-HM-REDACTED.PDF

3.XVI. 190-26

Documents:

190-26 AUTH. PAYOUT TO R. SMITH UPON RETIREMENT.PDF
190-26 SEPARATION AGREEMENT R. SMITH.PDF
190-26 TERMINAL LEAVE REPORT-RS-REDACTED.PDF

3.XVII. 191-26

Documents:

191-26 AUTH. PAYOUT TO R. MEOLA UPON RESIGNATION.PDF
191-26 SEPARATION AGREEMENT R. MEOLA.PDF
191-26 TERMINAL LEAVE REPORT-RM-REDACTED.PDF

3.XVIII. 192-26

Documents:

192-26 AUTH. PAYOUT TO S. CUSANO UPON RETIREMENT.PDF
192-26 SEPARATION AGREEMENT S. CUSANO.PDF
192-26 TERMINAL LEAVE REPORT-SC-REDACTED.PDF

3.XIX. 193-26

Documents:

193-26 AUTH. PAYOUT TO T. HEYS UPON RETIREMENT.PDF
193-26 SEPARATION AGREEMENT T. HEYS.PDF
193-26 TERMINAL LEAVE REPORT-TH-REDACTED.PDF

4. Ordinance(S) On Second And Reading

4.I. 2978-26

Documents:

2978-26 ORDINANCE RESTRICTED PARKING ZONES 30 KINGSLEY AND 99 HIGH.PDF

5. Ordinance(S) On First Reading

5.I. 2975-26

Documents:

2975-26 ORDINANCE AMENDING SECTION 2-40.2 JUDGE OF THE MUNICIPAL COURT-REDLINED.DOC.PDF

5.II. 2977-26

Documents:

2977-26 ADOPTING 80 MAIN REDEVELOPMENT PLAN (96041312.1).PDF
2977-26 - 80 MAIN STREET REDEVELOPMENT PLAN.PDF
2977-26 - 80 MAIN STREET REDEVELOPMENT PLAN 7.6.26.PDF

5.III. 2979-26

Documents:

2979-26 - SALARY STEP GUIDE - CHIEF JUDGE AND FIRE CHIEF.XLS

5.IV. 2980-26

Documents:

2980-26 PERMIT PARKING PILOT FINAL.PDF

# REVISED

## PUBLIC MEETING AGENDA

**Township of West Orange**
**66 Main Street – 7:00 p.m.**
**Tuesday, July 7, 2026 - Meeting No. 14**

**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 West Orange Chronicle and the Star Ledger on October 30, 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, Councilman Krakoviak, Councilwoman Rudin, Councilwoman Williams, Council President Scarpa, Mayor McCartney**

**Pledge of Allegiance**

**1. Public Comment**

**2. *Consent Agenda**

**3. *Approval of Minutes of Previous Meeting –** Public Meeting June 9, 2026

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

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

- Rebid of Vincent Lake Walkway Improvement

**6.*Bill List**

**7.*Resolution(s)**

a. **175-26** Resolution Authorizing the Reimbursement for Solid Waste and Refuse for the Period of January 1, 2024 through December 31, 2025 to Qualifying Applicants (Ditinyak)

b. **176-26** Resolution Authorizing the Purchase of Firefighter PPE Gear Under NJ State Contract #T0790 (Reynolds)

c. **177-26** Resolution Authorizing the Collector of Taxes to Rebate Payment to the Listed Taxpayer Pursuant to Final Judgment by the Tax Court of New Jersey (Longo)

d. **178-26** Resolution Authorizing the 2026 Agreement Between Township of West Orange and Rutgers New Jersey Medical School Global Tuberculosis Institute (Fonzino)

e. **179-26** Resolution Authorizing an Agreement Between the W.O. Police Department and the Mental Health Association of Essex and Morris Counties for Critical Services to the Community for De-Escalation, Response, Treatment and Follow Up Related to Mental Health Calls Commencing on January 1, 2026 and Ending on December 31, 2026 (Fonzino)

f. **180-26** Resolution Authorizing a Contract with A&J Contractors Group, Inc., 105 Federal Rd., Monroe Township, NJ 08831 for the 2025 CDBG Road Rehabilitation Project– Standish Avenue and Fremont Street, in the Amount of $881,281.00 (Carballo)

g. **181-26** Resolution Authorizing a Contract with Reggio Construction, Inc., 416 East Central Boulevard, Palisades, NJ 07650, for the NJDOT MA 2025 – Helen Avenue, Lawrence Avenue, Florence Avenue and Lowell Avenue Improvements Project, in the Amount of 1,384,952.50 (Carballo)

h. **182-26** Resolution Authorizing an Award of a Professional Architectural Services Contract to Herb Musciano, LLC, 611 Main Street, Second Floor, Boonton, NJ 07005, Consisting of Renovations to the WOPD Female Locker Room Existing Area and Proposed Expansion Across the Hallway for 5 Additional Locker Room and Lactation Room in the Amount of $30,550.00 (Carballo)

i. **183-26** Resolution Authorizing Inclusion in the Essex County Urban County Community Development Program for Federal Fiscal Years 2027-2029 (October 1, 2026, To September 30, 2029) (Carballo)

k. **184-26** Resolution Authorizing an Executive Session for the purpose of discussing matters 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; and for the discussion of matters which, by express provision of federal law, state statute, or rule of court, are required to be rendered confidential, specifically including: (s)-(a) **Contract Negotiations – Redevelopment – Movie Studio** **Executive Session matters are subject to change.**

l. **185-26** Resolution Approving the Accumulated Time Remaining to Adrian Delgado Upon His Resignation in Good Standing at the in the Sum of $8,307.39 (Ditinyak)

m. **186-26** Resolution Approving the Accumulated Time Remaining to Anthony Bonofede Upon His Resignation in Good Standing at the in the Sum of $5.36 (Ditinyak)

n. **187-26** Resolution Approving the Accumulated Time Remaining to AnthonyVecchio Upon His Retirement at the in the Sum of $267,650.85 (Ditinyak)

o. **188-26** Resolution Approving the Accumulated Time Remaining to Carlene Topoleski Upon Her Resignation in Good Standing at the in the Sum of $2,703.08 (Ditinyak)

p. **189-26** Resolution Approving the Accumulated Time Remaining to Helen Mauro Upon Her Retirement at the in the Sum of $1,721.78 (Ditinyak)

q. **190-26** Resolution Approving the Accumulated Time Remaining to Richard Smith Upon His Retirement at the in the Sum of $65,484.65 (Ditinyak)

p. **191-26** Resolution Approving the Accumulated Time Remaining to Robert Meola Upon His Resignation in Good Standing at the in the Sum of $301.15 (Ditinyak)

q. **192-26** Resolution Approving the Accumulated Time Remaining to Steven Cusano Upon His Retirement at the in the Sum of $42,278.75 (Ditinyak)

r. **193-26** Resolution Approving the Accumulated Time Remaining to Thomas Heys Upon His Retirement at the in the Sum of $99,732.22 (Ditinyak)

**8. Ordinance(s) on Second and Final Reading**

a. **2978-26** An Ordinance Amending and Supplementing Chapter 7, "Traffic," Section 32.2, "Restricted Parking Zones," of the Municipal Code of the Township of West Orange (Carballo) **This Ordinance amends and supplements Chapter 7 Traffic, Subsection 32.2 Restricted Parking Zones of the Revised General Ordinances. Restricted Parking Stalls will be established in front of 30 Kingsley Street and 99 High Street for the exclusive use of the residents who are in possession of a NJMVC Disability ID and Parking Placard. These Stalls were requested by the residents of each location and are permissible under NJ Statutes Annotated (N.J.S.A.) 39:4-197.7. Parking is permitted in the restricted parking zone except when prohibited by other sections of Chapter 7 of the Revised General Ordinances.**

**9. Ordinance(s) on First Reading**

a. **2975-26** An Ordinance Amending Chapter 2, "Administration,", Section 40.2 "Judge of the Municipal Court; Powers and," Of the Revised General Ordinances of the Township of West Orange to Consolidate the Judge of the Municipal Court Positions (Semeraro)

b. **2977-26** An Ordinance Adopting Redevelopment Plan for 80 Main Street (Beckelman)

c. **2979-26** 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)
***Changes 2026 Salary for Municipal Court Chief Judge, Non-Union, Tier D-1, to $95,000.00 for 2026 through 2029.**
***Changes 2026 Salary for Fire Chief w/EMT, Non-Union, Tier J-2, to $230,000.00 for 2026, $237,750.00 for 2027 and $241,643.73 for 2028.**

d. **2980-26** An Ordinance Amending and Supplementing Chapter 7 "Traffic" Section _____ of the Revised General Ordinances of the Township of West Orange to Establish a Residential Permit Parking at Nutman Place, Osborne Place, Pillot Place, Quinby Place, Riggs Place and Swaine Place for a Limited Time Pursuant to a Pilot Program (Semeraro)

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

**11. ABC Hearing(s)**

**12. Adjournment**

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

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

**ZOOM LINK:**

**Public Comment – In Person Only**

**Next Meeting Date(s): Tuesday, July 21, 2026**

**The agenda is subject to change.**

## Township of West Orange

### Bills List

**Total: 11,467,623.42**

User: liliana 06/29/2026 15:10:40

Date: 6/16/26 To 06/29/2026 Acc: 01- To 99-9999-99-9999-999 Order By :Account

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **01-2010-00-1942-** | **- BUDGET MUNICIPAL COURT O/E** | | | | | |
| **01-2010-00-1942-112** | **- MUNICIPAL COURT O/E OFFICE SUPPLIES** | | | | | |
| 192057 | | COMCAST | 329.66 | 6.13.26-7.12.26 8499 05 312 0392105 tv service court 5 months | 06/22/2026 | 00/00/0000 |
| **Total: BUDGET MUNICIPAL COURT O/E** | | | **329.66** | | | |
| **Fund Total: 01** | | | **329.66** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **03-2704-22-0400-** | **- ORD# 2704-22 Outdoor Facility** | | | | | |
| **03-2704-22-0400-070** | **- Outdoor Facility Degnan/Rolling Green** | | | | | |
| 189834 | | CME ASSOCIATES | 150.00 | #392148 RES 260-25 PROFESSIONAL SERVICE NOT TO EXCEED | 12/01/2025 | 00/00/0000 |
| **Total: ORD# 2704-22 Outdoor Facility** | | | **150.00** | | | |
| **03-2830-23-0500-** | **- ORD# 2830-23 Streets, Roads, Sewers & Sidewalks** | | | | | |
| **03-2830-23-0500-010** | **- Streets, Roads, Sewers & Sidewalks STREET IMPR (CURRENTLY UNDER DESIGN)** | | | | | |
| 186379 | | GREENMAN-PEDERSEN, INC | 3,181.00 | FINAL# 435500 RES 348-24 PROFESSIONAL SERVICES LAND SURVEYING AND ENGINEERING | 12/18/2024 | 00/00/0000 |
| **Total: ORD# 2830-23 Streets, Roads, Sewers & Sidewalks** | | | **3,181.00** | | | |
| **03-2915-25-0500-** | **- ORD# 2915-25 Streets, Roads, Sewers & Sidewalks** | | | | | |
| **03-2915-25-0500-030** | **- Streets, Roads, Sewers & Sidewalks MORRIS, SUSSEX, HUNTERDON** | | | | | |
| 189521 | | REGGIO CONSTRUCTION, INC. | 125,072.55 | ENGINEER'S CERTIFICATE NO. 6 RES 222-25 NJDOT 2024-MA-00006 MORRIS RD, SUSS | 10/20/2025 | 00/00/0000 |
| **03-2915-25-0500-040** | **- Streets, Roads, Sewers & Sidewalks SOUTH VALLEY, UNION, NASSAU** | | | | | |
| 191720 | | FRANK H. LEHR ASSOC. | 2,175.00 | FINAL #29067 state aid coring and testing LTPF 2024 S. Valley Road, Union St. | 12/31/2025 | 00/00/0000 |
| **Total: ORD# 2915-25 Streets, Roads, Sewers & Sidewalks** | | | **127,247.55** | | | |
| **03-2915-25-0900-** | **- ORD# 2915-25 Section 20 Expenses** | | | | | |
| **03-2915-25-0900-010** | **- Section 20 Expenses Section 20 Expenses** | | | | | |
| 190209 | | GREENMAN-PEDERSEN, INC | 15,488.60 | #436012 res 7-26 professional services not to exceed | 01/08/2026 | 00/00/0000 |
| 189778 | | GREENMAN-PEDERSEN, INC | 2,152.15 | #435506 RES 253-25 PROFESSIONAL ENGINEERING SERVICES VARIOUS ST INPROV ADDITI | 11/18/2025 | 00/00/0000 |
| 189777 | | FRENCH & PARRELLO, ASSOC, P.A | 24,963.75 | #170099 RES 256-25 PROFESSIONAL ENGINEERING CONTRACT FOR WATER SHED INVENTORY | 11/18/2025 | 00/00/0000 |
| 189777 | | FRENCH & PARRELLO, ASSOC, P.A | 3,146.25 | #170099 RES 256-25 PROFESSIONAL ENGINEERING CONTRACT FOR WATER SHED INVENTORY | 11/18/2025 | 00/00/0000 |
| 191023 | | FRENCH & PARRELLO, ASSOC, P.A | 2,400.01 | #170107 PROFESSIONAL ENGINEERING SERVICES FOR ESTABLISHMENT OF A TOWNSHIP GIS | 12/31/2025 | 00/00/0000 |
| **Total: ORD# 2915-25 Section 20 Expenses** | | | **48,150.76** | | | |
| **03-2953-26-0100-** | **- ORD# 2953-26 OSPAC Improvement Project - Partially Grant Funded** | | | | | |
| **03-2953-26-0100-001** | **- OSPAC Improvement Project - Partially Grant Funded OSPAC Improvements** | | | | | |
| 191334 | | MT CONTRACTORS LLC | 14,210.00 | ENGINEER'S CERTIFICATE NO.3 RES 79-26 STRUCTURAL IMPROV AT OSPAC | 04/02/2026 | 00/00/0000 |
| **Total: ORD# 2953-26 OSPAC Improvement Project - Partially Grant Funded** | | | **14,210.00** | | | |
| **Fund Total: 03** | | | **192,939.31** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **04-2010-00-6690-** | **- EXPENDITURE CONTROL DOGS ANIMAL CONTROL INTERLOCALS** | | | | | |
| **04-2010-00-6690-204** | **- VETERINARY SERVICES VETERINARY SERVICES** | | | | | |
| 190792 | | ROBERT DE FILIPPIS, DVM | 2,133.00 | #34544 2026 Vet Services to be paid quarterly | 02/13/2026 | 00/00/0000 |
| **04-2010-00-6690-304** | **- OTHER EXPENSE OTHER EXPENSE** | | | | | |
| 192064 | | ROBERT DE FILIPPIS, DVM | 70.00 | 6/8/2026 Beuthanasia-D Injection, Raccoon cage card #7218 | 12/31/2025 | 00/00/0000 |
| 192064 | | ROBERT DE FILIPPIS, DVM | 69.00 | 6/10/2026 Feline Rabies Vaccination, cage card # 7217 | 12/31/2025 | 00/00/0000 |
| 192064 | | ROBERT DE FILIPPIS, DVM | 69.00 | 6/10/2026 Canine Rabies, cage card #7219 | 12/31/2025 | 00/00/0000 |
| 192064 | | ROBERT DE FILIPPIS, DVM | 69.00 | 6/10/2026 Canine Rabies, cage card #7220 | 12/31/2025 | 00/00/0000 |
| **Total: EXPENDITURE CONTROL DOGS ANIMAL CONTROL INTERLOCALS** | | | **2,410.00** | | | |
| **Fund Total: 04** | | | **2,410.00** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **12-6120-00-0080- - PAYROLL TRUST 0-203 WORKERS COMP** | | | | | | |
| **12-6120-00-0080-010 - 0-203 WORKERS COMP 0-203 WORKERS COMP** | | | | | | |
| 192022 | 12200623 | TOWNSHIP OF WEST ORANGE | 939.15 | GROSS PAY PR13 - HOURLY | 06/16/2026 | 06/18/2026 |
| **Total: PAYROLL TRUST 0-203 WORKERS COMP** | | | **939.15** | | | |
| **12-6720-00-8000- - STREET INSPECTION ESCROW Tompkins Street, WO** | | | | | | |
| **12-6720-00-8000-030 - Street Inspection Escrow/45 Highwood Road Street Inspection Escrow/45 Highwood Road** | | | | | | |
| 192068 | | JAMIE RIVERA | 3,000.00 | RES 161-26 RETURN OF ESCROW | 06/24/2026 | 00/00/0000 |
| **Total: STREET INSPECTION ESCROW Tompkins Street, WO** | | | **3,000.00** | | | |
| **12-6770-00-8000- - PROPERTY INSPECTION ESCROW PROPERTY INSPECTION ESCROW/ Name** | | | | | | |
| **12-6770-00-8000-014 - Property Inspection/Crystal 424 Eagle Rock Ave Property Inspection/Crystal 424 Eagle Rock Ave** | | | | | | |
| 192004 | | CME ASSOCIATES | 328.50 | #396432 PROFESSIONAL SERVICES 424 EAGLE ROCK AVE SITE INSPECTIONS DATED 4.27.2 | 12/31/2025 | 00/00/0000 |
| **Total: PROPERTY INSPECTION ESCROW PROPERTY INSPECTION ESCROW/ Name** | | | **328.50** | | | |
| **12-6830-00-0230- - RECREATION TRUST FUND ROCK SPRING GOLF** | | | | | | |
| **12-6830-00-0230-010 - SPECIAL EVENTS SPECIAL EVENTS** | | | | | | |
| 191717 | | EVAN J DITTIG | 576.00 | 5/8/26-5/29/26 skate board clinic | 12/31/2025 | 00/00/0000 |
| **Total: RECREATION TRUST FUND ROCK SPRING GOLF** | | | **576.00** | | | |
| **12-6830-00-0490- - RECREATION TRUST FUND SECURITY DEPOSIT-KATZ CENTER** | | | | | | |
| **12-6830-00-0490-010 - SECURITY DEPOSIT-KATZ CENTER SECURITY DEPOSIT-KATZ CENTER** | | | | | | |
| 192038 | | RICHARD MURPHY III | 125.00 | EVENT DATE: 6/6/26 refund katz security deposit | 12/31/2025 | 00/00/0000 |
| **Total: RECREATION TRUST FUND SECURITY DEPOSIT-KATZ CENTER** | | | **125.00** | | | |
| **12-6950-00-2560- - EXTRA DUTY SECURITY EXTRA DUTY SOLUTIONS** | | | | | | |
| **12-6950-00-2560- - EXTRA DUTY SOLUTIONS EXTRA DUTY SOLUTIONS** | | | | | | |
| 191999 | 12200621 | TOWNSHIP OF WEST ORANGE | 91,970.00 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 12200621 | TOWNSHIP OF WEST ORANGE | -91,970.00 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 12200622 | TOWNSHIP OF WEST ORANGE | 63,125.00 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: EXTRA DUTY SECURITY EXTRA DUTY SOLUTIONS** | | | **63,125.00** | | | |
| **Fund Total: 12** | | | **68,093.65** | | | |

| 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** | | | | | |
| | 191191 | HEYER, GRUEL & ASSOC, P.A. | 1,418.75 | #44587 res 89-26 prof serv afford housing planner | 03/20/2026 | 00/00/0000 |
| **Total: DEVELOPER'S FEE - COAH DEVELOPER'S FEE - COAH** | | | **1,418.75** | | | |
| **Fund Total: 14** | | | **1,418.75** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **18-6030-00-0590-** | **- FEDERAL FORFEITURE** | | | | | |
| **18-6030-00-0590-010** | **- FEDERAL FORFEITURE FEDERAL FORFEITURE** | | | | | |
| 191935 | | CDW LLC | 265.26 | #AJ63Y5S #AJ67W1C quote PXBM394 BROTHER PRINTER CARRYING CASE - W/BACK WEB LOO | 12/31/2025 | 00/00/0000 |
| **Total: FEDERAL FORFEITURE** | | | **265.26** | | | |
| **Fund Total: 18** | | | **265.26** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **20-6800-00-7970-** | **- DEVELOPERS ESCROW PB-24-01/West Essex Highlands LLC** | | | | | |
| **20-6800-00-7970-** | **- PB-24-01/West Essex Highlands LLC PB-24-01/West Essex Highlands LLC** | | | | | |
| 192020 | 20200365 | TOWNSHIP OF WEST ORANGE | 350.00 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: DEVELOPERS ESCROW PB-24-01/West Essex Highlands LLC** | | | **350.00** | | | |
| **20-6810-00-7960-** | **- DEVELOPERS ESCROW ZB-23-13/MPB Realty LLC** | | | | | |
| **20-6810-00-7960-** | **- ZB-23-13/MPB Realty LLC ZB-23-13/MPB Realty LLC** | | | | | |
| 192049 | | COLUMN SOFTWARE PBC | 58.18 | #CIu9CU7X-0021 ad for special meeting | 06/22/2026 | 00/00/0000 |
| 192051 | | SAVO, SCHALK, CORSINI, WARNER | 819.00 | #8050 professional serv | 06/22/2026 | 00/00/0000 |
| 192050 | | CME ASSOCIATES | 277.50 | #396621 professional serv | 06/22/2026 | 00/00/0000 |
| **Total: DEVELOPERS ESCROW ZB-23-13/MPB Realty LLC** | | | **1,154.68** | | | |
| **20-6810-00-8110-** | **- DEVELOPERS ESCROW ZB-24-15/42 Eagle Ridge Way** | | | | | |
| **20-6810-00-8110-** | **- ZB-24-15/42 Eagle Ridge Way ZB-24-15/42 Eagle Ridge Way** | | | | | |
| 192053 | | CME ASSOCIATES | 370.00 | #398273 professional serv | 06/22/2026 | 00/00/0000 |
| **Total: DEVELOPERS ESCROW ZB-24-15/42 Eagle Ridge Way** | | | **370.00** | | | |
| **20-6810-00-8150-** | **- DEVELOPERS ESCROW ZB-25-02 /12-22 Woodland Ave.** | | | | | |
| **20-6810-00-8150-** | **- ZB-25-02 /12-22 Woodland Ave. ZB-25-02 /12-22 Woodland Ave.** | | | | | |
| 192052 | | CME ASSOCIATES | 109.50 | #398354 professional serv | 06/22/2026 | 00/00/0000 |
| **Total: DEVELOPERS ESCROW ZB-25-02 /12-22 Woodland Ave.** | | | **109.50** | | | |
| **20-6810-00-8200-** | **- DEVELOPERS ESCROW ZB-25-10/ Seton Hall Prep** | | | | | |
| **20-6810-00-8200-** | **- ZB-25-10/ Seton Hall Prep ZB-25-10/ Seton Hall Prep** | | | | | |
| 192056 | | CME ASSOCIATES | 859.00 | #398352 and 398272 professional serv | 06/22/2026 | 00/00/0000 |
| **Total: DEVELOPERS ESCROW ZB-25-10/ Seton Hall Prep** | | | **859.00** | | | |
| **20-6830-00-0000-** | **- DEVELOPERS ESCROW MDGA-WO REDEVELOPMENT LLC** | | | | | |
| **20-6830-00-0000-020** | **- IOP Property Management LLC IOP Property Management LLC** | | | | | |
| 192098 | | HEYER, GRUEL & ASSOC, P.A. | 12,632.50 | #45456 #45265 #45652 professional serv | 06/26/2026 | 00/00/0000 |
| **Total: DEVELOPERS ESCROW MDGA-WO REDEVELOPMENT LLC** | | | **12,632.50** | | | |
| **Fund Total: 20** | | | **15,475.68** | | | |

| 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** | | | | | |
| 192095 | 22200059 | CLAIMS RESOLUTION CORPORATION | 8,753.35 | ROLLUPS/CLAIMS 06/22/2026 | 06/26/2026 | 06/26/2026 |
| **22-2010-00-6690-022** | **- WORKERS COMP CLAIMS WORKERS COMP CLAIMS** | | | | | |
| 192055 | | GARDEN STATE MUNICIPAL JIF | 4,843.47 | #245339 SIR MAY 2026 | 06/22/2026 | 00/00/0000 |
| **Total: EXPENDITURE CONTROL EXPENDITURE CONTROL** | | | **13,596.82** | | | |
| **Fund Total: 22** | | | **13,596.82** | | | |

| 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** | | | | | |
| 191999 | 32200062 | TOWNSHIP OF WEST ORANGE | 1,213.06 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 32200062 | TOWNSHIP OF WEST ORANGE | -1,213.06 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 32200063 | TOWNSHIP OF WEST ORANGE | 1,013.54 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192022 | 32200064 | TOWNSHIP OF WEST ORANGE | 391.48 | GROSS PAY PR13 - HOURLY | 06/16/2026 | 06/18/2026 |
| **Total: EXPENDITURE CONTROL EXPENDITURE CONTROL** | | | **1,405.02** | | | |
| **Fund Total: 32** | | | **1,405.02** | | | |

| 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** | | | | | |
| 191999 | 42200076 | TOWNSHIP OF WEST ORANGE | 221.42 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 42200076 | TOWNSHIP OF WEST ORANGE | 51.78 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 42200076 | TOWNSHIP OF WEST ORANGE | 4,312.46 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 42200076 | TOWNSHIP OF WEST ORANGE | -221.42 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 42200076 | TOWNSHIP OF WEST ORANGE | -51.78 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 42200076 | TOWNSHIP OF WEST ORANGE | -4,312.46 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 42200077 | TOWNSHIP OF WEST ORANGE | 221.42 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 42200077 | TOWNSHIP OF WEST ORANGE | 51.78 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 42200077 | TOWNSHIP OF WEST ORANGE | 4,312.46 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **42-2020-00-0000-342** | **- OTHER EXPENSES OTHER EXPENSES** | | | | | |
| 191927 | | CONSOLIDATED INFORMATION SERV | 297.50 | Invoice 393611 (Dated: 5-31-2026)) | 12/31/2025 | 00/00/0000 |
| **Total: SECTION 8 RESERVES SECTION 8 RESERVES** | | | **4,883.16** | | | |
| **Fund Total: 42** | | | **4,883.16** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **62-2010-00-6690-** | **- EXPENDITURE CONTROL EXPENDITURE CONTROL** | | | | | |
| **62-2010-00-6690-062** | **- MUNICIPAL INSURANCE MUNICIPAL INSURANCE** | | | | | |
| 190437 | | CENTRAL JERSEY JOINT INSURANCE FUND | 806,931.00 | FINAL #CNTRL743-2026SA ASSESMENT | 01/23/2026 | 00/00/0000 |
| **Total: EXPENDITURE CONTROL EXPENDITURE CONTROL** | | | **806,931.00** | | | |
| **Fund Total: 62** | | | **806,931.00** | | | |

| 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** | | | | | | |
| 192067 | 63200069 | MERITAIN HEALTH | 585,064.18 | 06-16-2026 CLAIMS | 06/23/2026 | 06/23/2026 |
| **Total: EXPENDITURE CONTROL EXPENDITURE CONTROL** | | | **585,064.18** | | | |
| **Fund Total: 63** | | | **585,064.18** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **91-2010-00-1001- - BUDGET MAYOR S&W** | | | | | | |
| **91-2010-00-1001-010 - MAYOR S&W SALARIES & WAGES-MAYOR** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 3,780.92 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -3,780.92 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 3,408.07 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-1001-100 - MAYOR S&W Overtime** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 172.02 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -172.02 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET MAYOR S&W** | | | **3,408.07** | | | |
| **91-2010-00-1002- - BUDGET MAYOR O/E** | | | | | | |
| **91-2010-00-1002-030 - MAYOR O/E PRINTING** | | | | | | |
| 192054 | | POLICE & SHERIFF'S PRESS | 20.00 | #135729 2026 MUNICIPAL ID CARD PROGRAM | 06/22/2026 | 00/00/0000 |
| **Total: BUDGET MAYOR O/E** | | | **20.00** | | | |
| **91-2010-00-1201- - BUDGET TOWN COUNCIL S&W** | | | | | | |
| **91-2010-00-1201-010 - TOWN COUNCIL S&W SALARIES & WAGES-TOWN COUNCIL** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 2,401.35 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -2,401.35 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 2,401.35 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET TOWN COUNCIL S&W** | | | **2,401.35** | | | |
| **91-2010-00-1203- - BUDGET TOWN COUNCIL O/E** | | | | | | |
| **91-2010-00-1203-092 - TOWN COUNCIL O/E TAPING-COUNCIL MEETINGS** | | | | | | |
| 190916 | | JOSEPH FAGAN | 540.00 | 6/24/26 + 1HR OT zoom moderator 2026 | 02/27/2026 | 00/00/0000 |
| **Total: BUDGET TOWN COUNCIL O/E** | | | **540.00** | | | |
| **91-2010-00-1402- - BUDGET TOWNSHIP LITIGATION O/E** | | | | | | |
| **91-2010-00-1402-060 - TOWNSHIP LITIGATION O/E LITIGATION GENERAL** | | | | | | |
| 190518 | | WAYNE DEFEO, LLC | 1,800.00 | #0626COMPOST 2026 services not to exceed | 01/30/2026 | 00/00/0000 |
| 191695 | | CLEARY GIACOBBE ALFIERI & JACOBS, LLC | 1,609.50 | #164715 RESOLUTION 26-26 SPECIAL COUNSEL NOT TO EXCEED $7500.00 PAYMENTS MADE | 05/11/2026 | 00/00/0000 |
| 191470 | | GREGG F. PASTER & ASSOCIATES | 6,370.00 | #4839 #4840 #4841 RESOLUTION 118-26 ASSIST MUNICIPAL ATTORNEY $120,000.00 (PAI | 04/20/2026 | 00/00/0000 |
| **91-2010-00-1402-062 - TOWNSHIP LITIGATION O/E LITIGATION - LABOR MATTERS** | | | | | | |
| 191068 | | ANTONELLI KANTOR P.C. | 29,100.00 | #24303 #24305 RESOLUTION 87-26 LABOR ATTORY 2026. NOT TO EXCEED $115,000.00JAN | 03/12/2026 | 00/00/0000 |
| **91-2010-00-1402-063 - TOWNSHIP LITIGATION O/E LITIGATION - ABC MATTERS** | | | | | | |
| 191071 | | ANTONELLI KANTOR P.C. | 2,458.50 | #24493 #24494 RESOLUTION 84-26 PROFESSIONAL SERV ABC ATTORNEY NOT TO EXCEED $3 | 03/12/2026 | 00/00/0000 |
| **Total: BUDGET TOWNSHIP LITIGATION O/E** | | | **41,338.00** | | | |
| **91-2010-00-1501- - BUDGET TOWNSHIP CLERK S&W** | | | | | | |
| **91-2010-00-1501-010 - TOWNSHIP CLERK S&W SALARIES & WAGES** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 9,781.33 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -9,781.33 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 9,781.33 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET TOWNSHIP CLERK S&W** | | | **9,781.33** | | | |
| **91-2010-00-1941- - BUDGET MUNICIPAL COURT S&W** | | | | | | |
| **91-2010-00-1941-010 - MUNICIPAL COURT S&W SALARIES AND WAGES** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 1,730.00 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 14,417.94 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -1,730.00 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -14,417.94 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 1,730.00 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 14,417.94 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-1941-100 - MUNICIPAL COURT S&W Overtime** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 78.90 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -78.90 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 24.46 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET MUNICIPAL COURT S&W** | | | **16,172.40** | | | |
| **91-2010-00-1942- - BUDGET MUNICIPAL COURT S&W** | | | | | | |
| **91-2010-00-1942-090 - MUNICIPAL COURT O/E PROFESSIONAL SERVICES** | | | | | | |
| 192109 | | SETH GRANOFF DOMBECK | 500.00 | 4/28/26 special session state vs miamilia | 12/31/2025 | 00/00/0000 |
| 192111 | | LEGAL INTERPRETERS LLC | 330.00 | #429139 5/21/2026 spanish | 12/31/2025 | 00/00/0000 |
| 192111 | | LEGAL INTERPRETERS LLC | 330.00 | #429101 5/7 spanish | 12/31/2025 | 00/00/0000 |
| 192111 | | LEGAL INTERPRETERS LLC | 440.00 | #429094 5/5 spanish | 12/31/2025 | 00/00/0000 |
| **91-2010-00-1942-190 - MUNICIPAL COURT OE RELIEF-JUDGES** | | | | | | |
| 192110 | | ASHLIE C. GIBBONS | 400.00 | 5.21.26 bench coverage 5/21 | 12/31/2025 | 00/00/0000 |
| **Total: BUDGET MUNICIPAL COURT S&W** | | | **2,000.00** | | | |
| **91-2010-00-2001- - BUDGET BUSINESS ADMI S&W** | | | | | | |
| **91-2010-00-2001-010 - BUSINESS ADMI S&W SALARIES & WAGES-BUSINESS ADMI** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 13,909.99 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -13,909.99 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 13,909.99 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET BUSINESS ADMI S&W** | | | **13,909.99** | | | |
| **91-2010-00-2002- - BUDGET BUSINESS ADMI O/E** | | | | | | |
| **91-2010-00-2002-091 - BUSINESS ADMI O/E GRANT CONSULTANTS** | | | | | | |
| 190150 | | MILLENNIUM STRATEGIES, LLC | 3,900.00 | #21278 res 160-25 grant writing 01.01.26-07.31.26 | 01/05/2026 | 00/00/0000 |
| **Total: BUDGET BUSINESS ADMI O/E** | | | **3,900.00** | | | |
| **91-2010-00-2201- - BUDGET PURCHASING S&W** | | | | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **91-2010-00-2201-010** | **- PURCHASING S&W SALARIES & WAGES-PURCHASING** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 5,390.58 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -5,390.58 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 5,390.58 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET PURCHASING S&W** | | | **5,390.58** | | | |
| **91-2010-00-2301-** | **- BUDGET CENTRAL PRINT S&W** | | | | | |
| **91-2010-00-2301-010** | **- CENTRAL PRINT S&W SALARIES & WAGES-CENTRAL PRINT** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 4,103.69 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 5,390.58 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -4,103.69 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -5,390.58 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 3,181.19 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 5,390.58 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET CENTRAL PRINT S&W** | | | **8,571.77** | | | |
| **91-2010-00-2303-** | **- BUDGET TELEPHONE COMMUNICATIONS O/E** | | | | | |
| **91-2010-00-2303-133** | **- TELEPHONE COMMUNICATIONS O/E INTERNET SERVICE** | | | | | |
| 190239 | | VERIZON | 227.31 | JUNE 2026 internet various locations | 01/13/2026 | 00/00/0000 |
| 190240 | | COMCAST | 404.64 | JUNE 2026 internet various locations | 01/13/2026 | 00/00/0000 |
| 190239 | | VERIZON | 264.30 | JUNE 2026 internet various locations | 01/13/2026 | 00/00/0000 |
| 190240 | | COMCAST | 184.94 | JUNE 2026 internet various locations | 01/13/2026 | 00/00/0000 |
| **91-2010-00-2303-140** | **- TELEPHONE COMMUNICATIONS O/E TELEPHONE SERVICE** | | | | | |
| 190238 | | VERIZON | 124.94 | JUNE 2026 phone serv | 01/13/2026 | 00/00/0000 |
| 190928 | | VERIZON | 1,240.12 | #Z2260088 2026 PHONE | 03/02/2026 | 00/00/0000 |
| 191962 | | CDW LLC | 639.19 | #AJ6ZV7C quote PXCR251 netgear prosafe ethernet switch | 06/08/2026 | 00/00/0000 |
| 190367 | | RING CENTRAL, INC. | 3,182.53 | #CD_001469410 cloud phone service 2026 | 01/20/2026 | 00/00/0000 |
| 190238 | | VERIZON | 105.84 | JUNE 2026 phone serv 2026 | 01/13/2026 | 00/00/0000 |
| **91-2010-00-2303-141** | **- TELEPHONE COMMUNICATIONS O/E DEPARTMENTAL WIRELESS** | | | | | |
| 190789 | | AT&T MOBILITY | 281.94 | #WUC052026 2026 CELL SERV | 02/12/2026 | 00/00/0000 |
| **Total: BUDGET TELEPHONE COMMUNICATIONS O/E** | | | **6,655.75** | | | |
| **91-2010-00-2532-** | **- BUDGET CENTRAL INSURANCE - HEALTH** | | | | | |
| **91-2010-00-2532-010** | **- CENTRAL INSURANCE - HEALTH RETIREE HB CLAIMS** | | | | | |
| 192067 | 91201128 | MERITAIN HEALTH | 354,826.18 | 06-16-2026 CLAIMS - RETIREE | 06/23/2026 | 06/23/2026 |
| **91-2010-00-2532-030** | **- CENTRAL INSURANCE - HEALTH EMPLOYEE HB CLAIMS** | | | | | |
| 192067 | 91201128 | MERITAIN HEALTH | 226,379.70 | 06-16-2026 CLAIMS - ACTIVE | 06/23/2026 | 06/23/2026 |
| **91-2010-00-2532-038** | **- CENTRAL INSURANCE - HEALTH EMPLOYEE PRESCRIPTION BENEFITS** | | | | | |
| 192030 | 91201045 | CVS/CAREMARK | 200,000.00 | TO COVER PRESCRIPTION INVOICES | 06/17/2026 | 06/17/2026 |
| **91-2010-00-2532-070** | **- CENTRAL INSURANCE - HEALTH LIB EMPLOYEE HB - CLAIMS** | | | | | |
| 192067 | 91201128 | MERITAIN HEALTH | 3,858.30 | 06-16-2026 CLAIMS - LIBRARY | 06/23/2026 | 06/23/2026 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **Total: BUDGET CENTRAL INSURANCE - HEALTH** | | | **785,064.18** | | | |
| **91-2010-00-2535-** | **- BUDGET CENTRAL INS - WORK-COMP** | | | | | |
| **91-2010-00-2535-080** | **- CENTRAL INS - WORK-COMP WORKERS COMPENSATION** | | | | | |
| 192097 | 91201131 | TOWNSHIP OF WEST ORANGE | 8,753.35 | FUND TRANSFER FROM 01 TO 22 | 06/26/2026 | 06/26/2026 |
| **Total: BUDGET CENTRAL INS - WORK-COMP** | | | **8,753.35** | | | |
| **91-2010-00-2702-** | **- BUDGET TOWNSHIP PHYSICIAN O/E** | | | | | |
| **91-2010-00-2702-090** | **- TOWNSHIP PHYSICIAN O/E RANDOM-D&A SCREENING** | | | | | |
| 192032 | | SUPERIOR ONSITE HEALTH SOLUTIONS | 1,041.00 | #2716 may random D&A screenings | 06/17/2026 | 00/00/0000 |
| **Total: BUDGET TOWNSHIP PHYSICIAN O/E** | | | **1,041.00** | | | |
| **91-2010-00-2801-** | **- BUDGET COLLECTORS OF S&W** | | | | | |
| **91-2010-00-2801-010** | **- COLLECTORS OF S&W SALARIES & WAGES-COLLECTORS OF** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 11,751.26 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -11,751.26 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 11,751.26 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET COLLECTORS OF S&W** | | | **11,751.26** | | | |
| **91-2010-00-2802-** | **- BUDGET COLLECTORS OF O/E** | | | | | |
| **91-2010-00-2802-070** | **- COLLECTORS OF O/E MISCELLANEOUS** | | | | | |
| 191075 | | BATTAGLIA ASSOCIATES, LLC | 5,597.50 | #2026-4 #2026-5 APRIL/MAY RESOLUTION 68-26 MISC FINANCIAL SERV NOT TO EXEED $3 | 03/12/2026 | 00/00/0000 |
| **Total: BUDGET COLLECTORS OF O/E** | | | **5,597.50** | | | |
| **91-2010-00-2951-** | **- BUDGET COMPTROLLER S&W** | | | | | |
| **91-2010-00-2951-010** | **- COMPTROLLER S&W SALARIES & WAGES-COMPTROLLER** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 20,147.32 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -20,147.32 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 20,147.32 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET COMPTROLLER S&W** | | | **20,147.32** | | | |
| **91-2010-00-2952-** | **- BUDGET COMPTROLLER O/E** | | | | | |
| **91-2010-00-2952-070** | **- COMPTROLLER O/E MISCELLANEOUS** | | | | | |
| 190536 | | UPS | 25.00 | #0725A6Y256 ups transport charges 2026 | 01/30/2026 | 00/00/0000 |
| **Total: BUDGET COMPTROLLER O/E** | | | **25.00** | | | |
| **91-2010-00-3002-** | **- BUDGET PLANNING & DE O/E** | | | | | |
| **91-2010-00-3002-070** | **- PLANNING & DE O/E MISCELLANEOUS** | | | | | |
| 191192 | | HEYER, GRUEL & ASSOC, P.A. | 9,270.00 | #45465 #45466 RES 69-26 PROFESSIONAL SERV MUNICIPAL PLANNING SERVICES NOT TO E | 03/20/2026 | 00/00/0000 |
| **Total: BUDGET PLANNING & DE O/E** | | | **9,270.00** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **91-2010-00-3101- - BUDGET HOUSING CODE S&W** | | | | | | |
| **91-2010-00-3101-010 - HOUSING CODE S&W SALARIES & WAGES-HOUSING CODE** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 21,769.14 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -21,769.14 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 21,769.14 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-3101-100 - HOUSING CODE S&W Overtime** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 175.01 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -175.01 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 378.91 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET HOUSING CODE S&W** | | | **22,148.05** | | | |
| **91-2010-00-3102- - BUDGET HOUSING CODE O/E** | | | | | | |
| **91-2010-00-3102-130 - HOUSING CODE O/E COMPUTER & PRINTER SUPPLIES** | | | | | | |
| 191900 | | CDW LLC | 423.54 | #AJ6IC9V quote PXBM374 Brother ADS 3350W Wire | 12/31/2025 | 00/00/0000 |
| **Total: BUDGET HOUSING CODE O/E** | | | **423.54** | | | |
| **91-2010-00-4001- - BUDGET TAX ASSESSOR S&W** | | | | | | |
| **91-2010-00-4001-010 - TAX ASSESSOR S&W SALARIES & WAGES** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 8,847.20 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -8,847.20 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 8,847.20 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-4001-090 - TAX ASSESSOR S&W Longevity** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 352.56 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -352.56 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 352.56 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET TAX ASSESSOR S&W** | | | **9,199.76** | | | |
| **91-2010-00-5001- - BUDGET POLICE S&W** | | | | | | |
| **91-2010-00-5001-010 - POLICE S&W SALARIES & WAGES - POLICE** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 434,442.36 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -434,442.36 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 545.37 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 434,975.60 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-5001-030 - POLICE S&W S&W SPECIAL REQUESTS** | | | | | | |
| 192022 | 91201044 | TOWNSHIP OF WEST ORANGE | 27,371.31 | GROSS PAY PR13 - HOURLY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-5001-050 - POLICE S&W Holiday Pay - Uniformed Employees** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 28,565.44 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -28,565.44 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 28,600.18 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-5001-060 - POLICE S&W Detective Allowance** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 1,346.10 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -1,346.10 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 1,346.10 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-5001-070** | **- POLICE S&W Police Officer Allowance** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 18,750.23 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -18,750.23 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 18,654.07 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-5001-080** | **- POLICE S&W Administration Allowance** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 173.07 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -173.07 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 173.07 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-5001-085** | **- POLICE S&W CAPTAIN/CHIEF Allowance** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 673.05 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -673.05 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 673.05 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-5001-090** | **- POLICE S&W Longevity** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 2,922.83 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 5,219.49 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 2,918.33 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 1,359.80 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 5,557.11 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -2,922.83 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -5,219.49 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -2,918.33 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -1,359.80 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -5,557.11 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 2,918.33 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 5,219.49 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 2,922.83 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 1,359.80 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 5,557.11 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-5001-100** | **- POLICE S&W Overtime - Uniformed** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 39,100.11 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -39,100.11 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 62,582.05 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-5001-221** | **- POLICE S&W College Credit Police** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 923.04 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -923.04 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 923.04 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-5001-990** | **- POLICE S&W Non Cash Earnings** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 21,577.11 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -21,577.11 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 20,723.08 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET POLICE S&W** | | | **614,544.48** | | | |
| **91-2010-00-5003- - BUDGET POLICE O/E** | | | | | | |
| **91-2010-00-5003-042 - POLICE O/E CALEA** | | | | | | |
| 192078 | | NJ PUBLIC SAFETY ACCREDATION | 400.00 | #5081 TO COVER THE COST FOR 2026 NJPSAC ANNUAL MEMBERSHIP DUES | 12/31/2025 | 00/00/0000 |
| **91-2010-00-5003-083 - POLICE O/E TRAINING COURSES & AIDS** | | | | | | |
| 192018 | | LIFESAVERS, INC | 140.00 | #315939 TO COVER THE COST OF TRAINING FOR OFFICER TRICIA DSURNEY AND TELECOMMU | 12/31/2025 | 00/00/0000 |
| **91-2010-00-5003-110 - POLICE O/E TESTS, EXAMS, SHOTS** | | | | | | |
| 192080 | | CARE STATION MEDICAL GROUP PA | 286.00 | SERVICE DATE: 6.26.26 TO COVER THE COST FOR MEDICAL EVALUATION FOR ISAAC HOLME | 12/31/2025 | 00/00/0000 |
| 192080 | | CARE STATION MEDICAL GROUP PA | 350.00 | SERVICE DATE: 6.26.26 TO COVER THE COST OF MEDICAL EVALUATION FOR ISAAC HOLMES | 12/31/2025 | 00/00/0000 |
| **91-2010-00-5003-111 - POLICE O/E OFFICE SUPPLIES** | | | | | | |
| 192031 | | FEDERAL EXPRESS CORPORATION | 16.59 | #9-328-53335 #9-338-78971 transport charge to eastern communications 05.29 and | 06/17/2026 | 00/00/0000 |
| **91-2010-00-5003-127 - POLICE O/E BUILDING / HOUSEHOLD** | | | | | | |
| 190194 | | WB MASON CO. INC. | 77.28 | #262430755 #262555339 TO COVER THE COST OF BOTTLE WATER FOR THE POLICE DEPARTM | 12/31/2025 | 00/00/0000 |
| 190194 | | WB MASON CO. INC. | 38.64 | #262647932 TO COVER THE COST OF BOTTLE WATER FOR THE POLICE DEPARTMENT 2026 | 12/31/2025 | 00/00/0000 |
| **91-2010-00-5003-135 - POLICE O/E 800 MHZ MAINTENANCE** | | | | | | |
| 192029 | | EASTERN COMMUNICATIONS, LTD | 595.00 | #46320 Charger, 1 bay, Tri-chemXN-CH5X | 06/16/2026 | 00/00/0000 |
| 192029 | | EASTERN COMMUNICATIONS, LTD | 189.00 | #46320 Ant whip, 1/4 wave, 762-870XN-NC8F | 06/16/2026 | 00/00/0000 |
| 192029 | | EASTERN COMMUNICATIONS, LTD | 3,797.50 | #46320 Batt, LiOn, 3100 MAHXN-PA3R | 06/16/2026 | 00/00/0000 |
| **91-2010-00-5003-150 - POLICE O/E CAR WASH** | | | | | | |
| 190322 | | WEST ORANGE CAR WASH | 350.00 | #1136 To cover the cost of Car Washes from February-December 2026 WOPD | 12/31/2025 | 00/00/0000 |
| **Total: BUDGET POLICE O/E** | | | **6,240.01** | | | |
| **91-2010-00-6001- - BUDGET FIRE S&W** | | | | | | |
| **91-2010-00-6001-010 - FIRE S&W SALARIES & WAGES-FIRE** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 368,212.24 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -368,212.24 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 359,858.64 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-6001-030 - FIRE S&W S&W SPECIAL REQUEST** | | | | | | |
| 192022 | 91201044 | TOWNSHIP OF WEST ORANGE | 948.30 | GROSS PAY PR13 - HOURLY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-6001-050 - FIRE S&W Holiday Pay - Uniformed Employees** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 25,397.75 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -25,397.75 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 24,603.02 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-6001-060 - FIRE S&W INSPECTORS ALLOWANCE** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 461.53 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -461.53 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 442.29 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-6001-080 - FIRE S&W OFF DUTY SPECIAL EVENTS** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 432.68 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |

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|---|---|---|---|---|---|---|
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -432.68 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 384.60 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-6001-090** | **- FIRE S&W Longevity** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 2,227.46 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 1,725.96 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 5,596.28 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 1,276.16 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 3,729.65 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -2,227.46 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -1,725.96 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -5,596.28 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -1,276.16 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -3,729.65 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 2,227.46 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 1,725.96 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 5,596.28 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 1,276.16 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 2,594.32 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-6001-100** | **- FIRE S&W Overtime - Uniformed** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 65,808.52 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -65,808.52 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 89,939.05 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-6001-110** | **- FIRE S&W Acting Pay** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 2,057.82 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -2,057.82 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 2,546.81 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET FIRE S&W** | | | **492,142.89** | | | |
| **91-2010-00-6002-** | **- BUDGET FIRE O/E** | | | | | |
| **91-2010-00-6002-031** | **- FIRE O/E PRINTING** | | | | | |
| 191306 | | LIFESAVERS, INC | 399.00 | #315430 NOT TO EXCEED | 12/31/2025 | 00/00/0000 |
| **91-2010-00-6002-111** | **- FIRE O/E JANITORIAL SUPPLIES** | | | | | |
| 192040 | | OFFICE CONCEPTS GROUP, INC. | 219.75 | #1262343-0 2 PLY BATH TISSUE 96RL/CS | 12/31/2025 | 00/00/0000 |
| **91-2010-00-6002-117** | **- FIRE O/E AIR CONDITIONER (NEW)** | | | | | |
| 192046 | | WW GRAINGER INC | 650.72 | 9961223832 WINDOW AC 8000 BTU - STATION 4 | 12/31/2025 | 00/00/0000 |
| 192046 | | WW GRAINGER INC | 30.00 | 9961223832 SHIPPING | 12/31/2025 | 00/00/0000 |
| **Total: BUDGET FIRE O/E** | | | **1,299.47** | | | |
| **91-2010-00-6102-** | **- BUDGET UNIFORM FIRE SAFETY O/E** | | | | | |
| **91-2010-00-6102-070** | **- UNIFORM FIRE SAFETY O/E MISCELLANEOUS** | | | | | |
| 191901 | | VILLAGE SUPERMARKET OF NJ | 53.15 | #02960303652 NOT TO EXCEED | 12/31/2025 | 00/00/0000 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **91-2010-00-6102-160 - UNIFORM FIRE SAFETY O/E FIRE PREVENTION PROGRAM** | | | | | | |
| 191902 | | GRANATA CORP | 425.00 | #E05554 PUBLIC RELATIONS LUNCHEON | 12/31/2025 | 00/00/0000 |
| **Total: BUDGET UNIFORM FIRE SAFETY O/E** | | | **478.15** | | | |
| **91-2010-00-7001- - BUDGET ENGINEERING S&W** | | | | | | |
| **91-2010-00-7001-010 - ENGINEERING S&W SALARIES & WAGES** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 19,351.14 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -19,351.14 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 19,351.14 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-7001-030 - ENGINEERING S&W Hourly Pay** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 4,764.77 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -4,764.77 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192022 | 91201044 | TOWNSHIP OF WEST ORANGE | 1,225.58 | GROSS PAY PR13 - HOURLY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-7001-100 - ENGINEERING S&W Overtime** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 1,604.15 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -1,604.15 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 3,390.74 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET ENGINEERING S&W** | | | **23,967.46** | | | |
| **91-2010-00-7002- - BUDGET ENGINEERING O/E** | | | | | | |
| **91-2010-00-7002-132 - ENGINEERING O/E DUPLICATE** | | | | | | |
| 191975 | | WB MASON CO. INC. | 227.49 | #262552698 131a toner, black, yellow, cyan and magenta not to exceed | 06/11/2026 | 00/00/0000 |
| **Total: BUDGET ENGINEERING O/E** | | | **227.49** | | | |
| **91-2010-00-7101- - BUDGET BUILDING & PROPERTY O/E** | | | | | | |
| **91-2010-00-7101-077 - BUILDING & PROPERTY O/E MAINT. ALL BLDGS. INTERIOR & E** | | | | | | |
| 190472 | | CARRIER CORPORATION | 5,161.34 | FINAL #TMP0319885 #TMP0316183 #TMP0318613 hvac repairs various bldgs not to ex | 12/31/2025 | 00/00/0000 |
| 191961 | | CVR NETWORKS LLC | 1,195.00 | #26038 run cable wopd not to exceed | 06/08/2026 | 00/00/0000 |
| 190280 | | WB MASON CO. INC. | 33.81 | #262588473 water delivery 2026 | 01/15/2026 | 00/00/0000 |
| **91-2010-00-7101-116 - BUILDING & PROPERTY O/E PRIVATIZED SERVICES** | | | | | | |
| 192085 | | D'ONOFRIO & SON INC. | 660.00 | #35347 MAY DOG PARK MAINTMAY 9 AND MAY 23 (6 HRS) | 06/25/2026 | 00/00/0000 |
| 191078 | | D'ONOFRIO & SON INC. | 16,787.50 | #35344 RESOLUTION 96-26 PAINT OF VARIOUS TOWNSHIP OWNED PARCELS NOT TO EXCEED | 03/12/2026 | 00/00/0000 |
| **91-2010-00-7101-130 - BUILDING & PROPERTY O/E CENTRAL MONITORING ALARM** | | | | | | |
| 190578 | 26000980 | ULTIMATE SECURITY SYSTEMS, INC | 4,217.10 | 2nd quarter APRIL-JUNE 2026 central monitoring alarm | 12/31/2025 | 06/23/2026 |
| **Total: BUDGET BUILDING & PROPERTY O/E** | | | **28,054.75** | | | |
| **91-2010-00-7401- - BUDGET PUBLIC WORKS S&W** | | | | | | |
| **91-2010-00-7401-010 - PUBLIC WORKS S&W ALL PW SALARIES** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 95,459.16 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -95,459.16 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 96,509.82 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **91-2010-00-7401-030** | **- PUBLIC WORKS S&W Hourly Pay** | | | | | |
| 192022 | 91201044 | TOWNSHIP OF WEST ORANGE | 1,100.00 | GROSS PAY PR13 - HOURLY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-7401-090** | **- PUBLIC WORKS S&W Longevity** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 2,148.24 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -2,148.24 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 2,148.24 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-7401-100** | **- PUBLIC WORKS S&W Overtime** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 14,746.32 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -14,746.32 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 22,964.36 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET PUBLIC WORKS S&W** | | | **122,722.42** | | | |
| **91-2010-00-7902-** | **- BUDGET CENTRAL AUTOMOTIVE O/E** | | | | | |
| **91-2010-00-7902-151** | **- CENTRAL AUTOMOTIVE O/E AUTO PARTS** | | | | | |
| 190478 | | ON-SITE FLEET SERVICE, INC | 18,597.87 | #5550042581 DPW 39 - repairs as per estimate | 12/31/2025 | 00/00/0000 |
| **91-2010-00-7902-152** | **- CENTRAL AUTOMOTIVE O/E GLASS, UPHOLSTERY, BODY** | | | | | |
| 190322 | | WEST ORANGE CAR WASH | 350.00 | #1136 To cover the cost of Car Washes from February-December 2026 DPW | 12/31/2025 | 00/00/0000 |
| **Total: BUDGET CENTRAL AUTOMOTIVE O/E** | | | **18,947.87** | | | |
| **91-2010-00-8051-** | **- BUDGET GENERAL HEALTH SERVICES S&W** | | | | | |
| **91-2010-00-8051-010** | **- GENERAL HEALTH SERVICES S&W SALARIES & WAGES** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 28,918.75 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -28,918.75 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 28,918.75 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-8051-090** | **- GENERAL HEALTH SERVICES S&W Longevity** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 377.81 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -377.81 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 377.81 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-8051-100** | **- GENERAL HEALTH SERVICES S&W Overtime** | | | | | |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 876.29 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET GENERAL HEALTH SERVICES S&W** | | | **30,172.85** | | | |
| **91-2010-00-8052-** | **- BUDGET GENERAL HEALTH SERVICES O/E** | | | | | |
| **91-2010-00-8052-041** | **- GENERAL HEALTH SERVICES O/E SUBURBAN REG HEALTH COMMISSION** | | | | | |
| 191097 | | HUDSON REGIONAL HEALTH COMM | 5,000.00 | 4/1/2026-6/30/2026 SHARED SERVICES 2026 | 03/13/2026 | 00/00/0000 |
| **91-2010-00-8052-111** | **- GENERAL HEALTH SERVICES O/E SIGNS & POSTS** | | | | | |
| 192037 | | B & H FOTO & ELECTRONICS CORP | 60.04 | #245709353 BROTHER PENTAX QUALITY (LETTER) 8.5 X 11/100/REG, ITEM# BRPQL, QUOT | 12/31/2025 | 00/00/0000 |
| **Total: BUDGET GENERAL HEALTH SERVICES O/E** | | | **5,060.04** | | | |
| **91-2010-00-8101-** | **- BUDGET SEN CITIZEN TRANS S&W** | | | | | |
| **91-2010-00-8101-010** | **- SEN CITIZEN TRANS S&W SALARIES & WAGES** | | | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 12,117.82 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -12,117.82 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 10,300.05 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-8101-030** | **- SENIOR BUSING S&W Hourly Pay** | | | | | |
| 192022 | 91201044 | TOWNSHIP OF WEST ORANGE | 10,727.37 | GROSS PAY PR13 - HOURLY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-8101-100** | **- SENIOR BUSING S&W Overtime** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 1,630.13 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -1,630.13 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 1,632.93 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET SEN CITIZEN TRANS S&W** | | | **22,660.35** | | | |
| **91-2010-00-8401-** | **- BUDGET ANIMAL CONTROL S&W** | | | | | |
| **91-2010-00-8401-010** | **- ANIMAL CONTROL S&W SALARIES & WAGES** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 2,236.06 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -2,236.06 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 2,236.06 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-8401-100** | **- ANIMAL CONTROL S&W Overtime** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 480.36 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -480.36 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 270.72 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET ANIMAL CONTROL S&W** | | | **2,506.78** | | | |
| **91-2010-00-8601-** | **- BUDGET SEN CITIZEN HEALTH CTR S&W** | | | | | |
| **91-2010-00-8601-010** | **- SEN CITIZEN HEALTH CTR S&W SALARIES & WAGES** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 14,473.89 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -14,473.89 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 14,473.89 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-8601-030** | **- SEN CITIZEN HEALTH CTR S&W Hourly Pay** | | | | | |
| 192022 | 91201044 | TOWNSHIP OF WEST ORANGE | 1,756.87 | GROSS PAY PR13 - HOURLY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-8601-100** | **- SEN CITIZEN HEALTH CTR S&W Overtime** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 324.36 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -324.36 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 1,243.38 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET SEN CITIZEN HEALTH CTR S&W** | | | **17,474.14** | | | |
| **91-2010-00-8762-** | **- BUDGET RETIRED CITIZENS PROGRAM O/E** | | | | | |
| **91-2010-00-8762-070** | **- RETIRED CITIZENS PROGRAM O/E MISCELLANEOUS** | | | | | |
| 192005 | | ADAM MEYERS | 250.00 | #004 EVENT DATE: JUNE 23, 2026 Older Adult Programming- Summer Kick-off Musica | 12/31/2025 | 00/00/0000 |
| 191922 | | BPN EVENTS | 1,000.00 | June 11th, 2026 Annual Senior Social Party DJ and Photo Booth | 12/31/2025 | 00/00/0000 |
| **91-2010-00-8762-203** | **- RETIRED CITIZENS PROGRAM O/E NUTRITION PROGRAM** | | | | | |
| 191971 | | TSIPPI SHARPH KAPLAN | 226.36 | #01-61626 Spring Cafe 2026-Older Adult Nutrition Workshop on 6/16/2026 | 12/31/2025 | 00/00/0000 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| 191520 | | VILLAGE SUPERMARKET OF NJ | 41.47 | #02960171329 Shop Rite refreshment supplies for Senior Services programming an | 12/31/2025 | 00/00/0000 |
| 191520 | | VILLAGE SUPERMARKET OF NJ | 40.17 | #02960287772 Shop Rite refreshment supplies for Senior Services programming an | 12/31/2025 | 00/00/0000 |
| **Total: BUDGET RETIRED CITIZENS PROGRAM O/E** | | | **1,558.00** | | | |
| **91-2010-00-8802- - BUDGET RIGHT TO KNOW O/E** | | | | | | |
| **91-2010-00-8802-110 - RIGHT TO KNOW O/E SUPPLIES & MATERIALS** | | | | | | |
| 191886 | | WB MASON CO. INC. | 125.52 | #262377974 NuDell Acrylic Sign Holder, 8 1/2 x 11, Clear | 06/03/2026 | 00/00/0000 |
| **Total: BUDGET RIGHT TO KNOW O/E** | | | **125.52** | | | |
| **91-2010-00-8902- - BUDGET GARBAGE-TRASH COLLECTION FEE** | | | | | | |
| **91-2010-00-8902-160 - GARBAGE-TRASH REMOVAL O/E RESIDENT REIMBURSEMENTS** | | | | | | |
| 192071 | 26000981 | 300-306 MAIN ST. LTD. | 9,536.94 | 2024 and 2025 trash collection reimbursement | 06/24/2026 | 06/24/2026 |
| **Total: BUDGET GARBAGE-TRASH COLLECTION FEE** | | | **9,536.94** | | | |
| **91-2010-00-9101- - BUDGET PARKS & PLAYGROUNDS S&W** | | | | | | |
| **91-2010-00-9101-010 - PARKS & PLAYGROUNDS S&W SALARIES & WAGES** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 19,883.83 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -19,883.83 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 21,260.00 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192022 | 91201044 | TOWNSHIP OF WEST ORANGE | 783.28 | GROSS PAY PR13 - HOURLY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-9101-030 - PARKS & PLAYGROUNDS S&W Hourly Pay** | | | | | | |
| 192022 | 91201044 | TOWNSHIP OF WEST ORANGE | 25,873.89 | GROSS PAY PR13 - HOURLY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-9101-090 - PARKS & PLAYGROUNDS S&W Longevity** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 352.56 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -352.56 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 352.56 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-9101-100 - PARKS & PLAYGROUNDS S&W Overtime** | | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 1,469.97 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -1,469.97 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 2,696.76 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET PARKS & PLAYGROUNDS S&W** | | | **50,966.49** | | | |
| **91-2010-00-9102- - BUDGET PARKS & PLAYGROUNDS O/E** | | | | | | |
| **91-2010-00-9102-090 - PARKS & PLAYGROUNDS O/E OFFICIALS** | | | | | | |
| 192000 | | MATTHEW COSTELLO | 180.00 | 5/14/26,5/18/26,5/21/26 basketball scorekeeper | 12/31/2025 | 00/00/0000 |
| 192002 | | DYLAN CHURCH | 240.00 | 1/4/26,1/11/26,1/18/26,1/25/26,2/1/26,2/8/26,2/22/26,3/1/26 travel basketball | 12/31/2025 | 00/00/0000 |
| 192036 | | LYLE LAUTERBACH | 720.00 | YR 2026: 4/13,4/18,4/25,4/27,5/11,5/13,5/15,5/27,5/29 lacrosse scorekeeper | 12/31/2025 | 00/00/0000 |
| 192035 | | DEREK HALEY | 365.00 | 5/11//26, 5/13/26 lacrosse/basketball official | 12/31/2025 | 00/00/0000 |
| **91-2010-00-9102-112 - PARKS & PLAYGROUNDS O/E MATERIALS-PAINT** | | | | | | |
| 192041 | | ROSSI & COMPANY | 189.40 | #1035203 paint for jenkins park | 12/31/2025 | 00/00/0000 |
| **91-2010-00-9102-120 - PARKS & PLAYGROUNDS O/E MATERIALS-CLAY, CALCI** | | | | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| 191875 | | PARTAC PEAT INC. | 975.00 | #2026-49516 natural corn cob absorbent | 12/31/2025 | 00/00/0000 |
| 191875 | | PARTAC PEAT INC. | 520.00 | #2026-49516 delivery with lift gate serv | 12/31/2025 | 00/00/0000 |
| 190259 | | HOME DEPOT | 611.98 | #7800331 2026 JAN-MARCH REC GARAGE SUPPLIES | 12/31/2025 | 00/00/0000 |
| **91-2010-00-9102-201** | | **- PARKS & PLAYGROUNDS O/E MPSN-ATHLETIC** | | | | |
| 192008 | | FORTISSIMO | 556.25 | DELIVERY DATE: 6/9/26 refreshments for special needs party | 12/31/2025 | 00/00/0000 |
| 192105 | | MASCHIO'S FOOD SERVICE INC | 700.00 | #21528 food for special needs prom | 12/31/2025 | 00/00/0000 |
| 192106 | | TEERICO LLC | 140.00 | #3058 pool staff tshirts | 12/31/2025 | 00/00/0000 |
| **91-2010-00-9102-270** | | **- PARKS & PLAYGROUNDS O/E Site Mangers Various Sites** | | | | |
| 192074 | | ROBERT KOST | 675.00 | 4/13 4/18 4/25 4/27 5/13 5/15 5/29 lacrosse site manager | 12/31/2025 | 00/00/0000 |
| **Total: BUDGET PARKS & PLAYGROUNDS O/E** | | | **5,872.63** | | | |
| **91-2010-00-9302-** | | **- BUDGET CELECRATION OF PUBLIC EVENTS O** | | | | |
| **91-2010-00-9302-206** | | **- CELECRATION OF PUBLIC EVENTS O EASTER EGG HUNT** | | | | |
| 191371 | 26000978 | ALEXA MILET | 250.00 | #37461 Balloon Arch for Spring Event | 12/31/2025 | 06/22/2026 |
| **91-2010-00-9302-210** | | **- CELECRATION OF PUBLIC EVENTS O SPORTS & GAMES NIGHT** | | | | |
| 192062 | | AWISCO | 49.00 | #02099708 supplies for sports n game | 12/31/2025 | 00/00/0000 |
| 192059 | | VILLAGE SUPERMARKET OF NJ | 23.96 | #02960527546 Supplies needed sports & gams night | 12/31/2025 | 00/00/0000 |
| **Total: BUDGET CELECRATION OF PUBLIC EVENTS O** | | | **322.96** | | | |
| **91-2010-00-9401-** | | **- BUDGET CONSTRUCTION S&W** | | | | |
| **91-2010-00-9401-010** | | **- CONSTRUCTION S&W Base Salary Pay** | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 11,382.05 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -11,382.05 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 11,382.05 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192022 | 91201044 | TOWNSHIP OF WEST ORANGE | 7,834.73 | GROSS PAY PR13 - HOURLY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-9401-030** | | **- CONSTRUCTION S&W SPECIAL REQUESTS** | | | | |
| 192022 | 91201044 | TOWNSHIP OF WEST ORANGE | 688.61 | GROSS PAY PR13 - HOURLY | 06/16/2026 | 06/18/2026 |
| **91-2010-00-9401-100** | | **- CONSTRUCTION S&W Overtime** | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 3,478.64 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -3,478.64 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 3,030.67 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET CONSTRUCTION S&W** | | | **22,936.06** | | | |
| **91-2010-00-9500-** | | **- BUDGET ELECTRICITY O/E** | | | | |
| **91-2010-00-9500-150** | | **- ELECTRICITY O/E ELECTRICITY RECREATION** | | | | |
| 192058 | | PUBLIC SERVICE ELECTRIC & GAS | 816.81 | MAY 2026 #6753256105- Boland Drive | 12/31/2025 | 00/00/0000 |
| 192058 | | PUBLIC SERVICE ELECTRIC & GAS | 2,429.29 | MAY 2026 #6738781407- William St. | 12/31/2025 | 00/00/0000 |
| 192058 | | PUBLIC SERVICE ELECTRIC & GAS | 1,265.76 | MAY 2026 #7109451607- Carteret St. | 12/31/2025 | 00/00/0000 |
| 192058 | | PUBLIC SERVICE ELECTRIC & GAS | 271.62 | MAY 2026 #7673846705- Boland Drive | 12/31/2025 | 00/00/0000 |
| 192007 | | PUBLIC SERVICE ELECTRIC & GAS | 16.25 | MAY 2026 #7743368505-Rooney cir | 12/31/2025 | 00/00/0000 |
| **Total: BUDGET ELECTRICITY O/E** | | | **4,799.73** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **91-2010-00-9504-** | **- BUDGET WATER- O/E** | | | | | |
| **91-2010-00-9504-147** | **- WATER- O/E WATER-BLDG & PROPERTY** | | | | | |
| | 192011 | NJ AMERICAN WATER CO. | 26.00 | APRIL 2026 210027096209 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 269.32 | APRIL 2026 210044194061 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 208.14 | APRIL 2026 210044192232 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 26.00 | APRIL 2026 210025997344 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 77.60 | APRIL 2026 210022214156 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 275.69 | APRIL 2026 210027023690 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 275.69 | APRIL 2026 210027023256 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 227.44 | APRIL 2026 210027164775 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 315.46 | APRIL 2026 220005806274 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 168.61 | APRIL 2026 210023024516 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 248.31 | APRIL 2026 210027023799 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 26.00 | APRIL 2026 210027025368 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 74.61 | APRIL 2026 210027097189 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 269.32 | NJAW BILLS - APRIL 2026: 210026261130 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 678.84 | APRIL 2026 210025931603 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 266.03 | APRIL 2026 210027023966 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 132.14 | APRIL 2026 210027023331 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 122.86 | APRIL 2026 210027097080 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 285.33 | APRIL 2026 210027023065 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 151.81 | APRIL 2026 210027024600 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 127.56 | APRIL 2026 210027268356 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 269.32 | APRIL 2026 210027713801 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 127.56 | APRIL 2026 210026768860 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 127.56 | APRIL 2026 210025325147 | 12/31/2025 | 00/00/0000 |
| | 192011 | NJ AMERICAN WATER CO. | 127.56 | APRIL 2026 210027932466 | 12/31/2025 | 00/00/0000 |
| **91-2010-00-9504-150** | **- WATER- O/E WATER-RECREATION** | | | | | |
| | 192075 | NJ AMERICAN WATER CO. | 372.64 | 5.19.26-6.16.26 #1018-210027024914-ST CLOUD AVE | 12/31/2025 | 00/00/0000 |
| | 192075 | NJ AMERICAN WATER CO. | 28.23 | 5.19.26-6.16.26 #1018210027096445-CARTERET ST | 12/31/2025 | 00/00/0000 |
| | 192075 | NJ AMERICAN WATER CO. | 225.97 | 5.19.26-6.16.26 #1018-210027025948-RALPH RD | 12/31/2025 | 00/00/0000 |
| | 192075 | NJ AMERICAN WATER CO. | 66.82 | 5.19.26-6.16.26 #1018-210027022611-FRANKLIN AVE | 12/31/2025 | 00/00/0000 |
| | 192075 | NJ AMERICAN WATER CO. | 28.23 | 5.19.26-6.16.26 #1018-210027023416-LIBERTY ST | 12/31/2025 | 00/00/0000 |
| | 192075 | NJ AMERICAN WATER CO. | 28.23 | 5.19.26-6.16.26 #1018-210027022703-SEWARD ST | 12/31/2025 | 00/00/0000 |
| | 192075 | NJ AMERICAN WATER CO. | 47.53 | 5.19.26-6.16.26 #1018-210027022543-CHERRY ST | 12/31/2025 | 00/00/0000 |
| | 192075 | NJ AMERICAN WATER CO. | 28.23 | 5.19.26-6.16.26 #1018-210027024983-ST CLOUD AVE | 12/31/2025 | 00/00/0000 |
| | 192075 | NJ AMERICAN WATER CO. | 235.61 | 5.19.26-6.16.26 #1018-210027025887-RALPH RD | 12/31/2025 | 00/00/0000 |
| | 192075 | NJ AMERICAN WATER CO. | 28.23 | 5.19.26-6.16.26 #1018-210027023492-PARK AVE | 12/31/2025 | 00/00/0000 |
| | 192103 | NJ AMERICAN WATER CO. | 80.18 | 5.19.26-6.16.26 #1018-210027096292-CARTERET ST | 12/31/2025 | 00/00/0000 |
| | 192103 | NJ AMERICAN WATER CO. | 100.67 | 5.21.26-6.18.26 #1018-210024526954-BOLAND DR | 12/31/2025 | 00/00/0000 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **Total: BUDGET WATER- O/E** | | | **6,175.33** | | | |
| **91-2010-00-9613-** | **- BUDGET MEDICAL TRANSPORT BILLING SERV** | | | | | |
| **91-2010-00-9613-090** | **- MEDICAL TRANSPORT BILLING SERV MEDICAL TRANSPORT BILLING SERVICE** | | | | | |
| 192039 | | BARNABAS HEALTH, INC. | 5,090.74 | #0010 ALS BILLING MAY 2026 | 12/31/2025 | 00/00/0000 |
| **Total: BUDGET MEDICAL TRANSPORT BILLING SERV** | | | **5,090.74** | | | |
| **91-2010-00-9903-** | **- BUDGET FICA O/E** | | | | | |
| **91-2010-00-9903-080** | **- FICA O/E FICA** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 22,830.16 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 20,260.05 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -22,830.16 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -20,260.05 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 20,588.64 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 23,365.91 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192022 | 91201044 | TOWNSHIP OF WEST ORANGE | 4,851.61 | GROSS PAY PR13 - HOURLY | 06/16/2026 | 06/18/2026 |
| 192022 | 91201044 | TOWNSHIP OF WEST ORANGE | 1,134.57 | GROSS PAY PR13 - HOURLY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET FICA O/E** | | | **49,940.73** | | | |
| **91-2010-00-9907-** | **- BUDGET DEFINED CONTRIBUTION RET. O/E** | | | | | |
| **91-2010-00-9907-080** | **- DEFINED CONTRIBUTION RET. O/E DEFINED CONTRIBUTION RET. PLAN** | | | | | |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | 100.90 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 191999 | 91201041 | TOWNSHIP OF WEST ORANGE | -100.90 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192020 | 91201042 | TOWNSHIP OF WEST ORANGE | 100.90 | GROSS PAY PR13 - SALARY | 06/16/2026 | 06/18/2026 |
| 192022 | 91201044 | TOWNSHIP OF WEST ORANGE | 1,034.65 | GROSS PAY PR13 - HOURLY | 06/16/2026 | 06/18/2026 |
| **Total: BUDGET DEFINED CONTRIBUTION RET. O/E** | | | **1,135.55** | | | |
| **91-2030-00-2952-** | **- APPROPRIATION RESERVES COMPTROLLER O/E** | | | | | |
| **91-2030-00-2952-070** | **- COMPTROLLER O/E MISCELLANEOUS** | | | | | |
| 187235 | | SHI INTERNATIONAL | 95,771.27 | BALANCE INV# B19466272 quote 2573556 Resolution 74-25 Edmunds | 03/03/2025 | 00/00/0000 |
| **91-2030-00-2952-081** | **- COMPTROLLER O/E PAYROLL SERVICES** | | | | | |
| 189052 | | SHI INTERNATIONAL | 24,632.59 | #B21312972 ESOLUTION 181-25 PROVISON AND SUPPORT PRIMEPOINT SOFTWARE QUOTE 264 | 08/15/2025 | 00/00/0000 |
| **Total: APPROPRIATION RESERVES COMPTROLLER O/E** | | | **120,403.86** | | | |
| **91-2040-41-2020-** | **- GRANT RESERVES ESSEX CTY DELINQUENCY** | | | | | |
| **91-2040-41-2020-226** | **- ESSEX CTY DELINQUENCY 2026 ESSEX CTY DELINQUENCY** | | | | | |
| 192025 | | WW GRAINGER INC | 2,765.80 | #9954388083 2 misting fan quote 2064951509 | 06/16/2026 | 00/00/0000 |
| 192023 | | WEST ORANGE SCHOOL DISTRICT | 750.00 | 06.22.2026 transportation JPA | 06/16/2026 | 00/00/0000 |
| 191980 | | VANDERHOOF TRANSPORTATION CO | 1,520.00 | #78900 BUS TO YANKEES GAME 08.13.2026 PLUS PARKING FEE | 06/11/2026 | 00/00/0000 |
| 192069 | | VANDERHOOF TRANSPORTATION CO | 1,125.00 | #78942 TRANPORTATION TO MOUNTAIN CREEK 07.16.26 TRIP | 06/24/2026 | 00/00/0000 |
| 192070 | | VANDERHOOF TRANSPORTATION CO | 1,205.00 | #78943 TRANSPORATION TO METS GAME 08.19.2026 | 06/24/2026 | 00/00/0000 |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| 192066 | | QB JV HOLDINGS, LLC | 2,105.00 | 08.19.2026 JPA METS TICKETS | 06/23/2026 | 00/00/0000 |
| 192034 | | CAMDEN AQUARIUM LLC | 2,159.55 | RSVP # 942606170177 TRIP 07.30.2026 ADVENTURE AQUARIUM | 06/17/2026 | 00/00/0000 |
| 192033 | | VANDERHOOF TRANSPORTATION CO | 1,095.00 | #78919 BUS FOR TRIP 07.30.2026 | 06/17/2026 | 00/00/0000 |
| **Total: GRANT RESERVES ESSEX CTY DELINQUENCY** | | | **12,725.35** | | | |
| **91-2040-41-4000-** | | **- GRANT RESERVES SUSTAINABLE JERSEY SMALL GRANT** | | | | |
| **91-2040-41-4000-219** | | **- SUSTAINABLE JERSEY SMALL GRANT 2019 SUSTAINABLE JERSEY SMALL GRANT** | | | | |
| 191710 | | PLEASANTDALE NURSERIES | 1,900.00 | #01719 8 7-8' trees stakes and ties | 12/31/2025 | 00/00/0000 |
| **Total: GRANT RESERVES SUSTAINABLE JERSEY SMALL GRANT** | | | **1,900.00** | | | |
| **91-2040-41-9038-** | | **- GRANT RESERVES HUD-O'CONNOR PARK RECONSTRUC** | | | | |
| **91-2040-41-9038-223** | | **- HUD-O'CONNOR PARK RECONSTRUC 2023 HUD-O'CONNOR PARK RECONSTRUC** | | | | |
| 189835 | | GREENMAN-PEDERSEN, INC | 1,705.00 | #435767 RES 244-25 PROFESSIONAL SERVICE NOT TO EXCEED | 12/01/2025 | 00/00/0000 |
| **Total: GRANT RESERVES HUD-O'CONNOR PARK RECONSTRUC** | | | **1,705.00** | | | |
| **91-2040-41-9047-** | | **- GRANT RESERVES OSPAC CRYSTAL LAKE GRANT** | | | | |
| **91-2040-41-9047-001** | | **- OSPAC CRYSTAL LAKE GRANT OSPAC CRYSTAL LAKE GRANT** | | | | |
| 190436 | | ZN CONSTRUCTION LLC | 207,142.60 | Engineer's Certificate No. 4 RES 22-26 SITE IMPV OSPAC | 01/23/2026 | 00/00/0000 |
| **Total: GRANT RESERVES OSPAC CRYSTAL LAKE GRANT** | | | **207,142.60** | | | |
| **91-2080-00-0200-** | | **- RESERVE FOR TAX APPEAL RESERVE FOR TAX APPEAL - ATTORRNEY FEE** | | | | |
| **91-2080-00-0200-** | | **- RESERVE FOR TAX APPEAL - ATTORRNEY FEE RESERVE FOR TAX APPEAL - ATTORRNEY FEE** | | | | |
| 187036 | | PROFESSIONAL PROPERTY APPRAISE | 23,457.10 | FINAL #04230626 Res 167-23 reval po closed in error | 02/12/2025 | 00/00/0000 |
| **Total: RESERVE FOR TAX APPEAL RESERVE FOR TAX APPEAL - ATTORRNEY FEE** | | | **23,457.10** | | | |
| **91-2150- - -** | | **- RES. FOR TAX TITLE LIENS RES. FOR TAX TITLE LIENS** | | | | |
| **91-2150- - -** | | **- RES. FOR TAX TITLE LIENS RES. FOR TAX TITLE LIENS** | | | | |
| 192001 | 26000979 | RTLF-NJ II LLC | 1,145.51 | LIEN REDEMPTION CERT#25-022 | 12/31/2025 | 06/22/2026 |
| **Total: RES. FOR TAX TITLE LIENS RES. FOR TAX TITLE LIENS** | | | **1,145.51** | | | |
| **91-2155- - -** | | **- RES. FOR TTL PREMIUM RES. FOR TTL PREMIUM** | | | | |
| **91-2155- - -** | | **- RES. FOR TTL PREMIUM RES. FOR TTL PREMIUM** | | | | |
| 192001 | 26000979 | RTLF-NJ II LLC | 100.00 | PREMIUM | 12/31/2025 | 06/22/2026 |
| **Total: RES. FOR TTL PREMIUM RES. FOR TTL PREMIUM** | | | **100.00** | | | |
| **91-2820- - -** | | **- SCHOOL TAXES PAYABLE SCHOOL TAXES PAYABLE** | | | | |
| **91-2820- - -** | | **- SCHOOL TAXES PAYABLE SCHOOL TAXES PAYABLE** | | | | |
| 192021 | 91201043 | WEST ORANGE BOARD OF EDUCATIO | 13,729,491.40 | SCHOOL TAXES LEVY FOR JUNE 2026 | 06/16/2026 | 06/16/2026 |
| 192021 | 91201043 | WEST ORANGE BOARD OF EDUCATIO | -13,729,491.40 | SCHOOL TAXES LEVY FOR JUNE 2026 | 06/16/2026 | 06/16/2026 |
| 192021 | 91201132 | WEST ORANGE BOARD OF EDUCATIO | 6,864,745.70 | SCHOOL TAXES LEVY FOR JUNE 2026 | 06/16/2026 | 06/23/2026 |
| **Total: SCHOOL TAXES PAYABLE SCHOOL TAXES PAYABLE** | | | **6,864,745.70** | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| Fund Total: 91 | | | 9,765,795.15 | | | |

| Purchase Order | Chk Num | Vendor | Amount | Invoice | P.O. Date | Paid Date |
|---|---|---|---|---|---|---|
| **98-2010-55-5022-** | **- BUDGET POOL OTHER EXPENSES** | | | | | |
| **98-2010-55-5022-073** | **- POOL OTHER EXPENSES MAINT-BUILDINGS** | | | | | |
| 191932 | | RECREATION SUPPLY COMPANY | 2,130.96 | #543621 #543943 #543201 pool supplies needed-handrail, rubber non slip floorin | 12/31/2025 | 00/00/0000 |
| **98-2010-55-5022-075** | **- POOL OTHER EXPENSES MAINT. PLUMBING** | | | | | |
| 191418 | | ROCCO CIUFALO PLUMBING LLC | 2,369.82 | #44741 POOL PLUMBING START UP | 12/31/2025 | 00/00/0000 |
| **98-2010-55-5022-113** | **- POOL OTHER EXPENSES CHEMICALS** | | | | | |
| 191383 | | WR NEUMANN CO INC. | 2,925.00 | #65897 chemicals/chlorine pool 2026 | 12/31/2025 | 00/00/0000 |
| **98-2010-55-5022-114** | **- POOL OTHER EXPENSES ATHLETIC SUPPLIES** | | | | | |
| 192003 | | VANDERHOOF TRANSPORTATION CO | 1,590.00 | #78897 trans for swim team | 12/31/2025 | 00/00/0000 |
| **Total: BUDGET POOL OTHER EXPENSES** | | | **9,015.78** | | | |
| **Fund Total: 98** | | | **9,015.78** | | | |

**175-26**
**July 7, 2026**

**RESOLUTION**

**WHEREAS**, Township Ordinance 1115-92 grants to this Township Council the discretion to reimburse the owners of one – family residential dwellings who do not receive garbage collection services from the Township of West Orange for the costs in an amount equal to the actual cost of private garbage collection or equal to the estimate of the cost to the Township if they were to provide said services, whichever is lower; and

**WHEREAS**, this council desires to reimburse those home owner associations or individuals; who have complied with the terms of Ordinance 1115-92, for the cost of private garbage collection for the period of January 1, 2024-December 31, 2025; and

**WHEREAS**, there is attached here to and, made part here a report of the Chief Financial Officer detailing the names of those who have filed for reimbursement and the sum of monies the applicants are entitled to for the period of January 1, 2024 through December 31, 2025; and

**NOW, THEREFORE BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**, that the private home owners associations or individuals set forth in the attached report of the Chief Financial Officer and those who subsequently apply be paid the sums set forth therein as reimbursement for their costs of private garbage collection for the period of January 1, 2024 through December 31, 2025; and

**NOW, THEREFORE BE IT RESOLVED** that the Chief Financial Officer issue the appropriate check to comply with this resolution as soon as is feasible.

**Karen J. Carnevale, R.M.C., Municipal Clerk** **Susan Scarpa, Council President**

**Adopted: July 7, 2026**

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

**John C. Ditinyak, Chief Financial Officer**

175-26

Township of West Orange
Department of Finance
300-306 Main Street Garbage Reimbursement for 2024 and 2025

| | Vendor # | Period | Applicant | Units | Township Calculated Rate per Unit | Maximum Reimbursement |
|---|---|---|---|---|---|---|
| * | 202900 | 1/1/2024 to 12/31/2024 | 300-306 Main Street LLC | 27 | 171.02 | $ 4,617.54 |
| | 202900 | 1/1/2025 to 12/31/2025 | 300-306 Main Street LLC | 27 | 182.20 | 4,919.40 |
| | | | | | Grand Total | $ 9,536.94 |

** 2024 Rate per unit is a blend of the previous contract (1/1/2024 to 5/31/2024 $155.37 per unit) and the new contract (6/1/2024 to 12/31/2024 $182.20 per unit).*

MEMORANDUM

CERTIFICATION OF SOLID WASTE COST
01/01/2024 to 05/31/2024

| | | | |
|---|---|---|---|
| Collection of Refuse and Bulky Trash - 16,992 Units | | | |
| ($2,011,267/16,992) | 118.37 | 9.86 | |
| Total Collection Fee per month based on bidded contract | | 9.86 | |
| Total collection Fee per year per unit | ($17.48 X 12 months) | | 118.37 |
| Tipping Fee @ Essex County Resource Recovery Facility | | $ 74.00 | |
| | | 74.00 | |
| Tons of Solid Waste per unit per year | | 0.5 | |
| Total Tipping Fee per unit per year | | | 37.00 |
| Total Solid Waste Cost per unit per year | | | 155.37 |

MEMORANDUM

CERTIFICATION OF SOLID WASTE COST
06/01/2024 to 12/31/2024

| | | | |
|---|---|---|---|
| Collection of Solid Waste & Recyling - 16,991 Units | | | |
| ($2,467,128/16991) | 145.20 | 12.10 | |
| Total Collection Fee per month based on bidded contract | | 12.10 | |
| Total collection Fee per year per unit | ($12.10.13 X 12 months) | | 145.20 |
| Tipping Fee @ Essex County Resource Recovery Facility | | 74.00 | |
| | | 74.00 | |
| Tons of Solid Waste per unit per year* | | 0.5 | |
| Total Tipping Fee per unit per year | | | 37.00 |
| Total Solid Waste Cost per unit per year | | | 182.20 |

MEMORANDUM

CERTIFICATION OF SOLID WASTE COST
01/01/2025 to 12/31/2025

| | | | |
|---|---|---|---|
| Collection of Solid Waste & Recyling - 16,991 Units | | | |
| ($2,467,128/16991) | 145.20 | 12.10 | |
| Total Collection Fee per month based on bidded contract | | 12.10 | |
| Total collection Fee per year per unit | ($12.10.13 X 12 months) | | 145.20 |
| Tipping Fee @ Essex County Resource Recovery Facility | | 74.00 | |
| | | 74.00 | |
| Tons of Solid Waste per unit per year* | | 0.5 | |
| Total Tipping Fee per unit per year | | | 37.00 |
| Total Solid Waste Cost per unit per year | | | 182.20 |

# TOWNSHIP OF WEST ORANGE

*66 MAIN STREET, WEST ORANGE, N.J. 07052*

## ADMINISTRATION AND FINANCE


SUSAN McCARTNEY
*Mayor*

JOHN C. DITINYAK, C.M.F.O.
*Chief Financial Officer*

Tel: (973) 325-4070
Fax: (973) 736-9182
E-mail: jditinyak@westorange.org
www.westorange.org


APPLICATION FOR REIMBURSEMENT FOR GARBAGE AND REFUSE COLLECTION
COSTS PURSUANT TO CHAPTER 11 OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE

(PLEASE TYPE OR PRINT)

1. NAME: 300-306 Main St, LLC 2. TELEPHONE NUMBER: 973 356-0893
3. STREET ADDRESS: 300-306 Main St W. Orange NJ 07052
4. BLOCK 14.01 LOT: 1.01 (FOR WHICH REIMBURSEMENT IS SOUGHT)
5. NAME OF ASSOCIATION OR GROUP: 300-306 Main St LLC
6. ADDRESS: P.O. Box 297257 Brooklyn, NY 11229 7. NO. OF UNITS 27
8. NAME OF FIRM PROVIDING SERVICE: A Shpa Mgt
9. PRESENT REFUSE COLLECTION COSTS: $9420.00 (WEEKLY, MONTHLY, (YEARLY))
10. SERVICE PAYMENTS MADE BY ( ) INDIVIDUAL ( ) ASSOCIATION (X) OTHER (SPECIFY) Management Co
11. TOTAL AMOUNT OF REIMBURSEMENT SOUGHT: $9420.00
12. PERIOD FOR WHICH REIBMURSEMENT IS SOUGHT: Jan 2024 - Dec 2024
13. ENCLOSE COPIES OF ALL BILLS FOR WHICH REIMBURSEMENT IS SOUGHT. PLEASE SHOW NUMBER OF UNITS BEING COLLECTED FOR EACH PERIOD
14. COPY OF SERVICE AGREEMENT OR CONTACT.

APPLICANT'S CERTIFICATION

I certify that the foregoing statements and information are true to the best of my knowledge and belief. I am aware that is any of the foregoing is willfully false, I am subject to punishment

BY: [signature] TITLE: A/P DATE: 6-25-26

PLEASE RETURN APPLICATION AND COPIES OF BILLS TO:
JOHN C. DITINYAK
CHIEF FINANCIAL OFFICER
TOWNSHIP OF WEST ORANGE
66 MAIN STREET
WEST ORANGE, NJ 07052

(BELOW FOR OFFICIAL USE ONLY)

APPROVAL: Chief Financial Officer [signature]

# TOWNSHIP OF WEST ORANGE

*66 MAIN STREET, WEST ORANGE, N.J. 07052*

## ADMINISTRATION AND FINANCE


**SUSAN McCARTNEY**
*Mayor*

**JOHN C. DITINYAK, C.M.F.O.**
*Chief Financial Officer*

Tel: (973) 325-4070
Fax: (973) 736-9182
E-mail: jditinyak@westorange.org
www.westorange.org


**APPLICATION FOR REIMBURSEMENT FOR GARBAGE AND REFUSE COLLECTION COSTS PURSUANT TO CHAPTER 11 OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE**

(PLEASE TYPE OR PRINT)

1. NAME: 300-306 Main St, LLC 2. TELEPHONE NUMBER: 973 356-0873
3. STREET ADDRESS: 300-306 Main St W. Orange NJ 07052
4. BLOCK 14.01 LOT: 1.01 (FOR WHICH REIMBURSEMENT IS SOUGHT)
5. NAME OF ASSOCIATION OR GROUP: 300-306 Main St LLC
6. ADDRESS: P.O. Box 297257 Brooklyn, NY 11229 7. NO. OF UNITS 27
8. NAME OF FIRM PROVIDING SERVICE: Alpha Mgt
9. PRESENT REFUSE COLLECTION COSTS: $ 11,550.00 (WEEKLY, MONTHLY, YEARLY)
10. SERVICE PAYMENTS MADE BY ( ) INDIVIDUAL ( ) ASSOCIATION (X) OTHER (SPECIFY) Management Co
11. TOTAL AMOUNT OF REIMBURSEMENT SOUGHT: $ 11,550.00
12. PERIOD FOR WHICH REIBMURSEMENT IS SOUGHT: Jan 25 - Dec 25
13. ENCLOSE COPIES OF ALL BILLS FOR WHICH REIMBURSEMENT IS SOUGHT. PLEASE SHOW NUMBER OF UNITS BEING COLLECTED FOR EACH PERIOD
14. COPY OF SERVICE AGREEMENT OR CONTACT.

**APPLICANT'S CERTIFICATION**

I certify that the foregoing statements and information are true to the best of my knowledge and belief. I am aware that is any of the foregoing is willfully false, I am subject to punishment

BY: Cindy Jin TITLE: A/P DATE: 6-25-26

**PLEASE RETURN APPLICATION AND COPIES OF BILLS TO:**
JOHN C. DITINYAK
CHIEF FINANCIAL OFFICER
TOWNSHIP OF WEST ORANGE
66 MAIN STREET
WEST ORANGE, NJ 07052

---

**(BELOW FOR OFFICIAL USE ONLY)**

APPROVAL: Chief Financial Officer

**176-26**
**July 7, 2026**

**FOR PURCHASE OF FIREFIGHTER PPE GEAR UNDER**

**NJ STATE CONTRACT #T0790**

**WHEREAS**, the Township of West Orange Fire Department has five new probationary firefighters that shall supply PPE gear to, and also to replace existing employee's PPE gear which is damaged or worn equipment; and

**WHEREAS**, the State Contract authorized dealer can supply the Township with all the Fire Departments requirements under its state contract #T0790 for Firefighter Protective Clothing, Equipment and Supplies; and

**WHEREAS**, pursuant to the provision of N.J.S.A. 40A: 11-12, a Contracting Unit may, without advertising for bids, purchase any materials, supplies or equipment under any contract or contracts for such materials, supplies or equipment entered into on behalf of the State by the Division of Purchase and Property in the Department of the Treasury.

**NOW BE IT RESOLVED**, by the Municipal Council of the Township of West Orange hereby authorizes the purchase of Firefighter PPE from Firefighter One, 34 Wilson Drive, Sparta, NJ 07871 an authorized dealer for the above contract in the amount of not to exceed $58,276.00.

**BE IT FURTHER RESOLVED**, by the Municipal Council of the Township of West Orange that this resolution together with a property executed purchase order shall constitute an agreement between the Township and Firefighter One subject to all conditions applicable to the current State Contract.

**Karen J. Carnevale, R.M.C., Municipal Clerk** **Susan Scarpa, Council President**

**Adopted: July 7, 2026**

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

**John C. Ditinyak, Chief Financial Officer**

176-26

# Quote

#SQ-00304090

6/26/2026

Firefighter One
34 Wilson Drive
Sparta NJ 07871
United States

**Bill To**

West Orange Fire Department
Accounts Payable
415 Valley Rd.
West Orange NJ 07052
United States

**Ship To**

West Orange Fire Department
West Orange Fire Department
415 Valley Rd.
West Orange NJ 07052
United States

**TOTAL**

**$58,276.00**

**Expires: 7/26/2026**

| Sales Rep | Payment Terms | Shipping Method |
|---|---|---|
| Hollywood, David | Net 30 | Contract |

| Quantity | Item | Comments | Rate | Amount |
|---|---|---|---|---|
| 8 | **AEROFLEXCOAT**<br>Aeroflex Coat (Upgraded from FXR)Armour AP Outer Shell. PFAS FREE | | $3,010.15 | $24,081.20 |
| 8 | **AEROFLEXPANT**<br>Aeroflex Pant (Upgraded from FXR)Armour AP Outer Shell. PFAS FREE | | $2,723.05 | $21,784.40 |
| 30 | **H41L1NBFH-(OS) L**<br>Nomex® Nano Flex - Full Coverage Hood - Large | | $187.63 | $5,628.90 |
| 30 | **SVHC4044**<br>Sewn In H-Back Suspenders with Camlocks and Padding 40"-44" | | $68.75 | $2,062.50 |
| 30 | **G2LTBD**<br>Dex-Pro Glove - Gauntlet Cuff - Size TBD | | $157.30 | $4,719.00 |
| | **25-COMG-131372 - Fire-Dex LLC**<br>Price Line 1 from the State-Supplied Price Sheet Description: Turnout Gear Brand: Fire-Dex LLC Volume Discount: 0 ARO: 90 days | | | |
| 1 | **Contract Contract**<br>Free Shipping on Contract items | | $0.00 | $0.00 |

| | |
|---|---|
| **Subtotal** | $58,276.00 |
| **Tax Total (%)** | $0.00 |
| **Total** | $58,276.00 |

Authorized Signature: _____

Printed Name:_____

Purchase Order #: _____ *Physical P.O. must be received in order to process (if applicable)

**RETURN POLICY:** Special Order or Custom items are not returnable. All Returns are subject to a 20% restocking fee. No returns will be accepted without an RMA # issued by FF1. No Returns will be accepted after 60 days from date of purchase. Returning party responsible for shipping related charges. Returned merchandise must be in NEW and RESALABLE condition for credit to be applied.

**177-26**
**July 7, 2026**

**RESOLUTION AUTHORIZING THE COLLECTOR OF TAXES TO REBATE PAYMENT TO THE LISTED TAXPAYER PURSUANT TO FINAL JUDGMENT BY THE TAX COURT OF NEW JERSEY**

WHEREAS, final judgment on tax appeals has been rendered by the Tax Court of New Jersey on the petitions of the taxpayers listed on the attached schedule reducing the assessment.

WHEREAS, such judgment by merit of N.J.S.A. 54:3-27.2 shall be conclusive and binding upon the municipal assessor and taxing district;

NOW, THEREFORE BE IT RESOLVED by the West Orange Township Council that the Collector of Taxes and Treasurer of West Orange, be and they are hereby authorized, empowered and directed to cause to be paid to the said taxpayers the sums in full and final satisfaction to tax rebates due:

| | | | | | |
|---|---|---|---|---|---|
| ADDRESS | 40 FAIRWAY DR | | | | |
| BLOCK | 86.03 | | | | |
| LOT | 40 | | | | |
| QUAL | | | | | |
| | ASSESSMENT | | | | |
| YEAR | ORIGINAL | JUDGMENT | DIFFERENCE | TAX RATE | AMOUNT DUE |
| 2025 | $958,000.00 | $900,000.00 | $58,000.00 | 2.627 | $ 1,523.66 |
| **TOTAL** | | | | | **$ 1,523.66** |
| | | | | | |
| PAYABLE TO: | | | | | |
| **Wolf Vespasiano, LLC** | | | | | |
| 331 Main Street | | | | | |
| Chatham, NJ 07928 | | | | | |

**Karen J. Carnevale, R.M.C., Municipal Clerk** **Susan Scarpa, Council President**

**Adopted: July 7, 2026**

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

**John C. Ditinyak, Chief Financial Officer**

TAX COURT OF NEW JERSEY
COUNTY: Essex
DOCKET NO. 009588-2025

177-26

[redacted]

Plaintiff(s),

v

CIVIL ACTION
JUDGMENT

WEST ORANGE TWP

Defendant(s).

The parties having agreed upon a settlement, the assessment shall be as set forth below:

**Block:** 86.03
**Lot:** 40
**Street Address:** 40 FAIRWAY DRIVE
**Year:** 2025

**TAX COURT JUDGMENT**

| | |
|---|---|
| **Land:** | **$255,400.00** |
| **Improvements:** | **$644,600.00** |
| **Total:** | **$900,000.00** |

/s/ Jeffrey T. Gallus, Clerk/Administrator
Tax Court of New Jersey

Entered: 6/24/2026

Plaintiff(s) Attorney: Vincent L Esposito Esq
Defendant(s) Attorney: Edwin R Matthews Esq

Chad E. Wolf, Esq.
**WOLF VESPASIANO LLC**
331 Main Street
Chatham, NJ 07928
(973) 635-1100
Attorney for Plaintiff
Attorney ID No. 094072013

| | |
|---|---|
| [redacted] Plaintiff, | TAX COURT OF NEW JERSEY<br>Docket Nos. 009588-2025 |
| vs. | **Civil Action**<br>**STIPULATION OF SETTLEMENT**<br>(without Affidavit) |
| WEST ORANGE TWP Defendant. | Assigned Judge: Novin |

1. It is hereby stipulated and agreed that the assessment of the following property(ies) be adjusted and a judgment entered as follows:

   Block: 86.03 Lot: 40
   Year: 2025
   Street Address: 40 Fairway Dr.

| | Original Assessment | County Tax Board Judgment | Requested Tax Court Judgment |
|---|---|---|---|
| Land: | $ 255,400 | $ 255,400 | $ 255,400 |
| Impvts: | $ 702,600 | $ 702,600 | $ 644,600 |
| Total: | $ 958,000 | $ 958,000 | $ 900,000 |

2. The undersigned have made such examination of the value and proper assessment of the property(ies) and have obtained such appraisals, analysis and information with respect to the valuation and assessment of the property(ies) as they deem necessary and appropriate for the purpose of enabling them to enter into the stipulation. The assessor of the taxing district has been consulted by the attorney for the taxing district with respect to this settlement and has concurred.

3. Based upon the foregoing, the undersigned represent to the court that the above settlement will result in an

assessment at the fair assessable value of the property(ies) consistent with assessing practices generally applicable in the taxing district as required by law.

4. Statutory interest, pursuant to N.J.S.A. 54:3-27.2, having been waived by taxpayer, shall not be paid provided the tax refund is paid within 60 days of the date of entry of the Tax Court judgment. Refund shall be payable to "Wolf Vespasiano LLC Attorney Trust Account and [redacted]".

Dated: June 5, 2026

Vincent L. Esposito, Esq.
Attorney for Plaintiff

Dated: June 10, 2026

Edwin R. Matthews

Edwin R. Matthews, Esq.
Attorney for Defendant

# WOLF VESPASIANO LLC

**Chad E. Wolf, Esq.**
Chad@JerseyPropertyTax.com
**Vincent L. Esposito, Esq.**
Vincent@JerseyPropertyTax.com

331 Main Street
Chatham, NJ 07928
973-635-1100
973-635-1101 (Fax)
JerseyPropertyTax.com

**Michael A. Vespasiano, Esq., of Counsel**
Michael@JerseyPropertyTax.com
**Nathan P. Wolf, Esq., of Counsel**
Nate@JerseyPropertyTax.com

June 25, 2026

(VIA E-MAIL)

Kathy Longo, Tax Collector
66 Main Street
West Orange, NJ 07052

Re: [redacted] v West Orange Twp
Block 86.03, Lot 40 (40 Fairway Drive)
Tax Year 2025

Dear Ms. Longo,

Attached please find judgment of the Tax Court of New Jersey regarding the above-captioned property. Kindly forward refund check made payable to "Wolf Vespasiano LLC, Attorney Trust Account and [redacted]" to our office within 60 days pursuant to N.J.S.A. 54:3-27.2.

I have attached the Stipulation of Settlement for reference along with a breakdown. Please advise if there are any discrepancies due to a special taxing district rate or another unseen error.

If you have any questions or concerns, please do not hesitate to contact me. Thank you.

Very truly yours,

*/s/ Chad E. Wolf*

Chad E. Wolf

CEW/dmr
Enclosure

[redacted] v West Orange Twp - Block 86.03, Lot 40

## 2025 Tax Appeal Disbursement Breakdown

| | |
|---|---|
| Original Assessment | $958,000.00 |
| 2025 Judgment | $900,000.00 |
| Reduction | $58,000.00 |
| 2025 Tax Rate | 0.02627 |
| Total Tax Savings | $1,523.66 |

**178-26**
**July 7, 2026**

**RESOLUTION AUTHORIZING THE 2026 AGREEMENT BETWEEN TOWNSHIP OF WEST ORANGE AND RUTGERS NEW JERSEY MEDICAL SCHOOL GLOBAL TUBERCULOSIS INSTITUTE**

**WHEREAS**, the Township of West Orange (the "Township") finds that it is in the public interest to seek the highest possible quality of care for residents with tuberculosis as well as residents at high risk for undiagnosed tuberculosis, at the lowest possible cost; and

**WHEREAS**, the Township has the responsibility but not the capacity to provide tuberculosis health services for all of its residents; and

**WHEREAS**, the Township has the authority to contract for tuberculosis health services when it does not have the capacity to do so itself under N.J.A.C. 8:52-1 et. seq., Public Health Practice Standards for Local Boards of Health in New Jersey; and

**WHEREAS**, pursuant to N.J.S.A. 40A:11-5(2), the Township as the authority to enter into an agreement with the State or agency thereof, without public advertising for bids; and

**WHEREAS**, the Township finds it in the public interest to contract with the Rutgers New Jersey Medical School Global Tuberculosis Institute (the "University") for comprehensive tuberculosis health services; and

**WHEREAS**, the Township shall provide funding to the University in an amount not to exceed Eight Thousand Six Hundred and Forty Dollars and Eighty-Four Cents ($8,640.84) as payment for tuberculosis health services; and

**WHEREAS**, in exchange for the funding not to exceed Eight Thousand Six Hundred and Forty Dollars and Eighty-Four Cents ($8,640.84), the University shall provide tuberculosis health services to Township residents including diagnosis, treatment, and monitoring of tuberculosis and suspected tuberculosis cases; and

**NOW, THEREFORE, BE IT RESOLVED** by the Mayor and Council of the Township of West Orange, County of Essex, State of New Jersey as follows:

1. The Mayor and Township Clerk are hereby authorized to execute the Agreement in a substantially similar form as attached hereto, subject to Township Attorney approval, between the Township of West Orange and Rutgers New Jersey Medical School Global Tuberculosis Institute.
2. The Township of West Orange is hereby authorized to provide funding to the Rutgers New Jersey Medical School Global Tuberculosis Institute in an amount not to exceed Eight Thousand Six Hundred and Forty Dollars and Eighty Four Cents ($8,640.84).
3. Rutgers New Jersey Medical School Global Tuberculosis Institute is hereby authorized to provide comprehensive tuberculosis health services to the Township of West Orange and its' residents.
4. By this Resolution, all terms agreed upon in the Agreement between the Township and the University are incorporated herein.

**BE IT 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.**<br>**Township Clerk** | **Susan Scarpa**<br>**Council President** |

**Adopted: July 7, 2026**

**179-26**
**July 7, 2026**

# RESOLUTION

**WHEREAS**, the Township of West Orange (the "Township") seeks to enter into an Agreement for mental health services for the residents of the Township for the period commencing on January 1, 2026 and ending on December 31, 2026; and

**WHEREAS**, the Mental Health Association of Essex and Morris Counties (the "MHA"), a nonprofit corporation of the State of New Jersey has assisted the Township of West Orange Police Department (the "WOPD") by providing critical services to the community for de-escalation, response, treatment, and follow-up related to mental health calls since 2021; and

**WHEREAS,** the Professional Services are exempt from the requirements of public bidding pursuant to the Local Public Contracts Law, more specifically, N.J.S.A. 40A:11-5(1)(a)(i); and

**WHEREAS,** the MHA provides professional services through the provision of licensed mental health clinicians; and

**WHEREAS**, the collaborative efforts of the MHA and the WOPD has led to success in managing mental health related response calls in a manner that facilitates treatment and recovery while reducing involvement in the criminal justice system; and

**WHEREAS**, the MHA has provided successful training to the WOPD for the handling of interactions with and responses to persons in crises; and

**WHEREAS**, it is in the best interest of the Township, and its residents, have available to them such services for de-escalation, response, treatment, and follow-up related to mental health calls.

**NOW, THEREFORE, BE IT RESOLVED** by the Township Council of the Township of West Orange that the Township is hereby authorized to enter into the Agreement, annexed hereto as Exhibit "A" with the MHA for de-escalation, response, treatment, and follow-up services related to mental health calls; and be it further,

**RESOLVED**, that the Mayor be and is hereby authorized to execute the Agreement in a substantially similar form as annexed hereto as Exhibit "A," pursuant to Township attorney approval, and the Township Clerk be and is hereby authorized to attest to the Mayor's signature; and be it further

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

**Karen J. Carnevale, RMC, Municipal Clerk** **Susan Scarpa, Council President**

**Adopted: July 7, 2026**

179-26

**MEMORANDUM OF UNDERSTANDING FOR CO-RESPONDER PROGRAM BETWEEN THE TOWNSHIP OF WEST ORANGE POLICE DEPARTMENT AND MENTAL HEALTH ASSOCIATES OF ESSEX AND MORRIS COUNTIES**

This Memorandum of Understanding ("MOU") is hereby entered into between the Township of West Orange Police Department ("WOPD") and the Mental Health Association of Essex and Morris Counties ("MHA") for implementation of a co-responder program which provides critical services to the community for de-escalation, response, treatment, and follow-up.

**WHEREAS,** the WOPD and MHA participated in a pilot program between September 1, 2020 and February 1, 2021, ; and

**WHEREAS,** the WOPD and MHA continued their participation in the co-responder program between February 1, 2021 and October 1, 2021; and**WHEREAS,** the WOPD is highly decorated and experienced in addressing a myriad of circumstances; and

**WHEREAS,** between January 1, 2021 and through April 2026, the WOPD received 2,290 mental health calls; and

**WHEREAS,** mental health calls require immediate, compassionate and directed responses and follow ups to ensure de-escalation and the safety and well-being of the community; and

**WHEREAS,** the WOPD has previously implemented Operation HOPE (heroin-opiate prevention effort) to train volunteers and assist persons who voluntarily seek treatment; and

**WHEREAS,** between January 1, 2021 and the present, the Township has received 1,765 mental health calls, and the MHA has assisted with responding to 694 of those calls; and

**WHEREAS,** regardless of whether the Township and/or MHA responds to a mental health call in the community, MHA follows up with each individual encountered pursuant to a mental health call; and

**WHEREAS**, the Township received a grant on October 1, 2021 from the United States Department of Justice under the Connect and Protect: Law Enforcement Behavioral Health Responses Program ("DOJ Grant") which expired on September 30, 2025; and

**WHEREAS,** the Township finds that their partnership with the MHA has been beneficial to the health, welfare, and safety of the community; and

**WHEREAS**, the Township finds that it is in the best interest of the Township and its inhabitants to continue their partnership with the MHA.

**NOW, BE IT HEREBY AGREED BY AND BETWEEN THE TOWNSHIP AND MHA** as follows:



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**Deleted:** have begun collaborating on a pilot program

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**Deleted:** July 13, 2019 and July 13, 2020

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**Deleted:** the Township has previously entered into a ground-breaking pilot program with MHAEM but due to resources, MHAEM was only able to respond to 37 calls during the six (6) month initiative while there have been approximately 197 mental health calls demonstrating a need for further coverage and response

**Deleted:** the Township has made this a priority towards the health, welfare and safety of the entire community; and¶

**Deleted:** is desirous of applying to the

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1. **Term of Agreement**. This MOU shall be for a period of one (1) year beginning on January 1, 2026 through December 31, 2026.

2. **Payment.** The total fee for MHA's services is $196,000 which shall be paid at a rate of $16,333.33 per month.

3. **Program**. During the term of the program, MHA shall provide no less than one (1) trained counselor who shall have the requisite experience and training to co-respond with the WOPD to any designated mental health event or call for service Monday through Friday 7:00 am to 11:00 pm, not less than 80 hours per week.

4. **Reporting**. WOPD and MHA shall maintain full and complete records of all co-responder initiatives, responses, follow-up, and evaluation.

5. **Body Warn Camera**. Pursuant to WOPD guidelines, BWC shall be maintained at all times during any MHA co-response and any other mental health incidents so that WOPD and MHA may collaboratively review responses and debrief each other concerning any challenges, training needs and best practices.

6. **Communications**. WOPD and MHA shall implement a real time program so that the WOPD may know the cell phone number and other contact information for the MHA co-responder to ensure the most efficient response time to address all calls for mental health events.

7. **Supervisor Communications**. During the term of this MOU, the WOPD Chief of Police and his/her supervisors and the appropriate supervisory people at MHA shall have monthly telephone conference calls or live/zoom meetings to discuss all aspects of the program including any communication issues, evaluation processes, necessary training, and service to the community.

8. **Barricade Responses**: To utilize MHA, Co-Responders are to cohere to Attorney General Directive 2024-04, the Use of Force Policy Addendum C. The updated policy mandates that law enforcement officers responding to barricade incidents must include mental health professionals alongside crisis negotiators. These mental health experts are required to undergo training with law enforcement on a quarterly basis and will be accessible at all times to oversee communications with the individual in the barricade situation, providing guidance and support to facilitate a peaceful resolution.

9. **Records**. During the term of this MOU, the WOPD and MHA shall maintain full and complete records of all response calls, communications, any issues in communicating and all other aspects of the implementation and day to day aspects of this program.

10. **Indemnification**. WOPD and MHA shall maintain separate insurance with regard to all employees and other aspects of their operations. To the extent that any claim arises with regard to this program, the WOPD and MHA shall mutually indemnify each other to ensure that they are separately responsible for their employees' actions. WOPD and MHA shall maintain full and complete insurance in the appropriate amounts for any automobiles or other vehicles which are used with regard to co-responding. Nothing contained herein shall permit any violation of any traffic or other appropriate laws or ordinances.

**Deleted:** the first day of the month at least 30 days after the following have occurred: (i) approval by the Township Council; and (ii) implementation of sufficient trained staffing by MHAEM; and (iii) acknowledgment of the receipt of the DOJ Grant. The term shall be for not less than twelve (12) consecutive months.

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11. **Entire Agreement**. The recitals at the beginning of the Agreement are incorporated by reference and made a part of this MOU. The MOU may be supplemented by subsequent writings approved and executed by both parties.

12. **Governing Law and Choice of Forum**. The governing law and appropriate forum shall be the State of New Jersey, Superior Court of New Jersey, Essex County.

13. **Condition Subsequent**. The implementation of this MOU shall be specifically conditioned upon the award of the DOJ Grant and full and complete compliance with the DOJ Grant.

| | |
|---|---|
| **TOWNSHIP OF WEST ORANGE** | **MENTAL HEALTH ASSOCIATES OF ESSEX AND MORRIS COUNTIES** |
| By: _____ | By: _____ |
| Dated _____ | Dated _____ |

**180-26**
**July 7, 2026**

**RESOLUTION**

**WHEREAS,** the Township of West Orange (the "Township") advertised for bids on May 26, 2026, pursuant to the New Jersey Local Public Contracts Law (N.J.S.A 40A: 11-1), for the 2025 CDBG Road Rehabilitation of Standish Avenue and Fremont Street; and

**WHEREAS,** on June 23, 2026, the Township did receive six bids

1. A & J Contractors Group, Inc.
   105 Federal Road
   Monroe Twp., NJ 08831

2. Crossroads Paving
   386 South Street Suite 169
   Newark, NJ 07105

3. Granada Construction Co.
   147 Thomas Street
   Newark, NJ 07114

4. D.L.S. Contracting
   76 Montesano Road
   Fairfield, NJ 07004

5. D&L Paving Contractors, Inc.
   675 Franklin Avenue
   Nutley, NJ 07110

6. Cifelli & Son
   4 Coppola Street
   Nutley, NJ 07110

; and

**WHEREAS,** the Purchasing agent reported that the successful bidder has strictly complied with the bid specifications and is the lowest responsible bidder; and

**WHEREAS,** the Township Council of the Township of West Orange has considered said bids and has further considered the recommendation of the Township Engineer as to the award of said bid.

**NOW, THEREFORE BE IT RESOLVED** by the Township Council of the Township of West Orange that the contract for the Road Rehabilitation of Standish Avenue and Fremont Street be awarded to:

**A & J CONTRACTORS GROUP, INC.**
**105 FEDERAL ROAD**
**MONROE TOWNSHIP, NEW JERSEY 08831**

in the amount not to exceed $881,281.00.

**BE IT FURTHER RESOLVED** that Certified Checks and/or Bid Bonds of all except the lowest responsible bidder be forthwith returned, and the Mayor and Township Clerk be and they hereby are respectively authorized to execute and attest a contract for the foregoing.

**BE IT FURTHER RESOLVED** that the award is contingent upon the Federal clearance of the contractor by the Essex County Division of Housing and Community Development.

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

**Susan Scarpa, Council President**

**Adopted: July 7, 2026**

**I hereby certify funds ae available from:**

**John C. Ditinyak, Chief Financial Officer**

**ACCOUNTS NO.**
**2025 CDBG $305,000.00**
**Acct No. 52-2010-00-2025-040**
**2025 Capital $249,881.43**
**Acct No. 03-2915-25-0500-010**
**2023 Capital $259,470.47**
**Acct No. 03-2830-23-0500-010**
**2021 Capital $50,000.00**
**Acct No. 03-2661-21-0200-120**
**2025 Capital $16,929.10**
**Acct No. 03-2915-25-0500-020**

180-26

**AGREEMENT BETWEEN THE TOWNSHIP OF WEST ORANGE AND A&J CONTRACTORS GROUP, INC, FOR THE:**

**2025 CDBG ROAD REHABILITATION**
**STANDISH AVENUE AND FREMONT STREET**

THIS AGREEMENT, made this 7th day of July, 2026

BETWEEN: Township of West Orange
66 Main Street
West Orange, New Jersey 07052
Hereinafter Referred to as the "Township"

AND: **A&J CONTRACTORS GROUP, INC.**
105 Federal Road
Monroe, NJ 08831,
Hereinafter referred to as "Contractor".

**W I T N E S S E T H**:

**WHEREAS,** the Township recognizes the need for a Contractor to provide road rehabilitation services; and

**WHEREAS**, in that connection **A&J CONTRACTORS GROUP, INC.** is qualified to provide said services; and

**WHEREAS**, the Township desires to engage **A&J CONTRACTORS GROUP, INC.** to serve as a "Contractor" and 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; and

**WHEREAS**, on May 26, 2026, the Township issued a set of Bid Specifications for the: **2025 CDBG ROAD REHABILITATION STANDISH AVENUE AND FREMONT STREET** (the "Initial Specifications") annexed hereto as Exhibit "A"; and

WHEREAS, the Initial Specifications set forth the scope of the work to be performed stating:

> The work included within the Base Bid generally consists of approximately 3,075 linear feet of granite curb, 830 square yards of sidewalk, 5,350 square yards of HMA milling, and 800 tons of hot mix asphalt surface course, crosswalk striping, replacement of various inlet casting and inlet reconstruction and related improvements; all in accordance with the form of proposal,

contract and specifications prepared by Township of West Orange Department of Engineering, 25 Lakeside Avenue, West Orange, New Jersey.

and

**WHEREAS**, on June 23, 2026, Contractor submitted the lowest bid for the combined base bid and alternate bid at an amount totaling **$881,281.00**, a copy of Contractor's bid submission is annexed hereto as Exhibit **"B."**

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

1. WORK TO BE PERFORMED

Contractor shall provide the services, including the Base Bid, set forth in the Bid Specifications pursuant to the terms, conditions, and requirements as set forth therein and annexed hereto as Exhibit **"A,"** and incorporated by reference herein.

To the extent of any inconsistency between the Contractor's Bid Submission and the Bid Specifications, the Bid Specifications shall govern as to that inconsistency over the Contractor's Bid Submission.

2. CONSIDERATION

The Township shall compensate the Contractor as follows:

**$881,281.00** pursuant to the Contractor's Bid Submission, annexed hereto as Exhibit **"B,"** and incorporate by reference herein.

3. PAYMENT

Payment shall be made by the Township within thirty (30) days of the receipt and approval of itemized bills and vouchers. No payments may be made in advance of services pursuant to N.J.S.A. 40A:5-16.

Contractor acknowledges and agrees that a portion of the funding for this Agreement is from grant funding from the Essex County Housing and Community Development Office and that it shall comply with all requirements pertaining to the grant award from the Essex County Housing and Community Development Office. In addition, Contractor agrees that is shall not act in any manner to affect the Township's eligibility for the grant award from the Essex County Housing and Community Development Office.

4. NOT-TO EXCEED AMOUNT

Total compensation under this Agreement shall not exceed **$881,281.00** (the "Not-to-Exceed Amount") without a further written encumbrance and additional authorization by resolution of the Township Council.

5. TERM

The term of this agreement shall commence on _____, and all construction shall be completed within ninety (90) days, unless earlier terminated in accordance with the provisions set forth in Section 16, below.

6. 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.

7. 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 Contractor for the Township.

8. NO ASSIGNMENT

The Contractor 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.

9. 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.

10. 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 the Township and the Contractor.

11. 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.

12. 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.

13. OWNERSHIP OF 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 Contractor will retain such information as is necessary to maintain a

complete work record. The Contractor shall not use such information or data except for the performance of the service hereunder, without the prior written permission of the Township.

14. INSURANCE

The Contractor performing work for or on behalf of the Township 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. The Township reserves the right to accept, amend or modify any of the conditions listed. The Township must be notified within three (3) days of an offense, which may result in a claim. The Contractor 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 Contractor 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 Contractor 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 $2,000,000.00 General Aggregate will be maintained in full force during the life of the contract by the Contractor. The policy will include Contractor'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 $1,000,000.00 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 Contractor.

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 Contractor.

15. INDEMNIFICATION AND HOLD HARMLESS

The Contractor performing work agrees, at its sole coast and expense, to release, indemnify, defend and satisfy all judgments, and hold harmless the Township 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 Contractor or any person employed by it. The Contractor 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.

16. TERMINATION

The Township may terminate the Agreement upon twenty (20) days written notice to the other party. Upon such termination, the Township shall pay the Contractor 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 Contractor in effecting the termination, including, but not limited to non-cancelable commitments and demobilization costs.

17. 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.

18. 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 Chief Financial Officer certifies to the availability of funds if applicable pursuant to N.J.AC. 5:30-5.4

19. FAIR AND OPEN

This Agreement has been awarded to the Contractor based on the Contractor'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.

20. PAY TO PLAY REQUIREMENT

The Contractor 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-20.8 (P.L. 2004, c.19, s.7, amended 2005, ch.51, s.15) if the Contractor received contracts in excess of $50,000 from public entities in a calendar year. It is the Contractor's responsibility to determine if filing is necessary. Additional information on this requirement is available from ELEC at 888-313-3532 or at www.elec.state.nj.us.

By executing this Agreement, the Contractor certifies that it is in compliance with N.J.S.A. 19:44A-20.26 (P.L. 2025, c.176 and J.R. 12). The Contractor further certifies that it has neither made or solicited nor will make or cause to be solicited a prohibited political contribution in violation of any applicable federal, state or local laws. Any such failure to comply shall constitute a breach of the Contract.

21. 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 5:30-5.3.

22. CONFLICT OF INTEREST

The Contractor acknowledges that the nature of the service to be performed requires that the Contractor must not have or appear to have a conflict of interest with any potentially adversarial party. The Contractor 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 Contractor 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 Contractor and the Township 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.

23. INDEPENDENT CONTRACTOR

The Contractor 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 Contractor 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 Contractor agrees to indemnify and save harmless the Township from any such contributions or taxes or liability therefore.

24. EQUAL EMPLOYMENT OPPORTUNITY

The Contractor 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 C entitled "Mandatory Equal Employment Opportunity Language."

25. STATE REQUIRED RECORD RETENTION N.J.S.A. 52:15C-14(d) and N.J.A.C. 17:44-2.2

The Contractor 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 Contractor 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, the Township and the Contractor have executed this Agreement as of the date first written above.

ATTEST: TOWNSHIP OF WEST ORANGE

_____ BY: _____
KAREN J. CARNEVALE, SUSAN McCARTNEY,
MUNICIPAL CLERK MAYOR

ATTEST: A&J CONTRACTORS GROUP, INC.

_____ BY: _____

180-26

TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

# 2025 CDBG ROAD REHABILITATION
# STANDISH AVENUE & FREMONT STREET

CONTRACT DOCUMENTS
AND
SPECIFICATIONS

MAY 2026

PREPARED BY:

TOWNSHIP OF WEST ORANGE
DEPARTMENT OF ENGINEERING
25 Lakeside Avenue
West Orange, NJ 07052

Zayibeth Carballo, PE,PLS,PP,CME,CFM,CFS
New Jersey Professional Engineer & Land Surveyor, License No. 24GB04258700

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TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

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**2025 CDBG ROAD REHABILITATION**
**STANDISH AVENUE AND FREMONT STREET**

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## NOTICE TO BIDDERS

NOTICE is hereby given that sealed bids for 2025 CDBG ROAD REHABILITATION STANDISH AVENUE AND FREMONT STREET, in the Township of West Orange, Essex County, New Jersey will be received at the Township of West Orange, Township Council Chambers, 66 Main Street, West Orange, New Jersey on **Tuesday June 23, 2026** prevailing time.

The work generally consists of approximately 3,075 linear feet of granite curb, 830 square yards of sidewalk, 5,350 square yards of HMA milling, and 800 tons of hot mix asphalt surface course, crosswalk striping, replacement of various inlet casting & inlet reconstruction and related improvements; all in accordance with the form of proposal, contract and specifications prepared by Township of West Orange Department of Engineering, 25 Lakeside Avenue, West Orange, New Jersey.

Copies of the Plans and Specifications and other proposed Contract Documents are on file and open to public inspection at the office of the Purchasing Department, 66 Main Street, West Orange, New Jersey, and may be examined and obtained by properly qualified Contractors at this address on and after **Tuesday May 26, 2026,** between the hours of 8:30 a.m. and 4:30 p.m., Monday through Friday, excluding legal holidays, upon a non-refundable payment of $50.00. An additional $20.00 nonrefundable fee will be required in advance for all prospective Bidders requesting that the bidding documents be mailed. There is no additional charge should a prospective Bidder request the documents be forwarded by FedEx or UPS (using the Bidder's own account number).

All bidders are required to register in the System for Award Management (SAM), which will provide a cage code number. A Dun & Bradstreet (DUNS) number will be required to be able to register in SAM. Be advised the registration process can take up to four (4) weeks. You may register for these numbers at the following web addresses: https://www.dnb.com/duns-number.html and https://sam.gov/SAM/. Where specified in the bid documents, the DUNS number, SAM number and cage code number shall be provided.

Bidders are notified that they must comply with the New Jersey Prevailing Wage Act (Chapter 150 of the Laws of 1963, as amended) and that award will not be made to any bidder whom the Commissioner of Labor and Industry does not certify.

Bids shall be submitted on the forms provided, in the manner designated therein and required by the Specifications. They must be enclosed in sealed envelopes, bearing the name and address of the bidder and the name of the project on the outside, addressed to the Township Clerk, Township of West Orange, Essex County, New Jersey, and must be accompanied by a certified check, cashier's check, or bid bond in the form provided of not less than 10% of the amount of

bid. Said check or bid bond may not be less than $500 nor shall it be more than $20,000 and must be accompanied by a Consent of Surety statement in the form provided from a Surety Company stating that the Surety Company will provide the bidder with a bond for 100% of the Contract amount in the event that the Contract is awarded to the bidder. A Non-Collusion Affidavit and a Record of Recent Contract Awards must also accompany the proposal on the forms provided.

**PROPOSAL FORMS SHALL NOT BE REMOVED FROM THE FORM OF PROPOSAL. PROPOSALS MUST BE MADE UPON THE BLANK FORMS PROVIDED AND SUBMITTED IN THE BOUND BOOK, WHICH SHALL BE LEFT WHOLE AND INTACT IN EVERY RESPECT.**

Bidders must have at the time of bid, a Business Registration Certificate issued by the New Jersey Department of Treasury.

Bidders are required to comply with the requirements of NJSA 10:5-31 et seq. and NJAC 17:27 for an affirmative action program for equal employment opportunity.

If awarded a contract, your company/firm will be required to comply with the requirements of NJSA 10:531 et seq. and NJAC 17:27.

The contract governing this work is funded by monies received by Essex County Title 1 of the Housing and Urban-Rural Recovery Act of 1983 (P.L. 98-181). Under the said Act the Davis Bacon Act is applicable to the contracted work. Accordingly, the Contractor shall abide by the provisions of the Federal Labor Standards which are included as part of the conditions of the contract.

**BIDS WILL BE AWARDED CONTINGENT UPON FEDERAL CLEARANCE OF THE CONTRACTOR**

Bidders must also comply with the requirements of PL 1977, Chapter 33 amending the Local Public Contracts Law. Bidders must submit a statement setting forth the names and addresses of all the stockholders in the corporation or members of the partnership who own ten percent (10%) or more of its stock, or have a ten percent (10%) or greater interest in the case of partnership.

No bid may be withdrawn for sixty (60) days after the opening of bids. A Contract will be awarded to the lowest responsible bidder or all proposals will be rejected within sixty (60) days after the opening of bids.

The Mayor and Township Council of the Township of West Orange reserves the right to reject all bids, to reject unbalanced bids, and to waive any informality in any bid.

As of March 1, 2026, pursuant to the provisions of P.L. 2025, c.72, all Township of West Orange current legal notices will be published on the Township's official website for at least one week, or other time period as required by law, before transferring the publication to the Legal notice Archive. Notices shall be published at the following link: https://westorange.org/2141/Current-Legal-Notices The NJ Secretary of State will create a centralized portal linking to the public notice pages of all public entities. Once completed, the hyperlink will be shared on all Township of West Orange legal notices: https://nj.gov/state/statewide-legal-notices-list.shtml

Panayiota Reynolds, QPA
Purchasing Agent

TOWNSHIP OF WEST ORANGE
COUNTY OF ESSEX, NEW JERSEY

---

**2025 CDBG ROAD REHABILITATION**
**STANDISH AVENUE AND FREMONT STREET ROAD**

---

## INSTRUCTIONS TO BIDDERS

### 1. PROPOSALS RECEIVED

The Township of West Orange, Essex County, New Jersey (hereinafter called the OWNER), will receive proposals for the 2025 CDBG ROAD REHABILITATION STANDISH AVENUE AND FREMONT STREET , at the time and place and under the conditions stated in the NOTICE TO BIDDERS.

### 2. WORK INCLUDED

The work generally consists of approximately 3,000 linear feet of granite curb, 800 square yards of sidewalk, 5,300 square yards of HMA milling, and 800 tons of hot mix asphalt surface course, crosswalk striping, replacement of various inlet casting & inlet reconstruction and related improvements; all in accordance with the form of proposal, contract and specifications prepared by Township of West Orange Department of Engineering, 25 Lakeside Avenue, West Orange, New Jersey.

### 3. PROPOSAL

Each proposal must be made upon forms contained herein. The proposal, as submitted, shall not be separated from the volume containing the other contract documents which are bound with it. The blank spaces in the proposal must be filled correctly where indicated for each and every item and the bidder must state, both in words and numerals written or printed in ink, the prices for which he proposes to do each item of the work contemplated. In case of discrepancy between the words and numerals, the words shall govern. Ditto marks are not considered writing or printing and shall not be used.

The bidder shall sign his proposal correctly. If the proposal is made by an individual, his name and post office address must be shown. If made by a firm or partnership or by a corporation, the proposal must be signed by an official of the firm, partnership or corporation authorized to sign contracts, and must also show the post office address of the firm, partnership or corporation.

Bidders are instructed to submit the following properly completed documents with their proposal: (1) a Non-Collusion Affidavit, (2) a Consent of Surety, and (3) Record of Recent Contract Awards, all on the forms contained herein. A copy of the Bidder's Business Registration Certificate must be submitted with the bid.

**Please provide one hard copy and one additional copy of your proposal which should be on an external storage device (example USB flash drive/or CD).**

**In the event the Township decides to award this contract; Contractor is herein advised that he/she will be required to attend the Council meeting at which it is scheduled to be awarded on to answer questions by the governing body at no additional charge to the Township.**

4. BUSINESS REGISTRATION CERTIFICATE

Chapter 57, PL 2004 requires that all business organizations (except non-profit entities and other government agencies) that do business with a public entity must provide a copy of its Business Registration Certificate issued by the New Jersey Department of the Treasury (Division of Revenue) prior to the issuance of a contract and/or purchase order. A business registration form may be obtained by calling the New Jersey Department of the Treasury at 609-292-0252 or online at www.nj.gov/treasury/revenue/taxreg.htm. The Business Registration Certificate must be submitted with the bid.

5. CONTRACTOR REGISTRATION

The Public Works Contractor Registration Act, NJSA 34:11-56.48 et seq., which became effective on April 11, 2000, provides generally that no contractors or subcontractors shall bid on or engage in any public work contract (or part thereof) for the construction, reconstruction, demolition, alteration, repair or maintenance of a public building regularly open to or used by the general public unless they are registered with the Commissioner of Labor of the State of New Jersey. **The Contractor Registration Certificate must be submitted with the bid.**

Registration application forms and copies of the Public Works Contractor Registration Act may be obtained by contacting:

Contractor Registration Unit
New Jersey Department of Labor
Division of Wage & Hour Compliance P.O. Box 389
Trenton, New Jersey 08625-0389
Telephone: 609-292-9464
Fax: 609-633-8591
E-mail: contreg@dol.state.nj.us

6. IRREGULAR PROPOSALS

Proposals may be rejected if they show any omissions, alterations of form, additions not called for, conditional or alternate bids, or irregularities of any kind. Bids which are considered to be unbalanced or unreasonable as to the amount bid for any lump sum or unit price item may be rejected. The Owner reserves the right to waive any informality in proposals as submitted.

7. COMPETENCY OF BIDDERS

Bidders shall be experienced in the kind of work to be performed and shall have the necessary equipment therefore and sufficient capital to properly execute the work within the time allowed.

8. CERTIFIED CHECK, CASHIER'S CHECK OR BID BOND

Each bid must be accompanied by a certified check, cashier's check, or bid bond in the sum of ten percent (10%) of the amount of the bid, satisfactory to and payable to the order of the Owner. The certified check, cashier's check or bid bond submitted by the bidder to whom a contract is awarded shall be retained until a contract is executed and the required performance bond furnished. Certified checks, cashier's checks, or bid bonds submitted by other bidders shall be returned within three (3) business days after the award of the contract.

In the event that the Owner shall reject all bids or shall not award a contract within sixty (60) days after the opening of bids, all certified checks, cashier's checks and bid bonds shall be returned within three (3) days after such rejection or the expiration of such period, as the case may be.

9. PERFORMANCE AND MAINTENANCE BOND

The successful bidder at the time of the execution of the Contract must deposit with the Owner a surety company bond for the satisfactory completion of the work in an amount equal to the amount of the contract award. The form of the bond and the surety shall be acceptable to the Owner. Surety companies shall be only those authorized to transact business in New Jersey.

Prior to the payment of the final estimate, the Contractor shall furnish a certificate from his surety stating that the performance bond covers the one-year defective workmanship and materials guarantee period or if it does not, the Contractor shall provide a separate Maintenance Bond. The Maintenance Bond shall include the following: "In case of default under this obligation, it is understood that the Owner has the option of taking the cash or of having the Surety do the work."

10. EXECUTION OF CONTRACT

The party to whom Contract is awarded or his authorized representative will be required to execute the Contract within ten (10) business days from the date of Notice of Award, and, in case of his failure or neglect to do so, the Owner may, at its option, determine that the bidder has abandoned the Contract, and thereupon the proposal and acceptance shall be null and void, and the security accompanying the proposal shall be forfeited to the Owner.

11. CONTRACTOR'S INSURANCE

The Contractor shall secure and maintain such insurance from insurance company authorized to write casualty insurance in the State as will protect himself, his subcontractors, and the Owner from claims for bodily injury, death or property damage which may arise from operations under this Contract. The Contractor shall not commence work under this Contract until he has obtained all insurance required under this section and until he has filed a certificate of insurance with the Owner prior to award of bid. Each insurance policy shall contain a clause providing that it shall not be canceled by the insurance company without ten (10) days written notice to the Owner of intention to cancel. An endorsement showing the Township of West Orange to be additionally insured shall be included in all policies as follows: "The Township of West Orange, its officers, agents, servants, and employees as their interest may appear are covered by this policy". All parties to the Contract must be named in the Certificate of Insurance as additional insured/coinsured. The amounts of such insurance shall not be less than the following:

a) Workmen's Compensation and Employer's Liability Insurance shall be secured and maintained as required by the State.

b) Public Liability, Bodily and Property Damage:

| | | |
|---|---|---|
| 1. | Injury or death | $1,000,000 occurrence/<br>$2,000,000 aggregate |
| 2. | Property Damage | $ 250,000 occurrence/<br>$ 500,000 aggregate |
| 3. | Fire and Extended Coverage | Equal to bid price |

c) Automobile and Truck Public Liability
Bodily Injury and Property Damage:

| | | |
|---|---|---|
| 1. | Injury or death | $1,000,000 occurrence/<br>$2,000,000 aggregate |
| 2. | Property Damage | $ 250,000 occurrence/<br>$ 500,000 aggregate |

d) Contractors General Liability
including completed operations — $1,000,000 occurrence/ $2,000,000 aggregate

Approval of the insurance by the Owner shall not relieve or decrease the liability of the Contractor.

12. RESPONSIBILITY OF CONTRACTOR

Attention here is particularly directed to the provisions of the Contract and Specifications whereby the Contractor shall be responsible for any loss or damage that may happen to the work or any part thereof during its progress; and also whereby the Contractor shall make good any defects or faults that may occur within one (1) year after its completion and acceptance. He shall indemnify and save harmless the Owner from any damages or costs to which it may be put by reason of injury to the person or property of another

resulting from negligence or carelessness in the performance of the work under this Contract.

13. FAMILIARITY WITH THE WORK

Bidders are advised to carefully examine all Contract Drawings and Specifications and to make a thorough investigation of conditions at the location of the proposed work. It is the obligation of the bidder to ascertain for himself all the facts concerning conditions to be found at the location of the project, including all physical characteristics above, on and below the surface of the ground; to consider fully these and all other matters which can, in any way, affect the work under this Contract and to make necessary investigations relating thereto, and he agrees to this obligation in signing the Contract. The Owner assumes no responsibility whatsoever with respect to ascertaining for the Contractor such facts concerning physical characteristics at the site of the project. The Contractor agrees that he/she will make no claim for, and has no right to, additional payment or extension of time for completion of the work or any other concessions because of any misinterpretation or misunderstanding on his part of this Contract or because of any failure on his part to fully acquaint himself with all conditions relating to the work.

In the event that any easements or rights-of-way are necessary for the performance of the Contract, the bidder shall be responsible for ascertaining the status of any such easement or right-of-way acquisition and the bidder shall examine the provisions of agreements between the Township and property owners that may relate to his bid or to the work to be performed. Copies of the aforesaid documents and information regarding the status of easement and right-of-way acquisition are available at the office of the Township Engineer. The Contractor shall also confer with the Township Engineer in the above-mentioned matters immediately after award of the Contract and at such other times thereafter as may be necessary or advisable. The Contractor shall be governed by the provisions of easement, right-of-way and other agreements between the Township and property owners. The Contractor shall make no claim for additional compensation or for damages on account of delays or necessary alterations in the procedure of his work that may be caused by delays in the acquisition of any easement or right-of-way.

14. INTERPRETATIONS

If any person contemplating submitting bids for the proposed work is in doubt as to the true meaning of any part of these proposed contract documents, he may submit to the Purchasing Agent, Panayiota Reynolds, QPA, a written request for an interpretation thereof. Any interpretation of such document will be made only in writing and copy of each interpretation will be mailed or delivered to each person receiving a set of said documents. The Owner will not be responsible for any other explanations or interpretations of such documents which anyone presumes to make on behalf of the Owner before expiration of the time set for the receipt of bids.

15. RIGHT TO REJECT

The Owner reserves the right to reject any or all Proposals and to reject any unbalanced bids.

16. NONDISCRIMINATION IN EMPLOYMENT

Contracts for work under this proposal will obligate the contractors and subcontractors not to discriminate in employment practices and specifically to comply with the provisions of Chapter 127 of the Laws of 1975, effective July 23, 1975. Successful bidders must be prepared to comply in all respects with the contract provisions regarding nondiscrimination, a copy of which is set forth in the General Conditions of Contract. In the event that the Owner shall award a contract for the proposed construction, such award shall be made conditioned upon the subsequent approval by the State Treasurer of an affirmative action program as submitted by the successful bidder in accordance with Chapter 127. The Contractor is also obliged to comply with PL 1934, c. 34, s. 9.2.

17. AFFIRMATIVE ACTION PLAN REQUIREMENTS

This Contract is subject to the provisions of Chapter 127 of the New Jersey Public Laws of 1975 and Regulations promulgated thereunder as NJAC 17:27-1 et seq. with respect to Affirmative Action Plans for employment opportunity. Detailed provisions are set forth in Sec. 26 - AFFIRMATIVE ACTION PROVISIONS of the General Conditions of Contract.

18. NEW JERSEY PREVAILING WAGE ACT REQUIREMENTS

The New Jersey Prevailing Wage Act, Chapter 150 of the Laws of 1963 as amended by Chapter 64 of the Laws of 1974, applies to this Contract. Accordingly, the Contract must set forth the prevailing wage rate in the locality of the Owner for each craft or trade or classification of all workers needed to perform the Contract during its performance period. The Owner has ascertained from the Commissioner of Labor and Industry of the State of New Jersey the prevailing wages in the locality of the Owner which shall be paid by the Contractor to workers employed in the performance of the Contract, and a copy of such prevailing wages shall be incorporated in the Contract and binding on the Contractor. In the event that any such prevailing wage is increased prior to the award of the Contract, then the increased prevailing wage or wages shall apply and supersede those issued as of an earlier date.

In accordance with the New Jersey Prevailing Wage Act, the Contractor and any subcontractor shall pay to workers wages which are not less than the prevailing wages set forth for the locality of the owner and made a part of the Contract.

19. INELIGIBLE BIDDERS

Prior to the awarding of a Contract for the project, the Owner is required by law to obtain from the Commissioner of Labor and Industry the names of contractors and subcontractors who have failed to pay the prevailing wages. The Contract will not be awarded to any bidder whose name appears on such list unless a period of three (3) years has elapsed since the date of the listing of the bidder by the Commissioner. The aforesaid ineligibility shall extend to and include any bidder in which any person, firm, corporation, or partnership, which has been listed by the Commissioner within the last three (3) years, has an interest.

20. NON-COLLUSION AFFIDAVIT

As noted under No. 3, PROPOSAL, above, the bidder shall accompany his proposal with a Non-Collusion Affidavit certifying that the bid has been arrived at independently and without collusion with any other bidder. Further, that no persons or agency has been employed to solicit such bid except as provided under NJSA 52:34-15.

This affidavit will be completed on the form provided and shall be signed and notarized as required.

21. CONSENT OF SURETY

Each bid must be accompanied by a Consent of Surety furnished by a surety company authorized to do business in the State of New Jersey to the effect that a performance bond in the form annexed hereto will be furnished to the Owner in the full amount of the Contract in the event that a contract is awarded to the bidder.

The Consent of Surety shall be completed on the form provided and shall be executed and attested to as required.

22. STATEMENT OF BIDDER'S RESPONSIBILITY

Every bid shall be accompanied by a statement of bidder's responsibility on the form provided covering the experience of the bidder in the performance of similar work as well as the bidder's financial responsibility. Bidders shall be experienced in the satisfactory performance of work of the nature and extent to be performed under the contract and shall have sufficient capital to properly execute the work within the time allowed, as well as sufficient equipment therefore.

23. BASIS FOR COMPARING BIDS

Comparison of bids will be made on the basis of lump sum price or on the basis of the total for the various items as shown in the Proposal.

Whenever alternate bids are requested, the Owner reserves the right to select the nature and type of construction deemed by it to be most advantageous to its interests.

Whenever estimated quantities are shown in the Proposal, such estimated quantities are not to be considered by bidders as actual quantities required to complete the work, since such estimated quantities are included solely to serve as a basis for the comparison of bids.

24. EXECUTION OF CONTRACT; DAMAGES FOR FAILURE

A bidder to whom the Contract is awarded shall execute and deliver the Contract within ten (10) days after the Contract is presented to the bidder for execution. If the bidder shall

fail to do so, the bidder shall be deemed to have abandoned the Contract and thereupon the proposal and its acceptance may be declared null and void by the Owner and the amount of the certified check or cashier's check or bid bond accompanying the bid as bid security shall be due and payable to the Owner as liquidated damages, provided, however, that such damages shall not exceed the difference between the amount bid and the amount which the Owner may be obligated to pay to the person to whom the Contract may afterwards be awarded, the amount in each case to be determined by the bids. The items as set forth in the proposal forms in some cases included work not shown in the title of the item and in other cases the item refers to work that is specifically ordered by the Engineer although similar work may be required under the terms of the Contract to be performed as part of another item and paid for under the price bid for that item. The attention of the Contractor is specifically called to that section of this Contract that described the subdivision of work for Payment, and the Contractor shall understand that any work performed under the terms of this Contract, and that is not classified as Extra Work by the Engineer, shall be paid for solely and wholly by these terms.

25. SAM CAGE CODE AND DUNS NUMBERS

All bidders are required to register in the System for Award Management (SAM), which will provide a cage code number. A Dun & Bradstreet (DUNS) number will be required to be able to register in SAM. Be advised the registration process can take up to four (4) weeks. You may register for these numbers at the following web addresses: https://www.dnb.com/duns[1]number.html & https://sam.gov/SAM/.

26. CONSTRUCTION ACCESS

The Contractor is herein advised that during construction traffic should be maintain unless otherwise authorized by the Township. The Contractor will be required to coordinate traffic safety provisions with the Township of West Orange Police Department prior to construction. The Contractor shall provide a Traffic Plan to the West Orange Traffic Bureau of the Police Department for review and approval and **the cost of same shall be included in the bid items requiring the same**.

During construction operations, the Contractor may utilize the local Police Department to provide assistance in maintenance and protection of traffic. The inclusion of local police does not relieve the Contractor of its duties with regard to traffic control in the project. The contractor shall be fully responsible for the set-up and maintenance of the Traffic Control Patterns (TCP) except as required by Local and State law or as specifically set forth in the contract. The use of police in the providing of traffic safety services is supplemental to the TCP and their presence shall not relieve the Contractor of its responsibility to maintain the TCP and safety on the Project.

Accordingly, the contractor shall be responsible to provide routine sweeping, maintenance, and restoration of the access road, especially as it relates to the tracking of mud and/or soil onto the access roads, and shall allow for the passage of public traffic at all times during the performance of the work. At a minimum, all access roadways shall be swept once a week.

27. NOTICE OF CONSTRUCTION

The contractor shall provide a minimum of 72 hours notice to the Township and the Engineer prior to the start of construction and prior to changes that affect existing traffic patterns and high school access.

28. SPECIAL SITE CONDITIONS

This project is partially funded with Essex County Community Block Development Grants (CDBG) and it is the intention of the Township to have the ROAD IMPROVEMENTS OF STANDISH AVENUE (from Lakeside Avenue to Park Avenue) AND FREMONT STREET (from Amelia Street to Samuel Street) construction completed by **December 31, 2026**. Accordingly, special care shall be exercised to provide adequate safety to the general public at all times.

29. TRAFFIC CONTROL & STAGING/SCHEDULING

i) Detouring of traffic shall not be permitted without permission from the relevant governing authority (i.e. county, state, municipality and the Township of West Orange Police Department). Other affected services must also be notified such as fire and rescue squad, school, etc. All affected services must be given sufficient notice of any proposed detours disturbances, work schedule and/or road closures.

ii) Reference is made to the publication "Manual on Uniform Traffic Control Devices for Streets and Highways" by the U.S. Department of Transportation, Federal Highway Administration, Washington D.C. 11th Edition (MUTCD 2023).

iii) Traffic control shall be the sole responsibility of the contractor. The Contractor is responsible to schedule uniformed police traffic directors using the Department's third party scheduling service, Extra Duty Solutions. The contact information for Extra Duty Solutions is provided below:

Extra Duty Solutions
West Orange
PD NJ p: (973)
568-8838
w: extradutysolutions.com

iv) Should the Contractor fail to complete the job within the timeframe established in the contract, the Contractor shall be responsible to pay for any additional uniformed police traffic control directors needed beyond the contract time. The cost for this item if needed, will be paid directly by the Contractor. It is the requirement of the Contractor to contact the police department to obtain the costs prior to commencing work beyond the stipulated time of completion.

**It is the Contractor's sole responsibility to make payments to Extra Duty solutions on time as the police hours invoices are received. Contractor is herein advised that proof of paid invoices is to be submitted for reimbursement at the time of payment(s) request.**

v) The Contractor is responsible for coordinating all work with the Township Police Department.

vi) During non-working hours, trenches shall not be left open and contractor's equipment shall not be parked in the roadway, driveways or the sidewalk area or any other area which will obstruct vehicular or pedestrian traffic.

vii) At all times the Contractor shall maintain access to all businesses and residences within the project limits. The Contractor shall coordinate with the property owners and/or tenants to ensure vehicles are not stranded in driveways or parking lots while aprons are being poured and curing.

viii) While Uniformed Officers are not anticipated, the Contractor is still responsible to coordinate all work with the West Orange Police Department.

30. UTILITIES

Prior to the start of the construction, the contractor shall have all underground utilities located and physically marked out within the limits of the project (call 1-800-272-1000). The contractor shall provide test holes in areas of possible conflict to verify the depth and location of the utility. Payment shall be made for this item. No separate payment shall be made for delays that may be necessary to relocate utilities or the proposes location of drainage structures.

31. ROADWAY ACCESS DURING CONSTRUCTION:

The contractor shall perform only the amount of work which can be completed the same day. The entire roadway shall be opened to traffic after work hours. Temporary pavement shall be placed in construction areas to provide a smooth, safe surface for vehicular traffic. The cost for temporary pavement shall be included in the unit in the unit price bid for various roadway reconstruction items. Steel plates may be used, at the approval of the Engineer. No separate payment shall be made for steel plates.

32. **PUBLIC WORK CERTIFIED PAYROLL RECORD SUBMIT ONLINE STARTED AUG. 15, 2024**

**The New Jersey Department of Labor announced that Public Works Contractors are required to report certified payroll records online, via New Jersey Wage Hub since August 15, 2024. All registered public works contractors are required to create a NJ Wage Hub account prior to August 15, 2024.**

TOWNSHIP OF WEST ORANGE
(Owner)

_____ Township Engineer

PROPOSAL AND SCHEDULE OF BIDS

## BID DOCUMENT SUBMISSION CHECKLIST - TOWNSHIP OF WEST ORANGE

2025 CDBG ROAD REHABILITATION STANDISH AVENUE & FREMONT STREET
*(Name of Construction/Public Works Project)*

**A. Failure to submit the following documents is a mandatory cause for the bid to be rejected. (NJSA 40A:11-23.2)**

| Required With Submission of Bid (Owner's checkmarks) | | Initial Each Item Submitted With Bid (Bidder's initials) |
|---|---|---|
| X | • Bid guarantee as required, by N.J.S.A. 40A: 11-21 | |
| X | • Certificate from a surety company, pursuant to N.J.S.A. 40A: 11-22 | |
| X | • Statement of corporate ownership, pursuant to N.J.S.A. 52:25-24.2 | |
| X | • Listing of Subcontractors as required by N.J.S.A. 40A: 11- 16 | |
| X | • If applicable, Bidder's acknowledgment of receipt of any notice(s) or re-vision(s) or addenda to an advertisement, specifications or bid document(s) | |

**B. Failure to submit the following documents may be a cause for the bid to be rejected. (NJSA 40A: 11-23.1b.)**

| Required with Submission of Bid (Owner's checkmarks) | | Initial Each Item Submitted with Bid (Bidder's initials) | Required with Submission of Bid (Owner's checkmark) | | Initial Each Item Submitted with Bid (Bidder's initials) |
|---|---|---|---|---|---|
| X | A Certified Financial Statement prepared within the last 12 months and certification showing ability to perform contract | | | Consent of surety as to maintenance bond as required by N.J.S.A. 40: 11 - 16.3b | |
| | Consent of Surety as to a Labor and material Payment Bond | | X | Submission of a Non-Collusion Affidavit (this form must be Notarized) | |
| | Statement of compliance with N.J.S.A. 45: 14C-2(h) (licensed master plumber) | | X | Certification of Bidder showing that Bidder owns, leases or controls any necessary equipment | |
| X | Affirmative Action Program Information | | X | Qualification Questionnaire | |
| X | Disclosure of Political Contributions | | X | Disclosure of Investment Activities in Iran pursuant to PL 2012, c.25 | |
| X | Business Registration Certificate (must be valid at time of Bid Opening) and all Subcontractors, Public Work Contractor Registration for General and Subcontractor | | X | Certificate of Registration required if this is a "Public Work" project as defined in the Public Work Contractor Registration Act (PL 1999,C.238) | |
| X | Statement of Non-Debarment for Federal Government Contracts (shall be provided to contract award) | | X | Certification of Non-Involvement in Prohibited Activities in Russia or Belarus | |
| X | Lowest Bidder Prevailing Wage Certification | | X | SAM Number, Cage Code Number and DUNS Numbers | |
| X | Certificate of Insurance - All parties to the Contract must be named as additional insured/co-insured (this is provided after the award) | | X | Americans With Disabilities Act of 1990 | |
| X | Bid Documents Submission Checklist (Signed Below) | | X | Bid Proposal Form | |
| X | Hold Harmless Agreement | | | | |

**C. SIGNATURE: The undersigned hereby acknowledges and has submitted the above listed requirements.**

Name of Bidder: _____

By Authorized Representative: _____

Signature: _____

Print Name and Title: _____

Date: _____

**THIS FORM MUST BE EXECUTED BY THE BIDDER (ALL ITEMS MUST BE COMPLETED IN INK.)**

## TOWNSHIP OF WEST ORANGE

ACKNOWLEDGMENT OF RECEIPT OF ADDENDA

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

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

☐ No addenda were received. (Please check off if no addenda received)

Acknowledged for: _____
(Company Name)

By: _____
(Signature of Authorized Representative)

Name: _____
(Print)

Title: _____

Date: _____

TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

**2025 CDBG ROAD REHABILITATION**
**STANDISH AVENUE AND FREMONT STREET**

SCHEDULE OF PRICES

**BASE BID**

ITEM 1 PERFORMANCE BOND AND PAYMENT BOND

1 DOLL @ $ _____ Per DOLL $ _____

_____
Write UNIT Price for Item 1 in Words and Numbers

ITEM 2 MOBILIZATION

1 LS @ $ _____ Per LS $_____

_____
Write LUMP SUM Price for Item 2 in Words and Numbers

ITEM 3 CONSTRUCTION LAYOUT STANDISH AVENUE

1 LS @ $ _____ Per LS $ _____

_____
Write LUMP SUM Price for Item 3 in Words and Numbers

ITEM 4 SOIL EROSION & SEDIMENT CONTROL MEASURES

1 LS @ $ _____ Per LS $ _____

_____
Write LUMP SUM Price for Item 4 in Words and Numbers

ITEM 5 BREAKAWAY BARRICADE

13 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 5 in Words and Numbers

ITEM 6 DRUM

16 UNIT @ $ _____ Per UNIT $ _____

_____

Write UNIT Price for Item 6 in Words and Numbers

ITEM 7 TRAFFIC CONE

112 UNIT @ $ _____ Per UNIT $ _____

_____

Write UNIT Price for Item 7 in Words and Numbers

ITEM 8 CONSTRUCTION SIGNS

50 SF @ $ _____ Per SF $ _____

_____

Write UNIT Price for Item 8 in Words and Numbers

ITEM 9 TRAFFIC DIRECTOR, POLICE

50,000 DOLL @ $ 1.00 Per DOLL $ 50,000.00

ONE DOLLAR AND ZERO CENTS

Write UNIT Price for Item 9 in Words and Numbers

ITEM 10 FUEL PRICE ADJUSTMENT

7,500 DOLL @ $ 1.00 Per DOLL $ 7,500.00

ONE DOLLAR AND ZERO CENTS

Write UNIT Price for Item 10 in Words and Numbers

ITEM 11 ASPHALT PRICE ADJUSTMENT

18,000 DOLL @ $ 1.00 Per DOLL $ 18,000.00

ONE DOLLAR AND ZERO CENTS

Write UNIT Price for Item 11 in Words and Numbers

ITEM 12 CLEARING SITE

1 LS @ $_____ Per LS $_____

_____

Write LUMP SUM Price for Item 12 in Words and Numbers

ITEM 13 RESET MONITORING WELL WITH CONCRETE ENCASING AROUND THE WELL BY LICENSED NJDEP DRILLER (IF AND WHERE DIRECTED)

4 UNIT @ $_____ Per UNIT $_____

_____

Write UNIT Price for Item 14 in Words and Numbers

ITEM 14 EXCAVATION, UNCLASSIFIED (IF AND WHERE DIRECTED)

100 CY @ $_____Per CY $_____

_____

Write UNIT Price for Item 14 in Words and Numbers

ITEM 15 EXCAVATION, TEST PIT (IF AND WHERE DIRECTED)

110 CY @ $_____ Per CY $_____

_____

Write UNIT Price for Item 15 in Words and Numbers

ITEM 16 REMOVAL OF PAVEMENT UP TO 6" DEEP (IF AND WHERE DIRECTED)

1,600 SY @ $_____ Per SY $_____

_____

Write UNIT Price for Item 16 in Words and Numbers

ITEM 17 ROCK EXCAVATION (IF AND WHERE DIRECTED)

100 CY @ $_____ Per CY $_____

_____

Write UNIT Price for Item 17 in Words and Numbers

ITEM 18 EXCAVATION, BASE REPAIR 12" DEEP (IF AND WHERE DIRECTED)

100 SY @ $_____ Per SY $_____

_____

Write UNIT Price for Item 18 in Words and Numbers

ITEM 19 LOAD, HAUL & DISPOSE OF CONTAMINATED SOIL (IF AND WHERE DIRECTED)

100 TON @$_____ Per TON $_____

_____

Write UNIT Price for Item 19 in Words and Numbers

ITEM 20 DENSE-GRADED AGGREGATE BASE COURSE, 6" THICK (IF AND WHERE DIRECTED)

3,000 SY @ $ _____ Per CY $ _____

_____

Write UNIT Price for Item 20 in Words and Numbers

ITEM 21 HMA MILLING, 3" OR LESS

5,150 SY @ $ _____ Per SY $ _____

_____

Write UNIT Price for Item 21 in Words and Numbers

ITEM 22 HOT MIX ASPHALT 9.5 M 64 SURFACE COURSE, 2" THICK

800 TONS @ $ _____ Per TON $ _____

_____

Write UNIT Price for Item 22 in Words and Numbers

ITEM 23 HOT MIX ASPHALT 19 M 64 BASE COURSE, 4" THICK (IF AND WHERE DIRECTED)

1,200 TONS @ $ _____ Per TON $ _____

_____

Write UNIT Price for Item 23 in Words and Numbers

ITEM 24 12" REINFORCED CONCRETE PIPE, CLASS V (IF AND WHERE DIRECTED)

425 LF @ $_____ Per LF $_____

_____

Write UNIT Price for Item 24 in Words and Numbers

ITEM 25 PVC, SDR-35 LEADER DRAIN EXTENSION OR RECONSTRUCTION

20 UNIT @ $_____ Per UNIT $_____

_____

Write UNIT Price for Item 25 in Words and Numbers

ITEM 26 PIPE CLEANING & VIDEO (IF AND WHERE DIRECTED)

3 DAY @ $_____ Per DAY $_____

_____

Write UNIT Price for Item 26 in Words and Numbers

ITEM 27 RESET EXISTING CASTING

4 UNIT @ $_____ Per UNIT $_____

_____

Write UNIT Price for Item 27 in Words and Numbers

ITEM 28 INLET TYPE "A" (IF AND WHERE DIRECTED)

3 UNITS @ $_____ Per UNIT $_____

_____

Write UNIT Price for Item 28 in Words and Numbers

ITEM 29 INLET TYPE "B" (IF AND WHERE DIRECTED)

1 UNITS @ $_____ Per UNIT $_____

_____

Write UNIT Price for Item 29 in Words and Numbers

ITEM 30 INLET TYPE "D" (IF AND WHERE DIRECTED)

2 UNITS @ $ _____ Per UNIT $ _____

_____

Write UNIT Price for Item 30 in Words and Numbers

ITEM 31 RECONSTRUCT MANHOLE, INCLUDING NEW CASTING, FRAME, AND COVER

1 UNIT @ $ _____ Per UNIT $ _____

_____

Write UNIT Price for Item 31 in Words and Numbers

ITEM 32 RECONSTRUCT INLET TYPE "A", INLCUDING NEW CASTING, FRAME AND GRATE

1 UNIT @ $ _____ Per UNIT $ _____

_____

Write UNIT Price for Item 32 in Words and Numbers

ITEM 33 RECONSTRUCT INLET TYPE "B", INCLUDING NEW CASTING, FRAME, GRATE AND CURB PIECE

9 UNITS @ $ _____ Per UNIT $ _____

_____

Write UNIT Price for Item 33 in Words and Numbers

ITEM 34 BICYCLE SAFE GRATE (IF AND WHERE DIRECTED)

2 UNITS @ $ _____ Per UNIT $ _____

_____

Write UNIT Price for Item 34 in Words and Numbers

ITEM 35 CURB PIECE (IF AND WHERE DIRECTED)

2 UNITS @ $ _____ Per UNIT $ _____

_____

Write UNIT Price for Item 35 in Words and Numbers

ITEM 36 CLEANING DRAINAGE STRUCTURE (IF AND WHERE DIRECTED)

13 UNITS @ $_____ Per UNIT $_____

_____

Write UNIT Price for Item 36 in Words and Numbers

ITEM 37 CONCRETE SIDEWALK, 4" THICK (IF AND WHERE DIRECTED)

550 SY @ $_____ Per SY $_____

_____

Write UNIT Price for Item 37 in Words and Numbers

ITEM 38 CONCRETE SIDEWALK, REINFORCED, 6" THICK (IF AND WHERE DIRECTED)

450 SY @ $_____ Per SY $_____

_____

Write UNIT Price for Item 38 in Words and Numbers

ITEM 39 HOT MIX ASPHALT DRIVEWAY, 2" THICK (IF AND WHERE DIRECTED)

1,250 SY @ $_____ Per SY $_____

_____

Write UNIT Price for Item 39 in Words and Numbers

ITEM 40 DETECTABLE WARNING SURFACE

4 UNIT @ $_____ Per UNIT $_____

_____

Write UNIT Price for Item 40 in Words and Numbers

ITEM 41 9"X18" CONCRETE VERTICAL CURB

65 LF @ $_____ Per LF $_____

_____

Write UNIT Price for Item 41 in Words and Numbers

ITEM 42 GRANITE CURB

3,050 LF @ $ _____ Per LF $ _____

_____

Write UNIT Price for Item 42 in Words and Numbers

ITEM 43 NON-VEGETATIVE SURFACE, HOT MIX ASPHALT

5 SY @ $ _____ Per LF $ _____

_____

Write UNIT Price for Item 43 in Words and Numbers

ITEM 44 BEAM GUIDE RAIL, BRIDGE

25 LF @ $_____ Per LF $_____

_____

Write UNIT Price for Item 44 in Words and Numbers

ITEM 45 CONTROLLED RELASE TERMINAL (CRT)

2 UNIT @$_____ Per UNIT $_____

_____

Write UNIT Price for Item 45 in Words and Numbers

ITEM 46 REMOVAL OF BEAM GUIDE RAIL

25 LF @$_____Per LF $_____

_____

Write UNIT Price for Item 46 in Words and Numbers

ITEM 47 TRAFFIC MARKING LINES, 4" (IF AND WHERE DIRECTED)

350 LF @ $ _____ Per LF $ _____

_____

Write UNIT Price for Item 47 in Words and Numbers

ITEM 48 TRAFFIC MARKING LINES, 6" (IF AND WHERE DIRECTED)

300 LF @ $ _____ Per LF $ _____

_____

Write UNIT Price for Item 48 in Words and Numbers

ITEM 49 TRAFFIC MARKING LINES, 8" (IF AND WHERE DIRECTED)

70 LF @ $ _____ Per LF $ _____

_____

Write UNIT Price for Item 49 in Words and Numbers

ITEM 50 TRAFFIC MARKING LINES, 12" (IF AND WHERE DIRECTED)

60 LF @ $ _____ Per LF $ _____

_____

Write UNIT Price for Item 50 in Words and Numbers

ITEM 51 TRAFFIC MARKING LINES, 24" (IF AND WHERE DIRECTED)

60 LF @ $ _____ Per LF $ _____

_____

Write UNIT Price for Item 51 in Words and Numbers

ITEM 52 TRAFFIC MARKING SYMBOLS (IF AND WHERE DIRECTED)

325 SF @ $ _____ Per LF $ _____

_____

Write UNIT Price for Item 52 in Words and Numbers

ITEM 53 REGULATORY AND WARNING SIGN

100 SF @ $ _____ Per SF $ _____

_____

Write UNIT Price for Item 53 in Words and Numbers

ITEM 54 GUIDE SIGN, TYPE GA, STEEL "U" AND SQUARE TUBE POST SUPPORTS

16 UNITS @ $_____ Per UNIT $_____

_____

Write UNIT Price for Item 54 in Words and Numbers

ITEM 55 RECONSTRUCT MANHOLE, SANITARY MANHOLE INCLUDING NEW CASTING, FRAME AND COVER

18 UNITS @ $_____ Per UNIT $_____

_____

Write UNIT Price for Item 55 in Words and Numbers

ITEM 56 TRIMMING EXISTING TREE, OVER 6" TO 12" DIAMETER (IF AND WHERE DIRECTED)

3 UNITS @ $_____ Per UNIT $_____

_____

Write UNIT Price for Item 56 in Words and Numbers

ITEM 57 TRIMMING EXISTING TREE, OVER 12" TO 18" DIAMETER (IF AND WHERE DIRECTED)

1 UNIT @ $_____ Per UNIT $_____

_____

Write UNIT Price for Item 57 in Words and Numbers

ITEM 58 TRIMMING EXISTING TREE, OVER 30" TO 36" DIAMETER (IF AND WHERE DIRECTED)

1 UNIT @ $_____ Per UNIT $_____

_____

Write UNIT Price for Item 58 in Words and Numbers

ITEM 59 TREE REMOVAL, OVER 12" TO 18" DIA. (IF AND WHERE DIRECTED)

1 UNITS @ $_____ Per UNIT $_____

_____

Write UNIT Price for Item 59 in Words and Numbers

ITEM 60 TOPSOILING, 4" THICK, INCLUDING FINE GRADING (IF AND WHERE DIRECTED)

1,600 SY @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 60 in Words and Numbers

ITEM 61 FERTILIZING AND SEEDING, TYPE A-3 (IF AND WHERE DIRECTED)

1,600 SY @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 61 in Words and Numbers

ITEM 62 SMALL DECIDUOUS TREE, 6" DIA.

6 UNITS @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 62 in Words and Numbers

ITEM 63 CONTRACT ALLOWANCE

1 LS @ $ 30,000.00 Per LS $ 30,000.00

THIRTY THOUSAND DOLLARS AND ZERO CENTS
Write UNIT Price for Item 63 in Words and Numbers

**TOTAL BASE BID (Items 1 – 63)** $ _____

_____
(Write Total Base Bid in Words)

BID PROPOSAL FORM

_____

(Contract Title and Bid Number, if applicable)

_____

(Description of goods/services being bid)

The undersigned, being authorized, proposes to furnish and deliver the above goods/services pursuant to the bid specification and made part hereof:

_____

Amount in words

$_____

Amount in numbers

_____

Company Name

_____

Address

_____ _____

Signature of Authorized Agent Type or Print Name

Title: _____

_____ _____

Telephone Number Date

_____ _____

Fax Number Email address

Accompanying this Proposal is a Certified Check or Bid Bond payable to the Township of West Orange, New Jersey in the sum of $_____ which the undersigned agrees 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 furnish the Performance Bond required within the stipulated time. Otherwise, the check or bid bond will be returned to the undersigned.

Has the undersigned bidder, or has any person, firm, corporation or partnership having an interest in the undersigned bidder, ever been listed or barred from the performance of public work by any department or agency of the State of New Jersey by reason of the violation of any law, rule or regulation of the State?

No_____ Yes _____

If yes, state full details including the dates of all occurrences.

_____

_____

_____

The undersigned Bidder is a corporation / partnership / individual under the laws. of the State of _____ having its principal office at

_____

with a telephone number of (  ) _____ for purposes of receiving telephone communications in connection with the performance of the Contract.

## RESOLUTION OF AUTHORIZATION IF BIDDER IS A CORPORATION

RESOLVED that _____ be authorized to sign and submit the bid or proposal of this corporation for this project, and to include in such bid or proposal the certificate as to non-collusion as the act and deed of such corporation, and for any inaccuracies or misstatements in such certificate this corporate bidder shall be liable under the penalties of perjury. If awarded the contract(s), said individual is also authorized to sign and execute the Contract Agreement as the act and deed of such corporation.

The foregoing is a true and correct copy of the resolution adopted by

_____ at a meeting of its Board of

Directors held on the _____ day of _____, 20___.

SEAL OF CORPORATION

_____

Secretary

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

**This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.**

**Name of Organization:** _____

**Organization Address:** _____

**Part I Check the box that represents the type of business organization:**

☐ Sole Proprietorship (skip Parts II and III, execute certification in Part IV)

☐ Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)

☐ For-Profit Corporation (any type) ☐ Limited Liability Company (LLC)

☐ Partnership ☐ Limited Partnership ☐ Limited Liability Partnership (LLP)

☐ Other (be specific): _____

## Part II

☐ The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. (**COMPLETE THE LIST BELOW IN THIS SECTION**)

**OR**

☐ No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. (**SKIP TO PART IV**)

(Please attach additional sheets if more space is needed):

| Name of Individual or Business Entity | Address |
|---|---|
| | |
| | |
| | |
| | |

## Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

**If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing,** ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

| Website (URL) containing the last annual SEC (or foreign equivalent) filing | Page #'s |
|---|---|
| | |
| | |
| | |

**Please list** the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above**. The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

| Stockholder/Partner/Member and Corresponding Entity Listed in Part II | Address |
|---|---|
| | |
| | |
| | |

## Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the ***Township of West Orange*** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with ***Township of West Orange*** to notify the ***Township of West Orange*** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification,

and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the ***Township of West Orange*** to declare any contract(s) resulting from this certification void and unenforceable.

| | | | |
|---|---|---|---|
| Full Name (Print): | | Title: | |
| Signature: | | Date: | |

# BIDDER'S AFFIDAVIT

State of New Jersey )
) ss:
County of )

_____, being of full age and being duly sworn, upon his oath deposes and says:

1. I reside at
_____

2. I am _____ of the firm of

_____
(Name of Bidder)

3. I am the person who signed the foregoing Bid and I was duly authorized to execute such Bid. The Bid is a true offer of the Bidder. If the Bidder has a seal, then such seal is affixed to the Bid. All of the statements and declarations contained in the Bid are true to the best of my knowledge and belief.

_____(Seal)
(Signature)

Subscribed and sworn to

before me this _____ day

of _____, 2026.

_____

Notary Public of the State
of New Jersey

My Commission expires _____
(Notary Seal)

## AFFIDAVIT OF NON-COLLUSION

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

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

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

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

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

Date: _____ _____

**(Signature)**

_____

**(Name and Title)**

_____

**(Company Name)**

_____

**(Address)**

_____

(Corporate Seal)

Subscribed and sworn to before me

this _____ day of _____ , 20____

Notary Seal

# BID BOND

KNOW ALL MEN BY THESE PRESENTS, that we, the undersigned, _____ as Principal, and _____as Surety, is hereby held and firmly bound unto the Township of West Orange, in the County of Essex as Owner, in the

Penal Sum of $ _____(the penal sum shall be equal to ten percent (10%) of the Base Bid, but not more than $20,000) for the payment of which, well and truly to be made, we hereby jointly and severally bind ourselves, successors and assigns.

Signed this_____day of_____, 2026

The condition of the above obligation is such that whereas the Principal has submitted to the Township of West Orange, in the County of Essex, New Jersey

a certain bid, attached hereto and hereby made a part of hereof, to enter into a contract in writing for the

**2025 CDBG ROAD REHABILITATION**
**STANDISH AVENUE AND FREMONT STREET**

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

## CONSENT OF SURETY

In consideration of the premises and of One Dollar ($1.00) lawful money of the United States, to it is hand paid by the Contractor, the receipt whereof is hereby acknowledged, the undersigned surety consents and agrees that if the contract, for which the preceding 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 equals to one hundred percent (100%) of the contract price, and will execute it as party of the third part thereto when required so to do by the Owner, and if the said Contractor shall omit or refuse to execute such Contract, remand to the Owner any increase between the sum to which the said Contract would have been entitled upon the completion of the said Contract and the sum which the said Owner may afterwards be awarded, the amount in such case to be determined by the bids plus the cost, if any, of readvertising the 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 _____, 2026.

A corporate acknowledgment and statement of authority to be here attached by the surety company.

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:

To: _____ (Owner)

Re: _____
(Contractor)

_____
(Project Description)

This is to certify that the _____
(Surety Company)

will provide to _____ a performance bond in the full amount
(Owner)
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.**

## BID SECURITY

This Proposal is accompanied by bid security in accordance with the conditions stated in the Invitation to Bid.

The bid security in the form of:

A. Surety Bid Bond _____

B. Certified/Treasurer's check _____

C. Cash _____

the amount of _____
($_____)

payable to Township of West Orange

The Bidder hereby agrees that if this Proposal shall be accepted by the Owner and the Bidder shall fail to execute and deliver the Contract and the required Performance Bond or other required documents in accordance with the requirements of this Proposal and other sections of the Contract Documents within the time specified, then the Bidder shall be deemed to have abandoned the Contract and thereupon the Proposal and acceptance shall be null and void and the security accompanying the Proposal shall be forfeited to and retained by the Owner, as liquidated damages for such failure or neglect, and to indemnify the Owner for any loss which may be sustained by failure of the Bidder to execute the Contract and furnish documents as aforesaid.

In compliance with the Laws of the State the Bidder is:

An Individual _____
A Partnership _____
A Corporation _____

of _____ having principal offices at

_____

# NOTICE OF AWARD

Dated: _____

TO: _____
(Bidder)

ADDRESS: _____

_____

OWNER'S PROJECT NO. _____

PROJECT: _____

OWNER'S CONTRACT NO. _____

CONTRACT FOR _____

---

You are notified that your Bid dated _____ for the above Contract has been considered. You are the successful bidder and have been awarded a contract for **2025 CDBG ROAD REAHBILITATION STANDISH AVENUE AND FREMONT STREET** The Contract Price of your contract is $_____.

Three copies of each of the proposed Contract Documents (except Drawings) accompany this Notice of Award. Drawings will be delivered separately or otherwise made available to you immediately.

You must comply with the following conditions precedent within ten days of the date of this Notice of Award, that is by _____.

1. You must deliver to the OWNER three (3) fully executed counterparts of the Agreement including all the Contract Documents.
2. You must deliver with the executed Agreement the Contract Security (Bonds) as specified in the Instructions to Bidders (paragraphs 8 and 9), General Conditions (Section 18), and Supplementary Specifications (Section 151).
3. Other conditions:
   A. Certificates of insurance in not less than the required amounts, types, and form per Paragraph 11 of the Instructions to Bidders.
   B. Progress schedule per Section 19 of the General Conditions.

Failure to comply with these conditions within the time specified will entitle OWNER to consider your bid abandoned, to annul this Notice of Award and to declare your Bid Security forfeited.

Within ten days after you comply with those conditions, OWNER will return to you one fully signed counterpart of the Agreement with the Contract Documents attached.

TOWNSHIP OF WEST ORANGE, NEW JERSEY
(Owner)

_____

Receipt of this "Notice of Award" is acknowledged.

Contractor:_____

By:_____ _____ _____
Printed Name Signature Date

_____
Title

Copy to ENGINEER
(Use Certified Mail,
Return Receipt Requested)

# PERFORMANCE & PAYMENT BOND NOTICE TO PROCEED

## NEW JERSEY STATUTORY FORM OF PERFORMANCE BOND

KNOW ALL MEN BY THESE PRESENTS, that we, the undersigned_____

_____

_____ as Principal and_____

_____ as Sureties, are hereby held and firmly bound unto the Township of West Orange in the penal sum of _____ Dollars, for the payment of which will and truly to be made, we hereby jointly and severally bind ourselves, our heirs, executors, administrators, successors and assigns.

Signed this _____ day of _____, 20 _____.

The Condition of the above obligation is such that whereas the above named principal did on the _____ day of _____20 _____, enter into a contract with Township of West Orange which said contract is made a part of this bond the same as though set forth herein:

NOW, if the said principal shall well and faithfully do and perform the things agreed by said principal to be done and performed according to the terms of said Contract, and shall pay all lawful claims of subcontractors, materialmen, laborers, persons, firms or corporations for labor performed or materials, provisions, provender or other supplies or teams, fuels, oils, implements or machinery furnished, used or consumed in the carrying forward, performing or completing of said contract, we agreeing and assenting that this undertaking shall be for the benefit of any subcontractor, materialman, laborer, person, firm or corporation having a just claim, as well as for the obligee herein; 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 said surety hereby stipulates and agrees that no modifications, omissions or additions in or to the terms of said Contract or in or to the plans and specifications therefore shall in anywise affect the obligation of said surety on its bond.

Recovery of any claimant under the bond shall be subject to the conditions and provisions of NJSA 2A:44-143 et. seq., to the same extent as if such conditions and provisions were fully incorporated in the form set forth herein.

IN WITNESS WHEREOF, this instrument is executed in _____ counterparts, each one of which shall be deemed an original, this _____ day of _____, 20_____.

ATTEST:

_____
(Principal) Secretary
or Witness as to Principal

_____
Principal (Contractor)

BY:_____(S)

_____
(Typed Name)

_____
(Address)

_____

ATTEST:

_____
(Surety) Secretary
or Witness as to Surety

(SEAL)

_____
Surety

BY:_____(S)
Attorney-in-Fact

_____
(Typed Name)

_____
(Address)

_____

NOTE: Date of Bond must not be prior to date of Contract. If CONTRACTOR is a partnership, all partners must execute bond and signature sheets, as necessary. A corporate acknowledgment and statement of authority to be attached by the Surety Company.

APPROVAL OF BOND

The foregoing Bond approved this _____ day of _____, 20_____.

SIGNED BY_____

SIGNATURE_____(S)

TITLE_____

NOTE: The attorney-in-fact signing the Performance Bond on behalf of the surety should attach a valid power of attorney to the Performance Bond.

## NEW JERSEY STATUTORY FORM OF LABOR AND MATERIALS PAYMENT BOND

KNOW ALL PERSONS BY THESE PRESENTS, that we, the undersigned _____ _____as Principal and _____ _____ as Surety, are hereby held and firmly bound unto the Township of West Orange in the penal sum of _____ Dollars, for the payment of which will and truly to be made, we hereby jointly and severally bind ourselves, our heirs, executors, administrators, successors and assigns.

Signed this ____ day of _____, 20_____.

The Condition of the above obligation is such that whereas the above named principal did on the _____ day of 20 _____, enter into a contract with the Township of West Orange which said contract is made a part of this bond the same as though set forth herein:

NOW, if the said Principal shall promptly make payment to all persons, firms, subcontractors and corporations furnishing materials for or performing labor in the prosecution of the work provided for in such Contract, and any authorized extension or modification thereof, including all amounts due for material, lubricants, oil, gasoline, repairs on machinery, equipment and tools, consumed or used in connection with such work, and all insurance premiums on said work, and for all labor performed in such work, whether by subcontractors or otherwise, we agreeing and assenting that this undertaking shall be for the benefit of the obligee herein; 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 said surety hereby stipulates and agrees that no modifications, omissions or additions in or to the terms of said Contract or in or to the plans and specifications therefore shall in any way affect the obligations of said surety on its bond.

_____
Principal

_____
Surety

(seal)
(acknowledgments)

NOTE: The attorney-in-fact signing the Labor and Materials Payment Bond on behalf of the surety should attach a valid power of attorney to the Labor and Materials Payment Bond.

NOTICE TO PROCEED

Dated _____

TO:

_____
(Contractor)

ADDRESS:

_____

_____

CONTRACT FOR

2025 CDBG Road Rehabilitation Standish Avenue and Fremont Street

(Indicate name of Contract as it appears in the Bidding Documents)

You are notified that the Contract Time under the above contract will commence to run on _____, 20_____. By that date, you are to start performing your obligations under the Contract Documents. In accordance with Article 3 of the Agreement the dates of Substantial Completion and Final Completion are _____, 20_____ and _____, 20_____, respectively.

Before you may start any Work at the site, paragraph 2.7 of the General Conditions provides that you must deliver to the Owner (with copies to ENGINEER) certificates of insurance which each is required to purchase and maintain in accordance with the Contract Documents.

Also before you may start any Work at the site, you must

Provide Project Schedule

Initial Project Workforce Report

Shop Drawings

_____

_____

_____
(Owner)

By:_____
(Authorized Signature)

_____
(Title)

## REQUIRED EVIDENCE (AFFIRMATIVE ACTION)

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

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

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or

2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or

3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

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

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

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

The following questions must be answered by all Bidders:

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

   Yes _____ (If yes, submit a copy of such approval.) No_____

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

   Yes _____ (If yes, submit a copy of such approval.) No_____

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

COMPANY: _____ NAME: _____

SIGNATURE: _____ TITLE: _____

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

STATEMENT OF BIDDER'S RESPONSIBILITY
(This Statement must accompany the Bid)

1. Name under which Bidder conducts business: _____

_____

2. Business address: _____

_____

3. Form of Bidder's business: Individual

Corporation

Partnership

If Bidder is a joint venture, all questions must be answered by each venturer.

If a corporation, state

Date of incorporation_____

State of incorporation_____

Address of principal office in New Jersey _____

_____

If a partnership, state

Date of organization_____

Is partnership general or limited? _____

Names and addresses of general partners:

_____

_____

_____

_____

4. State the number of years during which the Bidder has engaged in business under the name set forth above:

_____

5. If within the last five (5) years the Bidder conducted business under another name, or if the Bidder was the successor to another business within the last five (5) years, state the former name and address and the period during which such business was operated:

Prior name: _____

Prior address: _____

_____

Period of operation: _____

6. Has the Bidder or any officer, director or partner thereof been adjudicated bankrupt in the past ten (10) years? _____

If so, give full details, including the name and address of such person and present position with the Bidder:

_____

_____

_____

_____

_____

_____

_____

_____

_____

7 List each piece of equipment which is available to the Bidder and intended to be used by the Bidder In the performance of the Contract. State whether the equipment is owned by the Bidder or will be leased, and if to be leased, the name of the lessor.

| Equipment of Vehicle | Body | Type | Owned or Leased | Lessor |
|---|---|---|---|---|
| | | | | |
| | | | | |
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| | | | | |

8. Has the Bidder or any predecessor thereof ever failed to complete any work under any contract or subcontract?

_____

If so, give full details: _____

_____

_____

_____

9. Has the Bidder or any predecessor thereof every failed to execute a contract awarded to the Bidder or any predecessor?

_____

If so, give full details:_____

_____

10. List all companies which have written performance bonds for the Bidder or any predecessor thereof within the last five (5) years.

_____

_____

_____

_____

_____

_____

Date: _____ _____
(Name of Bidder)

By: _____

_____
(Printed name and title of person signing above)

## EQUIPMENT CERTIFICATION

The undersigned Bidder hereby certifies as follows:

The bidder owns, controls, or has proof of lease of all the necessary equipment required to accomplish the work described in the specifications. To the extent that said equipment is not currently owned or under lease by the bidder, attached hereto is documentation from that owner or leasing organization that states the equipment will be available as required by the bidder upon award of a contract.

☐ Check here if documentation is attached.

| | |
|---|---|
| Name of Bidder: | |
| By: | |
| (Signature of Authorized Representative) | |
| Name: | |
| Title: | |
| Date: | |

## CERTIFICATE OF BIDDER SHOWING ABILITY TO PERFORM CONTRACT

PURSUANT TO N.J.S.A. 40A: 11-20

The undersigned Bidder hereby certifies as follows:

The undersigned bidder hereby certifies to the Township of West Orange that he owns, leases or controls all the necessary equipment required by the plans, specifications, and advertisements under which bids are asked for. To the extent that the undersigned is not the actual owner or lessee of any such equipment, I have completed and attached hereto the Equipment Source List showing the source from which the equipment will be obtained together with a certificate from the owner or person in control of the equipment granting to the undersigned the control of the equipment required during such time as may be necessary for the completion of that portion of the contract for which the equipment is required and necessary.

Signed _____

Date _____

## STATUS OF PRESENT CONTRACTS

Give full information about all of your contracts; whether private or government contracts; whether prime or sub-contracts; whether in progress or awarded but not yet begun; or where you are low bidder pending formal award of contract.

| OWNER | PHONE # | LOCATION | DESCRIPTION | ADJUSTED CONTRACT AMOUNT | DATE OF COMPLETION |
|---|---|---|---|---|---|
| | | | | | |
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## LOWEST BIDDER PREVAILING WAGE CERTIFICATION

In the matter of an award of a TOWNSHIP OF WEST ORANGE contract for public work

Certification of Lowest Bidder

_____, of full age and under oath, duly provides the following sworn statement:

(1). I am the owner and/or highest-ranking official or officer of a company or firm named _____, which holds a currently valid public works contractor registration pursuant to the New Jersey Public Works Contractor Registration Act, N.J.S.A. 34:11-56.48 et seq., certificate number _____.

(2). I submitted a bid for a contract award in the above identified project and the public body has informed me that I am the lowest bidder by 10 percent or more as compared to the next lowest bid submitted. (3). The amount of my bid does include paying the prevailing wage rate to all workers who perform work on the project at rates of pay, including both base wage and fringe benefits, set forth in applicable Wage Determinations, (1) for the appropriate locality, (2) for the appropriate work classification (e.g., carpenter, electrician, mason, plumber), and (3) for the appropriate job title (e.g., Apprentice, Journeyman, Foreman), published by the New Jersey Department of Labor and Workforce Development (NJDOL) pursuant to the New Jersey Prevailing Wage Act (NJPWA), N.J.S.A. 34:11-56.25 et seq., and corresponding NJDOL rules, N.J.A.C. 12:60. I certify under penalty of perjury that the foregoing statements made by me are true. I am aware that if any of the foregoing statements made by me are false, I am subject to punishment. See N.J.S.A. 2C:28-1 et seq., specifically, N.J.S.A. 2C:28-3, within the New Jersey Code of Criminal Justice.

Dated:_____

Signature:_____

Title: _____

# HOLD HARMLESS AGREEMENT

BETWEEN THE **TOWNSHIP OF WEST ORANGE**

AND

_____
Company Name

_____
Address (Not Post Office Box)

_____
Telephone Number

_____
Organization Type (Individual, Partnership, Non-Profit Corporation, Corporation, Public Entity)

The bidder awarded the contract under the bid specifications shall indemnify and hold harmless the Township of West Orange, its officers, employees, agents and servants from and against any and all claims, demands, suits, actions, recoveries, judgments, costs and expenses including attorney's fees incurred or suffered on account of property damage or loss and/or personal injury, including loss of life, of any person, agency, corporation or governmental entity which shall arise out of the course of or in consequence to any acts or omissions of the bidder, its employees, agents, servants or subcontractors in the performance of the work to be reimbursed pursuant to these specifications or the failure of the bidder, its employees, agents, servants or subcontractors to comply with any term or condition of these specifications. The bidder further agrees that this indemnification by the bidder shall continue after completion of the contract for all claims, demands, suits, actions, recoveries, judgments, costs and expenses, including attorney's fees resulting from acts or omissions of the bidder, its employees, agents, servants or subcontractors which occur prior to the completion of the contract.

Signed this _____ day of _____ 20___ as

The binding act in deed of _____
Business Name

_____
Authorized Signature

_____
Type or Print Name

_____
Witness

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 |
|---|---|---|
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**DATE:** _____

# 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 o of that county in which that public entity is located o of another public entity within that county
    - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed $200 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an "interest" ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, "a contribution by that person's spouse or child, residing therewith, shall be deemed to be a contribution by the business entity." [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor's responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor's submission and is disclosable to the public under the Open Public Records Act.

The contractor must also complete the attached Ownership Disclosure Certification. This will assist the agency in meeting its obligations under the law. **NOTE: This section does not apply to Board of Education contracts.**

# C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

**This form or its permitted facsimile must be submitted to the local unit no later than 10 days prior to the award of the contract.**

**Part I – Vendor Information**

| | | | |
|---|---|---|---|
| Vendor Name | | | |
| Address: | | | |
| City: | | State: | Zip: |

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

Signature | Printed Name | Title

**Part II – Contribution Disclosure**

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than $200 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

☐ Check here if disclosure is provided in electronic form.

| Contributor Name | Recipient Name | Date | Dollar Amount |
|---|---|---|---|
| | | | $ |
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☐ Check here if the information is continued on subsequent page(s)

**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

| STANDARD BID DOCUMENT REFERENCE | | | | | | |
|---|---|---|---|---|---|---|
| **Name of Form** | **DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN** | | | | | |
| **Statutory Reference** | N.J.S.A. 52:32-55 et seq.<br>N.J.S.A. 40A:11-2.1<br>N.J.S.A. 18A:18A-49.4 | | | | | |
| **Applicability** | | **Y/N** | | **Mandatory** | **Optional** | **N/A** |
| | **LPCL** | **Y** | Goods and Services | **X** | | |
| | **PSCL** | **Y** | Construction | | | **X** |
| **Instructions Reference** | | | | | | |
| **Description** | P.L. 2012, c.25 prohibits the awarding of State and local public contracts for goods and services with persons or entities engaging in certain investment activities in energy or finance sectors of Iran. Prior to contract award, vendors and contractors must certify that neither they nor any parent entity, subsidiary, or affiliate is listed on the New Jersey Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List"). | | | | | |

The Certification form requires the insertion of contracting unit identification information which should be filled in (in italics on the form) prior to its use.

## 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 **TOWNSHIP OF WEST ORANGE** is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the **TOWNSHIP OF WEST ORANGE** to notify the **TOWNSHIP** in writing of any changes to the answers of information contained herein.*

*I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the **TOWNSHIP OF WEST ORANGE** and that the **TOWNSHIP** at its option may declare any contract(s) resulting from this certification void and unenforceable.*

| | | | |
|---|---|---|---|
| **Full Name (Print)** | | **Title** | |
| **Signature** | | **Date** | |

## CERTIFICATION OF NON-INVOLVEMENT IN PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS

Pursuant to N.J.S.A. 52:32-60.1, et seq. and N.J.S.A. 40A:11-2.2 (L. 2022, c. 3) any person or entity (hereinafter "Vendor") that seeks to enter into or renew a contract with a local contracting unit subject to the Local Public Contracts Law for the provision of goods or services, or the purchase of bonds or other obligations, must complete the certification below indicating whether or not the Vendor is identified on the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, available here: https://sanctionssearch.ofac.treas.gov/. If the Department of the Treasury finds that a Vendor has made a certification in violation of the law, it shall take any action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

I, the undersigned, certify that I have read the definition of "Vendor" below, and have reviewed the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, and having done so certify:

*(Check the Appropriate Box)*

○ A. That the Vendor is not identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

*OR*

○ B. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

*OR*

○ C. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list. However, the Vendor is engaged in activity related to Russia and/or Belarus consistent with federal law, regulation, license or exemption. A detailed description of how the Vendor's activity related to Russia and/or Belarus is consistent with federal law is set forth below.

_____

_____

_____

_____

_____

_____

*(Attach Additional Sheets If Necessary.)*

| | |
|---|---|
| Signature of Vendor's Authorized Representative | Date |
| Print Name and Title of Vendor's Authorized Representative | Vendor's FEIN |
| Vendor's Name | Vendor's Phone Number |
| Vendor's Address (Street Address) | Vendor's Fax Number |
| Vendor's Address (City/State/Zip Code) | Vendor's Email Address |

[i] Vendor means: (1) A natural person, corporation, company, limited partnership, limited liability partnership, limited liability company, business association, sole proprietorship, joint venture, partnership, society, trust, or any other nongovernmental entity, organization, or group; (2) Any governmental entity or instrumentality of a government, including a multilateral development institution, as defined in Section 1701(c)(3) of the International Financial Institutions Act, 22 U.S.C. 262r(c)(3); or (3) Any parent, successor, subunit, direct or indirect subsidiary, or any entity under common ownership or control with, any entity described in paragraph (1) or (2).

NJ Rev. 1.22.2024

Date: _____

**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

## CERTIFICATION OF NON-DEBARMENT FOR FEDERAL GOVERNMENT CONTRACTS

N.J.S.A. 52:32-44.1 (P.L. 2019, c.406)

**This certification shall be completed, certified to, and submitted to the contracting unit prior to contract award, except for emergency contracts where submission is required prior to payment.**

| PART I: VENDOR INFORMATION | |
|---|---|
| Individual or Organization Name | |
| Physical Address of Individual or Organization | |
| Unique Entity ID (if applicable) | |
| CAGE/NCAGE Code (if applicable) | |

**Check the box that represents the type of business organization:**

☐Sole Proprietorship (skip Parts III and IV) ☐Non-Profit Corporation (skip Parts III and IV)

☐For-Profit Corporation (any type) ☐Limited Liability Company (LLC) ☐Partnership

☐Limited Partnership ☐Limited Liability Partnership (LLP)

☐Other (be specific): _____

**PART II – CERTIFICATION OF NON-DEBARMENT: Individual or Organization**

I hereby certify that the **individual or organization listed above in Part I** is not debarred by the federal government from contracting with a federal agency. I further acknowledge: that I am authorized to execute this certification on behalf of the above-named organization; 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 date of contract award by ***the 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 ***Township of West Orange*** permitting the ***Township of West Orange*** to declare any contract(s) resulting from this certification void and unenforceable.

| | | | |
|---|---|---|---|
| Full Name (Print): | | Title: | |
| Signature: | | Date: | |

| PART III – CERTIFICATION OF NON-DEBARMENT: Individual or Entity Owning Greater than 50 Percent of Organization | |
|---|---|
| | |
| **Section A (Check the Box that applies)** | |
| ☐ | Below is the name and address of the stockholder in the corporation who owns more than 50 percent of its voting stock, or of the partner in the partnership who owns more than 50 percent interest therein, or of the member of the limited liability company owning more than 50 percent interest therein, as the case may be. |
| **Name of Individual or Organization** | |
| **Physical Address** | |
| **OR** | |
| ☐ | No one stockholder in the corporation owns more than 50 percent of its voting stock, or no partner in the partnership owns more than 50 percent interest therein, or no member in the limited liability company owns more than 50 percent interest therein, as the case may be. |
| **Section B (Skip if no Business entity is listed in Section A above)** | |
| ☐ | Below is the name and address of the stockholder in the corporation who owns more than 50 percent of the voting stock of the organization's parent entity, or of the partner in the partnership who owns more than 50 percent interest in the organization's parent entity, or of the member of the limited liability company owning more than 50 percent interest in organization's parent entity, as the case may be. |
| **Stockholder/Partner/Member Owning Greater Than 50 Percent of Parent Entity** | |
| **Physical Address** | |
| **OR** | |
| ☐ | No one stockholder in the parent entity corporation owns more than 50 percent of its voting stock, no partner in the parent entity partnership owns more than 50 percent interest therein, or no member in the parent entity limited liability company owns more than 50 percent interest therein, as the case may be. |

| Section C – Part III Certification | | | |
|---|---|---|---|
| I hereby certify that no individual or organization that is debarred by the federal government from contracting with a federal agency owns greater than 50 percent of the **Organization listed above in Part I** or, if applicable, owns greater than 50 percent of a parent entity of _____. I further acknowledge: that I am authorized to execute this certification on behalf of the abovenamed organization; 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 date of contract award by ***the Township*** to notify the ***Township*** 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 **Township** permitting the ***Township*** to declare any contract(s) resulting from this certification void and unenforceable. | | | |
| Full Name (Print): | | Title: | |
| Signature: | | Date: | |

| Part IV – CERTIFICATION OF NON-DEBARMENT: Contractor – Controlled Entities | | |
|---|---|---|
| **Section A** | | |
| ☐ | Below is the name and address of the corporation(s) in which the **Organization listed in Part I** owns more than 50 percent of voting stock, or of the partnership(s) in which the **Organization listed in Part I** owns more than 50 percent interest therein, or of the limited liability company or companies in which the **Organization listed above in Part I** owns more than 50 percent interest therein, as the case may be. | |
| **Name of Business Entity** | | **Physical Address** |
| | | |
| | | |
| | | |
| **Add additional sheets if necessary** | | |
| **OR** | | |
| ☐ | The **Organization listed above in Part I** does not own greater than 50 percent of the voting stock in any corporation and does not own greater than 50 percent interest in any partnership or any limited liability company. | |

| Section B (skip if no business entities are listed in Section A of Part IV) | |
|---|---|
| ☐ | Below are the names and addresses of any entities in which an entity listed in Part III A owns greater than 50 percent of the voting stock (corporation) or owns greater than 50 percent interest (partnership or limited liability company). |

| Name of Business Entity Controlled by Entity Listed in Section A of Part IV | Physical Address |
|---|---|
| | |
| | |
| | |

**Add additional Sheets if necessary**

**OR**

| | |
|---|---|
| ☐ | No entity listed in Part III A owns greater than 50 percent of the voting stock in any corporation or owns greater than 50 percent interest in any partnership or limited liability company. |

**Section C – Part IV Certification**

I hereby certify that the **Organization listed above in Part I** does not own greater than 50 percent of any entity that that is debarred by the federal government from contracting with a federal agency and, if applicable, does not own greater than 50 percent of any entity that in turns owns greater than 50 percent of any entity debarred by the federal government from contracting with a federal agency. I further acknowledge: that I am authorized to execute this certification on behalf of the above-named organization; 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 date of contract award by ***Township*** to notify the ***Township*** 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 **Township** permitting the ***Township*** to declare any contract(s) resulting from this certification void and unenforceable.

| | | | |
|---|---|---|---|
| Full Name (Print): | | Title: | |
| Signature: | | Date: | |

## DUNS / FEDERAL ID NUMBER

The undersigned Bidder hereby affirms the following to be their DUNS / Federal ID number as issued by the United States Federal Government.

DUNS No. _____

Federal ID No. _____

Dated:_____

_____
(Bidder's Firm Name)

_____
(Authorized Signature)

_____
(Name and Title)

# INITIAL PROJECT WORKFORCE REPORT - CONSTRUCTION

*STATE OF NEW JERSEY*
*DIVISION OF CONTRACT COMPLIANCE*
*EQUAL EMPLOYMENT OPPORTUNITY IN PUBLIC CONTRACTS*

*FORM AA-201*
*Revised 10/03*

INITIAL PROJECT WORKFORCE REPORT CONSTRUCTION

**Official Use Only**
*Assignment*
*Code*

READ INSTRUCTIONS ON THE BACK CAREFULLY BEFORE THE COMPLETION AND DISTRIBUTION OF THIS FORM.
PLEASE TYPE OR PRINT IN BLACK OR BLUE INK.

1. FID NUMBER
2. CONTRACTOR ID NUMBER
3. NAME AND ADDRESS OF PRIME CONTRACTOR
(Name)
(Street Address)
(City) (State) (Zip Code)
4. IS THIS COMPANY MINORITY OWNED [ ] OR WOMAN OWNED [ ]
5. NAME AND ADDRESS OF PUBLIC AGENCY AWARDING CONTRACT
CONTRACT NUMBER DATE OF AWARD DOLLAR AMOUNT OF AWARD
6. NAME AND ADDRESS OF PROJECT
7. PROJECT NUMBER
COUNTY
8. IS THIS PROJECT COVERED BY A PROJE
LABOR AGREEMENT (PLA)? ☐ YES ☐ NO

| 9. TRADE OR CRAFT | PROJECTED TOTAL EMPLOYEES | | | | PROJECTED MINORITY EMPLOYEES | | | | PROJECTED PHASE - IN DATE | PROJECTED COMPLETION DATE |
|---|---|---|---|---|---|---|---|---|---|---|
| | MALE | | FEMALE | | MALE | | FEMALE | | | |
| | J | AP | J | AP | J | AP | J | AP | | |
| 1. ASBESTOS WORKER | | | | | | | | | | |
| 2. BRICKLAYER OR MASON | | | | | | | | | | |
| 3. CARPENTER | | | | | | | | | | |
| 4. ELECTRICIAN | | | | | | | | | | |
| 5. GLAZIER | | | | | | | | | | |
| 6. HVAC MECHANIC | | | | | | | | | | |
| 7. IRONWORKER | | | | | | | | | | |
| 8. OPERATING ENGINEER | | | | | | | | | | |
| 9. PAINTER | | | | | | | | | | |
| 10. PLUMBER | | | | | | | | | | |
| 11. ROOFER | | | | | | | | | | |
| 12. SHEET METAL WORKER | | | | | | | | | | |
| 13. SPRINKLER FITTER | | | | | | | | | | |
| 14. STEAMFITTER | | | | | | | | | | |
| 15. SURVEYOR | | | | | | | | | | |
| 16. TILER | | | | | | | | | | |
| 17. TRUCK DRIVER | | | | | | | | | | |
| 18. LABORER | | | | | | | | | | |
| 19. OTHER | | | | | | | | | | |
| 20. OTHER | | | | | | | | | | |

I hereby certify that the foregoing statements made by me are true. I am aware that if any of the foregoing statements are willfully false, I am subject to punishment.

(Signature)

10. (Please Print Your Name) (Title)

(Area Code) (Telephone Number) (Ext.) (Date)

INSTRUCTIONS FOR COMPLETING THE INITIAL PROJECT WORKFORCE REPORT – CONSTRUCTION (AA201)

DO NOT COMPLETE THIS FORM FOR GOODS AND/OR SERVICE CONTRACTS

1. Enter the Federal Identification Number assigned to the contractor by the Internal Revenue Service, or if a Federal Employer Identification Number has been applied for but not yet issued, or if your business is such that you have not or will not receive a Federal Identification Number, enter the social security number assigned to the single owner or one partner, in the case of a partnership.

2. Note: The Division of CC/EEO will assign a contractor ID number to your company. This number will be your permanently assigned contractor ID number that must be on all correspondence and reports submitted to this office.

3. Enter the prime contractor's name, address and zip code number.

4. Check box if Company is Minority Owned or Woman Owned

5. Enter the complete name and address of the Public Agency awarding the contract. Include the contract number, date of award and dollar amount of the contract.

6. Enter the name and address of the project, including the county in which the project is located.

7. Note: A project contract ID number will be assigned to your firm upon receipt of the completed Initial Project Workforce Report (AA201) for this contract. This number must be indicated on all correspondence and reports submitted to this office relating to this contract.

8. Check "Yes" or "No" to indicate whether a Project Labor Agreement (PLA) was established with the labor organization(s) for this project.

9. Under the Projected Total Number of Employees in each trade or craft and at each level of classification, enter the total composite workforce of the prime contractor and all subcontractors projected to work on the project. Under Projected Employees enter total minority and female employees of the prime contractor and all subcontractors projected to work on the project. Minority employees include Black, Hispanic, American Indian and Asian, (J=Journeyworker, AP=Apprentice). Include projected phase-in and completion dates.

10. Print or type the name of the company official or authorized Equal Employment Opportunity (EEO) official include signature and title, phone number and date the report is submitted.

This report must be submitted to the Public Agency that awards the contract and the Division of Contract Compliance and Equal Employment Opportunity in Public Contracts no later than three (3) days after the contractor signs the contract.

THE CONTRACTOR IS TO RETAIN THE FOURTH AND FINAL COPY MARKED "CONTRACTOR", SUBMIT THE THIRD COPY MARKED "PUBLIC AGENCY" TO THE PUBLIC AGENCY AWARDING THE CONTRACT AND FORWARD THE REMAINING TWO (2) COPIES TO:

NEW JERSEY DEPARTMENT OF THE TREASURY
DIVISION OF CONTRACT COMPLIANCE & EQUAL EMPLOYMENT OPPORTUNITY IN PUBLIC CONTRACTS
P.O. BOX 209
TRENTON, NJ 08625-0209
(609) 292-9550

# FORM W-9

Form **W-9**
(Rev. October 2018)
Department of the Treasury
Internal Revenue Service

## Request for Taxpayer Identification Number and Certification

▶ Go to *www.irs.gov/FormW9* for instructions and the latest information.

**Give Form to the requester. Do not send to the IRS.**

Print or type. See Specific Instructions on page 3.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.

2 Business name/disregarded entity name, if different from above

3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only **one** of the following seven boxes.

☐ Individual/sole proprietor or single-member LLC ☐ C Corporation ☐ S Corporation ☐ Partnership ☐ Trust/estate

☐ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶ _____

**Note:** Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is **not** disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.

☐ Other (see instructions) ▶

4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any) _____

Exemption from FATCA reporting code (if any) _____

*(Applies to accounts maintained outside the U.S.)*

5 Address (number, street, and apt. or suite no.) See instructions.

Requester's name and address (optional)

6 City, state, and ZIP code

7 List account number(s) here (optional)

### Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

**Note:** If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

**Social security number**

___ - ___ - ____

or

**Employer identification number**

__ - _____

### Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

**Certification instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

**Sign Here** | **Signature of U.S. person** ▶ | **Date** ▶

## General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

**Future developments.** For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to *www.irs.gov/FormW9*.

### Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)
- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

*If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See* What is backup withholding, *later.*

STATE OF NEW JERSEY

BUSINESS REGISTRATION CERTIFICATE

## Business Registration Certification and Public Works Contractor Registration Certification

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

Contractors are responsible for notifying subcontractors.

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

**********

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

Labor.

SAMPLE CERTIFICATE

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE
FOR STATE AGENCY AND CASINO SERVICE CONTRACTORS

DEPARTMENT OF TREASURY
DIVISION OF REVENUE
PO BOX 252
TRENTON, NJ

TAXPAYER NAME:
TAX REGISTRATION TEST ACCOUNT

TRADE NAME:
CLIENT REGISTRATION

TAXPAYER IDENTIFICATION#:
970-097-382/500

SEQUENCE NUMBER:
0107330

ADDRESS:
847 ROEBLING AVE
TRENTON NJ 08611

ISSUANCE DATE:
07/14/04

EFFECTIVE DATE:
01/01/01

FORM BRC(08-01)

Acting Director

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

# STATE OF NEW JERSEY
# BUSINESS REGISTRATION CERTIFICATE

**Taxpayer Name:** TAX REG TEST ACCOUNT

**Trade Name:**

**Address:** 847 ROEBLING AVE
TRENTON, NJ 08611

**Certificate Number:** 1093907

**Date of Issuance:** October 14, 2004

**For Office Use Only:**

**20041014112823533**

Certificate Number
######

Registration Date: 11/16/2023
Expiration Date: 11/15/2025

# 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:

SAMPLE

**2023**

**Responsible Representative(s):**
NAME, TITLE

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.

P-59

PUBLIC WORKS CONTRACTOR REGISTRATION

TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

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**2025 CDBG ROAD REHABILITATION**
**STANDISH AVENUE AND FREMONT STREET**

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## CONTRACT AND AGREEMENT

THIS AGREEMENT made this _____ day of _____, the year of 2026 by and between, THE TOWNSHIP OF WEST ORANGE, in the County of Essex, a municipal corporation of the State of New Jersey, hereinafter called the Owner, party of the first part, and _____ hereinafter called the Contractor, party of the second part:

## COVENANT

WITNESSETH: That the parties to these presents each in consideration of the undertakings, promises and agreements of the other herein contained, have undertaken, promised and agreed, and do hereby undertake, promise and agree, the party of the first part for itself, its successors and assigns, and the party of the second part and for their heirs, executors, administrators, successors and assigns as follows:

Note 1. The subheadings are for convenience of reference only and do not form a part of the Contract Documents.

## ARTICLE I - CONTRACT INCLUDES

The Contractor, at his own sole cost and expense, shall furnish all labor, materials, and services necessary for constructing the improvements and completing the grading as shown on the Plans and as specified herein. He will construct, complete and finish the same in the most thorough, workmanlike and substantial manner, in every respect to the satisfaction and approval of the Engineer, in the manner and within the time hereinafter limited, and in strict accordance with the Notice to Bidders, Instructions to Bidders, Proposal, General Conditions of Contract, General Requirements, Specifications and the Plans for the work, which Contract Documents are hereby made a part of this Contract as fully as if the same were repeated at length herein.

## ARTICLE II - RATE OF PROGRESS AND TIME OF COMPLETION

The Contractor shall within ten (10) calendar days after the date of the execution of the Contract submit a detailed construction schedule establishing dates of starting and completion of various parts of the work. This schedule will establish how the work proposed can be completed within the time limit specified herein. Thenceforth, the rate of progress shall be such that all construction will be completed within ninety (90) calendar days, unless extensions of time are made for the reason and in the manner stated under the terms of the General Conditions of Contract.

## ARTICLE III - DAMAGES FOR FAILURE TO COMPLETE ON TIME

The Contractor shall pay to the owner for each and every calendar day that he shall be in default in completing the work ready for service and/or in completing the entire work within the respective times stipulated, unless the times are extended as provided herein, a sum of two hundred dollars ($200.00).

This sum is hereby agreed upon not as a penalty, but as liquidated damages which the Owner will suffer by reason of such default. The Owner shall have the right to deduct the amount of any such damages from any monies due the Contractor under the Contract.

In the event the Contractor shall fail to complete the work under this Contract on or before said completion date, then any wages paid by the Owner to any inspector or inspectors necessarily employed by the Owner for any services performed subsequent to the aforesaid completion date shall be deducted from the payments otherwise due from the Owner to the Contractor.

## ARTICLE IV - PAYMENT

The Owner, in consideration of faithful performance by the Contractor of all and singular his covenants, promises and agreements contained herein, agrees to pay the Contractor for the full completion by him of the work embraced in this Contract, in the manner and within the time herein specified and limited and to the satisfaction and approval of the Engineer, the prices stipulated in the said Proposal attached such payment to be made at the times and in the manner herein specified and also agrees to pay, in addition, such amounts as may be agreed upon for modifications and for extra work in accordance with Section 14 of the General Conditions of Contract.

## ARTICLE V - PARTIAL AND FINAL ESTIMATES

The Owner shall make a progress payment to the Contractor on the basis of a duly certified and approved estimate of the work performed during the preceding calendar month under this Contract, but to insure the proper performance of this Contract, the Owner shall retain two percent (2%) of the amount of each estimate, or the percentage required under New Jersey Statutory Authority, until final completion and acceptance of all work covered by this Contract.

A payment of ninety percent (90%) of the invoiced price of material received at the job site but not incorporated in the work will be included in the monthly estimates, providing the following conditions are satisfied:

1. The materials shall be received in a condition satisfactory for incorporation in the work.

2. The materials shall be stored in such manner that they will not be damaged due to weather, construction operations or any cause.

3. An invoice from the supplier shall be furnished for each item.

4. The Contractor shall furnish written proof of payment of the materials no later than thirty (30) days after receipt of payment.

5. Materials delivered to the job site more than ninety (90) days in advance of their incorporation in the work will not be paid for as materials on hand unless payment is specifically approved by the Engineer.

All materials and work covered by partial payments made shall thereupon become the sole property of the Owner, but this provision shall not be construed as relieving the Contractor from the sole responsibility for the care and protection of materials and work upon which payments have been made or the restoration of any damaged work or as a waiver of the right of the Owner to require the fulfillment of all the terms of the Contract.

The Contractor agrees that he will indemnify and save the Owner harmless from all claims growing out of the lawful demands of subcontractors, laborers, workmen, mechanics, materialmen, and furnishers of machinery and parts thereof, equipment, power tools, and all supplies, including commissary, incurred in the furtherance of the performance of this Contract. The Contractor shall, at the Owner's request, furnish satisfactory evidence that all obligations of the nature hereinbefore designated have been paid, discharged, or waived. If the Contractor fails to do so, then the Owner may, after having served written notice on the said Contractor, either pay unpaid bills of which the Owner has written notice, deduct or withhold from the Contractor's unpaid compensation a sum of money deemed reasonably sufficient to pay any and all such lawful claims until satisfactory evidence is furnished that all liabilities have been fully discharged whereupon payment to the Contractor shall be resumed, in accordance with the terms of the Contract, but in no event shall the provisions of this sentence be construed to impose any obligations upon the Owner to either the Contractor or his surety. In paying any unpaid bills of the Contractor, the Owner shall be deemed the agent of the Contractor, and any payment so made by the Owner, shall be considered as a payment made under the Contract by the Owner to the Contractor and the Owner shall not be liable to the Contractor for any such payment made in good faith. The Owner may withhold or, on account of subsequently discovered evidence, nullify the whole or part of any certificate to such extent as may be necessary to protect himself from loss on account of:

a) Defective work not remedied.

b) Claims filed or reasonable evidence indicating probable filing of claims by other parties against the Contractor.

c) Failure of the Contractor to make payments properly to subcontractors or for material or labor.

d) Damage to another Contractor.

The Engineer shall, as soon as practicable after the completion of the work, make a final certificate of the entire amount of work done under this Contract, and the Owner shall, within thirty (30) days after such final estimate is approved, pay the entire sum so found to be due hereunder, after deducting therefrom all previous payments, and also all percentages and deductions to be retained under any of the provisions of this Contract.

## ARTICLE VI - PREVAILING WAGE AND AFFIRMATIVE ACTION REQUIREMENTS

The Contractor shall comply with the provisions of the New Jersey Prevailing Wage Act and shall pay workers employed in the performance of the Contract no less than the minimum wages set forth in the determination of the Commissioner of Labor and Industry, which is marked Appendix A, attached hereto and made a part hereof, and the Contractor shall take such action specified in Section 27 of the General Conditions of the Contract.

The Contractor shall comply with the requirements of Chapter 127 of the Law of New Jersey of 1975 regarding an affirmative action program for equal employment opportunity and the Regulations promulgated thereunder and the Contractor shall take such action specified in Section 26 of the General Conditions of the Contract as is applicable to this Contract.

## ARTICLE VII - MISCELLANEOUS PROVISIONS

This Agreement, as set forth herein and in the Contract Documents, constitutes the entire agreement between the Owner and the Contractor, and its terms may not be varied by any employee or agent of the Owner or Contractor.

## ARTICLE VIII - DISPUTE RESOLUTION

All claims, controversies and disputes which arise as a result of the work contemplated herein shall be governed by this Article, and shall be resolved pursuant to the procedures described in this Article.

A. Written Notice. Any claim by the Contractor hereunder must be provided in writing to the Owner, with a copy to the Engineer, within ten (10) days of the discovery of the facts or circumstances upon which a claim is alleged to be based. Failure to provide such written notice shall be deemed a waiver of Contractor's rights hereunder, and shall be a bar to the bringing of any such claim. Verbal notification to the Owner, Engineer or any individuals acting on their behalf shall not be deemed sufficient to comply with this Article.

   Every such written notice shall provide a clear and concise description of the facts or circumstances giving rise to the claim, the relief or other action required to remedy the claim, and to the extent known at the time the claim arises, the nature and/or amount of additional costs that may be incurred or additional time for completion that may be required as a result of said claim.

B. Response to Claim Notice. Upon receipt of the claim, the Owner and the Contractor shall undertake in good faith to resolve the dispute. Within ten (10) days of receipt of a written claim notice, Owner shall respond in writing to Contractor's claim. If the response is sufficient to resolve Contractor's claim, then the parties shall enter into a Memorandum of Claim Resolution (MCR) and said claim will be resolved based upon the terms and conditions included in said MCR. If appropriate, a Change Order may be issued in lieu of an MCR.

C. If the parties cannot resolve the claim by mutual agreement within fifteen (15) calendar days of the Owner's response, either party shall have the right to request resolution of the dispute by senior management, by providing written notice requesting that a meeting by convened at the job site (or other mutually agreed location), attended by a representative of the Owner, duly authorized to recommend settlement to the governing body, along with a principal of the Contractor and a principal of the Engineer, each of whom shall have the authority to bind their respective firms. Such meeting shall be held not less than ten (10) nor more than fifteen (15) working days after receipt of notice.

D. In the event that the parties cannot resolve the dispute within twenty (20) days after the first meeting of the principals, then the matter shall be presented to a mutually agreed upon qualified mediator for mediation, pursuant to the Rules of Construction Mediation promulgated by ERI.

E. Either party shall provide notice to the agreed upon mediator, within ten (1) working days after the time elapsed under "D" above, that the parties have been unable to reach an agreement on the dispute between them. A copy of such notice shall be contemporaneously served upon the other interested parties. Within ten (1) calendar days of the filing of Notice with the mediator, the claiming party shall prepare a clear and concise written statement of the claim, including all supporting documentation and submit it to the mediator with a copy to the other parties. Other parties shall thereafter present a written response to the Affidavit of Claim, singly or jointly, within ten (10) calendar days of receipt thereof. The mediator shall then resolve the matter within forty-five (45) days, unless all parties mutually agree to an extension of time thereof. The mediator shall attempt to reach agreement on an MCR; in the absence of the ability to do so, the mediator shall render a written opinion to all parties. Such opinion shall be admissible in any Court proceedings between or among the parties.

## EXECUTION OF CONTRACT

IN WITNESS WHEREOF, the said parties hereto have caused this instrument to be signed by their respective duly constituted officers, attested and sealed pursuant to proper resolutions.

TOWNSHIP OF WEST ORANGE IN THE COUNTY OF ESSEX

ATTEST:

By: _____ (Seal)
Township Clerk

_____

_____

By: _____ (Seal)
Mayor

_____

_____

By: _____ (Seal)
Contractor

TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

---

**2025 CDBG ROAD REHABILITATION**
**STANDISH AVENUE AND FREMONT STREET**

---

BOND

KNOW ALL MEN BY THESE PRESENTS that we _____, Principal, and _____ Surety, are held and firmly bound unto the TOWNSHIP OF WEST ORANGE, in the COUNTY OF ESSEX, a municipal corporation of the State of New Jersey, Obligee, in the penal sum of _____ DOLLARS lawful money of the United States of America, to be paid to the TOWNSHIP OF WEST ORANGE, in the COUNTY OF ESSEX, for which payment well and truly to be made we hereby jointly and severally bind ourselves, and our respective heirs, executors, administrators, successors, and assigns.

Signed this _____ day of _____, 2026.

The condition of this obligation is such that whereas, the above named Principal did on the _____ day of _____, 2026, enter into a certain Contract with the TOWNSHIP OF WEST ORANGE, in the COUNTY OF ESSEX, designated as

**2025 CDBG ROAD REHABILITATION STANDISH AVENUE AND FREMONT STREET**

which said Contract is made a part of this Bond as though fully set forth herein.

Now, if the above-named Principal shall well and faithfully do and perform all the things agreed by him to be done and performed under said Contract, according to the terms, covenants and conditions thereof, all and singular, including the fulfillment of all guarantees, and if the above-named Principal shall pay all lawful claims of subcontractors, materialmen, laborers, persons, firms or corporations for labor performed or materials, provisions, provender or other supplies of teams, fuels, oils, implements or machinery furnished, used or consumed in the carrying forward, performing or completing of said Contract, and if the above-named Principal shall satisfy any and all claims against the TOWNSHIP OF WEST ORANGE in the COUNTY OF ESSEX howsoever originating under the said Contract and shall fully indemnify and save harmless the TOWNSHIP OF WEST ORANGE in the COUNTY OF ESSEX from any and all cost, loss, damage and expenses, including legal expenses, which the TOWNSHIP OF WEST ORANGE in the COUNTY OF ESSEX may suffer by reason of the failure of said Principal to do any of the foregoing, we agreeing and assenting that this undertaking shall be for the benefit of any subcontractor, materialman, laborer, person, firm or corporation having a just claim as well as for the TOWNSHIP

OF WEST ORANGE in the COUNTY OF ESSEX, as Obligee, 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 said Surety hereby stipulates and agrees that no changes, alterations, modifications, omissions, or additions in or to the terms of the said Contract, or in or to the Plans or Specifications therefore or any extension of time for the performance of any of the work covered thereby shall in any way affect the obligation of said Surety on this Bond, and the Surety does hereby waive notice of any and all such changes, alterations, modifications, omissions, or additions, in or to the terms of the said Contract or in or to the Plans or Specifications therefore and of any and all such extensions of time for the performance of any of the work covered thereby.

The purpose of the performance guarantee is to assure the installation of the required improvements, to render the obligor and the Surety liable to the municipality of the reasonable costs of making such improvements if they are not installed properly, and in such case, to provide the means by which the municipality itself may remedy any deficiencies.

Signed, sealed and acknowledged in the presence of:

_____

_____

_____

_____(Seal)
Contractor's Signature

Witness
STATE OF )
) ss:
COUNTY OF )

On this _____ day of _____ in the year 2026,

before me personally came _____, who being known to me and being of full age and being duly sworn upon his oath deposes and says:

That he resides

at_____,

and that he is the President of

_____,

the Corporation described in and which executed the foregoing instrument; that he knows the seal of said Corporation, that the seal affixed to said instrument is such Corporate seal; that it was so affixed by order of the Board of Directors of said Corporation and that he signed his name thereto by like order.

_____(Seal)
(Signature)

_____(Seal)
(Title)

Subscribed and sworn to

before me this _____ day

of _____, 2026.

_____
Notary Public
Commission expires _____
(Notary Seal)

TOWNSHIP OF WEST ORANGE
COUNTY OF ESSEX, NEW JERSEY

**2025 CDBG ROAD REHABILITATION**
**STANDISH AVENUE AND FREMONT STREET**

# GENERAL CONDITIONS

## SECTION 1 - CONTRACT DOCUMENTS

The Contract Documents shall consist of Notice to Bidders, Instructions to Bidders, Proposal, Contract and Agreement, General Conditions of Contract, General Requirements, Specifications and Plans, including all modifications and addenda thereof incorporated in any of the documents before execution of the Contract.

## SECTION 2 - SPECIFICATIONS AND SUPPLEMENTARY PLANS

The Specifications and Plans are intended to supplement each other, and together constitute one complete set of Specifications and Plans, so that any work exhibited in the one and not in the other shall be executed just as if it has been set forth in both, in order that the work shall be completed in every respect according to the complete design or designs as decided and determined by the Engineer. In the event of a conflict in the Plans and Specifications, the Specifications shall be considered as prevailing. Should the Contractor find that anything is omitted from the Specifications and Plans which is necessary for a clear understanding of the work, or that there is an error in either Plans or Specifications, the Contractor shall promptly notify the Engineer. From time to time during the progress of the work the Engineer will furnish supplementary or working drawings as are necessary to show changes or define the work in more detail and these also shall be considered as Contract Plans.

## SECTION 3 - DEFINITIONS

The word "Owner" as used herein shall mean the TOWNSHIP OF WEST ORANGE, the "Party of the First Part," acting through its properly authorized representatives.

The word "Engineer" shall mean the engineer designated by the Owner, whether acting directly or through properly authorized agents, inspectors, or representatives of the Engineer, acting within the scope of duties entrusted to them. The word "Addendum" shall mean a modification of the Contract Documents issued in writing by the Engineer prior to the opening of the bids.

The term "NJSS" shall mean the New Jersey Standard Specifications for Road and Bridge Construction, 2019 Edition.

The term "ASTM" shall mean the American Society for Testing and Materials.

The term "AWWA" shall mean the American Water Works Association.

The term "ASA" shall mean the American Standards Association.

The term "IEEE" shall mean the Institute of Electrical and Electronic Engineers, Inc.

The term "NEC" shall mean the National Electric Code of the National Fire Protection Association.

The term "NEMA" shall mean the National Electric Manufacturers Association.

The term "AWS" shall mean the American Welding Society.

The term "BOCA" shall mean Building Code Officials and Code Administration International, Inc.

The term "ACI" shall mean the American Concrete Institute.

The term "NFPA" shall mean the National Fire Protection Association.

The words "as described," "as required," "as permitted," "as allowed," or phrases of like effect or import as used herein shall mean that the direction, requirement, permission, or allowance of the Engineer is intended, and similarly, the words "approved," "reasonable," "suitable," "properly," "satisfactory," or words of like effect or import, unless otherwise particularly specified herein, shall mean approve, reasonable, suitable, properly, or satisfactory in the judgment of the Engineer.

## SECTION 4 - ENGINEER'S DECISIONS

All work under this Contract shall be done to the satisfaction of the Engineer who shall determine the amount, quality, acceptability, and fitness of the several items of work and materials which are to be paid for hereunder. He shall also decide all questions which may arise as to the fulfillment of the terms of the Contract by the Contractor, and as to the intent and purpose of the Contract Plans and Specifications. The determination of the Engineer in all such matters shall be final and binding upon the parties thereto.

## SECTION 5 - INSPECTION

The Owner, at his own expense, has appointed and employed the Engineer whose duty it is to observe and inspect, in the Owner's interest, the materials furnished, and the work done as the work progresses in order to insure full and complete compliance with the Contract. It is agreed that the Owner may also, at its pleasure and at its own expense, appoint and employ such other persons as may be necessary for those purposes. The Engineer and all such other persons referred to shall have unrestricted access to all parts of the work and to other places at and in which the preparation of the materials and other parts of the work to be done under this Contract are carried on and conducted and shall be given by the Contractor all facilities and assistance required to carry out their work of observation and inspection.

It is not the function of the Engineer to supervise or direct the manner in which the work to be done under this Contract is carried on or conducted. Nevertheless, the Contractor agrees that any method of procedure, which in the opinion of the Engineer does not achieve the required results or quality of the work specified, shall be discontinued immediately upon the order of the Engineer.

The Engineer shall have the authority to reject any work, or materials, or any part thereof, which does not in his opinion conform to the Plans, Drawings, Specifications, and Contract, and it shall be permissible for him to do so at any time during the progress of the work and until its acceptance.

No work shall be done except in the presence of designated representatives of the Owner or the Engineer and no material of any kind shall be used upon the work until it has been inspected and accepted by such duly authorized representatives. All materials rejected shall be removed immediately from the work and not again offered for inspection. Any materials or workmanship found at any time to be defective or not of the quality or character required by the Plans and Specifications shall be remedied at once regardless of previous inspection.

Such inspections shall not relieve the Contractor from any obligation to perform such work strictly in accordance with the Plans and Specifications and work not so constructed shall be removed and made good by the Contractor at his own expense, and free of all expense to the Owner without reference to any previous oversight or error in inspection.

It is also understood that representatives of the State shall have access to the work wherever it is in preparation or progress, and the Contractor shall provide proper facilities for such access and inspection.

## SECTION 6 - OBLIGATION OF CONTRACTOR

The Contractor shall, at his own cost and expense, provide any and all manner of superintendence, insurance, taxes, labor, materials, apparatus, scaffolding, appliances, tools, machinery, power transportation, and whatever else may be required of every description necessary to do and complete the work, and shall be solely answerable for the same and for the safe, proper, and lawful construction, maintenance, and use thereof. The Contractor shall cover and protect the work from damage, and make good all injury to the same occurring before the completion of this Contract. The Contractor shall employ only competent people and shall provide an experienced superintendent who shall be present at all time that work is in progress. The Contractor shall also provide experienced foremen on each part of the work.

The Contractor shall, at his own expense, wherever necessary or required, maintain fences, provide watchmen, maintain lights, place additional timber and braces, and take such of the precautions as may be necessary to protect life, property, and structures, and shall be liable for all damages occasioned in any way by his act or neglect, or that of his agents, employees, or workmen. He shall provide access at all times to private property.

## SECTION 7 - PATENT RIGHTS

The Contractor shall indemnify and save harmless the Owner and its officers, agents, and representatives from all claims for damages, arising from the infringement or alleged infringement of any letters patent or patent rights covering any material, appliance, or device used in or upon the work or any part thereof.

All royalties for patents or patent infringement claims that might be involved in the construction of the work shall be included in the Contract amount and the Contractor shall satisfy all demands that may be made at the time for such and shall be liable for any damages or claims for patent infringements; and the Contractor shall at his own expense defend any and all suits or proceedings that may be instituted against patent or patents involved or alleged to be involved in the work and in case of an award of damages, the said Contractor shall pay such award.

## SECTION 8 - DEFENSE OF SUITS

In case any action at law of suit in equity may or shall be brought against the Owner or any of its representatives or agents for or on account of the failure, omission, or neglect of the Contractor or his or their employees or agents to do and perform any of the covenants, acts, matters, or things by this Contract undertaken or to be done or performed by the Contractor or his subcontractors, or his or their employees or agents, or for any injury or damage caused by the negligence or alleged negligence of the Contractor or his subcontractors, his or their employees or agents, the Contractor shall indemnify and save harmless the Owner, its representatives, agents, and servants of and from all loss, cost, damage, expense, judgment, or decrees whatever arising out of such actions or suits as may or shall be brought as aforesaid.

## SECTION 9 - PERMITS, LAWS, AND ORDINANCES

The Contractor shall keep himself fully informed of all existing and current ordinances and regulations and City, County, State, or National laws in any way limiting or controlling the actions or operations of these engaged upon the work or affecting the materials supplied to or by them. He shall at all times observe and comply with all such valid and legally binding ordinances, laws, and regulations, and shall protect and indemnify the Owner and its representatives and agents against any claim or liability arising from or based on any violation of the same. He shall take out and carry appropriate employer's liability insurance and public liability insurance. He shall obtain and pay for all necessary permits and pay all fees required in connection with the Contract.

## SECTION 10 - ASSIGNMENT OF CONTRACT

The Contractor shall have no right or power to assign this Contract, in whole or in part, nor to assign any right arising or monies due or to grow due thereunder, without formal approval of the Owner.

## SECTION 11 - SUBLETTING

No part of the work embraced in this Contract shall be sublet or in any way removed from the control of the Contractor except with the written consent of the Owner, but this provision shall not apply to the purchase and delivery of materials necessarily manufactured and provided elsewhere.

## SECTION 12 - COMPLETION OF WORK BY OWNER

If the work to be done under this Contract shall be abandoned by the Contractor, or if this Contract shall be assigned, or the work sublet by him, otherwise than as herein specified, or if at any time the Engineer shall be of the opinion that the performance of the Contract is unnecessarily or unreasonably delayed or that the Contractor is willfully violating any of the conditions of covenants of this Contract, or of the Specifications, or is executing the same in bad faith or not in accordance with the terms thereof, or if the work be not fully completed within the time named in the Contract for its completion, or within the time to which the completion of the Contract may be extended by the Owner, the Owner may notify the Contractor to discontinue all work, or any part thereof under this Contract, by a written notice to be served upon the Contractor, as herein provided; and the Contractor shall within five (5) days of the service of said notice discontinue the work, or such part thereof, and Owner shall thereupon have the power to contract for the completion of the Contract in the manner prescribed by law, or to place such and so many persons as it may deem advisable, by contract or otherwise, to work, and complete session of and use any of the materials, plant, tools, equipment, supplies, and property of every kind provided by the Contractor for the purpose of his work and to procure other materials and equipment for the completion of the same, and to charge the expense of said labor and materials to the Contractor. The expense so charged shall be deducted and paid by the Owner out of such monies as may be due or may at any time thereafter grow due to the Contractor by virtue of this Contract, or any part thereof. And in case such expense shall exceed the amount which would have been payable under the Contract if the same had been completed by the Contractor, the Contractor or his surety shall pay the amount of such excess to the Owner; and in case such expense shall be less than the amount which would have been payable under this Contract if the same had been completed by the Contractor, the Owner shall pay such difference to the Contractor.

## SECTION 13 - CLAIMS FOR LABOR AND MATERIALS

The Contractor shall indemnify and save harmless the Owner from all claims for labor done and for materials furnished under this Contract, or any alterations or modifications thereof and shall furnish the Owner with satisfactory evidence, when called for by it, that all persons who have done work or furnished materials under this Contract, for which the Owner may become liable under the laws of the State, have been fully paid or satisfactorily secured, and in case such evidence is not furnished, an amount necessary or sufficient within the discretion of the Owner to meet the claims of the persons aforesaid shall be retained, in addition to any other monies due the Contractor under this Contract, until the liabilities aforesaid shall be fully discharged or satisfactorily secured.

## SECTION 14 - MODIFICATIONS AND EXTRA WORK

The Contractor in entering into this Contract understands that the Owner reserves the right to modify the arrangement, character, or size of the work or appurtenances whenever in its opinion it shall deem it necessary or advisable to do so. Minor changes in the work not involving extra cost and not inconsistent with the purpose of the work may be made by verbal order, but no modifications involving substantial extra work or changes shall be made unless ordered by the Engineer. The Contractor shall and will accept such modifications when ordered in writing by the Engineer, and the same shall not vitiate or void this Contract. Any such modifications so made shall not, however, subject the Contractor to increased expense without equitable compensation. If such modifications result in a decrease in the cost of work involved, an equitable deduction from the Contract price shall be made.

## SECTION 15 - PAYMENT FOR EXTRA WORK

The Contractor agrees that he will accept as full compensation for extra work, the unit prices bid, where such are applicable; and for such items as are not properly covered by unit prices, a lump sum agreed upon as reasonable by the Engineer and the Contractor. If an agreement cannot be made on payment for extra work on a unit price or lump sum basis, the Contractor will accept as full compensation the necessary labor, including insurance and payroll taxes, equipment rental and materials, plus fifteen (15%) percent which covers superintendence, the use of tools and plant, and other overhead expenses and profit. In case the extra work is performed by a previously approved subcontractor, the total allowance which covers superintendence, the use of tools and plant, and other overhead expenses and profit shall be twenty (20%) percent instead of fifteen (15%) percent as stated above.

Equipment rental charges shall be the prorated charge actually paid by the Contractor in the case where equipment is rented, except that this rental charge shall not exceed the latest rental rates compiled by the Associated Equipment Distributors. If the equipment is owned by the Contractor, the equipment rental charge shall be prorated on the basis of the monthly rates compiled by the Associated Equipment Distributors. All fuel and lubrication costs will be paid for separately.

The Contractor agrees to prosecute such extra work with all reasonable diligence, and to employ thereon competent people. The Contractor shall give the Engineer access to all accounts, bills, payrolls, and vouchers relating to extra work not covered by unit prices, and he agrees that he shall have no claim for compensation for such extra work in the case of items not covered by unit prices unless a statement in writing of the actual cost of the same, fully itemized as to labor and materials, is presented to the Engineer before the thirtieth (30) day of the month following that during which each specific order was complied with by him.

## SECTION 16 - CLAIMS FOR UNAUTHORIZED EXTRA WORK

If the Contractor performs work which he considers is not included under any of the items of the Contract and which has not been specifically ordered in writing by the Owner as extra work, he shall make a claim for extra payment for such work, with detailed cost data to support his claim, within thirty (30) days after the said work is performed. Should such work extend over a period

of more than thirty (30) days, he shall submit monthly records of all cost data relating to the claim for extra payment of such work.

## SECTION 17 - GUARANTEE

The Contractor agrees the work done under this Contract, and that the materials furnished by him and used in the construction of the same are free from defects or flaws, and the guarantee is for a term of one (I) year from and after the date upon which the final estimate of the Engineer is formally approved by the Owner. It is hereby, however, agreed and understood that this guarantee shall not include any repairs made necessary by any cause or causes other than defective materials furnished by or defective work done by the Contractor.

## SECTION 18 - REPAIRS FOR ONE YEAR

The Contractor further agrees that he will furnish prior to payment of the final estimate, a certificate from his surety stating that the Performance Bond covers the above one-year guarantee. The Contractor shall make such repairs on the work as may be required by the Contractor's guarantee. In the event the Performance Bond does not provide a one-year guarantee, a separate Maintenance Bond in an amount equal to ten (10%) percent of the amount of the Contract shall be posted.

## SECTION 19 - RATE OF PROGRESS AND SEQUENCE OF WORK

The Contractor shall, within ten (10) days after the date of the execution of the Contract, submit a construction schedule showing dates of starting and completion of various parts of work. Thenceforth, the rate of progress shall be such that the whole work will be completed and the grounds cleaned up within the time stated in the Contract.

The Engineer shall direct and order the location and sequence of work. If at any time before the commencement or during the progress of the work, the materials, labor and appliances used or to be used by the Contractor appear to the Engineer to be insufficient or improper for securing the quality of work required or the required rate of progress, the Engineer may order the Contractor to increase their efficiency or to improve their character, and the Contractor shall conform to such order; but the failure of the Engineer to demand any such increase or efficiency or any such improvements shall not release the Contractor from his obligation to secure the quality of the work or the rate of progress specified.

## SECTION 20 - EXTENSION OF TIME

The Contractor expressly covenants and agrees that in undertaking to complete the work sufficiently to permit operation of major units and to complete the entire work within the time stated in the Contract, he has taken into consideration and made allowance for all of the ordinary delays and hindrances incidental to such work, whether growing out of delays in securing materials or workmen, or otherwise. Should the Contractor, however, be substantially delayed in the prosecution and completion of the work by any changes, additions or omissions therein ordered

in writing by the Engineer, or by fire, lightning, earthquake, tornado, cyclone, riot, insurrection or war, or by the abandonment of the work by the workmen engaged therein through no fault of the Contractor, or by the discharge of all or any material number of workmen in consequence of difficulties arising between the Contractor and such workmen, or by the neglect, delay or default of any other Contractor of the Owner, the Contractor may, within five (5) days after the occurrence of the delay for which he claims allowance notify the Engineer thereof in writing, and thereupon and not otherwise the Contractor shall be allowed such reasonable additional time for the completion of the work as the Engineer in his discretion and authority on behalf of the Owner shall award in writing.

## SECTION 21 - LIABILITY OF CONTRACTOR FOR EMPLOYEES

Each and every employee of the Contractor, and each and every employee of his subcontractors engaged in the said work shall, for all purposes, be deemed and taken to be the exclusive servants of the Contractor and not for any purpose or in any manner in the employment of the Owner. The Contractor shall in no manner be relieved from responsibility or liability on account of any fault or delay in the execution of the said work or any part thereof by any such employee, or any such subcontractor, or any materialmen, whatsoever.

## SECTION 22 - NO WAIVER OF RIGHTS

No certificate given or payment made under this Contract shall be evidence of the performance of the Contract either wholly or in part, and no payment shall be construed to be an acceptance of defective work or improper materials. No act of the Owner or of the Engineer, or of any representative of either of them in inspecting the work, nor any extension of time for the completion of the work, shall be regarded or taken as an acceptance of such work, or any part thereof, or of materials used therein or therefore, either wholly or in part. Before any final payment shall be allowed, the Contractor will be required, and he hereby agrees, to sign a statement that he accepts the same in full payment and settlement of all claims on account of work done and materials furnished under this Contract, and furthermore that all claims on account of work done and materials furnished under this Contract, and furthermore that all claims for materials provided or labor performed have been paid or satisfactorily secured. No waiver of any breach of this Contract by the Owner or anyone acting for it or on its behalf shall be held as a waiver of any other or subsequent breach thereof.

## SECTION 23 - VERBAL STATEMENTS NOT BINDING

It is understood and agreed that the written terms and provisions of this agreement shall supersede all prior verbal statements of the Engineer or other representatives of the Owner, and such statements shall not be effective or be constructed as entering into or forming a part of, or altering anywise whatsoever the written agreement.

## SECTION 24 - RELEASE OF LIABILITY

No person or corporation other than the signer of this Contract as Contractor now has any interest hereunder, and no claim shall be made or be valid, and neither the Owner or any employee or

agent thereof shall be liable or be held acceptable for damages caused by the Contractor. Acceptance by the Contractor of the final payment shall operate as and shall be a release to the Owner and every representative and agent thereof from all claims and liability to the Contractor for anything done or furnished for, or relating to the work or for any act or neglect of the Owner or any person relating to or affecting the work.

## SECTION 25 - SUBSTITUTION CLAUSE

Wherever in the Plans and Specifications any item of equipment or material is designated by reference to a particular brand, manufacturer, or trade name, it is understood that an approved equal product, acceptable to the Engineer may be substituted by the Contractor.

## SECTION 26 - AFFIRMATIVE ACTION PROVISION FOR CONSTRUCTION CONTRACTS

Affirmative Action Provisions for Construction Contracts is referenced to PL 1975, C. 127, NJSA 10:5-31 et seq. and NJAC 17:27.

EXHIBIT A

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

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

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

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

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

The contractor or subcontractor agrees to make good faith efforts to meet targeted County employment goals established in accordance with NJAC 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

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

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

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

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

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

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

EXHIBIT B

**MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE**
**NJSA 10:5-31 ET SEQ., (PL 1975, C. 127)**
**NJAC 17:27**

CONSTRUCTION CONTRACTS

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

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

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

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union 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.

When hiring or scheduling workers in each construction trade, the contractor or subcontractor agrees to make good faith efforts to employ minority and women workers in each construction trade consistent with the targeted employment goal prescribed by N.J.A.C. 17:27-7.2; provided, however, that the Dept. of LWD, Construction EEO Monitoring Program, may, in its discretion, exempt a contractor or subcontractor from compliance with the good faith procedures prescribed by the following provisions, A, B, and C, as long as the Dept. of LWD, Construction EEO Monitoring Program is satisfied that the contractor or subcontractor is employing workers provided by a union which provides evidence, in accordance with standards prescribed by the Dept. of

LWD, Construction EEO Monitoring Program, that its percentage of active "card carrying" members who are minority and women workers is equal to or greater than the targeted employment goal established in accordance with N.J.A.C. 17:27-7.2. The contractor or subcontractor agrees that a good faith effort shall include compliance with the following procedures:

(A) If the contractor or subcontractor has a referral agreement or arrangement with a union for a construction trade, the contractor or subcontractor shall, within three business days of the contract award, seek assurances from the union that it will cooperate with the contractor or subcontractor as it fulfills its affirmative action obligations under this contract and in accordance with the rules promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et. seq., as supplemented and amended from time to time and the Americans with Disabilities Act. If the contractor or subcontractor is unable to obtain said assurances from the construction trade union at least five business days prior to the commencement of construction work, the contractor or subcontractor agrees to afford equal employment opportunities minority and women workers directly, consistent with this chapter. If the contractor's or subcontractor's prior experience with a construction trade union, regardless of whether the union has provided said assurances, indicates a significant possibility that the trade union will not refer sufficient minority and women workers consistent with affording equal employment opportunities as specified in this chapter, the contractor or subcontractor agrees to be prepared to provide such opportunities to minority and women workers directly, consistent with this chapter, by complying with the hiring or scheduling procedures prescribed under (B) below; and the contractor or subcontractor further agrees to take said action immediately if it determines that the union is not referring minority and women workers consistent with the equal employment opportunity goals set forth in this chapter.

(B) If good faith efforts to meet targeted employment goals have not or cannot be met for each construction trade by adhering to the procedures of (A) above, or if the contractor does not have a referral agreement or arrangement with a union for a construction trade, the contractor or subcontractor agrees to take the following actions:

(1)To notify the public agency compliance officer, the Dept. of LWD, Construction EEO Monitoring Program, and minority and women referral organizations listed by the Division pursuant to N.J.A.C. 17:27-5.3, of its workforce needs, and request referral of minority and women workers;

(2)To notify any minority and women workers who have been listed with it as awaiting available vacancies;

(3)Prior to commencement of work, to request that the local construction trade union refer minority and women workers to fill job openings, provided the contractor or subcontractor has a referral agreement or arrangement with a union for the construction trade;

(4)To leave standing requests for additional referral to minority and women workers with the local construction trade union, provided the contractor or subcontractor has a referral agreement or arrangement with a union for the construction trade, the State Training and Employment Service and other approved referral sources in the area;

(5)If it is necessary to lay off some of the workers in a given trade on the construction site, layoffs shall be conducted in compliance with the equal employment opportunity and nondiscrimination standards set forth in this regulation, as well as with applicable Federal and State court decisions;

(6)To adhere to the following procedure when minority and women workers apply or are referred to the contractor or subcontractor:

(i) The contactor or subcontractor shall interview the referred minority or women worker.

(ii) If said individuals have never previously received any document or certification signifying a level of qualification lower than that required in order to perform the work of the construction trade, the contractor or subcontractor shall in good faith determine the qualifications of such individuals. The contractor or subcontractor shall hire or schedule those individuals who satisfy appropriate qualification standards in conformity with the equal employment opportunity and non-discrimination principles set forth in this chapter. However, a contractor or subcontractor shall determine that the individual at least possesses the requisite skills, and experience recognized by a union, apprentice program or a referral agency, provided the referral agency is acceptable to the Dept. of LWD, Construction EEO Monitoring Program. If necessary, the contractor or subcontractor shall hire or schedule minority and women workers who qualify as trainees pursuant to these rules. All of the requirements, however, are limited by the provisions of (C) below.

(iii) The name of any interested women or minority individual shall be maintained on a waiting list, and shall be considered for employment as described in (i) above, whenever vacancies occur. At the request of the Dept. of LWD, Construction EEO Monitoring Program, the contractor or subcontractor shall provide evidence of its good faith efforts to employ women and minorities from the list to fill vacancies.

(iv) If, for any reason, said contractor or subcontractor determines that a minority individual or a woman is not qualified or if the individual qualifies as an advanced trainee or apprentice, the contractor or subcontractor shall inform the individual in writing of the reasons for the determination, maintain a copy of the determination in its files, and send a copy to the public agency compliance officer and to the Dept. of LWD, Construction EEO Monitoring Program.

(7)To keep a complete and accurate record of all requests made for the referral of workers in any trade covered by the contract, on forms made available by the Dept. of LWD, Construction EEO Monitoring Program and submitted promptly to the Dept. of LWD, Construction EEO Monitoring Program upon request.

(C) The contractor or subcontractor agrees that nothing contained in (B) above shall preclude the contractor or subcontractor from complying with the union hiring hall or apprenticeship policies in any applicable collective bargaining agreement or union hiring hall arrangement, and, where required by custom or agreement, it shall send journeymen and trainees to the union for referral, or to the apprenticeship program for admission, pursuant to such agreement or arrangement.

However, where the practices of a union or apprenticeship program will result in the exclusion of minorities and women or the failure to refer minorities and women consistent with the targeted county employment goal, the contractor or subcontractor shall consider for employment persons referred pursuant to (B) above without regard to such agreement or arrangement; provided further, however, that the contractor or subcontractor shall not be required to employ women and minority advanced trainees and trainees in numbers which result in the employment of advanced trainees and trainees as a percentage of the total workforce for the construction trade, which percentage significantly exceeds the apprentice to journey worker ratio specified in the applicable collective bargaining agreement, or in the absence of a collective bargaining agreement, exceeds the ratio established by practice in the area for said construction trade. Also, the contractor or subcontractor agrees that, in implementing the procedures of (B) above, it shall, where applicable, employ minority and women workers residing within the geographical jurisdiction of the union.

After notification of award, but prior to signing a construction contract, the contractor shall submit to the public agency compliance officer and the Dept. of LWD, Construction EEO Monitoring Program an initial project workforce report (Form AA-201) electronically provided to the public agency by the Dept. of LWD, Construction EEO Monitoring Program, through its website, for distribution to and completion by the contractor, in accordance with N.J.A.C. 17:27-7.

The contractor also agrees to submit a copy of the Monthly Project Workforce Report once a month thereafter for the duration of this contract to the Dept. of LWD, Construction EEO Monitoring Program, and to the public agency compliance officer. The contractor agrees to cooperate with the public agency in the payment of budgeted funds, as is necessary, for on-the-job and/or off-the job programs for outreach and training of minorities and women.

(D) The contractor and its subcontractors shall furnish such reports or other documents to the Dept. of LWD, Construction EEO Monitoring Program as may be requested by the Dept. of LWD, Construction EEO Monitoring Program 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 Dept. of LWD, Construction EEO Monitoring Program for conducting a compliance investigation pursuant to **N.J.A.C. 17:27-1.1 et seq.**

SECTION 27 - PREVAILING WAGES

**A. Payment of Prevailing Wages**

In accordance with the New Jersey Prevailing Wage Act, Chapter 150 of the Laws of 1963 as amended by Chapter 64 of the Laws of 1974, the Contractor and any subcontractor shall pay to workmen wages which are not less than the prevailing wages set forth herein and made a part of this Contract. In the event that any such prevailing wage is increased prior to the award of this Contract, then the increased prevailing wage or wages shall apply and supersede those set forth herein.

**B. Failure to Pay Prevailing Wages**

In the event that it is found that any workmen employed by the Contractor or any subcontractor pursuant to this Contract is paid less than the required wage, then the

Owner may terminate the Contractor's right to proceed with the work, or such part of the work as to which there has been a failure to pay required wages, and the Owner may then prosecute the work to completion or otherwise. The Contractor and the Surety shall be liable to the Owner for any excess costs occasioned to the Owner by reason of termination of the Contract and completion of the work in accordance with this provision.

**C. Posting and Records of Prevailing Wages**

The Contractor and any subcontractor shall post the various prevailing wages for each craft, trade or classification of workmen, including the effective dates of any changes thereof in a prominent and easily accessible place at the site of the work and at such place or places as are used for the payment of wages to workmen.

The Contractor and any subcontractor shall keep an accurate record showing the name, craft or trade and actual hourly rate of wages paid to each workman employed by the Contractor or subcontractor, as the case may be, in connection with the performance of this Contract for two (2) years from the date of payment.

**D. Certifications of Wages Due**

Before final payment is made under this Contract, the Contractor and any subcontractor shall file written statements with the Owner certifying to the amounts then due and owing to any and all workmen for wages due on account of work performed under the Contract. The statements shall set forth the names of the persons whose wages are unpaid and the amount due to each. The statements must be verified by the oaths of the Contractor or subcontractor, as the case may be. All such statements shall be filed with the Treasurer of the Owner.

SECTION 28 – CDBG REQUIREMENTS

A. Comply with the attached "Meeting Federal Labor Standards for Community Development Block Grant (CDBG) Funded Projects".

B. All bidders are required to register in the System for Award Management (SAM), which will provide a cage code number. A Dun & Bradstreet (DUNS) number will be required to be able to register in SAM. Be advised the registration process can take up to four (4) weeks. You may register for these numbers at the following web addresses:

https://www.dnb.com/duns-number.html & https://sam.gov/SAM/

C. *PROJECT FUNDING AND PAYMENT*

**This project is partially funded by the Community Development Block Grant (CDBG) program. Contractor is herein advised that request for payment will NOT be paid until all requirements of the CDBG program are satisfied for payment to be released.**

TOWNSHIP OF WEST ORANGE
COUNTY OF ESSEX, NEW JERSEY

**2025 CDBG ROAD REHABILITATION**
**STANDISH AVENUE AND FREMONT STREET**

## GENERAL REQUIREMENTS

### 1. LOCATION AND DESCRIPTION OF WORK

The work generally consists of approximately 3,000 linear feet of granite curb, 800 square yards of sidewalk, 5,300 square yards of HMA milling, and 800 tons of hot mix asphalt surface course, crosswalk striping, replacement of various inlet casting & inlet reconstruction and related improvements; all in accordance with the form of proposal, contract and specifications prepared by Township of West Orange Department of Engineering, 25 Lakeside Avenue, West Orange, New Jersey.

### 2. LINES AND GRADES

The Contractor is responsible for performing the construction stakeout as part of the project. Grade sheets will be required where noted on the Construction Plans.

### 3. EXPLOSIVES AND BLASTING

Explosives for blasting shall be stored, handled and used in accordance with the laws, ordinances and regulations of the State, County or Local government and with such additional regulations as the Engineer may require. Blasting shall be conducted so as not to endanger persons or property; and unless otherwise permitted, the Contractor shall be responsible for and shall make good any damage of whatever nature caused by blasting or accidental explosions.

### 4. WORKING CONDITIONS

The Contractor shall provide working conditions on each operation that shall be safe and as healthful as the nature of the work permits. He shall inform himself of and shall comply with all safety and sanitary rules, laws and regulations. The Contractor shall maintain a safe drinking water supply readily available to all workers.

A sufficient number of chemical type sanitary structures shall be provided for workmen on the project. They shall be located near the points of work. They shall be cleaned daily and shall be adequately serviced.

5. CARE AND PROTECTION OF WORK

From the commencement of work until the completion of the same, the Contractor shall be solely responsible for the protection and care of the work covered by the Contract and for the material delivered to the site. All injury, damage or loss of the same from whatever cause, shall be made good at his expense. He shall take all necessary precautions to prevent injury or damage to the work by flood, freezing or inclement weather at any and all times. The methods used for this purpose shall be subject to approval by the Engineer.

6. SHOP DRAWINGS

The Contractor shall furnish shop drawings, descriptive literature and other required information for all manufactured items. Five (5) copies shall be submitted to the Engineer for approval prior to fabrication. Approval by the Engineer of shop drawings for any material apparatus, device and layout shall not relieve the Contractor from the responsibility of furnishing same of proper dimension, size, quality, quantity and all performance characteristics to efficiently perform the requirements and intent of the Contract Documents. Approval shall not relieve the Contractor from responsibility for errors of any sort on the shop drawings. If the shop drawings deviate from the Contract Documents, the Contractor shall advise the Engineer of the deviations in writing, including the reasons for the deviations. Prior to the submittal of shop drawings of manufactured items, the Contractor shall check and approve the drawings. He shall indicate his approval by initials and date, and shall also indicate by reference the specifications and/or plan which covers the item.

7. MATERIALS AND MANUFACTURED ARTICLES

All material and workmanship shall be subject to the approval of the Engineer and shall be in conformity with the approved modern practice.

Wherever available, only manufactured and farm products of the United States shall be used in the performance of the work.

When a reference is made in the Contract Documents to standards or specifications of associations such as AWWA, ASTM or others, the provisions of the latest revision of the standard or specifications shall be applicable.

In all cases, new materials in first-class condition shall be used, unless this provision is waived by notice from the Owner or the Engineer in writing. In general, wherever the Contract Documents show or specify a particular make of material, manufactured article, device or equipment, it shall be regarded as a standard.

If two or more makes of material, manufactured articles, devices or equipment are shown or specified, each should be regarded as the equal of the other.

Any other make of material, manufactured article, device or equipment which is the recognized equal of that specified and is suitable for the purpose intended, will be accepted upon approval by the Engineer, whose decision shall be final.

In the event the Contractor obtains the Engineer's approval for the use of equipment other than that which is shown on the plans or specified herein, the Contractor shall at his own expense make any changes in the structures, buildings or piping necessary to accommodate the equipment.

8. WORK IN BAD WEATHER

During freezing, stormy or inclement weather, no work shall be done except such as can be done satisfactorily and in a manner to secure first-class construction throughout.

9. NIGHT AND SUNDAY WORK

Unless otherwise especially permitted, no work shall be done between the hours of 6:00 PM and 7:00 AM, nor on Sunday, except as necessary for the proper care and protection of work already performed. If it shall become absolutely necessary to perform work at night or on Sunday, the Engineer shall be informed at least twenty-four (24) hours in advance of the beginning of performance of such work. Only such work shall be done at night as can be done satisfactorily and in a first-class manner. Good lighting and all other necessary facilities for carrying out and inspecting the work shall be provided and maintained at all points where such work is being done.

10. CONTRACTOR'S OFFICE

The Contractor shall not be required to maintain an office at the site of the work during the period of construction. Copies of the Contract and working drawings and of the specifications shall be maintained at the project site by the Contractor at all times while work is progressing.

11. RESIDENT ENGINEER'S OFFICE

It will not be necessary for the Contractor to construct or maintain an office for the sole use of the Resident Engineer.

12. SANITARY, WATER SUPPLY AND ELECTRICAL ENERGY REQUIREMENTS

The Contractor shall provide at convenient places on or near the work proper sanitary accommodations. They will be subject to the inspection of the Engineer and shall at all times be constructed and maintained in a manner satisfactory to him and their use shall

be strictly enforced. The Contractor shall make his own arrangements for obtaining the electrical energy and a water supply necessary for construction purposes.

13. PUBLIC SAFEGUARDS

The Contractor agrees to conduct the work at all times in such a manner that public travel shall not be inconvenienced needlessly, nor shall it be wholly obstructed at any point. He further agrees to be responsible for all legal notices and signals to the public of the state of the roads while the work is in progress, providing watchmen, barricades, red lights, danger and warning signs and such other precautions necessary to protect life and property in accordance with the "Manual on Uniform Traffic Control Devices".

14. STORAGE OF MATERIALS

Materials shall be stored so as to insure the preservation of their quality and fitness for the work. When considered necessary, they shall be placed on wood platforms and covered, or stored in a suitable building as directed by the Engineer. Stored material shall be located so as to facilitate prompt inspection.

15. BARRIERS

The Contractor will be responsible for the satisfactory repair and maintenance of all fences, walls, driveways, barriers crossed or damaged by him during the course of construction.

16. PROPERTY MARKERS DISTURBED

The Contractor shall, at his own expense, retain the services of a licensed surveyor to replace property markers on or adjacent to privately owned property which have been disturbed during the course of construction.

17. COOPERATION WITH UTILITIES

It shall be the responsibility of the Contractor to arrange for all utility work essential for the completion of the project and to coordinate the work carried on by public utilities with his own work in order to eliminate delay of the project. The Contractor shall cooperate with the utility company in the removal, relocation and replacement of such structures. Wherever underground utilities are encountered, the Contractor shall take special precautions to prevent breakage and interruption of service. Where such lines require relocation before the work can proceed, the UTILITY COMPANY shall be promptly notified of the fact and will relocate such lines. It shall also be the Contractor's responsibility to assure that any work done by public utilities or their contractors is in conformity with the Plans and Specifications for the project. No compensation or extension of contract time

will be allowed the Contractor for corrective measures required by the Engineer for delays to the work caused by failure to comply with this provision.

It shall be the Contractor's responsibility to assure that all excavation and backfilling for all subsurface installations including those of the utility companies, shall be done in accordance with the Specifications, including restoration of road surface until such time as the removal of existing pavement is necessary for reconstruction of the road.

Failure of the Contractor to take proper action to correct any defective work, materials, operations and/or maintenance of traffic, all as specified herein, within the time specified by the Engineer, will be cause for the Engineer to halt work and have same done by others at the expense of the Contractor with no extension of contract time permitted.

## 18. CONTRACTOR'S EMPLOYEES

The Contractor shall be represented on the project site at all times when work is in progress by an experienced superintendent. Only skilled foremen and workmen shall be employed on work requiring special qualifications.

## 19. CLEANUP

During the progress of the work, the Contractor shall keep the site in a generally neat condition. Lunch papers, bottles, lumber cutoffs, drinking cups and like rubbish shall be removed from the site daily. The work shall be cleaned up as the various portions of the project are completed. Upon the completion of the work and before acceptances and final payment shall be made, the Contractor shall, except as otherwise expressly directed or permitted in writing, clean and remove from the sites and adjacent property all surplus and discarded materials, rubbish and temporary structures. He shall restore in an acceptable manner all property which has been damaged during the prosecution of the work and leave the whole in a neat and presentable condition. There shall be no extra payment for cleanup, said costs to be included in the prices bid for the various items.

## 20. EXCAVATED AND WASTE MATERIAL

Unless otherwise directed by the Engineer, the Contractor shall be responsible, at his own cost and expense, for the removal from the site of the work, as well as disposal in a manner meeting all requirements of law, of all excess excavated material and all other waste material generated during the performance of the Contract.

## 21. NOTICE TO RESIDENTS

It shall be the sole responsibility of the Contractor to notify any resident at least 24 hours in advance when access to this driveway or property will be restricted. The notice shall be in writing and shall state the date, reason and approximate length of time of the inconvenience.

## 22. MAINTENANCE AND PROTECTION OF TRAFFIC

The Contractor shall plan and carry out his work to provide for the convenient and safe passage of both vehicular and pedestrian traffic through the worksite area and along all detours if necessary.

As noted on the Construction Plans, the road will be permitted to be closed from 8:00 a.m. to 5:00 p.m., Monday through Friday.

The Contractor shall furnish, erect or place, and maintain, in good condition, barricades, signs, lights, traffic cones, barrels and pavement markings, and other warning and danger signals and devices, appropriate and adequate for the specific needs and subject to the Engineer's approval, at working sites, closed roads, intersections, open excavations, locations of material storage, standing equipment and other obstructions, at points where the usable traffic width of the road is reduced, at points where traffic is deflected from its normal courses or lanes, and at other places of danger to vehicular or pedestrian traffic or to completed work. This plan shall be reviewed and subject to approval by the Engineer.

No outside employment job can be accepted without pre-payment of all necessary fees. If for unknown reasons the officers must work past the time requested, you will be billed for the extra time. When the officer works less than the time requested and you have pre-paid all fees required, you will be issued a refund.

## 23. COORDINATION WITH TOWNSHIP OPERATIONS

The Contractor shall perform his work so as not to disrupt the day to day use of the facilities. The work shall be coordinated with the Maintenance Supervisor who is to be notified in advance of specific work items that the Contractor will perform.

# SUPPLEMENTAL SPECIFICATIONS

## STANDARD SPECIFICATIONS

The Standard Specifications of the New Jersey Department of Transportation for Road and Bridge Construction dated 2019 as amended and augmented by the Supplementary Specifications shall govern the construction of this project and the execution of the Contract.

The attention of the bidders is specifically directed to provisions of such Specifications, which are hereby made a part hereof, as if fully set forth at length.

**The Supplementary Specifications are as follows:**

## PART I. ROADWAY AND BRIDGE SUPPLEMENTAL SPECIFICATIONS

Pages 1 to 66 inclusive

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# DIVISION 100 – GENERAL PROVISIONS

## SECTION 101 – GENERAL INFORMATION

**101.03 TERMS**
THE FOLLOWING TERMS ARE CHANGED.

**actual cost**: The computed cost using calculations of direct labor, labor fringe benefits, indirect labor costs, insurance, materials, extraordinary expenses, equipment, profit, overhead, and subcontractors. See 104.03.08.

**Completion.**
THE FOLLOWING ITEM IS ADDED

4. The Township of West Orange has passed resolution to accept the project and issue final payment.

**Contract Time.** Contract time begins upon the issuance of the notice to proceed.

**Department.** Township of West Orange, as created by law, acting through duly authorized representatives, such representatives acting within the scope of the particular duties delegated to them.

**Full Traffic Access.** All work is complete to allow safe unencumbered use of the final paved portion of roadway throughout the project including but not limited to striping, RPMs, rumble strips, highway lighting, and traffic signals as determined by the RE.

**ME.** The intent and meaning are changed to: West Orange Township Engineer or his duly authorized representative.

**RE.** The intent and meaning is changed to: West Orange Township Engineer or his duly authorized representative.

**Specifications.** The compilation of provisions and requirements for the performance of prescribed work contained in the Standard Specifications, as supplemented by the Supplemental Specifications and Special Provisions, as modified by addenda (which before receipt of bids are posted on the bid notice webpage, See Section 101.04).

1. Standard Specifications. 2019 New Jersey Department of Transportation Standard Specifications for Road and Bridge Construction, approved for general application and repetitive use.
2. Supplemental Specifications and General Provisions. Approved additions and revisions to the Standard Specifications plus the revisions and additions applicable to an individual project.

**State.** The intent and meaning are changed to: Township of West Orange.

THE FOLLOWING TERMS ARE ADDED.

**Commissioner.** The intent and meaning are changed to: Township of West Orange.

**Construction Operations Completion Date.** The date of acceptance that all construction work has been completed to the satisfaction of the RE as outlined in Section 108.19.

**Township.** Township of West Orange, as created by law, acting through duly authorized representatives, such representatives acting within the scope of the particular duties delegated to them.

**Engineer.** The intent and meaning are changed to: The West Orange Township Engineer or his duly authorized representative.

**Notice to Proceed**. Written notice provided by the Township to the Contractor to authorize the start of construction operations.

**101.04 INQUIRIES REGARDING THE PROJECT**

THIS SUBSECTION IS CHANGED TO:

Submit inquiries regarding the various types of work in this contract to the following:

Zayibeth Carballo, P.E., P.L.S., P.P.
Director/Township Engineer
Township of West Orange
25 Lakeside Avenue
West Orange. NJ 07052
Phone (973) 325-4160 Fax
(973) 669-9588
zcarballo@westorange.org

## SECTION 102 – BIDDING REQUIREMENTS AND CONDITIONS

**102.01 QUALIFICATION TO BID**
ITEM 3 OF THE FIRST PARAGRAPH IS DELETED.

**102.02 BIDDER REGISTRATION AND DOWNLOADING OF THE PROPOSAL DOCUMENTS**
THIS SUBSECTION IS DELETED IN ITS ENTIRETY.

**102.03 REVISIONS BEFORE SUBMITTING A BID**
THE SECOND PARAGRAPH IS CHANGED TO:

ADDENDA SHALL BE PROVIDED DIRECTLY TO THE BIDDERS.

**102.04 EXAMINATION OF CONTRACT AND PROJECT LIMITS**
DELETE THE SECOND SENTENCE IN THE FIRST PARAGRAPH.

DELETE THE THIRD PARAGRAPH.

THE SIXTH AND SEVENTH PARAGRAPHS ARE DELETED.

**102.09 PROPOSAL BOND**
THE SECOND PARAGRAPH IS REPLACED WITH THE FOLLOWING:

Refer to the front end of these specifications for Proposal Bond requirements.

**102.10 SUBMISSION OF BIDS**
THE FIRST AND SECOND PARAGRAPHS ARE DELETED AND REPLACED WITH THE FOLLOWING:
Refer to the front end of these specifications for submission of bids requirements.
THE SEVENTH AND EIGHTH PARAGRAPHS ARE DELETED.

**102.11 WITHDRAWAL OF BIDS**
THIS SUBSECTION IS DELETED IN ITS ENTIRETY AND REPLACED BY THE FOLLOWING:

A Bidder may withdraw a bid after it has been submitted to the Township, provided the request for such withdrawal is received by the Township in writing or by fax, before the time set for bid opening.

## SECTION 103 – AWARD AND EXECUTION OF CONTRACT

**103.04 EXECUTION OF THE CONTRACT**
THE FIRST PARAGRAPH IS REPLACED WITH THE FOLLOWING:

The Contract will be mailed to the successful bidder upon intent to award. The Contract shall be signed by the successful bidder and returned together with the Performance Bond, Payment Bond, and the appropriate Certificates of Insurance prior to the date of award of the Contract. The Contract will be signed by the Township on the date of award of the Contract. The Contract shall not be considered as effective until it has been fully executed.

**103.06 FAILURE TO EXECUTE CONTRACT**
CHANGE THE LAST SENTENCE IN THE SECOND PARAGRAPH TO:
The filing of such notice has the same force and effect as the failure of the Bidder to execute the Contract and furnish a performance bond, payment bond, and certificates of insurance within the time specified in Section 103.04.

## SECTION 104 – SCOPE OF WORK

**104.01 INTENT**
ADD THE FOLLOWING:
**The work to be performed under this contract shall include:**

**104.03 CHANGES TO THE CONTRACT**

**104.03.03 Types of Changes**

3. **Changes in the Character of Work.**
THE FOLLOWING IS ADDED AFTER THE THIRD PARAGRAPH

For Differing Site Conditions:

1. N.J.S.A. 40A:11-16.7 shall govern a changed site condition for all construction contracts issued by the Township of West Orange.

2. In accordance with N.J.S.A. 40A:11-16.7 (d.4) the Township of West Orange has set a limitation of 10% for both profit and overhead as applicable for quantities above 120% of the original bid.

## SECTION 105 – CONTROL OF WORK

**105.01.01 RE**
DELETE THE LAST SENTENCE IN THE SECOND PARAGRAPH AND THE ASSOCIATED LIST OF ITEMS.

**105.01.02 Inspection**
DELETE THE SECOND PARAGRAPH AND REPLACE WITH THE FOLLOWING:

Each part or detail of the Work is subject to inspection by the RE. If the RE determines that any Work requires special inspection, testing, or approval not specified in the Contract, the RE will perform such inspection, testing, or approval using Township services, by contracting with others for such services, or by instructing the Contractor to order special inspection, testing, or approval. If such special inspection or

testing reveals a failure of the Work to comply with the requirements of the Contract, or with respect to the performance of the Work, with laws, ordinances, rules, regulations, or orders of any public authority having jurisdiction, the Contractor shall bear all costs thereof, including the Township's additional services made necessary by such failure. If tests reveal no such failure, the Township will bear such costs, and a Supplementary Agreement will be negotiated.

**105.04 PLANS AND SPECIFICATIONS**

DELETE THIS SUBSECTION IN ITS ENTIRETY AND REPLACE WITH THE FOLLOWING:

The Contract Documents are essential parts of the Contract, and a requirement occurring in one is as binding as though occurring in all. All components are complementary and describe and provide for the general completion of the Project. The Contractor shall keep one set of Plans, Standard Specifications, Supplemental Specifications and General Provisions, and Standard Details available on the Project site at all times.

In case of discrepancy, calculated dimensions will govern over scaled dimensions; Plans will govern over Specifications; Contract Documents will govern over Working Drawings, Right-of-Way Plans will govern over Plans when setting monuments; and Supplemental Specifications will govern over Standard Specifications.

**105.07 COOPERATION WITH UTILITIES**

**105.07.01 Working In The Vicinity Of Utilities**

**A. Initial Notice.**

THE FOLLOWING IS ADDED:

Bidders are advised to verify the above information as its accuracy and completeness is not guaranteed by the Township.

**E. Damage.**

THIS SUBPART IS REPLACED WITH THE FOLLOWING:

> The Contractor shall protect, support, and secure all in-place utility facilities so as to avoid damage to them and any interruption of service. The Contractor shall not temporarily move existing or completed utility facilities without the Utility(s) written consent, and the facilities shall be as safe and permanent at completion as they were before the Contractor's involvement. In the event the Contractor damages a utility facility, including property service connections, the Contractor shall notify the Utility(s) immediately. The Utility(s) may complete the repairs or allow the Contractor to complete the repairs, with the Contractor responsible for any applicable time and expense.
>
> Should the Contractor, for its own convenience, cause the Utility(s) to incur costs or delay the Utility(s), or incur costs without prior written approval of the Resident Engineer, the Contractor shall be responsible for these costs and delays.

## SECTION 107 – LEGAL RELATIONS

**107.01 LEGAL JURISDICTION**

**107.11 RISKS ASSUMED BY THE CONTRACTOR**

**107.11.01 Risks**

**1. Damage Caused by the Contractor.**

THE FOLLOWING IS ADDED AFTER THE FIRST PARAGRAPH:

> The Contractor agrees that he shall have no right to nor shall he make any claim whatsoever for damage or additional compensation by reason of the engineer revising the stage construction or the

maintenance of traffic requirements of the Contract. An extension of time may, however, be granted if appropriate under subsection 108.11.

**107.11.02 General Insurance.**
THIS SUBPART IS REPLACED BY THE FOLLOWING:

**REFER TO THE FRONT END OF THESE SPECIFICATIONS FOR GENERAL INSURANCE REQUIREMENTS.**

**107.14 Patented Devices, Materials, and Processes**
THE SECOND PARAGRAPH IS DELETED.

## SECTION 108 – PROSECUTION AND COMPLETION

**108.02 COMMENCEMENT OF WORK**
THE SECOND PARAGRAPH IS REPLACED WITH THE FOLLOWING:

Provide written notice to the contact provided in 101.04 of the date when construction operations will begin. Do not begin construction operations before the date provided and the receipt of the Notice to Proceed.

THE SEVENTH PARAGRAPH IS REPLACED WITH THE FOLLOWING:

The Contractor is not entitled to payment or an extension of Contract Time for any delay, hindrance, or interference before the first day of Contract Time.

**108.04 WORK SITE AND STORAGE**
THE FOLLOWING IS ADDED:
Private property shall not be used for storage purposes without written permission of the owner or lessee, and any other approvals, including those as specified in 107.01.02. Copies of such written permission shall be furnished to the RE before storage.

Materials shall be stored to ensure the preservation of their quality and fitness. Stored materials, even though approved before storage, may again be inspected before their use on the Project. Stored materials shall be located so as to facilitate their prompt inspection. With the approval of the RE, portions of the ROW may be used for storage purposes and for the placing of the Contractor's plant and equipment, but any additional space must be provided by the Contractor at the Contractor's expense. Equipment and materials shall be placed behind traffic control devices, or stored more than 30 feet from the traveled way. Furnishing, placing, and removing the traffic control devices shall be at no Additional Compensation. No materials shall be stored within restricted areas noted on the plans or in regulated environmental areas.

**108.07 TRAFFIC CONTROL**

**108.07.01 Interference**
THE SIXTH PARAGRAPH IS DELETED AND REPLACED WITH THE FOLLOWING:

The Contractor agrees that he shall have no right to nor shall he make any claim whatsoever for damage or additional compensation by reason of the engineer revising the stage construction or the maintenance of traffic requirements of the Contract. An extension of time may, however, be granted if appropriate under subsection 108.11.

THE FOLLOWING IS ADDED:

The contractor is responsible for coordinating all traffic control operations with the police department. Work which will interfere with traffic or restrict the width of traveled way available for traffic shall not be performed on Saturdays, Sundays, or Legal Holidays unless approved by the RE.

**108.09 MAINTENANCE WITHIN THE PROJECT LIMITS**

THE FOLLOWING IS ADDED:

Any damage to the Roadway due to the Contractor's operations shall be repaired at no Additional Compensation, except as specified in 107.11. The Contractor shall complete within 24 hours specific repairs directed by the RE, except where the requirements are specified elsewhere. Nothing in this Subsection shall be construed to limit or change the risks assumed by the Contractor as specified in 107.11.01.

**108.10 CONTRACT TIME**
THE SECOND PARAGRAPH IS DELETED:

THE FOLLOWING IS ADDED:

The entire work of the project shall be completed within 60 calendar days.

**108.14 DEFAULT AND TERMINATION OF CONTRACTOR'S RIGHT TO PROCEED**

THE FOLLOWING SUBPARTS UNDER THE FIRST PARAGRAPH ARE CHANGED TO:

1. Fails to submit the required contract documents as outlined in Section 108.02 within **30** calendar days of the start of Contract Time OR fails to begin construction operations within 21 calendar days of the scheduled start date/Notice to Proceed.

**108.16 PARTIAL ACCEPTANCE**
THE PROVISIONS OF THIS SECTION ARE DELETED FROM THIS CONTRACT.

**108.18 SUBSTANTIAL COMPLETION**
REPLACE THIS SUBSECTION WITH THE FOLLOWING:

The Contractor will provide written notice to the RE when the Work is substantially complete. Upon notice the RE will arrange for inspection by the Township. If the inspection indicates that the Work is not substantially completed the RE will respond within 14 days and provide the Contractor with the 'punch-list' and necessary instructions for completion and correction. Upon completion and correction of the Work, the Contractor will again notify the RE that the work is substantially complete and the RE will perform another inspection. Repeat this procedure until the Work on the project site is determined to be substantially completed by the RE.

**108.19 COMPLETION AND ACCEPTANCE**
REPLACE THIS SUBSECTION WITH THE FOLLOWING:

The Contractor will provide written notice to the RE when the Work is complete. Upon notice the RE will notify the Township for concurrence of completion of all work items to the satisfaction of the Township requirements.

If the Township determines that the Work is not complete, the RE will respond within 14 days and provide the Contractor with the necessary instructions for completion and correction. Complete the Work to gain the acceptance of the Township as communicated through the RE.

Upon satisfaction of the RE that construction operations are complete and acceptable, the project will move to Township administration for processing of project completion documentation; this marks the Construction Operation Completion Date. The Contractor will work with Township administration to complete the required documentation of bonds, lien releases, change orders, warrantees, and other documentation as required herein, see Section 109.11.

**108.20 LIQUIDATED DAMAGES**

THE FOLLOWING IS ADDED:

Refer to the front end of these specifications for liquidated damages clauses.

## SECTION 109 – MEASUREMENT AND PAYMENT

### 109.08 AS-BUILT QUANTITIES

THE FOLLOWING IS ADDED:

The Resident Engineer may from time to time, before Substantial Completion, prepare as-built quantities and incorporate these quantities into monthly estimate certificates through an appropriate Field Order or Change Order. Such interim as-built quantities are subject to recalculation in completion of the Final Certificate.

# DIVISION 150 – CONTRACT REQUIREMENTS

## SECTION 151 – PERFORMANCE BOND AND PAYMENT BOND

### 151.04 MEASUREMENT AND PAYMENT

THIS SUBSECTION IS CHANGED TO:

The Township will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| PERFORMANCE BOND AND PAYMENT BOND | LUMP SUM |

## SECTION 154 – MOBILIZATION

### 154.04 MEASUREMENT AND PAYMENT

THIS SUBSECTION IS CHANGED TO:

The Township will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| MOBILIZATION | LUMP SUM |

The Township will make payment for MOBILIZATION on a lump sum basis, regardless of the number of times the Contractor shuts down and returns to the Project. The Township will make payment as follows:

| *Work Completed* | *Payment* |
|---|---|
| 10% | 50% |
| 20% | 75% |
| 30% | 98% |

This work shall include coordinating with the utility companies, municipal, county officials and residents.

## SECTION 157 – CONSTRUCTION LAYOUT AND MONUMENTS

### 157.03.01 Construction Layout

THE FOURTH PARAGRAPH IS CHANGED TO:

The Contractor shall perform layout for construction of the Contract by determining their own project control. Perform layout under the direct supervision of a licensed N.J. Land Surveyor. Preserve control points throughout the duration of the project. Reset control points that are damaged, lost, displaced, or removed. The Contractor shall also establish a project baseline which will be provided to the RE.

THE FIFTH PARAGRAPH IS CHANGED TO:

Before beginning construction operations, the Contractor's licensed surveyor shall establish the vertical and horizontal controls using, at minimum, third-order, Class I accuracy procedural standards and equipment. Provide the RE all survey notes and calculations related to the field control established.

The FOLLOWING IS ADDED:

Before any milling operations, the Contractor shall provide the construction baseline layout and survey notes to the RE after performing the field layout. Also, before milling operations the Contractor's licensed surveyor shall obtain and verify existing grades and provide the RE with grading/cut sheets for review before any milling operations and/or construction of any asphalt. The Contractor's licensed surveyor shall provide, at a minimum, grades along the baseline/centerline, points of noticeable grade changes in the cross slopes, gutter line, and/or edge of road and top of curb at fifty (50) foot intervals along with all inlets and manholes. The grading/cut sheets shall provide a finished paving grade that provides positive drainage flow in a surface mat laid in a uniform layer. Prior to completing this task, the Contractor shall meet with the RE to confirm that this information is desired on all roadways. The RE reserves the right to eliminate this work on one or more roadways during construction.

Layout of work shall be adjusted in the field to meet site conditions as approved in writing by the professional engineer responsible for the design.

The contractor is responsible to layout all new work prior to construction for Field Engineer's approval. Any locations not approved by the Field Engineer and installed by the contractor shall be removed and replaced as per the Field Engineer's instructions at no additional cost to the owner.

All layout work shall be done by a New Jersey Licensed Land Surveyor.

The Horizontal Datum is based upon NAD'83.

**157.04 MEASUREMENT AND PAYMENT**

THE FOLLOWING IS ADDED:

| *Item* | *Pay Unit* |
|---|---|
| CONSTRUCTION LAYOUT STANDISH AVENUE | LUMP SUM |

## SECTION 158 – SOIL EROSION AND SEDIMENT CONTROL AND WATER QUALITY CONTROL

**158.04 MEASUREMENT AND PAYMENT**

THE SECTION AND ALL PAY ITEMS ARE DELETED AND REPLACED WITH THE FOLLOWING:

The contractor is responsible to have all soil erosions and sediment control measures in place and maintained throughout construction in accordance with the plans, the latest edition The Standards for Soil Erosion and Sediment Control in New Jersey, all applicable specifications of this section, industry standards or as directed by the local Soils Conservation district or as directed by the Engineer. The cost for all necessary Soil Erosion and Sediment Control Measures shall be included under the pay item SOIL EROSION & SEDIMENT CONTROL MEASURES.

THE FOLLOWING ITEM IS ADDED:

| *Pay Item* | *Pay Unit* |
|---|---|
| SOIL EROSION & SEDIMENT CONTROL MEASURES | LUMP SUM |

# SECTION 159 – TRAFFIC CONTROL

**159.03.01 Traffic Control Coordinator**
THE FIRST PARAGRAPH BEFORE THE LIST IS CHANGED TO:

Before starting Work, submit to the RE the name, training, work experience, and contact information of an employee assigned as the on-site Traffic Control Coordinator (TCC). The TCC must be certified as having successfully completed the Rutgers CAIT Traffic Control Coordinator Program, or an equivalent course as approved by the NJDOT Office of Capital Project Safety. The TCC must also successfully complete an approved Traffic Coordinator refresher course every 2 years. The TCC is a full-time position and the employee designated as TCC must be available on a 24 hour a day, 7 days a week basis. The TCC shall have the responsibility for and authority to implement and maintain all traffic operations for the Project on behalf of the Contractor. Ensure that the TCC is present at the work site at all times while the Work is in progress. The TCC's responsibilities and duties shall include the following:

THE FOLLOWING IS ADDED:

Traffic Control & Staging/Scheduling:

Detouring of traffic shall not be permitted without permission from the relevant governing authority (i.e. county, state, municipality and the Township of West Orange Police Department). Other affected services must also be notified such as fire and rescue squad, school, etc. All affected services must be given sufficient notice of any proposed detours disturbances, work schedule and/or road closures.

Reference is made to the publication "Manual on Uniform Traffic Control Devices for Streets and Highways" by the U.S. Department of Transportation, Federal Highway Administration, Washington D.C. 2009 edition or as amended.

Traffic control shall be the sole responsibility of the contractor. The Contractor is responsible to schedule uniformed police traffic directors using the Department's third-party scheduling service, Extra Duty Solutions. The contact information for Extra Duty Solutions is provided below:

Extra Duty Solutions
West Orange PD NJ
p: (973) 568-8838
w: extradutysolutions.com

Should the Contractor fail to complete the job within the timeframe established in the contract, the Contractor shall be responsible to pay for any additional uniformed police traffic control directors needed beyond the contract time. The cost for this item if needed, will be paid directly by the Contractor. It is the requirement of the Contractor to contact the police department to obtain the costs prior to commencing work beyond the stipulated time of completion.

**It is the Contractor's sole responsibility to make payments to Extra Duty Solutions on time. Contractor is herein advised that proof of paid invoices are to be submitted for reimbursement at the time of payment(s) request.**

The Contractor is responsible for coordinating all work with the Township Police Department.

During non-working hours, trenches shall not be left open and contractor's equipment shall not be parked in the roadway, driveways or the sidewalk area or any other area which will obstruct vehicular or pedestrian traffic.

At all times the Contractor shall maintain access to all businesses and residences within the project limits. The Contractor shall coordinate with the property owners and/or tenants to ensure vehicles are not stranded in driveways or parking lots while aprons are being poured and curing.

While Uniformed Officers are not anticipated, the Contractor is still responsible to coordinate all work with the West Orange Police Department.

**159.03.08 Traffic Direction**

**B. Police.**

THIS SECTION IS DELETED AND REPLACED WITH THE FOLLOWING:

When local ordinance requires or as included in the plans, the pay item TRAFFIC DIRECTOR, POLICE shall be utilized indicating the use of local uniformed police officers. An allowance has been provided for in the contract proposal for the estimated hours that Police Traffic Directors will be required during this project. The use of Police Traffic Directors will be discussed at the pre-construction meeting with the RE, Contractor, and local Traffic Safety Officer present. The Contractor will take the lead in scheduling police traffic directors with the approval of the RE. The Contractor will submit invoices to the RE for approval and then payment against the TRAFFIC DIRECTOR, POLICE allowance.

It is the responsibility of the Contractor to notify the RE and police at least 24 hours in advance (or as required by the local Police Department) of cancelations or changes to work affecting the use of TRAFFIC DIRECTOR, POLICE. Improper notice will result in any expenses related to TRAFFIC DIRECTOR, POLICE to be subtracted from the Contractors invoices.

**159.04 MEASUREMENT AND PAYMENT**

THIS SUBSECTION IS CHANGED TO:

The Township will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| BREAKAWAY BARRICADE | UNIT |
| DRUM | UNIT |
| TRAFFIC CONE | UNIT |
| CONSTRUCTION SIGNS | SQUARE FOOT |
| TRAFFIC DIRECTOR, POLICE | DOLLAR |

There will be no separate measurement or payment for relocating traffic control devices as required or as directed.

THE FOLLOWING IS ADDED:

The Contractor will be reimbursed for the direct cost billed by the Police Department with no additional payments for overhead or profit. The Contractor shall provide invoices from the Police Department to the RE for reimbursement. An estimated amount to cover these reimbursements has been included in the proposal.

It is the intent of the project that any improvements that disturb pedestrian traffic areas will be reconstructed immediately upon disturbance/demolition to minimize any disturbance to pedestrian sidewalks, access and crosswalks. Should any prolonged disturbance or delays be encountered during construction the contractor shall install Temporary Sidewalk as required or as directed by the engineer in areas of high pedestrian traffic. No separate or individual payment shall be made for Temporary Sidewalk.

## SECTION 160 – PRICE ADJUSTMENTS

**160.03.01 Fuel Price Adjustment**

THE FOLLOWING IS ADDED BEFORE THE FIRST PARAGRAPH:

Fuel Price Adjustment will be reimbursable when deemed eligible by NJSA 40A:11-13.

THE FIFTH PARAGRAPH IS CHANGED TO:

The Department will calculate fuel price adjustment on a monthly basis using the following formula:

$$F = (MF - BF) \times G$$

Where:

F = Fuel Price Adjustment

MF = Monthly Fuel Price Index for work performed from the first day of the month to the last day of the month for the month prior to the estimate cutoff date

BF = Basic Fuel Price Index

G = Gallons of Fuel for Price Adjustment

THE SEVENTH PARAGRAPH IS CHANGED TO:

The basic fuel price index is the previous month's fuel price index before receipt of bids. The Department will use the fuel price index for the month before the regular monthly estimate cutoff date as the Monthly Fuel Price Index for work performed in the previous calendar month. If the Monthly Fuel Price Index increases by 50 percent or more over the Basic Fuel Price Index do not perform any work involving Items listed in Table 160.03.01-1 without written approval from the RE.

**160.03.02 Asphalt Price Adjustment**

THE FOLLOWING IS ADDED BEFORE THE FIRST PARAGRAPH:

Asphalt Price Adjustment will be reimbursable when deemed eligible by NJSA 40A:11-13).

THE THIRD PARAGRAPH IS CHANGED TO:

The Department will calculate the asphalt price adjustment by the following formula:

$$A = (MA - BA) \times T$$

Where:

A = Asphalt Price Adjustment

MA= Monthly Asphalt Price Index for work performed from the first day of the month to the last day of the month for the month prior to the estimate cutoff date

BA = Basic Asphalt Price Index

T = Tons of New Asphalt Binder[1]

1. The Department will determine the weight of asphalt binder for price adjustment by multiplying the percentage of new asphalt binder in the approved job mix formula by the weight of the item containing asphalt binder. If a Hot Mix Asphalt Item has a payment unit other than ton, the Department will apply an appropriate conversion factor to determine the number of tons of asphalt binder used. **Tons of New Asphalt Binder shall be the tons of Asphalt Cement generated from Virgin Asphalt Cement only**

THE SIXTH PARAGRAPH IS CHANGED TO:

The basic asphalt price index is the asphalt price index for the month before the opening of bids. The Department will use the asphalt price index for the month before the regular monthly estimate cutoff date as the monthly asphalt price index for work performed in the previous calendar month.

THE FOLLOWING IS ADDED:

Fuel that is eligible for a fuel price adjustment shall be the sum of the quantities of the eligible pay items in the contract times the fuel usage factors.

The fuel requirement for items not determined to be eligible and for pay items calling for less than 500 gallons of fuel, shall not be eligible for a fuel price adjustment. If more than one pay item has the same nomenclature but with different thicknesses, depths, or types, each individual pay item must require 500 gallons or more of fuel to be eligible for a fuel price adjustment. If more than one pay item has the exact same nomenclature, similar pay items shall be combined and this combination must require 500 gallons or more of fuel to be eligible for the fuel price adjustment.

Fuel price adjustments shall not be made in those months for which the monthly fuel price index has changed by less than five percent from the basic fuel price.

All invoices for payment shall be accompanied by the calculation of any fuel price adjustment.

### 160.04 MEASUREMENT AND PAYMENT

THIS SUBSECTION IS CHANGED TO:

The Township will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| FUEL PRICE ADJUSTMENT | DOLLAR |
| ASPHALT PRICE ADJUSTMENT | DOLLAR |

The Contract quantity of FUEL PRICE ADJUSTMENT and ASPHALT PRICE ADJUSTMENT is a dollar allowance and the engineer has inserted a bid price in the Schedule of Prices. The Township will base payment for FUEL PRICE ADJUSTMENT and ASPHALT PRICE ADJUSTMENT on the actual cost as evidenced by calculations.

# DIVISION 200 – EARTHWORK

## SECTION 201 – CLEARING SITE

**201.01 DESCRIPTION**

THE FOLLOWING IS ADDED:

Clearing Site shall also include the removal and/or resetting/relocation of all signs, the repair of any damaged sprinklers, concrete sign posts, fences and all existing features/obstructions, either standing or felled within the limits of construction of the project, as shown on the plans or as directed by the engineer, for which no specific pay item is provided for in the contract. Work also includes removal of pavement reflectors and castings. All trees less than 6" in diameter as measured at 4' from grade will be removed under this item. Tree trimming of all trees as directed by the Township will be included under this item.

In the performance of the work under this item, the Contractor will be held responsible for any damage to existing construction that is to remain in place. The Contractor shall use extreme care and exercise every precaution necessary to prevent damage or injury thereto. Any damage as a result of the Contractor's operations shall be repaired or replaced by him to the satisfaction of the Engineer at no additional expense to the Township.

The contractor shall be responsible for coordination with the West Orange Township Police Department for traffic operations and parking prohibitions during construction. The Police Department shall be notified 72 hours in advance when requesting an officer for traffic contrl. The contractor is responsible to schedule uniformed Police Traffic Directors using the Department's third party scheduling service, Extra Duty Solutions.

Contractor must retain a Certified Tree Expert for tree evaluation where necessary. No additional payment will be made for Tree Expert; price to be included in the clearing site.

All trees that have roots that encroach into the proposed curbs or pavement and are to be saved shall be evealuated by the contractor's Certified Tree Expert. All evaluations shall be in writing and shall accurately identify tree in question by station and offset. All evaluations shall be submitted to the Professional Engineer for review and consultation with the Township Forester prior to cutting any roots. No separate payment will be made for this work, but the cost shall be included in the clearing site item.

In areas where the roots encroach into the curb line, the full pavement section shall be removed prior to removing the curb. Then the existing curb shall be removed by pullin it away from the tree towards the roadway to minimize root damage during the removal of the exisiting curb. No separate payment shall be made for this work but the cost thereof shall be included in the clearing site line item.

**201.03.01 Clearing Site**

**B. Clearing and Grubbing.**

THE FOLLOWING IS ADDED:

Clearing Site shall also include the removal of sidewalks, curbs, etc. in the area of the scheduled items of work.

Clearing Site shall also include the removal of all obstructions of trees, shrubs, bushes, weeds, roots and similar vegetative materials either standing or felled (unless otherwise noted or directed by the Engineer) with the construction limits for which payment is not otherwise provided in the Contract but which is directed for removal on the plans or by the Engineer during construction.

Clearing Site shall also include the removal and disposal of existing signs. The Contractor shall check to see if the Borough wants to keep the signs prior to disposal.

Clearing Site shall also include removal and disposal of existing pipes where replaced.

Clearing Site shall also include removal and disposal of structures or other obstructions above existing ground level either standing or felled which are designated for removal on the plans or directed by the Engineer during construction and for which payment is not otherwise provided in the Contract.

Clearing Site shall also include sawcutting, removal and disposal of all bituminous and concrete materials, whether specified or unspecified on the plans, required for the completion of the work and for which payment is not otherwise provided in the Contract.

Clearing Site shall also include removal, temporary storage or resetting if required, and final resetting of mail boxes, signs, pole borders, timber ties, fences, guard rails, bus shelters, hedges, trees or shrubs whether specified or unspecified on the plans or as directed by the Engineer.

### 201.04 MEASUREMENT AND PAYMENT

THIS SUBSECTION IS CHANGED TO:

The Township will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| CLEARING SITE | LUMP SUM |
| RESET MONITORING WELL WITH CONCRETE ENCASING AROUND THE WELL BY LICENSED NJDEP DRILLER (IF AND WHERE DIRECTED) | UNIT |

THE FOLLOWING IS ADDED:

CLEARING SITE to be paid as follows:

- 25% Paid upon completion of all drainage improvements or a reduced percentage as determined by the engineer should all drainage improvements not be completed at the time of an intermediate payment.
- 25% Paid Upon completion of concrete curb/sidewalk/driveway improvements or a reduced percentage as determined by the engineer should all concrete curb/sidewalk/driveway not be completed at the time of an intermediate payment.
- 25% Paid upon completion of all Hot Mix Asphalt Items or a reduced percentage as determined by the engineer should all Hot Mix Asphalt Items not be completed at the time of an intermediate payment.
- 25% shall be retained and paid upon final payment.

## SECTION 202 – EXCAVATION

### 202.01 DESCRIPTION

THE FOLLOWING IS ADDED:

The excavations shall be made to conform with the lines of the finished structures wherever practical. The excavations shall not be carried below the required grades by machine and back-filled to the grade of foundations, bottom slabs, footings, or pipelines. The trench in which pipe, manholes, or inlets are to be constructed shall be excavated from the surface and to such depths and widths (not less than 12 inches greater than the maximum external dimension of the structure) as will give suitable room for bracing and supporting, pumping and draining, and for removing from the excavation any material which the Engineer may deem inadequate for foundation. All excavations shall be of sufficient width to permit work to be done completely, in the manner intended and of the size specified and/or shown on the plans.

The length of the trench to be opened or the area of the surface to be disturbed and restored at any time will be limited by the Engineer with regard both to expeditious construction, and convenience to the Owner. New trenches will not be excavated if previous trenches are in need of back-filling or labor is needed to restore the surface of the ground to a safe and proper condition.

Trenches for pipes shall be a minimum of 2' wider at the bottom than the outside diameter of the pipe and shall not remain open in excess of 50' in length nor remain open overnight.
Excavation for subsurface structure shall also include the excavation required to provide compacted granular bedding as shown in the Construction Details. Whenever the material at the bottom of a bedding or other subsurface structure excavation is soft or otherwise unsuitable, it shall be removed to such depth as the Engineer may require and the space back-filled with Coarse Aggregate Type 57.

All excavations for pipelines shall be clear of boulders, rock, masonry, or other similar material which shall be excavated to a level at least six inches below the bottom of the pipe, and carefully refilled with approved material mechanically compacted to provide a stable subbase. Rock or boulders shall be removed from sides of trenches to 12 inches outside the wall of the pipe, unless permission to do otherwise is expressly given. Gravel or stone bedding shall be provided, placed and compacted to the minimum depths when indicated on the plans. The bottom of the trench shall be excavated where the earth is suitable for good foundation to the form and size of the lower portion of the pipe or other structure, so that there shall be full and adequate support for the structure which is to be built on it. Ample excavation shall be made under and around the pipe joints for jointing and to relieve the bell of shearing forces.

Excavation, unclassified, shall also include removal of hot mix asphalt pavement overlay, hot mix asphalt pavement, and reinforced and non-reinforced concrete pavement.
In addition, excavation, unclassified, shall include the sawcutting of the existing pavement. This shall be at a distance of one foot from the edge of the existing pavement that is to remain in place to form a proper bond between the new pavement and the existing pavement, or as directed by the Engineer.

Excavation, unclassified, shall also include, as required, the separation and temporary stockpiling of suitable earth materials from excavation and the rehandling of the stockpiled materials for the construction of the roadway embankments, subbase, base courses and backfill if and where directed by the Engineer.

Excavation, unclassified, shall also include removal of unsuitable material in cut sections disclosed by proof rolling.

Where rock is encountered at the locations of the proposed inlets, manholes, and headwalls, the rock shall be dressed to level beds as directed by the Engineer.

If during construction, the contractor encounters buried debris, the contractor will be responsible to remove the same to limits approved by the Township.

Disposal of the excavated debris shall be the sole responsibility of the contractor.

Unauthorized Excavation

Special care will be taken with the final six inches of all excavations. In no case shall the excavation be carried below grade by machine and backfill used to establish the required grade. Where the excavation has been carried below grade through error or because of slides or cave-ins, the contractor shall at his own expense restore such areas with 3/4 inch graded gravel or crushed stone or as directed by the Engineer. If the Contractor excavates below the required grade for structures, the overexcavation shall be filled with material subject to the requirements of the Engineer. The material may include 2000 psi concrete if so ordered by the Engineer.

Sheeting and Bracing

Where necessary for safety or to prevent disturbance, damage, or settlement of adjacent structures, pipelines, utilities, improvements, or paving, excavations shall be sheeted and braced.

Any damage to new or existing structures occurring through settlement, water or earth pressure, or other causes due to inadequate construction procedures of the Contractor in any other manner, shall be repaired by the Contractor at his own expense.

Dewatering and Protection from Flooding

The Contractor shall dewater the excavations promptly and continuously throughout the progress of the work and shall keep the excavations dry at all times until the structures to be built therein, are completed. Where work is to be performed below groundwater level, the Contractor shall provide, operate and maintain dewatering facilities sufficient to maintain the excavation free from groundwater for the time required to complete the work in the proper workmanlike manner.

The Contractor shall protect uncompleted work from flooding during storms or from other causes. All pipelines or structures not stable against uplift during construction or prior to completion shall be thoroughly braced or otherwise protected.

All necessary precautions shall be taken to prevent disturbance of, and to properly drain, the areas upon which concrete is poured, and upon which pipe is to be laid. All concrete shall be kept dry for one month after pouring except curing.

All water pumped and bailed from the trench or other excavation shall be conveyed in a proper manner through an approved settling basin and to a suitable point of discharge by the Contractor at his own expense.

Construction Safety

The Contractor shall follow the various requirements contained in the Construction Safety Code, latest edition, as prepared by the State of New Jersey, Department of Labor and Industry, Bureau of Engineering and Safety. In addition, the Contractor shall comply with the "Construction Safety and Health Regulations" of the Occupational Safety and Health Administration, Title 29, Chapter XVII, Part 1926 or latest revision.

Protection of Existing Pipelines and Structures

Care shall be taken not to relocate without the consent of the Engineer any sewers, drains, culverts, water or gas pipes or structures near them that could affect their stability. All utilities shall be securely hung, braced, or supported in place until the work is completed. Whenever it is necessary to interfere with said structures or pipelines, the Contractor shall maintain their services at his own expense and repair all damages caused by his act or neglect of work. The integrity of all pipelines and structures shall be maintained throughout the construction and same shall be left in an equivalent condition or improved condition after completion of construction.

Adequate precautions shall be taken to prevent settlement of existing improvements.

In case water pipes, gas pipes, conduits, or other utilities become damaged or broken in the prosecution of the work, the Contractor shall give immediate notice to the proper authorities and shall be responsible for any damage to persons or property caused by such breaks. Failure to give prompt notice to the authorities shall make the Contractor responsible for any needless loss of water or gas, or for interruption of services.

When house connections or service pipes supplying water or gas as well as underground sprinkler systems are broken during construction, the Contractor shall repair them at his own expense. Delays, such as would result in adjoining buildings having to do without water or gas for a needlessly long period, will not be tolerated. The Municipality reserves the right to remedy such delays by ordering outside parties to make such repairs at the expense of the Contractor.

If so directed in writing, the Contractor shall make permanent changes in the location of water mains if they are obstructing the new structures to be built. The cost of such changes will be paid for as extra work based on the valuation made by the Engineer and depend on his decision as to whether the work done is or is not included in the work required and bid for by the Contractor under the contract. In rendering all such accounts, the Contractor shall itemize both the labor and materials involved and provide other information as may be required by the Engineer.

Underground Objects and Utilities

Information as to the location of existing utilities has been collected from various sources, but the results of such investigations are shown on the contract drawings and are not guaranteed as to accuracy. The Contractor is particularly directed to the fact that underground objects or material location, elevation, or type is not warranted to be approximately correct (nor can they be assumed to be the only subsurface objects or materials which may be encountered in the work). The Contractor shall make all necessary investigations to satisfy himself as to the existing conditions prior to bidding work, including the locating of existing underground sprinkler systems.

**202.02 MATERIALS**

**202.03 CONSTRUCTION**

**202.03.01 Stripping**

This Article of the Standard Specifications is amended as follows:

Strip vegetation and underlying soil to a depth of 4 to 6 inches below the existing ground surface. Topsoil must be stored on the job site. The removal of excess topsoil from the project must not be done until completion of all topsoiling work and upon the approval of the Engineer.

The contractor shall make his own arrangements for storing topsoil materials. If topsoil materials are to be stored on private property, the contractor shall obtain and deliver to the Engineer written releases from the owners of the property for the storage.

Before trench excavation, the Contractor shall strip the existing topsoil and store for future use.

**202.03.02 Excavating Test Pits**

**202.03.03 Excavating Unclassified Material**

A. Excavating

The following is added to this Article of the Standard Specifications:

Excavation shall be carried out to the elevations or depths shown on the plans.

The contractor shall take special precautions necessary to prevent damaging any existing utilities. He shall be held liable for repairs of any damage done to these utilities.

1. Wet Areas
2. Foundation and Bridge Areas
3. Rock Areas

This Article of the Standard Specifications is amended as follows:

Delete the third paragraph of this article and substitute the following:

If it is determined that in-place stabilization is required, use rock bolting or other stabilization techniques as directed. Blasting is prohibited.

The following is added to this subsection:

4. SAWCUT

This work shall consist of making longitudinal and transverse cuts in existing pavement as directed by the engineer.

Sawcuts shall be made with an approved power saw full depth in order to prevent damage to the existing pavement, sidewalk, driveways or curbs and to provide a neat edge for the adjacent proposed sidewalk, driveways or curbs as shown on the plans or as directed by the engineer.

**202.04 MEASUREMENT AND PAYMENT** THIS SUBSECTION IS CHANGED TO:

The Township will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| EXCAVATION, UNCLASSIFIED (IF AND WHERE DIRECTED) | CUBIC YARD |
| EXCAVATION, TEST PIT (IF AND WHERE DIRECTED) | CUBIC YARD |
| REMOVAL OF PAVEMENT, UP TO 6" DEEP (IF AND WHERE DIRECTED) | SQUARE YARD |
| EXCAVATION, BASE REPAIR 12" DEEP (IF AND WHERE DIRECTED) | SQUARE YARD |
| ROCK EXCAVATION (IF AND WHERE DIRECTED) | CUBIC YARD |

The contractor may discover that existing roadway may contain existing concrete base or cobble stone and shall make all necessary rquirements for its removal where necessary. The cost for this work shall be included in the cost of excavation, unclassified.

The quantity for roadway excavation will be measured by the cubic yard. The Engineer or the Engineer's representative must be present during the excavation to determine and record the limits of roadway excavation. Any over excavation completed without the supervision of the Engineer or the Engineer's representative will not be considered for payment.

**THE FOLLOWING SECTION IS ADDED TO THE SPECIFICATIONS:**

## SECTION 204 - DISPOSAL OF CONTAMINATED SOIL

### 204.01 GENERAL

The specifications outlined herein are for the testing, removal and disposal of contaminated soils that may be encountered during the excavation and site grading. Any materials that are suspected to contain contamination shall be tested, classified, and disposed in accordance with the applicable local and State regulations. If required, the Township's environmental consultant, Matrix New World Engineering Inc. (Matrix) would provide available waste classification analyses. All necessary soil testing will be performed by the Township Engineer/Matrix. A Licensed Site Remediation Professional (LSRP) shall be retained if required by NJDEP regulations. The testing results will be provided to the contractor for proper handling and disposal of contaminated soils to an approved disposal facility.

This project is not currently subject to the NJDEP Site Remediation Program. Contaminated or impacted soils encountered during construction shall be managed in accordance with applicable waste handling and disposal regulations. If conditions are encountered that indicate a discharge has occurred or require remediation under NJDEP regulations, the Engineer will notify NJDEP and retain a LSRP as required.

## 204.02 WORK INCLUDED

A. It is the Contractor's responsibility to furnish all labor, permits, supplies, tools and logistical coordination necessary to complete the removal of all contaminated materials. The Contractor shall also provide to the Owner a written plan for compliance with this section prior to construction and provide an accurate verification of material quantities at the Site.

B. Suspected contaminated soils shall be characterized by the Engineer according to the type and amount of contamination present in the soil: (1) soil that contains hazardous waste, and (2) soil that contains nonhazardous waste (ID 27 when disposed of).

C. All sampling procedures and analytical methods must conform to the most recent guidance, including the NJDEP Field Sampling Procedures Manual, the requirements of the approved receiving disposal facility, and if necessary, the CERCLA and RCRA sampling guidelines and protocols.

Soil samples shall be collected from the excavated stockpile for waste characterization purposes. Proposed analytical parameters and appropriate methods must meet the requirements of the disposal facility as well as the requirements above.

D. At a minimum, all potentially contaminated soils must be staged by the contractor on an impervious surface and covered with waterproof material (i.e., tarpaulin or 10 mil plastic sheeting). Stockpiles shall be of manageable size. The containment must be maintained for the duration of the staging period to prevent contaminant volatilization, runoff, leaching, or fugitive dust emissions. Access to the area shall be restricted to authorized personnel only.

The stockpiled soil shall be covered with similar plastic sheeting that shall be held securely in place. The plastic sheeting shall be maintained or replaced as needed for as long as the material remains stockpiled. Stockpiles shall be located where excavation equipment can place the material directly from the excavation onto a stockpile.

The ground surface on which the geomembrane is to be placed shall be free of rocks greater than 0.5 inches in diameter and any other object which could damage the membrane.

The contractor shall periodically maintain the plastic covering during soil classification period.

Stockpiled materials shall also be encircled by staked haybales or silt fence.

Where excavations must be left opened and unattended until backfill due to associated testing requirements and where the same is approved by the Engineer and its representative, the excavations shall be suitably barricaded and other devices shall be employed as required to prevent unauthorized entry into the work area.

Contaminated soil shall be stored in such a manner that the soil is completely isolated from the environment and any hazardous materials in the soil are prevented from contact with or being released into the environment. Periodic inspections shall be made by the Contractor to ensure that the stockpiled soils are not released to the surrounding environment by erosion. Stockpiled soil shall not be stockpiled for more than 28 days.

E. Security and public access must be considered when selecting a location for stockpiling of any potentially contaminated soils. Excavation and staging of any potentially contaminated soil must be performed using methods that minimize the disturbance of the soil.

F. Ensure that dust generated during all work is controlled in accordance with Federal, State, and local regulations. Implement OSHA requirements for suppression of contaminated dust

Conduct monitoring of worker exposures in a manner to comply with the monitoring requirements of 29 CFR 1910 and 29 CFR 1926.

If OSHA permissible exposure limits are exceeded, subject to the review of the Engineer and/or the representative, either engineering controls shall be implemented by Contractor to reduce te contaminant levels or PPE shall be worn.

Hazardous Waste

F. The Contractor, in coordination with the Engineer and/or representative, shall determine waste classification based on analytical results in accordance with applicable federal and state regulations. Waste classification is required only for soils that contain a waste and/or are going to be treated as a waste.

G. Excavated soils are considered hazardous when the following criteria are met:

1) The soils test positive for characteristics of a hazardous waste defined at Title 40 Code of Federal Regulations (CFR) Part 261 Subpart C (261.21-261.24).

2) Is a listed waste as per 40 CFR Part 261 Subpart D (261.31-261.33).

3) Is a mixture of a solid waste (non-hazardous) and one or more hazardous wastes listed in 40 CFR Part 261 Subpart D (261.31-261.33).

H. All excavated soils designated as hazardous waste (soils with contamination above the nonhazardous waste levels) must be properly staged and removed by the contractor from the excavation site within 28 days after receipt of waste characterization results, unless otherwise approved by the Engineer. Hazardous waste shall be managed in accordance with applicable federal and state regulations. of the soil classification from the State. When excavated soils are determined to contain hazardous waste, they should be staged during the remaining 28-day period in a sealed roll-off container or sealed drums. Roll-off units used to temporarily store contaminated material shall be water tight. A cover shall be placed over the units to prevent precipitation from contacting the stored material.

If multiple storage units are required, each unit shall be clearly labeled with an identification number and a written log shall be kept to track the source of contaminated material in each temporary storage unit.

I. It is the responsibility of the contractor that hazardous waste in soil going off-site for disposal shall be properly manifested, transported by a licensed, insured hauler and be transported to a facility authorized to accept same in accordance with 40 CFR 264 and 40 CFR 761. The Contractor shall transport the contaminated soil to an EPA approved disposal facility, in accordance with all applicable Federal, State and local laws and regulations, including the NJDEP and shall obtain appropriate documentation that shall be provided to the Engineer and/or representative, the NJDEP, and the county of origin.

At the time of disposal of hazardous waste, completed shipping documents which contain the information required under N.J.A.C 7:26 (hereinafter the Manifest Form) shall be provided.

Item No. 1 on the Manifest Form, Generator's USEPA Identification Number, shall be obtained.

Non-hazardous Soil

J. Excavated soils are considered to be non-hazardous (ID 27 solid waste) when the following criteria are met:

1) Soil contaminants exceed the NJDEP's soil remediation standards, or,

2) exceed the site specific soil remediation standards, and

3) are not a hazardous waste as defined in (G) above.

K. Appropriate analyses will be performed by the Engineer as per the latest version of the Technical Requirements to determine if contaminant levels are above appropriate cleanup guidelines.

L. Contaminated soils that are designated as non-hazardous solid waste may not be stockpiled for more than six months pursuant to the Solid Waste Regulations, N.J.A.C.7:26-1.1;1.4.
If contamination is encountered that indicates a discharge or release of a hazardous substance (e.g. free product, strong petroleum odors, buried containers, underground storage tanks, or discreet source areas), the Engineer shall be notified immediately and the NJDEP Spill Action Hotline (1-877-927-6337) shall be contacted by the Engineer in accordance with applicable regulations. Upon such notification, additional regulatory requirements, including retention of an LSRP, may be required.

## 204.03 PRODUCTS (Reserved)

A. 10-mil thick plastic sheeting shall be used as soil stockpile liner and covers, which shall cover a firm surface. All joints in the plastic sheeting shall overlap a minimum og 12-inches at the ends. Contractor may also use roll offs or gondolas lined with a minimum 10-mill plastic sheeting for the stockpiling of the materials, subject to the review of the Engineer and/or representative.

B. A containment berm typically made up of hay bales and/or silt-fence shall be utilized around stockpiled soils to direct runoff and minimize erosion.

## 204.04 EXECUTION

The Contractor shall notify the Engineer and/or representative one (1) week prior to the start of excavation of contaminated material. The Contractor shall be responsible for contacting regulatory agencies in accordance with the applicable reporting requirements. The Contractor shall immediately notify the Engineer upon encountering suspected contaminated material. Notification to regulatory agencies shall be coordinated by the Engineer or their representative.

Surface water shall be diverted to prevent entry into the excavation.

## 204.05 WORK GUIDELINES

Personal protective equipment should be utilized at all times during the removal debris. The Contractor shall ensure that all work involving the above referenced materials are conducted in accordance with the applicable local, State and Federal regulations.

The Contractor shall prepare a health and safety program as mandated by the federal Occupational Safety and Health Administration, U.S. Department of Labor, 29 C.F.R. 1910.120, which must address, at a minimum, the contractor's individual:

a. Organizational Structure;

b. Comprehensive Workplan;

c. Safety and Health Training Program;

d. Medical Surveillance Program (MSP);

e. Site-specific health and safety concerns and requirements dependent upon the site's characteristics and operations as well as period and duration of operation; and

f. Standard Operating Procedures for Health and Safety.

## 204.06 DISPOSAL

All materials, whether hazardous or non-hazardous shall be disposed of in accordance with all laws and provisions and all Federal, State, County, and local regulations. The Contractor shall ensure that all waste is properly characterized. The Contractor shall comply with the disposal requirements.

The contractor shall submit waste facility applications and acceptance documentation, and fee payment requirements to the Engineer at least 15 days before planned removal of regulated material. Submit to the Engineer a bill of lading for each truckload of regulated material removed from the Project Limits.

If the material being transported is classified as non-hazardous, it is legally considered a solid waste, (ID 27), and, as such, the transporter hauling the waste must be a New Jersey registered solid waste transporter in accordance with N.J.A.C. 7:26-1 et. seq. Soils destined for recycling or beneficial use are not considered ID 27 waste and thus, do not require registered transporters.

All hazardous waste must be shipped in accordance with the U.S. Department of Transportation guidelines as stated in 49 C.F.R. 171-179, N.J.A.C. 7:26-3.0 et seq., and contaminated soils material must be shipped in accordance with N.J. Solid Waste Regulations, applicable radioactive and medical waste regulations, and applicable local regulations.

Hazardous waste shipments must be properly containerized, labeled, and manifested prior to leaving the site.

All disposal transporters for regulated materials must be licensed by the appropriate regulatory agency or agencies to transport the type of waste being hauled. The transportation and maneuver of materials is expected to be completed in a safe and responsible fashion, in accordance with all local, State and Federal guidelines.

The Contractor shall provide manifests for all materials sent to each respective disposal facilities. The Contractor shall obtain required federal, state, and local permits for excavation and storage of contaminated material. Permits shall be obtained at no additional cost to the Owner.

The disposal of materials and debris is regulated under the Solid Waste Management Act (NJSA 13:1 E-1) and is governed by NJAC 7:26 et seq. The Contractor shall dispose of the material and debris according to the solid waste management plan developed by the solid waste management district of origin. Proper documentation from the disposal facility shall be submitted to the Engineer and/or representative.

Provide copies of all paperwork including hazardous and non-hazardous manifests, final weight tickets, and waste/shipping documents within seven days of shipment from the work site to the Engineer and/or representative.

## 204.07 MEASUREMENT AND PAYMENT

Measurement for loading, haulage and disposal shall be based on certified scale at licensed disposal facility.

No payment will be made under this item for disposal of materials covered in other sections of the Contract Documents. No payment will be made for the disposal of the overlying hot mix asphalt.

Disposing of contaminated soil will be measured by the ton. Payment shall not be made until the contractor has furnished the Engineer with a certificate from an approved recycling facility or a tipping certificate from an approved landfill.

Payment will be made under:

| *Item* | *Pay Unit* |
|---|---|
| LOAD, HAUL AND DISPOSE OF CONTAMINATED SOIL (IF AND WHERE ORDERED) | TON |

No payment will be made for permits, fees, handling and transportation and any cost for same shall be included in the item for disposing of contaminated soil.

No payment will be made for stockpiling and reuse of the excavated material.

No payment will be made for construction of stockpile areas. Any costs associated with aspects of grading, preparation, handling, placement, maintenance, removal, treatment, and disposal of stockpile cover materials and liner materials and all other items incidental to construction of stockpiles shall be included in the item for load, haul and dispose of contaminated soil.

# DIVISION 300 – SUBBASE AND BASE COURSES

## SECTION 301 – SUBBASE AND BASE COURSES

THE FOLLOWING IS ADDED:

Subbase shall be constructed using existing on-site granular soils as approved and directed by the RE or Engineer.

## SECTION 302 – AGGREGATE BASE COURSE

THE FOLLOWING IS ADDED:

The Contractor shall submit as-built quantities with each payment invoice, each payment cycle. The sum of the quantities submitted for payment will be the measured quantity and the final contract quantity. It is the responsibility of the Contractor to review the as-built measurement with the RE prior to submitting the partial payment invoice.

Individual/Separate payment for DENSE-GRADED AGGREGATE BASE COURSE shall not be made at pavement repair strips along curb-lines, beneath concrete sidewalks/driveways, beneath Hot Mix Asphalt Driveways, drainage pipe trenches, at set/reset castings or reconstructed drainage structures. Individual/Separate Payment for DENSE-GRADED AGGREGATE BASE COURSE shall only be made at locations of full depth reconstruction indicated on the plans or as directed in the field. Any other locations where Dense Graded Aggregate is specified or detailed as a bedding or backfill material shall be included in the various unit bid price items.

All applicable unit bid price in this section shall include Excavation, Unclassified, pavement removal and disposal of all materials in order to construct the proposed improvements in accordance with the plans and specifications, including but not limited to DENSE-GRADED AGGREGATE BASE COURSE where full depth base repair or reconstructed road sections are indicated on the plans.

THE FOLLOWING IS ADDED:

Dense Graded Aggregate Base Course shall be place at the direction of the Engineer in areas where existing subbase material is unstable, or unsuitable for supporting the new pavement structure.

### 302.04 MEASUREMENT AND PAYMENT

THE FOLLOWING ITEMS ARE ADDED:

| *Item* | *Pay Unit* |
|---|---|
| DENSE-GRADED AGGREGATE BASE COURSE, 6" THICK (IF AND WHERE DIRECTED) | CUBIC YARD |

# DIVISION 400 – PAVEMENTS

## SECTION 401 – HOT MIX ASPHALT (HMA) COURSES

### 401.03 CONSTRUCTION

#### 401.03.01 Milling

**A. Milling of HMA.**

THE LAST PARAGRAPH IS CHANGED TO:

The time interval between milling of HMA surface and placing of new HMA overlay shall not exceed 72 hours. Shorter time interval requirements shall be as directed by the RE.

All Roadways are to be swept after milling operations. There shall be no direct measurement and payment for sweeping roadways after milling. This work should be in included in other Pay items in the Contract.

A pre-sweep at no additional cost to the Township will be performed prior to roadway overlay operations.

#### 401.03.07 HMA Courses

**E. Spreading and Grading.**

THE FOLLOWING SUBPART IS ADDED:

**3. Interface Between Proposed and Existing Pavement.**

Where new pavement is to abut with existing pavement, the existing pavement is to be sawcut full depth prior to any reconstruction.

Where milling and overlay abut with existing pavement, the existing pavement is to be sawcut to the depth of the milling.

The Contractor shall cut a neat, straight, vertical line using a pavement saw. The saw shall be a self-powered pavement saw with a diamond tipped circular blade. If the pavement to remain is damaged, it shall be repaired at the Contractor's expense.

The Work shall include the cost of cleaning up, as well as any noise abatement procedures that might be required.

There shall be no direct measurement and payment for sawing, joint adhesive, or tack coat. This work should be included in other Pay items in the Contract.

THE FOLLOWING IS ADDED:

THE TOWNSHIP WILL MEASURE HMA 9.5M64 SURFACE COURSE, AND HMA 19M64 BASE COURSE BY THE TON AS INDICATED ON THE CERTIFIED WEIGHT TICKETS, EXCLUDING UNUSED MATERIAL. AREAS UNNECESSARILY DISTURBED OR DAMAGED BY THE CONTRACTOR WILL NOT BE INCLUDED IN THE MEASUREMENT.

All applicable unit bid price in this section shall include Excavation, Unclassified, pavement removal and disposal of all materials in order to construct the proposed improvements in accordance with the plans and specifications, including but not limited to HOT MIX ASPHALT __ SURFACE COURSE & HOT MIX ASPHALT __ BASE COURSE where base repair is indicated on the plans.

No separate or individual payment shall be made for TACK COAT and PRIME COAT. Payment for TACK COAT and PRIME COAT shall be included under the various bid items in this section including but not limited to HOT MIX ASPHALT __ SURFACE COURSE & HOT MIX ASPHALT __ BASE COURSE.

No separate payment shall be made for HMA LONGITUDINAL JOINT REPAIR.

No separate payment shall be made for WATER AND GAS VALVE BOX RESETS.

**401.04 MEASUREMENT AND PAYMENT**

THIS SUBSECTION IS CHANGED TO:

The Township will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| HMA MILLING, 3" OR LESS | SQUARE YARD |
| HOT MIX ASPHALT 9.5M64 SURFACE COURSE, 2" THICK | TON |
| HOT MIX ASPHALT 19M64 BASE COURSE, 4" THICK (IF AND WHERE DIRECTED) | TON |

The Contractor is required to prepare the existing pavement and seal all cracks and joints per the current section for hot mix asphalt of the NJDOT specifications prior to resurfacing. This work shall include, but not limited to, all labor, materials and equipment necessary to clean cracks prior to the installation of surface course and apply a sealant as outlined in the NJDOT specification. Prior to commencement, the contractor shall obtain approval from the professional engineer as to the intended methods and materials that will be used for this project. This item shall not be measured for payment and included in the unit price bids for the hot mix asphalt surface course item.

# DIVISION 600 – MISCELLANEOUS CONSTRUCTION

## SECTION 601 – PIPE

### 601.03.08 Cleaning Existing Pipe

THE FOLLOWING IS ADDED:
The Contractor will also be required to provide the Engineer a video inspection of the existing storm network within the project limits. The Contractor shall provide a written report that outlines the size, type, and length of pipe videoed as well as any issues encountered during the video process. The Contractor shall also provide the Engineer a DVD containing all videos obtained during the project.

### 601.04 MEASUREMENT AND PAYMENT

| *Item* | *Pay Unit* |
|---|---|
| 15" REINFORCED CONCRETE PIPE, CLASS V (IF AND WHERE DIRECTED) | LINEAR FOOT |
| PIPE CLEANING & VIDEO (IF & WHERE DIRECTED) | DAY |
| PVC, SDR-35 LEADER DRAIN EXTENSION OR RECONSTRUCTION (IF AND WHERE DIRECTED) | UNIT |

## SECTION 602 – DRAINAGE STRUCTURES

### 602.01 DESCRIPTION

THE FOLLOWING IS ADDED:

- This section shall also include all the requirements of section 652 for the purposes of Setting Castings on Sanitary Manholes, Resetting Sanitary Manhole Castings & Reconstructing Sanitary Manholes

### 602.02 MATERIALS

THE FOLLOWING IS ADDED:

In addition to all materials listed in the section, material for the following items shall include:

- All materials listed in section 652.02 are included in the section where resetting Setting Castings on Sanitary Manholes, Resetting Sanitary Manhole Castings & Reconstructing Sanitary Manholes.
- Where indicated Heavy Duty ADA Compliant Grates as manufactured by Campbell Foundry or approved equal.

### 602.03.03 Setting Castings, Resetting Castings, and Reconstructing Inlets and Manholes

THE FOLLOWING IS ADDED AFTER THE FIRST PARAGRAPH:

As described herein and in pay items, **'SET' indicates that the Contractor is to provide new castings** for Manholes and Inlets, including frames, grates, covers, curb piece, back plates, as shown on details for the pay item casting.

THE FOLLOWING IS ADDED:

Construction shall also be in accordance with subsections 652.03.06 & 652.03.07.

THE FOLLOWING IS ADDED:

Set and rest castings to the proper elevation based on the final surface course. Before the work area is opened to traffic, provide smooth transitions from the pavement surface to the top of grate or cover.

**602.03.06, Manhole Covers and Bicycle Safe Grates**
THE FOLLOWING IS ADDED AFTER THE FIRST PARAGRAPH:

Manhole covers within the pedestrian route are to be of a pattern that is slip resistant and no protrusions greater than ¼" high, see the plan details. Covers sizes are to be selected to fit into the existing manhole frame.

THE FOLLOWING SUBPART(S) ARE ADDED:

**602.03.09 Reconstructed Manhole, Including New Casting, Frame and Cover, Reconstructed Inlet, Type A, Including New Casting, Frame and Grate, Reconstructed Inlet, Type B, Including New Casting, Frame, Grate and Curb Piece, Reconstructed Inlet, Type D, Including New Casting, Frame, Grate and Curb Piece Reconstructed Inlet, Type E, Including New Casting, Frame and Grate, Manhole Cover, ADA Compliant and Cleaning Drainage Structure.**

Construction shall be in accordance with 602.03.03, 602.03.04, 652.03 and as detailed on the plans.

**602.04 MEASUREMENT AND PAYMENT**
THE FOLLOWING PAY ITEM IS ADDED:

| *Pay Item* | *Pay Unit* |
|---|---|
| RESET EXISTING CASTING | UNIT |
| INLET TYPE 'B' (IF & WHERE DIRECTED) | UNIT |
| INLET TYPE 'D' (IF & WHERE DIRECTED) | UNIT |
| RECONSTRUCT MANHOLE, INCLUDING NEW CASTING, FRAME AND COVER | UNIT |
| RECONSTRUCT INLET, TYPE "A", USING NEW CASTING | UNIT |
| RECONSTRUCT INLET, TYPE "B", USING NEW CASTING | UNIT |
| BICYCLE SAFE GRATE (IF & WHERE DIRECTED) | UNIT |
| CURB PIECE (IF & WHERE DIRECTED) | UNIT |
| CLEANING DRAINAGE STRUCTURE (IF AND WHERE DIRECTED) | UNIT |

THE FOLLOWING IS ADDED:
All pay items under this section within the roadway surface shall include the cost of preliminary pavement restoration of HOT MIX ASPHALT 19M64 BASE COURSE, 6" Thick in accordance with section 401.

Payment for Setting Castings on Sanitary Manholes, Resetting Sanitary Manhole Castings & Reconstructing Sanitary Manholes shall be made under the respective bid items in this section.

All applicable unit bid price in this section shall include Excavation, Unclassified, pavement removal and disposal of all materials in order to construct in accordance with the plans and specifications.

Inlet Castings, Types 'B' and 'D' shall include the eco curb piece as well as the bicycle safe grate.

## SECTION 606 – SIDEWALKS, DRIVEWAYS, AND ISLANDS

**606.01 DESCRIPTION**
THE FOLLOWING IS ADDED:

This section shall also include the requirements for the installation or resetting of Modular Paver Units. The work includes bedding preparation, paver installation, edge restraint, and joint fill.

Pay items under this section shall include TOPSOILING 4" THICK, FERTILIZING & SEEDING, TYPE AIII AND STRAW MULCHING restoration of adjacent grassed areas disturbed by construction in accordance with section 804, 806 & 809.

THE FOLLOWING IS ADDED/AMENDED TO THIS SECTION FOR ADA SOLUTIONS, INC. ADATILE CAST IN PLACE TRUNCATED DOME DETECTABLE WARNING SYSTEM (OR APROVED EQUAL):

This Section describes the requirements for constructing concrete sidewalks, driveways, and islands and ADA Solutions, Inc. ADATILE (or approved equal) detectable warning surface. This section also describes the requirements for surveying and providing lines, grades, elevations and reference marks necessary to construct elements of construction and to provide an asbuilt survey to verify compliance with the construction plans and Proposed Accessibility Guidelines for Pedestrian Facilities in the Public ROW - July 26, 2011 - aka ADA guidelines.

**606.02 MATERIALS**

**606.02.01 Materials**
THE FOLLOWING IS ADDED:

In addition to all materials listed in the section, material for the following items shall include:

- RESET EXISTING PAVERS:
  - Edge restraints for concrete pavers to be are to be aluminum and have dimensions 3/16" x 2-1/4" x 8'-0" stabilized with alumni stakes or as proposed system of equal or similar size and equal material to be approved. Materials and installation procedures as indicated in the manufacturer's specifications. The cost for this work shall be covered under the unit price.
  - The sand to be used as joint fill shall be structural sand blended with non-toxic, psyllium based stabilized sand product. Materials and mixing procedures shall be as indicated in the manufacturer's specifications. The cost for this work shall be included in the unit price.
  - DGABC in accordance with section 901.10.
  - Stone Dust (No. I-10 Aggregate) in accordance with section 901.11.
  - Sand (Designation I-8) in accordance with section 901.11
  - Soil Separator Fabric in accordance with 919.01
- DETECTABLE WARNING SURFACE:
  - When radial or radius Detectable Warning Surface are indicated on the plans or directed in the field the contractor shall provide radius Cast-in-Place Detectable Warning Surfaces as manufactured by ADA Solutions, Inc. part No. 248RADREP_ or approved equal.
- TOPSOIL, FERTILIZING, SEEDING & STRAW MULCHING
  - Material shall consist of TOPSOILING, 4" THICK, FERTILIZING AND SEEDING, TYPE A-3 and STRAW MULCHING and shall be in accordance with subsections 804.02, 806.02 & 809.02.

**606.03.01 HMA Sidewalks, Driveways, and Islands**
THE FOLLOWING IS ADDED:

Existing driveway shall be sawcut straight (not jackhammered) at the limits of construction shown or directed by the RE.

**606.03.02 Concrete Sidewalks, Driveways, and Islands**
THE FOLLOWING IS ADDED:

Existing driveways to be sawcut at the limit of construction as shown on the plans or as directed by the Engineer. Sawcutting shall conform to Section 202.

Existing driveways to be sawcut at the limit of construction as shown on the plans or as directed by the Engineer. Sawcutting shall conform to Section 202.

Handicap ramps shall consist of construction of handicap ramps at existing radii as directed by the Engineer. The handicap ramps shall consist of removal of existing concrete sidewalk and curb/curb and gutter and construction of 6" X 9" X 18" concrete curb, monolithic curb and gutter, concrete sidewalk 4" thick, Public Ramp Delineation, (24" x 48" ADATILE ADA SOLUTIONS (OR APPROVED EQUAL) and whatever materials or resets are necessary to complete each individual ramp.

The radii that will require complete handicap ramps will be those with existing curb and sidewalk or those with existing sidewalk but no curb. Those radii with curb only will be replaced with curb only and paid for under the item for 6" X 9" X 18" concrete vertical curb.

Public Ramp Delineation on newly constructed and on existing handicap ramps shall be (24" x 48" ADATILE ADA SOLUTIONS (OR APPROVED EQUAL) installed as per manufacturer's requirements.

Permission will not be granted for monolithic pours. All concrete curb of various types must be poured separately from Concrete Sidewalk, 4" thick.

THE FOLLOWING SUBPART(S) ARE ADDED:

**606.03.04 Topsoil, Fertilizing, Seeding & Straw Mulching**

Construction for TOPSOILING, 4" THICK, FERTILIZING AND SEEDING, TYPE A-3 and STRAW MULCHING and shall be in accordance with subsections 804.03, 806.03 & 809.03.

**606.03.05 Reset Existing Pavers and Setting New Pavers**

Excavation shall be in accordance with Section 202. DGABC to be placed and compacted in accordance with Section 401. **Modular pavers in driveways to be placed on a concrete base course with a sand leveling bed**.

A ¾ to 1" setting bed consisting of stone dust should be applied over the concrete subbase conforming to ASTM C 33. When calculating bed levels, it is important to consider that the bricks will be compacted approximately 1/8" - ¼" into the setting bed with a plate vibrator during final steps of installation. Level setting bed with a straight edge to desired heights. Level, but do not compact. Only spread sufficient area that can be covered with Pavers the same day. Do not step in or disturb the setting bed in any manner.

Place the paving bricks into position by hand, keeping joints as tight as possible. As soon as a sufficient area of bricks has been laid, the bricks are compacted into the setting bed with a high frequency, low amplitude plate vibrator. Units are pressed into setting bed and compacted. Joints are then filled with sand and brick pavers are vibrated until all joints are completely filled. Excess sand is removed. The only cutting of the bricks needed is at the boundaries. Cutting should be carried out with a diamond masonry saw. The pavement can be used by normal traffic as soon as it is completed.

The sand to be used as joint fill should be stabilized with an organic additive "SANDLOCK" as provided by PAVE TECH INC. or approved equal. Materials and mixing procedures as indicated in the manufacturer's specifications. The cost for this work shall be covered under the unit price bid for Concrete Modular Paver.

As directed, Aluminum paver restraints shall be utilized along planters and green areas. Materials and installation procedures as indicated in the manufacturer's specifications. The cost for this work shall be covered under the unit price bid for paver item.

On resetting work, the Contractor shall carefully remove the existing pavers, clean, and store pavers for resetting once base course work is complete.

**Construction Tolerances for ADA Compatibility:**

In locations where pavers are set with the pedestrian area construction tolerances are to be met. The following are the tolerances published by the Interlocking Concrete Pavement Institute as a result of the project identified below:

https://www.access-board.gov/research/building/dimensional-tolerances/

**Interlocking Concrete Pavement Institute**
**Construction Tolerances for Segmental Concrete Pavements**

| Setting Bed Materials | Joint Widths | Construction Tolerances |
|---|---|---|
| Sand setting beds for concrete pavers and paving slabs | Joint width between adjacent units (See Figure I) | 1/16 in. to 3/16 in. |
| | | |
| **Attribute** | **Segmental Concrete Paving Products & Characteristics** | **Construction Placement & Surface Tolerances** |
| Joint or bond lines | All segmental concrete paving products: Horizontal deviation | Maximum ±1/2 in. horizontal deviation from either side of a 50-ft. string line pulled over a joint or bond line |
| Laying Pattern | Concrete Pavers: | 90 degree herringbone |
| Surface smoothness | All segmental concrete paving products: Variation in height between adjacent units (lippage) | Maximum 1/8 in. |
| Surface flatness | All segmental concrete paving products: Surface tolerance | ±3/8 in. over 10 ft, noncumulative |

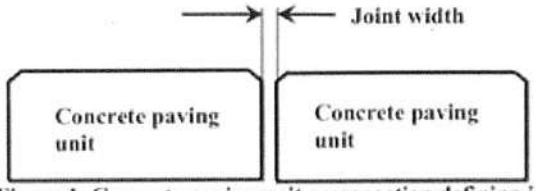


Figure 1. Concrete paving unit cross section defining joint width

**606.04 MEASUREMENT AND PAYMENT**
THE FOLLOWING PAY ITEMS ARE ADDED:

| *Pay Item* | *Pay Unit* |
|---|---|
| CONCRETE SIDEWALK, 4" THICK | SQUARE YARD |
| CONCRETE SIDEWALK, REINFORCED, 6" THICK | SQUARE YARD |
| HOT MIX ASPHALT DRIVEWAY, 2" THICK | SQUARE YARD |
| DETECTABLE WARNING SURFACE | SQUARE YARD |

THE FOLLOWING IS ADDED:
New or resetting of Concrete/Clay Modular Pavers will be measured by the square yard. Square Yard cost to include labor in removing, storing and cleaning existing block, excavation, DGABC base course, plus

materials and labor for construction of setting bed, pavers, edge restraint, joint fill and stabilization. All Handicapped curb ramps are to be constructed with reinforced 6" thick concrete.

It is the Contractor's responsibility for determining the extent of improvements required for those ramp locations identified and completing said work to ensure ramps are in conformance with current NJDOT and ADA standards.

When newly proposed curb-lines, walks or driveways cause gaps in adjacent existing concrete/clay modular paver walks or driveway the contractor shall provide additional matching pavers to fill in such gaps or fill in such gaps fill in such gaps as directed by the engineer. No separate payment shall be made.

Payment for TOPSOILING, 4" THICK, FERTILIZING AND SEEDING, TYPE A-3 AND STRAW MULCHING shall be included under the various bid items in this section including but not limited to RESET EXISTING PAVERS, CONCRETE SIDEWALK, _" THICK; CONCRETE SIDEWALK, REINFORCED, _" THICK; HOT MIX ASPHALT DRIVEWAY, _" THICK. Payment for 4" Dense Graded Aggregate Base Course shall be included under the various unit bid price items in this section including but not limited to CONCRETE SIDEWALK, _" THICK; CONCRETE SIDEWALK, REINFORCED, _" THICK; HOT MIX ASPHALT DRIVEWAY, _" THICK.

All applicable unit bid price in this section shall include Excavation, Unclassified, pavement removal and disposal of all materials in order to construct in accordance with the plans and specifications.

## SECTION 607 – CURB

**607.01 DESCRIPTION**
THE FOLLOWING IS ADDED:

Pay items under this section shall include pavement repair strips adjacent constructed curbs consisting of DENSE-GRADED AGGREGATE BASE COURSE, HOT MIX ASPHALT 9.5M64 SURFACE COURSE and HOT MIX ASPHALT 19M64 BASE COURSE in accordance with section 302 & 401. Thickness of the various courses shall be in accordance with the pavement section as detailed or noted on the plans.

Pay items under this section shall include TOPSOILING 4" THICK, FERTILIZING & SEEDING, TYPE AIII AND STRAW MULCHING restoration of adjacent grassed areas disturbed by construction in accordance with section 804, 806 & 809.

**607.02 MATERIAL**
THE FOLLOWING IS ADDED:

In addition to all materials listed in the section, material for the following items shall include:

- PAVEMENT REPAIR STRIPS ADJACENT TO PROPOSED CURB LINE:
  - DENSE-GRADED AGGREGATE BASE COURSE shall be in accordance with section 302.02
  - HOT MIX ASPHALT 9.5M64 SURFACE COURSE shall be in accordance with section 401.02
  - HOT MIX ASPHALT 19M64 BASE COURSE shall be in accordance with section 401.02.
- TOPSOIL, FERTILIZING, SEEDING & STRAW MULCHING
  - Material shall consist of TOPSOILING, 4" THICK, FERTILIZING AND SEEDING, TYPE A-3 and STRAW MULCHING and shall be in accordance with subsections 804.02, 806.02 & 809.02.

**607.03 CONSTRUCTION**
THE FOLLOWING IS ADDED TO THE BEGINNING:

Cast-in-place concrete items shall not be constructed from November 1 to March 15 unless methods are reviewed and approved by the RE.

THE FOLLOWING SUBPART(S) ARE ADDED:

**607.03.08 Pavement Repair Strips Adjacent to Constructed Curb-lines**

Construction for pavement repair strips adjacent to curbs consisting of DENSE-GRADED AGGREGATE BASE COURSE, HOT MIX ASPHALT 9.5M64 SURFACE COURSE, HOT MIX ASPHALT 19M64 BASE COURSE and shall be in accordance with subsections 302.03 & 401.043.

**607.03.09 Topsoil, Fertilizing, Seeding & Straw Mulching**

Construction for TOPSOILING, 4" THICK, FERTILIZING AND SEEDING, TYPE A-3 and STRAW MULCHING and shall be in accordance with subsections 804.03, 806.03 & 809.03.

**607.04 MEASUREMENT AND PAYMENT**

THE FOLLOWING PAY ITEMS ARE ADDED:

| *Pay Item* | *Pay Unit* |
|---|---|
| 9"X18" CONCRETE VERTICAL CURB | LINEAR FEET |
| GRANITE CURB | LINEAR FEET |

THIS SUBSECTION IS CHANGED TO:

Areas of granite and concrete curb unnecessarily disturbed or damaged during construction shall be replaced by the Contractor at no additional cost to the Township.

THE FOLLOWING IS ADDED:

Payment for DENSE-GRADED AGGREGATE BASE COURSE, HOT MIX ASPHALT 9.5M64 SURFACE COURSE, HOT MIX ASPHALT 19M64 BASE COURSE at pavement repair strips where adjacent to proposed curb-lines and as detailed on the plans shall be included under the various bid curb items in this section including but not limited to 9" X 18" CONCRETE VERTICAL CURB & GRANITE CURB.

Payment for TOPSOILING, 4" THICK, FERTILIZING AND SEEDING, TYPE A-3 AND STRAW MULCHING shall be included under the various bid items in this section including but not limited to 9" X 18" CONCRETE VERTICAL CURB & GRANITE CURB.

All applicable unit bid price in this section shall include Excavation, , pavement removal and disposal of all materials in order to construct in accordance with the plans and specifications. No separate payment will be made for sawcutting and restoration and shall be included in the unit price bid for vertical curb and granite curb.

# SECTION 609 – BEAM GUIDE RAIL

## 609.01 DESCRIPTION

This Section describes the requirements for installing, resetting, or removing beam guide rail.

## 609.02 MATERIALS

Provide materials as specified:

| | |
|---|---|
| Concrete | 903.03 |
| Reinforcement Steel | 905.01 |
| Adhesive Anchor System | 908.01.04 |
| Flexible Delineators | 911.03 |
| Rail Element | 913.01.01 |
| End Treatment | 913.01.02 |
| Posts | 913.01.03 |
| Blockouts | 913.01.03 |
| Rub Rail | 913.01.04 |
| Miscellaneous Hardware | 913.01.05 |

## 609.03 CONSTRUCTION

### 609.03.01 Beam Guide Rail

Install beam guide rail, single or dual faced, so that no unprotected end is exposed to approaching traffic. Within the same working day, replace all existing beam guide rail or cable guide rail that is removed. Where possible, install new beam guide rail exposed to approaching traffic before the removal of the existing system.

Before driving or mounting the posts, determine the location of utilities that may conflict with the posts. The Contractor may adjust post spacing by 6 inches, as approved, to eliminate such conflicts. After completing the wiring for each electrical system and before making connections, perform the following tests on each circuit using suitable equipment in the presence of the RE:

1. Tests for continuity.
2. Tests for ground.
3. Tests for insulation resistance between circuit wires and from circuit wires to ground. Verify that the insulation resistance is at least 150 megaohms between conductors, or between conductor and ground for circuits with a total single conductor length of 1,500 feet or more, and at least 175 megaohms for circuits with a total single conductor length of less than 1,500 feet.

The RE may require additional tests if it is suspected that conduit have been damaged. Locate and repair damage to the electrical conduit due to construction operations.

Drive beam guide rail posts to the required position. Ensure that posts are driven plumb, properly spaced, and to the line and grade shown.

Attach the beam guide rail element to the blockout at every post. Align the top edge of the beam guide rail element in a straight line or smooth curve, parallel to, or concentric with, the traveled way. Where a vertical transition is required, ensure that the top edge of the beam guide rail element forms the chords of a smooth vertical curve. If adjustments to the rail element are necessary, obtain RE approval before punching, drilling, or reaming of the rail element. Do not cut or weld the rail element.

Install flexible delineators with white retroreflective sheeting on the right side of the direction of traffic. Install flexible delineators with yellow retroreflective sheeting on the left side of the direction of traffic. Mount flexible delineators on the blockout of beam guide rail using either a "U" channel base on the I-beam blockout or a flat base attached to a wood timber or synthetic routed blockout. Attach the base to the I-beam, wood timber blockout, or synthetic routed

blockout using an adhesive recommended by the manufacturer of the base and panel. In addition to adhesive, mount flat base to a wood timber or synthetic routed blockout with two #10 x 3/4 inch long sheet metal screws.

Mount the first delineator on the beam guide rail end treatment so that the plane face of the center of the reflective area is at an angle of 0 degrees with a line that is perpendicular to the direction of traffic. Mount subsequent delineators every 81 1/4 feet (13 sections of guide rail) along tangent mainline roadway, or every 43 3/4 feet (7 sections of guide rail) along curved mainline roadway with a radius of less than 1,910 feet. If a parabolic flare in the beam guide rail exists, place the second delineator at the end of the flared section with subsequent delineators spaced as stated above. If the distance between the last delineator and the end of the beam guide rail is greater than 40 feet on tangent mainline roadways, or 20 feet on curved mainline roadways, mount a delineator on the last post or end treatment.

Repair damage to the galvanized coating according to ASTM A 780.

**303 609.03.03 Terminals and Anchorages**

At least 10 days before beginning the work, submit the manufacturer's recommendations the RE. Install terminals and anchorages according to the manufacturer's recommendations.

Excavate for post holes as specified in 202.03.03. Backfill and compact using the directed method as specified in 203.03.02.B.3. Excavate cut slope as specified in 202.03.03 within the limits of the buried guide rail terminal. Drive beam guide rail posts for buried guide rail terminal to the required position. Ensure that posts are driven plumb, properly spaced, and to the line and grade shown. Attach the beam guide rail element to the spacer at every post. Attach the beam guide rail element and plate to the terminal posts. Align the top edge of the beam guide rail element in a straight line. Where a vertical transition is required, ensure that the top edge of the beam guide rail element forms the chords of a smooth vertical curve. Backfill with excavated material as specified in 203.03.02.B.3.

**609.03.04 Beam Guide Rail Blockouts**

Where required, attach blockout on existing beam guide rail between the steel posts and rail elements. Where beam guide rail is attached to a structure, attach the blockout to the structure. Reset beam guide rail, as specified in 609.03.05, to provide a smooth transition to the existing structure.

**609.03.06 Removal of Beam Guide Rail**

After removing beam guide rail, backfill the post holes and compact the area to the elevation of the adjacent surface. Dispose of beam guide rail as specified in 201.03.01.H.

**609.03.08 Beam Guide Rail on Bridge**

**A. Beam Guide Rail and Thrie Beam Guide Rail Attachment to Sidewalk**
Install beam guide rail consisting of steel double rail elements, steel blockouts, and steel posts welded to a base plate and mounted on bridge structure sidewalk, safety walk, or roadway sidewalk utilizing epoxy-grouted anchors approved by the Department. Install the required attachments as shown on the Plans. Core drill the holes in the bridge structure sidewalk for anchor bolts with a core drill bit. Ensure core drill bit sizes for anchor bolt holes conform to manufacture's recommendations. Space holes and locate to clear existing deck reinforcement, deck joints, conduits, and junction boxes. Fasten anchor bolts to the concrete according to the manufacturer's recommendations. 304 Ensure concrete and existing utility conduits are not damaged during the drilling for anchor bolts. Repair damage to the existing concrete caused by construction operations at no additional compensation. Furnish Certification as specified in 106.07 that the 7/8 inch diameter anchor bolt has a minimum pullout strength of 24 kips.

### 609.04 MEASUREMENT AND PAYMENT

The Department will measure and make payment for Items as follows:

THE FOLLOWING PAY ITEMS ARE ADDED:

| *Pay Item* | *Pay Unit* |
|---|---|
| BEAM GUIDE RAIL, BRIDGE | LINEAR FEET |
| CONTROLLED RELEASE TERMINAL | UNIT |
| REMOVAL OF BEAM GUIDE RAIL | UNIT |

## SECTION 610 – TRAFFIC STRIPES, TRAFFIC MARKINGS, AND RUMBLE STRIPS

### 610.01 DESCRIPTION

THE FOLLOWING IS ADDED:

On Township of West Orange roads, extruded thermoplastic, as specified in Section 610.03.02, shall be used for long line traffic stripes, traffic marking lines, and traffic markings symbols. The only exception to this will be when the project calls specifically for the installation of tape or preformed symbols. The use of Epoxy traffic stripes, as specified in Section 610.03.01, is limited to concrete bridge decks, as detailed, or locations as maybe called for specifically on the Contract plans.

### 610.02 Materials

THE FOLLOWING IS DELETED

Material and equipment for TRAFFIC MARKINGS SYMBOLS, VARIOUS shall be in accordance with this section.

**610.03.02 Traffic Marking Lines, Traffic Marking Symbols, and Traffic Marking Route Symbols**

THIS SECTION IS CHANGED TO:

**610.03.02 Traffic Markings Lines, Traffic Markings Symbols, Various, and Traffic Markings Symbols**

THE FOLLOWING IS ADDED TO THE BEGINNING:

The pigment, beads, and fillers shall be well dispersed in the binder. The material shall be free from all skins, dirt, foreign matter, and other deleterious substances, and shall be of such composition that it will not bleed, stain or discolor when applied to pavements.

Thermoplastic material shall not emit fumes which are toxic or injurious to persons or property when it is heated to application temperature. The material shall not emit excessive smoke during heating and application.

Prior to installing permanent striping, the contractor shall verify no water ponding conditions exist throughout the limits of the project.

On resurfacing projects and reconstruction projects with lanes open to traffic, permanent striping on the new surface course must be installed within 3 days of the installation of the HMA surface course.

THE FOLLOWING SUBPARTS ARE ADDED:

H. **Hot Spray Thermoplastic.** Test strips will be as directed by the RE and in accordance with procedures outlined in subsection 610.03.02 item G.

Thermoplastic pavement marking materials shall not be applied by the spray method when air and pavement surface temperatures are below 50 F or when the surface of the pavement contains any evidence of moisture.

When applied to the pavement, the thermoplastic material shall be sufficiently tack-free to carry traffic in not more than 2 minutes when pavement surface temperature is at 50 F, and not more than 10 minutes when pavement surface temperature 130 F.

The thermoplastic material shall be installed in a molten state by the spray method at a minimum temperature of 380 F and a maximum temperature of 450F. Scorching or discoloration of material is cause for rejection by the RE. The machinery shall be constructed so that all mixing and conveying parts, up to and including the spray gun maintain the material in the molten state.

The thermoplastic material shall be applied at a thickness of not less than 0.030-inch, but in no case shall it exceed a thickness of 0.050-inch. Finished lines shall be within a 1/4-inch of the width specified in the plans.

The thickness of the markings will be measured as such random points as the RE selects to determine conformance to these specifications. The thickness shall be measured by placing strips of masking tape randomly on the substrate in the line of the spray gun. Material shall be sprayed on the tape at the normal rate of application. Once the line has cooled slightly, the tape shall be removed and thickness measured. If the measurements show less than 0.030 inches, the RE will "chip" the edges of the markings at random points and measure the thickness of the chips to determine if the overall thickness of the markings is at least 0.030 inches. If the overall thickness or the thickness above the pavement surface is substantially in conformance with the thickness requirements, payment will be made at 100 percent of the contract unit prices involved.

**When the thickness at a given location is less than 0.030 inches additional measurements will be taken on each side of such location at such intervals as the RE may select to determine the extent of the deficient portion of the marking. The Contractor shall then apply additional thermoplastic material and beads to bring the thickness of the markings to at least 0.030 inches.**

**610.04 MEASUREMENT AND PAYMENT**
THE FOLLOWING ITEMS ARE ADDED:

THE BOROUGH WILL MEASURE AND MAKE PAYMENT FOR ITEMS AS FOLLOWS:

| *Pay Item* | *Pay Unit* |
|---|---|
| TRAFFIC MARKING LINES, 4" (IF & WHERE DIRECTED) | LINEAR FEET |
| TRAFFIC MARKING LINES, 6" (IF & WHERE DIRECTED) | LINEAR FEET |
| TRAFFIC MARKING LINES, 8" (IF & WHERE DIRECTED) | LINEAR FEET |
| TRAFFIC MARKING LINES, 12" (IF & WHERE DIRECTED) | LINEAR FEET |
| TRAFFIC MARKING LINES, 24" (IF & WHERE DIRECTED) | LINEAR FEET |

THE FOLLOWING IS ADDED AT THE END OF THE SUBSECTION:

Prior to installing permanent striping, the contractor shall verify no water ponding conditions exist throughout the limits of the project and at the limits of millings. If a ponding condition is identified after permanent striping has been placed the contractor shall regrade the pavement via milling and paving or via infrared repair to allow the area to drain or perform whatever corrective work is necessary to drain the area including but not limited removal and reconstruction of ADA curb ramps, reconstructing curb lines and then restripe the area to conform the proposed improvements. No separate payment shall be made for remobilization to restripe.

All traffic stripes and markings shall be thermoplastic. The Township will only make payment for traffic stripe quantities when all markings shown on the plans are installed. In the case of resurfacing, when all prior roadway markings for the resurfaced roadway segment are installed.

# SECTION 612 – SIGNS

**612.02 MATERIALS**

THE FOLLOWING IS DELETED FROM THE MATERIALS LIST.

Non-Breakaway Sign Supports ..... 911.02.03

THE FOLLOWING IS ADDED:

**F. Constructing Anchor, Hinge, Bracket and Coupling Assemblies.** At least 10 days before beginning the work, submit the manufacturer's installation guide and installer's certification to the RE.

Ensure that the installer is certified by the manufacturer.

Ensure that the manufacturer's representative is present during the foundation pour and the installation of the first sign. Install anchor, hinge, bracket and coupling assemblies according to the manufacturer's recommendations. The RE may require the system manufacturer's representative to be present at all times during the installation to provide on-site technical support.

**612.04 MEASUREMENT AND PAYMENT**

THE FOLLOWING ITEMS ARE ADDED:

| *Pay Item* | *Pay Unit* |
|---|---|
| REGULATORY AND WARNING SIGN | SQUARE FEET |
| GUIDE SIGN, TYPE GA, STEEL "U" AND SQUARE TUBE POST SUPPORTS | UNIT |

The contractor shall be responsible for coordination with the West Orange Police Department for traffic operations and parking prohibitions during construction. The Police Department shall be notified 72 hours in advance when requesting an officer for traffic control.

# DIVISION 650 – UTILITIES

## SECTION 651 – WATER

**651.01 DESCRIPTION**

THE FOLLOWING IS ADDED:

The Work described in this Section is for work performed when the utility is owned by a municipality. The Contractor shall coordinate all work with the local utility authority. The utility owner is responsible for all inspection and testing.

Separate payment shall not be made for Water Valve Box Reset. Shall be included under Hot Mix Asphalt 9.5M64 Surface Course, 2" Thick.

## SECTION 652 – SANITARY SEWERS

**652.01 DESCRIPTION**

THE FOLLOWING IS ADDED:

The Work described in this Section is for work performed when the utility is owned by a municipality. The Contractor shall coordinate all work with the local utility authority. The utility owner is responsible for all inspection and testing.

**652.03.04 Sanitary Sewer Service Connections**
THE FOLLOWING IS ADDED:

A. SANITARY SEWER SERVICE CONNECTIONS Performed by the Contractor

House connections damaged by the Contractor shall be restored to proper operating conditions at no cost to the Township. The size and type of pipe and type of joint shall conform to the requirements of the corporations, companies, agencies, or municipalities owning or controlling the utility. When the service connection lines need to be relocated due to a field conflict, the length of line replaced will be paid by the linear foot and will include all Work to restore the service.

Plastic or PVC pipe and fittings may be used if permitted by corporations, companies, agencies, or municipalities owning or controlling the utility.

**652.04 MEASUREMENT AND PAYMENT**
THE FOLLOWING ITEMS ARE ADDED:

| *Pay Item* | *Pay Unit* |
|---|---|
| RECONSTRUCT MANHOLE, SANITARY SEWER, INCLUDING NEW CASTING, FRAME AND COVER | UNIT |

THE FOLLOWING IS ADDED:

Payment for Setting Castings on Sanitary Manholes, Resetting Sanitary Manhole Castings, and Rebuilding Sanitary Manholes & Reconstructing Manholes shall be made under the respective bid items in section 602.

# SECTION 653 – GAS

**653.01 DESCRIPTION**

THE FOLLOWING IS ADDED:

The Contractor shall coordinate all work with the local utility authority. The utility company is responsible for all inspection and testing.

Separate payment shall not be made for Reset Gas Valve Box. Shall be included under Hot Mix Asphalt 9.5M64 Surface Course, 2" Thick.

# DIVISION 800 – LANDSCAPING

## SECTION 802 – TRIMMING AND REMOVING TREES

### 802.03 CONSTRUCTION

**802.03.01 Trimming Existing Trees**
Notify the RE 3 days before beginning work. The Department will designate trees to be trimmed. Ensure that tree trimming is supervised by a person certified in accordance with the NJ "Tree Experts and Tree Care Operators Licensing Act" P.L. 2009, Chapter 237. At least 7 days before beginning the work, submit the name and qualifications to the RE for approval by the Department.

Remove all dead, dying, diseased, interfering, objectionable, and weak branches. Do not remove healthy low branches unless directed. When removing the lower bottom branches of trees for underclearance, ensure a symmetrical appearance and minimize cuts to ensure normal sap flow.

Make clean cuts as close as possible to the trunk or parent limb, without cutting into the branch collar or leaving a protruding stub, so that closure can start. Cut branches that are too heavy to handle in multiple sections to prevent splitting or peeling of the bark. Where necessary, lower branches to the ground by ropes or equipment to prevent tree or property damage.

Perform work in accordance with ANSI A 300 standards.

On trees known to be diseased, disinfect tools after each cut when there is a danger of transmitting the disease on tools.

Inspect old injuries, and trace those not closing properly and where callus growth is not already completely established.

Reuse waste material and debris resulting from trimming existing trees as specified in 202.03.03.C.2.

**802.03.02 Tree Removal**
Notify the RE 3 days before beginning work. The Department will designate trees to be removed. Ensure that tree removal is supervised by a person certified in the work in accordance with the NJ "Tree Experts and Tree Care Operators Licensing Act" P.L. 2009, Chapter 237. At least 7 days before beginning the work, submit the name and qualifications to the RE for approval by the Department.

Fell trees to prevent damage to adjacent vegetation, structures, utility wires, and property. Remove trees and their stumps to at least 6 inches below the existing ground surface. Backfill stump holes with topsoil, and fertilize, seed, and mulch the area as specified in 806.03.01. In wooded areas and on slopes of 2H:1V or steeper, cut off stumps at the existing ground surface. Treat live stumps with herbicide immediately after cutting. If suckering occurs, apply herbicides or perform mechanical operations to ensure that regrowth does not occur.

Repair damage to remaining trees and vegetation as directed by the Department. Repair damaged turf areas as specified in 806.03.01.

Perform work in accordance with ANSI A 300 standards.

Reuse waste material and debris resulting from tree removal as specified in 202.03.03.C.1.

### 802.04 MEASUREMENT AND PAYMENT

THE FOLLOWING IS ADDED:

| *Pay Item* | *Pay Unit* |
|---|---|
| TRIMMING EXISTING TREE, OVER 6" TO 12" DIAMETER (IF AND WHERE DIRECTED) | UNIT |
| TRIMMING EXISTING TREE, OVER 12" TO 18" DIAMETER (IF AND WHERE DIRECTED) | UNIT |
| TRIMMING EXISTING TREE, OVER 30" TO 36" DIAMETER (IF AND WHERE DIRECTED) | UNIT |
| TREE REMOVAL, OVER 12" TO 18" DIA. (IF AND WHERE DIRECTED) | UNIT |

The Department will determine the quantity of TRIMMING EXISTING TREE, OVER ___" TO ___" DIAMETER AND TREE REMOVAL, OVER ___" TO ___" DIAMETER by the number of trees in each diameter category. The Department will measure the diameter of the tree 4 1/2 feet above the ground.

## SECTION 804 – TOPSOILING

**804.04 MEASUREMENT AND PAYMENT**
DELETE THE FOLLOWING ITEM:

| *Pay Item* | *Pay Unit* |
|---|---|
| TOPSOILING, 4" THICK, INCLUDING FINE GRADING (IF AND WHERE DIRECTED) | SQUARE YARD |

THE FOLLOWING IS ADDED:

Separate payment shall not be made for TOPSOILING, 4" THICK. Payment for TOPSOILING, 4" THICK shall be included under the various bid items in sections 606 and 607.

## SECTION 806 – FERTILIZING AND SEEDING

**806.03.01 TURF SEEDING**

C. Seed and Fertilizer Application

2. Dry Method.

ADD THE FOLLOWING

Newly seeded areas need to be kept moist. Without regular rainfall, water ¼" twice a day until vegetation is well established.

E. Turf Establishment

ADD THE FOLLOWING

During dry seasons, water planting areas with ½" of water every 3-4 days.

**806.04 MEASUREMENT AND PAYMENT**
DELETE THE FOLLOWING ITEM:

| *Pay Item* | *Pay Unit* |
|---|---|
| FERTILIZING AND SEEDING, TYPE A-3 (IF AND WHERE DIRECTED) | SQUARE YARD |

THE FOLLOWING IS ADDED:

Separate payment shall not be made for FERTILIZING AND SEEDING, TYPE A-3. Payment for FERTILIZING AND SEEDING, TYPE A-3 shall be included under the various bid items in sections 606 and 607.

## SECTION 809 – MULCHING

**804.04 MEASUREMENT AND PAYMENT**
DELETE THE FOLLOWING ITEMS:

THE FOLLOWING IS ADDED:

Separate payment shall not be made for STRAW MULCHING. Payment for STRAW MULCHING shall be included under the various bid items in sections 606 and 607.

## SECTION 811 – PLANTING

**811.01 DESCRIPTION**
This Section describes the requirements for furnishing, delivering, and installing plants.

**811.02 MATERIALS**
Provide materials as specified:

| | |
|---|---|
| Topsoil | 917.01 |
| Fertilizer, 1-2-1 Ratio | 917.02.02 |
| Pulverized Limestone | 917.02.03 |
| Mulch | 917.04 |
| Plant Materials | 917.08 |
| Antidesiccant | 917.09.02 |
| Herbicide | 917.09.03 |
| Water Retaining Polymer | 917.09.04 |
| Stakes | 917.10.G.2 |
| Water | 919.08 |

Provide wire staples made of No. 25 plain iron wire that are formed into a U shape, 1 inch wide and 12 inches long.

**811.03 CONSTRUCTION**

**811.03.01 Planting**

A. **Furnishing, Delivering, Installing, and Caring for Plants.** Submit to the RE the current Materials Questionnaire Form for landscaping material, as specified in 106.04, 30 days before delivery with a copy to the Office of Landscape Architecture in the Bureau of Landscape Architecture and Environmental Solutions.

Handle and pack plants to prevent injuries during transit. Do not dump or drop plants while unloading. Protect the roots of all plants from freezing or desiccating by heeling-in, watering, covering or keeping shaded, or placing in a climate controlled building or trailer.

Coordinate work to prevent delays in planting that may expose the root systems of plants to the air, sun, or freezing conditions.

B. **Optimal Planting Seasons.**

**Table 811.03.01-1 Optimal Planting Season**

| Type of Plant | Season |
|---|---|
| Broadleaf and coniferous evergreen trees, shrubs, vines, and ground covers | March 1 to May 15<br>August 15 to December 1 |
| Deciduous trees, shrubs, vines, ornamental grasses, and perennials | March 1 to May 15<br>October 15 to December 1 |
| Container grown plant materials | March 1 to May 15<br>August 15 to December 1 |
| Narcissus | October 15 to December 1 |
| Hemerocallis | March 1 to May 15 |
| Peltandra virginica and Pontederia cordata | Specified Season - Non-dormant<br>March 15 to June 15 only |
| Spartina species and Distichilis spicata | Specified Season - Non-dormant<br>May 1 to July 15 only |

When planting outside the optimal planting seasons, ensure that plants installed are kept watered and protected from freezing and desiccation.

C. **Layout.** Before planting, stake plant locations and bed outlines and obtain Department approval. Immediately notify the RE to arrange for Departmental guidance for the "Naturalized Plant Material" or if existing conditions prevent planting at the exact locations shown on the Plans. The Department may adjust plant locations to meet field conditions.

D. **Planting Beds.** Spray existing vegetation within proposed planting beds during the growing season with glyphosate at the manufacturer's recommended rates. The Department may direct the reapplication of glyphosate 10 days after the first application. Mow the dead vegetation as closely as possible to existing ground, or turn it into the soil. Ensure glyphosate is applied by a Pesticide Applicator Business, under direction and supervision of a Commercial Pesticide Applicator in accordance with the NJ Pesticide Control Program regulations in NJAC Title 7 Chapter 30.

E. **Excavation for Plant Pits and Beds.** Excavate as specified in 202.03.03. Before excavating plant pits and beds, ensure that the areas conform to the specified lines and grades. On slopes steeper than 4H:1V, excavate plant pits no more than 5 days in advance of planting.

Excavate pits for balled and burlapped plants to a minimum of 2 times the width of the root ball and no deeper than the root ball as measured from the bottom of the trunk flare to the bottom of the ball. Excavate pits for containerized plants to a minimum of 2 times the width of the container and no deeper than the actual height of the root mass within the container. Ensure that side slopes of all pits taper down from the rim of the pit to the outer edge of the bottom of the ball. Ensure that the sides of the pits are loosened and roughened to promote root penetration. Obtain RE approval before reusing topsoil from the excavated pits. Plant pits may be adjusted to fit site conditions. Ensure volumetric equivalent.

For seedlings, vines, ground covers, and perennials, excavate pits to a minimum 12 inch diameter and 12 inch depth.

Dispose of excavated soil from plant pits as specified in 202.03.03.C.2. When requesting reuse of excavated material, obtain Department approval before reuse as specified in 202.03.03.C.1. Dispose of sod, weeds, roots, and other objectionable material as specified in 201.03.01.H.

If the Contractor does not plan to plant excavated pits before the end of the working day, provide a plan, to the RE for approval, 5 days before planting that details the measures to ensure safety.

F. **Pruning.** Prune according to ANSI A300 to preserve the natural character of each plant. Limit pruning at the time of planting to the removal of dead, conflicting, and broken branches. Do not prune the leaders of trees. Ensure that experienced personnel, using properly conditioned equipment and methods in keeping with accepted horticultural practice, perform all pruning.

G. **Setting Plants.** Set plants plumb and at the same depth at which they were grown in the nursery, except set trees with a trunk flare 1/2 to 1 inch above the surrounding grade to allow for settling. Set roots for the various conditions as follows:

1. **Balled and Burlapped Plants.** Handle and move plants only by the ball. Either remove, or loosen and fold back the burlap from the upper 1/2 of the ball. When balled and burlapped plants are in wire baskets, remove the entire wire basket, preserving the integrity of the ball.

2. **Containerized Plants.** Immediately before planting, remove the container, and make 3 vertical cuts equidistantly spaced around the perimeter of the root mass. Make each cut 1/2 inch deep from the top of the root-earth mass to the bottom.

3. **Wetland Plants.** Pin the plugs within tidal elevations with wire staples to prevent floating. Fertilize the herbaceous plants with 1 ounce of 3 to 4 month slow release fertilizer.

H. **Backfilling.** Backfill with topsoil and a water retaining polymer around the root system. Hand-tamp the topsoil and water at the rate of 15 gallons per square yard of pit area to settle the topsoil and to remove air pockets. Ensure that the topsoil is not frozen at the time of backfilling. Where necessary, backfill areas that have settled with topsoil. Form a 4 inch high compacted berm using topsoil around individual plants to a diameter equal to that of the pit. Ensure that the berm functions properly throughout the plant establishment period.

I. **Watering.** Ensure plants receive a minimum of 1 inch depth of water per square yard of planting surface area per week. Ensure that the soil surrounding the root system remains moist but not saturated.

J. **Staking and Guying.** Immediately after planting, stake or guy trees either 1 inch or more in caliper or more than 3 feet in height. Ensure that guy wires are not used to plumb trees but allow for normal sway. Ensure that trees remain plumb.

K. **Tree Protection.** Install tree protectors to a height of 2 feet above the ground surface on all planted Malus and Crataegus species to prevent damage from bark consuming rodents.

L. **Mulching.** Treat all beds with a pre-emergent herbicide before placing mulch. Ensure pre-emergent herbicide is applied by a Pesticide Applicator Business, under direction and supervision of a Commercial Pesticide Applicator in accordance with the NJ Pesticide Control Program regulations in NJAC Title 7 Chapter 30. Mulch plants as specified in 809.03.03. Neatly edge the beds to a depth of 4 inches to produce a smooth, flowing edge line and to retain mulch in bed.

M. **Caring for Plants.** Inspect plants for condition and health. Maintain plants in a healthy growing condition by watering, weeding a minimum of once per month during growing seasons, spraying with pesticides, pruning, remulching, maintaining guys and stakes, and other horticultural operations as necessary. Replant missing plants or those that are not alive and healthy.

N. **Restoration and Cleanup.** Where existing turf areas have been damaged during planting operations, restore the disturbed areas as specified in 806.03.01. Dispose of debris as specified in 201.03.01.H.

**811.03.02 Plant Establishment and Maintenance Period**

After completion, request that an inspection be made by the Department to determine if 100 percent of plants are alive and healthy. The Department will inspect plantings between May 1 and October 1. Install plants as specified in 811.03.01 that are missing or not alive and healthy. If replanting plants outside of the optimal or specified planting season as specified in Table 811.03.01-1, only use containerized or balled and burlapped plants that are certified as being dug dormant. The plant establishment and maintenance period will begin when the Department determines that 100 percent of the plants are alive and healthy.

Ensure the plantings are cared for during the plant establishment and maintenance period by keeping the plants in a healthy growing condition by watering, weeding, spraying with pesticides, pruning, remulching disturbed areas, maintaining guys and stakes, and by other operations as horticulturally necessary. Remove and dispose of weeds, debris, and damaged plant material as specified in 201.03.01.H. Inspect plants annually and replace any missing plants or those that are not alive and healthy.

The Department will reinspect the plants annually for the number of years specified in the Special Provisions. The reinspection by the Department will be yearly after the start of the plant establishment and maintenance period. If the Department determines that plants need to be replaced after each inspection, install plants as specified in 811.03.01 within 3 weeks of notification. If replacing outside of the optimal planting season as specified in Table 811.03.01-1, only use containerized or balled and burlapped plants that are certified as being dug dormant.

Remove stakes, guys, and guy wires within the last month of the conclusion of the plant establishment and maintenance period. At the conclusion of the plant establishment and maintenance period, remove and dispose of weeds, debris, and damaged plant material as specified in 201.03.01.H. Treat planting beds with a pre-emergence herbicide.

Provide the Department's Office of Landscape Architecture with the following for the duration of the plant establishment and maintenance period:

1. **Highway Occupancy Permit (HOP).** Obtain a Highway Occupancy Permit from the NJDOT Centralized Permits office. Provide 2 copies of the approved permit to the Department's Office of Landscape Architecture. Include the following with the permit application, which will become part of the approved permit:

    a. Submit project description, location, and copy of the landscape plans, details, and specifications.
    b. Submit, for approval by the Department, a plant establishment and maintenance plan based on 811.03.01.M.
    c. Submit, for approval by the Department, a detailed work schedule describing when the plant establishment and maintenance work will occur.

2. **Maintenance Bond.** Provide a bond to the Department in the amount specified in the Special Provisions with 2 copies sent to the Office of Landscape Architecture.

3. Ensure that the HOP and maintenance bond remain in effect for the duration of the plant establishment and maintenance period.

Notify the Office of Landscape Architecture 3 days before the date plant establishment and maintenance work will be performed.

Failure to care for, maintain, or replace material that is missing or not alive and healthy both on and off site in each year of the Plant Establishment and Maintenance for the period specified in the Special Provisions will be cause for the Department to access the bond and contact the bonding company to complete this work.

**811.04 MEASUREMENT AND PAYMENT**
THE FOLLOWING ITEMS ARE ADDED:

| *Pay Item* | *Pay Unit* |
|---|---|
| SMALL DECIDUOUS TREE, 6" DIA. (IF AND WHERE DIRECTED) | UNIT |

## SECTION 820 - CONTRACT ALLOWANCE

**820.01 DESCRIPTION**

This Section describes the requirements for contract allowance.

**820.02 PROCEDURE**

The Schedule of Prices includes a Pay Item for Contract Allowance for changes in the scope of Work. There is no guarantee that any of these funds will need to be used during the course of the Work.

**820.02.01 Changes in the Scope of Work and Allowance for Unforeseen Conditions.**

The Township will address changes in the scope of work as follows:

A change in the scope of work is a change that causes the work to substantially differ in kind or nature from the original proposed construction. The Municipality may make payment for a change in the scope of work whether the change directly causes a change in the character of the work or causes other work to become significantly different in character. Efficiencies or inefficiencies resulting from minor increases or decreases in quantities of work are not a change in the scope of work. If a change in the scope of the work results in a decreased cost to perform the work, the Township will revise the price to reflect this reduced cost.

For changes in the scope of work, the Township will base the modification on the difference between what the actual cost to perform the work of the Item or portion thereof involved would have been if there were no change, and the actual cost of performing the work or portion of work as changed. The modification shall only apply to the portion of the work for an Item actually affected by the change.

No work is to be performed under CONTRACT ALLOWANCE without written authorization from the Engineer.

**820.04 MEASUREMENT AND PAYMENT**

The Township will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| CONTRACT ALLOWANCE | LUMP SUM |

The Contract quantity of CONTRACT ALLOWANCE is a lump sum allowance, and the engineer has inserted a bid price in the Schedule of Prices.

Payment shall not be requested if no work is done under CONTRACT ALLOWANCE. To qualify for payment, work must be authorized by the Engineer in writing.

# DIVISION 900 – MATERIALS

## SECTION 902 – ASPHALT

**902.02.03 Mix Design**
THE FOLLOWING IS ADDED TO THE FIRST PARAGRAPH:

**Unless otherwise approved by the RE, only one source of supply for hot mix asphalt surface course may be used on the project.**

## SECTION 909 – DRAINAGE

### 909.02 PIPE

#### 909.02.01 Reinforced Concrete Pipe

Manufacture reinforced concrete pipe at a plant listed on the QPL. In the manufacture of reinforced concrete pipe, use concrete that is composed of cement, coarse aggregate, fine aggregate, and water. Concrete may include admixtures, fly ash, or slag. Provide materials as specified:

Aggregates ..... 901.06
Cement ..... 903.01
Admixtures:

- Air-Entraining ..... 903.02.01
- Chemical ..... 903.02.02
- Fly Ash.....ASTM C 618, Class C or F
- Slag ..... 903.02.03.B
- Water..... 919.08

If fly ash is used to control alkali-silica reactivity, use Class F fly ash.

Manufacture reinforced concrete culvert pipe, storm drain, and sewer pipe to conform to AASHTO M 170, Class III, Wall B, unless otherwise designated. For jacked pipe, use reinforced concrete culvert pipe conforming to AASHTO M 170, Class V, Wall B. Manufacture reinforced concrete elliptical culvert, storm drain, and sewer pipe to conform to AASHTO M 207, Class HE-III, unless otherwise designated.

If required for watertight flexible joints, use preformed flexible joint sealants conforming to AASHTO M 198.

Follow the Department approved Buy America Compliance Plan. Provide documentation of compliance when requested by the ME.

For concrete pipe that is less than 60 inches in diameter, submit a certification of compliance as specified in 106.07. The ME will randomly inspect and test small-diameter concrete pipe for quality assurance.

For concrete pipe that is 60 inches or more in diameter, notify the ME at least 2 weeks before shipping pipe to the Project. The ME will inspect and approve large-diameter pipe in the supplier's yard after manufacture. Perform 3 point loading in the supplier's yard as directed by the ME. If the ME does not inspect the concrete pipe, submit certifications of compliance as specified in 106.07.

## SECTION 912 – PAINTS, COATINGS, TRAFFIC STRIPES, AND TRAFFIC MARKINGS

### 912.01 PAINTS AND STAINS

#### 912.01.01 Structural Steel Paint

THE FOLLOWING IS ADDED:

Paint structural steel which is to be galvanized, after galvanizing using the Duplex Coating System specified in 912.01.05. Do not subject structural steel which is to be painted after galvanizing to quenching under any circumstances. See contract plans for limits of painting.

THE FOLLOWING SUBSECTION IS ADDED:

#### 912.01.05 Duplex Coating System

Apply a factory finish coating over the freshly galvanized surface of all materials so noted on the contract plans. Follow the guidelines of the American Galvanizers Association publication "Painting over Galvanized Structural Steel."

The applicator shall be a company specializing in Duplex Coating and having a minimum of five years' experience with coating galvanized steel with a "wet paint" method. The applicator will provide previous Duplex coated references.

Before the coating work is started, the finish coat applicator shall submit to the Township a color chart of the paint manufacturer which is to be used. Upon color selection, and before commencing work on the coating, submit a 3" x 5" galvanized steel sample plate, coated with the production materials to be used to the Township for final color, gloss and finish quality approval.

The coating shall consist of the following paints, manufactured by International Protective Coatings, or approved equal:

a. Intercure 420 as base primer, and

b. Interthane 990 finish coat.

Apply paint per manufacturer specifications. Surfaces to be painted shall be dry and free from dust, dirt, oil, grease of other contaminants. Apply paint coatings as soon as practicable after galvanizing. The target timeframe is to apply the primer within 24 hours of hot-dip galvanizing.

The paint shall be applied under conditions within the following tolerances during the complete finishing process:

Air temperature 50 degrees F min. and 90 degrees F max.

1. Steel surface temperature 50 degrees F min. and 100 degrees F max.
2. Humidity 65% max.
3. Steel temperature at least 5 degrees F above the dew point.

The typical thickness of the Intercure 420 coating will be 4 to 7 mils. The Interthane 990 coating will be 2 to 3 mil dry equivalent.

**912.02 COATINGS**

**912.03 PERMANENT TRAFFIC STRIPES AND MARKINGS**
**912.03.02 Traffic Markings**
THIS SUBSECTION HEADING IS CHANGED TO:

**912.03.02 Thermoplastic Traffic Stripes and Markings**

THE FOLLOWING IS ADDED:

The material shall be a mixture of resins and other materials providing an essentially nonvolatile thermoplastic compound especially developed for traffic markings.

The thermoplastic material shall be 100 percent solids. The binder shall consist of thermoplastic resins and plasticizers, and shall be homogeneously incorporated with all necessary pigments, fillers and glass beads to produce a traffic coating to meet the requirements as specified herein.

The thermoplastic extruded material shall produce a line of 90-100 mils thickness.

When the thermoplastic material has been formulated for spray application, apply at a minimum of 350 degree F to produce a line of 30-35 mils thickness.

# SECTION 917 – LANDSCAPING MATERIALS

## 917.01 TOPSOIL

**4. Gradation/Particle Size**

| Sand (2.0 mm to 0.05 mm) | Silt (0.05 mm to 0.005 mm) | Clay (0.005 mm and smaller) |
|---|---|---|
| 40 - 65 | 25 - 60 | 5 - 20 |

Material outside of these ranges is not suitable for use as topsoil.

REPLACE THE LAST SENTENCE WITH THE FOLLOWING:

The Contractor will sample topsoil at a rate of at least 1 sample per source to ensure conformance to the requirements above subparagraphs 2, 3, & 4. The RE may also choose to have the topsoil tested at a Department approved testing facility. If the topsoil is found to fall outside the parameters set in this Subsection, the Contractor shall amend the soil and further tests shall be taken to show the soil meets the parameters. No additional payment will be made for the testing or required soil amendments.

TABLE 917.01-2 IS REVISED AS FOLLOWS:

**Table 917.01-2 Particle Size Distribution for Topsoil**

| Particle Size | Percent |
|---|---|

## 917.10 PLANT MATERIALS

**A. Nomenclature.**

THE FOLLOWING IS ADDED:

All tree material supplied shall be of "tree form" with a straight central leader and free of branches to 5 feet above the ground, unless otherwise directed by the RE.

# SECTION 919 – MISCELLANEOUS

## 919.14 DETECTABLE WARNING SURFACE

THE FOLLOWING IS ADDED TO THIS SECTION:

For detectable warning surface installed in new concrete surface, submit for approval a pre-formed material that is cast into the concrete. Material to be of a rigid composite such as Vitrified Polymer Composite (VPC) or polyester resin fiberglass reinforced (SMC) Detectable/Tactile Warning Surface tile that imbeds in the concrete. Surface applied tiles to be used when installing over existing concrete or on HMA, as directed by RE. The installation of the tiles is to be in accordance with the tile manufacturer's specifications. Tiles must be able to be cut or fabricated to fit curves in ramps to meet the coverage and

rise requirements of the ADA Standard. Color to be **Safety Red** unless specified otherwise in the plans and specifications or directed by the engineer.

When radial or radius Detectable Warning Surface are indicated on the plans or directed in the field the contractor shall provide radius Cast-in-Place Detectable Warning Surfaces as manufactured by ADA Solutions, Inc. part No. 248RADREP_ or approved equal.

# DIVISION 1000 – EQUIPMENT

## SECTION 1009 – HMA PLANT EQUIPMENT

### 1009.01 HMA PLANT

**A. Requirements for HMA Mixing Plants.**
THE FOLLOWING IS ADDED AFTER THE SECOND PARAGRAPH:

The HMA producer is required to have a quality control (QC) program plan approved annually by the ME as per Materials Approval Procedure MAP-102. The HMA producer is required to ensure that the QC plan conforms to the requirements outlined in the report entitled "Hot Mix Asphalt Quality Control Program Plan" prepared by the Department of Transportation and New Jersey Asphalt Paving Association. Failure to follow these requirements will result in rejection of HMA materials supplied by the HMA producer and removal of the HMA supplier from the QPL.

## NJDOT TEST METHODS

## NJDOT B-3 – SELECTING CORES FOR MAXIMUM SPECIFIC GRAVITY TESTING IN AIR VOIDS DETERMINATION

A. **Procedure.**

THE FOLLOWING NOTE IS ADDED AFTER STEP 3:

NOTE: For Recore Lots and Statistical Outlier Lots, do not randomly select a core for maximum specific gravity testing. The entire core lot must be tested for maximum specific gravity.

THE FOLLOWING STEP IS ADDED AFTER STEP 9:

10. If the lot has an outlier or is a recore lot, the entire lot must be tested for maximum specific gravity. Calculate air voids using each individual core maximum specific and bulk specific gravity.

THE FOLLOWING TEST METHODS ARE ADDED:

## NJDOT B-10 – OVERLAY TEST FOR DETERMINING CRACK RESISTANCE OF HMA

A. **Scope.** This test method is used to determine the susceptibility of HMA specimens to fatigue or reflective cracking. This test method measures the number of cycles to failure.

B. **Apparatus.** Use the following apparatus:

1. Overlay Tester. An electro-hydraulic system that applies repeated direct tension loads to specimens. The machine features two blocks, one is fixed and the other slides horizontally. The device automatically measures and records a time history of load versus displacement every 0.1 sec at a selected test temperature.

   The sliding block applies tension in a cyclic triangular waveform to a constant maximum displacement of 0.06 cm (0.025 in.). This sliding block reaches the maximum displacement and then returns to its initial position in 10 sec. (one cycle).
2. Temperature Control System. The temperature chamber must be capable of controlling the test temperature with a range of 32 to 95 °F (0 to 35 °C).
3. Measurement System. Fully automated data acquisition and test control system. Load, displacement, and temperature are simultaneously recorded every 0.1 sec.
4. Linear Variable Differential Transducer (LVDT). Used to measure the horizontal displacement of the specimen (+/- 0.25 in.). Refer to manufacturer for equipment accuracy for LVDT.
5. Electronic Load Cell. Used to measure the load resulting from the displacement (5000 lb capatownship). Refer to manufacturer for equipment accuracy for load cell.
6. Specimen Mounting System. Used two stainless steel base plates to restrict shifting of the specimen during testing. The mounting jig holds the two stainless steel base plates for specimen preparation.
7. Cutting Template.
8. Two Part Epoxy. Two part epoxy with a minimum 24 hour tensile strength of 600 psi (4.1 MPa) and 24 hour shear strength of 2,000 psi (13.8 MPa).
9. 10 lb weight (4.5 kg). Used to place on top of specimens while being glued to specimen platens.
10. ¼ inch Width Adhesive Tape. Placed over gap in plates to prevent the epoxy from bonding the plates together.
11. Paint or Permanent Marker. Used to outline specimens on platens for placement of epoxy.
12. 3/8-in. Socket Drive Handle with a 3-in. (7.6 cm) extension.

C. **Procedure.** Perform the following steps:

1. Sample Preparation.

   a. **Laboratory Molded Specimens -** Use cylindrical specimens that have been compacted using the gyratory compactor (AASHTO T 312). Specimen diameter must be 6 inches (150 mm) and a specimen height must be 4.5 inches +/- 0.2 inches (115 +/- 5 mm).

   Note 1 - Experience has shown that molded laboratory specimens of a known density usually result in a greater density (or lower air voids) after being trimmed. Therefore, it is recommended that the laboratory technician produce molded specimens with an air void level slightly higher than the targeted trimmed specimen. Determine the density of the final trimmed specimen in accordance with AASHTO T 166.

   b. **Core Specimens** – Specimen diameter must be 6 inches +/- 0.1 inch (150 mm +/- 2 mm). Determine the density of the final trimmed specimen in accordance with AASHTO T166.

2. Trimming of Cylindrical Specimen. Before starting, refer to the sawing device manufacturer's instructions for cutting specimens.

   a. Place the cutting template on the top surface of the laboratory molded specimen or roadway core. Trace the location of the first two cuts by drawing lines using paint or a permanent maker along the sides of the cutting template.

   b. Trim the specimen ends by cutting the specimen perpendicular to the top surface following the traced lines. Discard specimen ends.

   c. Trim off the top and bottom of the specimen to produce a sample with a height of (1.5 inches +/- 0.02 inches (38 mm +/- 0.5 mm).

   d. Measure the density of the trimmed specimen in accordance with AASHTO T 166. If the specimen does not meet the density requirement as specified for performance testing for the mix being tested, then discard it and prepare a new specimen.

   e. Air dry the trimmed specimen to constant mass, where constant mass is defined as the weight of the trimmed specimen not changing by more than 0.05% in a 2 hour interval.

3. Mounting Trimmed Specimen to Base Plates (Platens).

   a. Mount and secure the base plates (platens) to the mounting jig. Cut a piece of adhesive tape approximately 4.0 inches (102 mm) in length. Center and place the piece of tape over the gap between the base plates.

   b. Prepare the epoxy following manufacturer's instructions.

   c. Cover a majority of the base plates (platens) with epoxy, including the tape. Glue the trimmed specimen to the base plates.

   d. Place a 10 lb (4.5 kg) weight on top of the glued specimen to ensure full contact of the trimmed specimen to the base plates. Allow the epoxy to cure for the time recommended by the manufacturer. Remove the weight from the specimen after the epoxy has cured.

   e. Turn over the glued specimen so the bottom of the base plates faces upward. Using a hacksaw, cut a notch through the epoxy which can be seen through the gap in the base plates. The notch should be cut as evenly as possible and should just begin to reach the specimen underneath the epoxy. Great care should be taken not to cut more than 1/16 inch (1.58 mm) into the specimen.

   f. Place the test sample assembly in the Overlay Tester's environmental chamber for a minimum of 1 hour before testing.

4. Start Testing Device. Please refer to manufacturer's equipment manual prior to operating equipment.

a. Turn on the Overlay Tester. Turn on the computer and wait to ensure communication between the computer and the Overlay Tester occurs.

b. Turn on the hydraulic pump using the Overlay Tester's software. Allow the pump to warm up for a minimum of 20 minutes.

c. Turn the machine to load control mode to mount the sample assembly.

5. Mounting Specimen Assembly to Testing Device. Enter the required test information into the Overlay Tester software for the specimen to be tested.

   a. Mount the specimen assembly onto the machine according to the manufacturer's instructions and the following procedural steps.
      1. Clean the bottom of the base plates and the top of the testing machine blocks before placing the specimen assembly into the blocks. If all four surfaces are not clean, damage may occur to the machine, the specimen, or the base plates when tightening the base plates.
      2. Apply 15 lb-in of torque for each screw when fastening the base plates to the machine.

6. Testing Specimen.
   a. Perform testing at a constant temperature recommended by the New Jersey Department of Transportation for the mixture in question. This is typically either 59 °F (15 °C) or 77 °F (25 °C).

      **Note 3** – Ensure the trimmed specimen has also reached the constant temperature required.

   b. Start the test by enabling the start button on the computer control program. Perform testing until a 93% reduction or more of the maximum load measured from the first opening cycle occurs. If 93% is not reached, run the test until a minimum of 1,200 cycles.

   c. After the test is complete, remove the specimen assembly from the Overlay Tester machine blocks.

D. **Report.** Include the following items in the report:
   1. Date and time molded or cored.
   2. NJDOT mixture identification.
   3. Trimmed specimen density.
   4. Starting Load.
   5. Final Load.
   6. Percent decline (or reduction) in Load.
   7. Number of cycles until failure.
   8. Test Temperature

## NJDOT B-11- DETERMINING GRADATION OF CRUMB RUBBER FOR ASPHALT MODIFICATION

A. **Scope.** This method is used to determine the gradation of the crumb rubber for asphalt-rubber binder

B. **Apparatus.** Use the following apparatus:
   1. Oven capable of maintaining a temperature of 140 ± 10 °F for drying sample to a constant weight.
   2. Rubber balls having a weight of 8.5 ± 0.5 grams, a diameter of 24.5 ± 0.5mm, and a Shore Durometer "A" hardness of 50 ± 5 per ASTM Designation D 224
   3. No. 8, 16, 30, 50, 100, and 200 sieves conforming to AASHTO M 92.
   4. Mechanical sieve shaker conforming to AASHTO T 27.
   5. Balance conforming to AASHTO M 231 and having a minimum capatownship of 100 grams with a precision of 0.1 gram.

C. **Procedure.** The crumb rubber for asphalt rubber binder is required to conform to the gradations specified below when tested in accordance with ASTM Designation C 136 except as follows:

1. Obtain 100 ± 5 grams from the crumb rubber sample and dry to a constant weight at a temperature of not less than 135 °F nor more than 145 °F and record the dry sample weight.
2. Place the crumb rubber sample and 5.0 grams of talc in a one pint jar, then shake it by hand for a minimum of one minute to mix the crumb rubber and the talc. Continue shaking or open the jar and stir until the particle agglomerates and clumps are broken and the talc is uniformly mixed.
3. Place one rubber ball on each sieve. After sieving the combined material for 10 ± 1 minutes, disassemble the sieves. Brush remaining material adhering to the bottom of a sieve into the next finer sieve. Weigh and record the weight of the material retained on the No. 8 sieve and leave this material (do not discard) on the scale or balance. Ensure that observed fabric balls remain on the scale or balance and are placed together on the side of the scale or balance to prevent the fabric balls from being covered or disturbed when placing the material from finer sieves on to the scale or balance. Add the material retained on the next finer sieve (No. 16 sieve) to the scale or balance. Weigh and record that weight as the accumulative weight retained on that sieve (No. 16 sieve). Continue weighing and recording the accumulated weights retained on the remaining sieves until the accumulated weight retained in the pan has been determined. Before discarding the crumb rubber sample, separately weigh and record the total weight of the fabric balls in the sample.
4. Determine the weight of material passing the No. 200 sieve (or weight retained in the pan) by subtracting the accumulated weight retained on the No. 200 sieve from the accumulated retained weight in the pan. If the material passing the No. 200 sieve (or weight retained in the pan) has a weight of 5 grams or less, cross out the recorded number for the accumulated weight retained in the pan and copy the number recorded for the accumulated weight retained on the No. 200 sieve and record that number (next to the crossed out number) as the accumulated weight retained in the pan. If the material passing the No. 200 sieve (or weight retained in the pan) has a weight greater than 5 grams, cross out the recorded number for the accumulated weight retained in the pan, subtract 5 grams from that number and record the difference next to the crossed out number. The adjustment to the accumulated with retained in the pan is made to account for the 5 grams of the talc added to the sample. For calculation purposes, the adjusted accumulated weight is the same as the adjusted accumulated weight retained in the pan. Determine the percent passing based on the adjusted total sample weight and recorded to the nearest 0.1 percent.

D. **Report.** Report all test results on ME provided forms.

## NJDOT B-12 – DETERMINING ROTATIONAL VISCOSITY OF ASPHALT RUBBER BINDER

A. **Scope.** This method presents procedures for sampling and testing of asphalt-rubber binder in the field using a hand held portable rotational analog or digital viscometer.

B. **Apparatus.** Use the following apparatus:

1. **Viscometer.** A hand held high range rotational viscometer. Analog models with indicator needles and scaled dial displays or digital read out viscometers may be used. Analog models that have been found acceptable include Rion Model VT-04E and Haake Model, VT-02. Digital models that have been found acceptable include Haake VT 2 Plus.
2. **Rotor.** A cylinder with a diameter of 24 ± 1.1 millimeters, height of 53 ± 0.1 millimeters, and a vent hole attached to a spindle or shaft with length of 87 ± 2 millimeters that is compatible with the selected viscometer. Acceptable rotors include Rion No. 1, Haake No 1, or an equivalent.
3. **Thermometer.** Digital with metal jacket probe accurate to 1 °F.
4. **Sample Containers.** Clean 1 gallon metal cans with lids and wire bale.

5. **Viscosity Standard Oils.** Fluids calibrated in absolute viscosity centipoise (cP).
6. **Viscometer Holder.** Clean metal container or stand for safely storing the viscometer between tests.
7. **Level Surface.** Level surface not directly on the ground.
8. **Heat Source.** A controllable heat source (i.e. a hot plate, gas stove, or burner) to maintain the temperature of the asphalt-rubber sample at 350 ± 3 °F while measuring viscosity.
9. **Personal Equipment.** Eye protection and heat resistant gloves.

C. **Procedure.** Perform the following steps:

1. Calibration of Equipment. Calibrate the equipment as follows:
   a. Verify the accuracy of the viscometer by comparing the viscosity results obtained with the hand held viscometer to 3 separate calibration fluids of known viscosities ranging from 1000 cP to 5000 cP. The known viscosity value is based on the fluid manufacturer's standard test temperature or based on the test temperature versus viscosity correlation table provided by the fluid manufacturer.
   b. The viscometer is considered accurate if the values obtained are within 300 cP of the known viscosity.
   c. Verify the calibration of the rotational viscometer using viscosity standards before use at each site.
2. Sampling Asphalt-Rubber Binder. Provide new sample containers and ensure that they are clean before using. Before sampling, draw at least 1 gallon from an appropriate sample valve on the interaction tank and discard. Then reopen the sample valve and draw at least 3/4 of a gallon for testing.
3. Preparing Asphalt-Rubber Binder Samples for Testing. Prepare the asphalt-rubber binder as follows:
   a. Immediately transport the sample to the testing area. Ensure that the testing area is close to the sampling location to reduce the potential for temperature loss.
   b. Set the open asphalt-rubber binder sample container on the level surface on or over the heat source.
   c. To prevent scorching or burning, manually stir the asphalt-rubber binder sample using a metal stir rod or the temperature probe.
   d. Continue stirring until a consistent asphalt-rubber binder temperature of 350 ± 3 °F is achieved. Record the actual test temperature with the corresponding viscosity measurement.
   e. Insert the viscometer spindle and rotor into the hot asphalt-rubber binder sample near the edge of the can. Ensure that the spindle and rotor are not inserted deeper than the immersion depth mark on the shaft and are not plugging the vent hole. During insertion, the spindle and rotor may be
   tilted slightly to keep the vent hole clear.
   f. Allow the rotor to acclimate to the temperature of the asphalt-rubber binder for approximately 1 minute. During acclimation, stir the sample thoroughly and measure the temperature.
   g. Orient the sample and the rotor so that the rotor is near the center of the sample, align the depth mark on the shaft with the asphalt-rubber binder surface, and level the viscometer in order to measure viscosity.
4. Testing. Analog viscometers include a level bubble to help orient the device to ensure that the rotor and shaft remain vertical. Digital viscometers may not include a level bubble. If a level bubble is not included, attach a small adhesive bubble to the viscometer or use a framework with a level bubble.

Test the asphalt-rubber binder as follows:

a. As soon as the viscometer is leveled and the depth mark is even with the asphalt-rubber binder surface, begin rotor rotation. When using a digital viscometer, activate the continuous digital display according to the manufacturer's recommendations. Read and record the peak viscosity value (The peak measurement typically represents the viscosity of the asphalt-rubber binder; report and log that value. As the rotor continues to turn, it "drills" into the sample and spins rubber particles out of its measurement area. This may cause thinning of the material in contact with the rotor erroneously indicating a drop in the apparent viscosity of the asphalt-rubber binder) from the graduated scale labeled with the corresponding rotor number or from the digital display.

b. After completing the first measurement, move the viscometer rotor away from the center of the sample can without removing it from the asphalt-rubber binder sample. Turn off the rotor rotation.

c. Stir the asphalt-rubber binder sample thoroughly.

d. Repeat Steps 1, 2, and 3. Take 3 measurements and average the results to determine the viscosity.

e. Return the viscometer to its holder with the rotor suspended in a suitable solvent. Before using the rotor again, wipe off the solvent and dry the rotor to avoid solvent contamination of the next sample.

**D. Calculations.** Some meters read in units of mPa·s (0.001 Pascal·seconds) or dPa·s (0.1 Pa·s), while others may read in centipoise (cPs) units. The conversion is 1 Pa·s = 1000 cPs.

**E. Report.** Include the following items in the report:

1. Date and time sampled.
2. Location of asphalt-rubber binding blending plant.
3. Test temperature and viscosity.
4. Rotor designation.
5. Viscometer model and serial n

## NJDOT R-1 – OPERATING INERTIAL PROFILER SYSTEMS FOR EVALUATING PAVEMENT PROFILES

THIS ENTIRE TEST METHOD IS CHANGED TO:

**A. Scope.** This test method describes the procedure for operating, verifying the calibration of an ASTM E 950 Class 1 Inertial Profiler System (IPS) and testing riding surface for pavement profiles evaluation.

**B. Apparatus.** Use an IPS that meets the requirements of AASHTO M 328 and ASTM E 950, Class 1 and the following:

1. Certify the IPS according to AASHTO R 56 at least every 2 years. If a system component is replaced, re-certify the system. Perform the certification at a site approved by the Department.
2. The data system provides the raw profile data in an ASCII format acceptable to the Department.
3. The computer program uses a high-pass filter set at 300 feet and reads an ASCII or text file for computing the International Roughness Index (IRI) in inches per mile.
4. The current version of *ROADRUF*, *ProVal*, or other Department approved pavement profile analysis software is used to compute the IRI.

**C. Procedure.** Perform the following steps:

1. Operate the IPS according to AASHTO R 57 and ASTM E 950.

2. On a daily basis before data collection, check the equipment and operating system for operational stability and calibration. Perform necessary calibration procedures according to equipment manufacturer's procedures and applicable standards. Operators shall maintain a log documenting the calibration history.
3. Ensure that the operators of the IPS have completed a profile training course, such as NHI Course 131100, have been trained specifically on the IPS they will be operating, and are proficient in the operation of the IPS.
4. Make provisions to automatically start and stop the IPS recording at the beginning and end of testing.
5. Ensure retroreflective traffic striping tape or other approved mechanism is placed at the beginning and end of each direction of travel for automatically triggering the start and stop of profile measurements.
6. Collect at least 0.05-mile of data before the area to be tested to allow the system to stabilize before profile measurements are obtained. Collect data in a continuous run through the length to be tested. If the run is interrupted, discard the results and re-run the length.
7. Test the full extent of each wheel path of each lane in the longitudinal direction of travel. The wheel path is defined as being located approximately 3 feet on each side of the centerline of the lane and extending for the full length of the lane. Lanes are defined by striping.
8. Run three tests each wheel path and report average of three runs each wheel path.
9. Exclude locations where the traffic striping includes turn lanes that cause the through traffic lane to cross over a longitudinally paved joint, ramps, and lanes such as acceleration and deceleration lanes of less than 1,000 feet of continuous through treatment.
10. Report single IRI value average of 3 runs unless otherwise directed. The single IRI value shall be each 0.01 mile length for each lane, ramp, and shoulder and 0.005 mile for each overlaid bridge structure.

## NJDOT C-2 – QUICK-SETTING PATCH MATERIALS

**C. Procedure.**

**2. Tests.** Test materials according to the following:

THE B. IS CHANGED TO:

**b. Strength Development.** For Type 1 and 2, test 2 cubes per test according to AASHTO T 106. For Type 1A and 1B, make two 4 × 8-inch cylinders per test according to AASHTO R 39. Cure specimens covered with a plastic cover over the cylinder for 3 hours and then cure without the plastic cover at 70.4 to 76.4 °F and 50 percent relative humidity until testing. Test according to AASHTO T 22.

# APPENDIX A

MEETING FEDERAL LABOR STANDARDS FOR COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) FUNDED PROJECTS

# MEETING FEDERAL LABOR STANDARDS

# FOR

# COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) FUNDED PROJECTS

**JOSEPH N. DI VINCENZO, JR**
**Essex County Executive**

**JOHN M. SOARES**
**Division Director**

**Revised 11.18.24**

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# INTRODUCTION

**ESSEX COUNTY DIVISION OF HOUSING AND COMMUNITY DEVELOPMENT**
**The Essex County Economic Development Center**
**20 Crestmont Road, Verona, New Jersey 07044**
**Tel (973) 655-0200**

This information packet has been prepared for the purpose of explaining the Federal Labor Standards Provisions as required by the Housing and Urban-Rural Recovery Act of 1983. In the following pages, the responsibilities and obligations of HUD, Title I recipients and contractors working on CDBG funded projects are detailed.

Included are explanations of the statutory provisions and sanctions, general terms and conditions, Labor Standards Provisions that should become part of the contract documents, and the Contractor Certification of Eligibility for all contractors.

In addition, actual forms, which must be utilized, will be made available. Although the regulations and procedures may initially appear to be complicated, the intent of this implementation process stresses prevention and, if carefully followed, should be effective in preventing labor standard violations and minimizing the impact of those which do occur.

Any questions occurring during project implementation should be addressed to the Program Monitor assigned to the project.

## SANCTIONS

The following sanctions are operable:

A. Where the recipient's performance with respect to labor standards, administration, and enforcement is found not to be in conformance with the requirements of the Housing and Community Development Act of 1974 and the applicable implementing regulations of HUD, the provisions of Section 570:913 of the Regulations (Other remedies for noncompliance) are effective. Payments may be terminated, reduced, or otherwise limited.

B. Violations of the Copeland Act by contractors could be the basis for termination of contract and could result in criminal prosecution by the Federal Government pursuant to 18 U.S.C. 874. Fraudulent execution of the requisite statements of compliance could result in prosecution under the False Information Act 18 U.S.C. 1001, 18 U.S.C. 1020, or 31 U.S.C. 231. The making of false statements is a felony.

C. Violations of the Contract Work Hours and Safety Standards Act make the contractor and any subcontractor responsible and liable for unpaid wages and for liquidated damages to the United States in the Sum of $10.00 per man per day for each violation. Intentional violations are a Federal misdemeanor, punishable for each and every offense by a fine of not more than $1,000 or by imprisonment for not more than 6 months, or both. Violations may also be grounds for termination of contract.

D. Violations of the Davis-Bacon Act may result in suspension of the project payment, advance or guarantee of funds until such time as the violations are discontinued or until sufficient funds are withheld to compensate employees for the wages to which they are entitled. Violations may also result in contract termination, suspension, or debarment of the contractor or subcontractor.

E. Debarment recommendations pursuant to 29 CFR Part 5.6 shall be made by the appropriate HUD area office director accompanied by substantiating material and forwarded to the Regional Administrator, Attention Labor Relations Officer for Review. In turn, subject recommendation with comment shall be referred to the Assistant to the Secretary for Labor Relations for review and submission to the Department of Labor for appropriate action.

# REHABILITATION ACT OF 1973

## PUBLIC LAW 93-112

## NONDISCRIMINATION UNDER FEDERAL GRANTS

Sec. 504. No otherwise qualified handicapped individual in the United States, as defined in Section 7 (6), shall, solely by reason of his/her handicap, be excluded from the participation in, be denied the benefits of, or be subject to discrimination under any program or activity receiving Federal Financial Assistance.

Approved September 26, 1973.

See #5 of General Terms and Conditions - Architectural Barrier Act.

**DEPARTMENT OF ECONOMIC DEVELOPMENT, TRAINING AND EMPLOYMENT**

**DIVISION OF HOUSING & COMMUNITY DEVELOPMENT**

20 Crestrmont Road
Verona, New Jersey 07044
Tel. (973) 655-0200

**Joseph N. DiVincenzo, Jr.**
Essex County Executive

**Anibal Ramos, Jr.**
Department Director

## CONTRACTOR CERTIFICATION OF ELIGIBILITY

I,_____ of _____
(Name of Contractor) (Name of Firm)

by entering into this contract certify that neither I, nor my firm, nor any person or firm who has an interest in my firm, is a person or firm ineligible to be awarded government contracts by virtue of section 3 (a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1).

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

The penalty for making false statement is prescribed in the US Criminal Code, 18USC 1001.

DATE: _____

PROJECT AND YEAR: _____

TOWN: _____

SIGNATURE: _____

**DEPARTMENT OF ECONOMIC DEVELOPMENT, TRAINING AND EMPLOYMENT**

**DIVISION OF HOUSING & COMMUNITY DEVELOPMENT**

20 Crestmont Road

Verona, New Jersey 07044

Tel. (973) 655-0200

**Joseph N. DiVincenzo, Jr.**
Essex County Executive

**Anibal Ramos, Jr**
Department Director

**John M. Soares**
Division Director

## SUB CONTRACTOR CERTIFICATION OF ELIGIBILITY

I, _____ of _____
(Name of Sub Contractor) (Name of Firm)

by entering into this contract certify that neither I, nor my firm, nor any person or firm who has an interest in my firm, is a person or firm ineligible to be awarded government contracts by virtue of section 3 (a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1).

The penalty for making a false statement is prescribed in the US Criminal Code, 18USC 1001.

PROJECT NAME:_____ CONTRACT AMOUNT $ _____

NATURE OF WORK TO BE PERFORMED: _____

WORKMEN WILL REPORT FOR WORK ON OR ABOUT _____

GENERAL CONTRATORS NAME: _____

SIGNATURE: _____ DATE: _____

# CONTRACT FOR COMMUNITY DEVELOPMENT PROJECTS

## SUMMARY

Listed below are the terms, conditions, and provisions, which must be followed for projects, funded in whole or in part with Community Development Funds. A more complete explanation of each requirement is to be found on the following pages.

## GENERAL TERMS AND CONDITIONS

1. Lead Base Paint Prohibition
2. Compliance with Air and Water Acts
3. Interest of Members of Congress
4. Interest of Members, Officers or Employees (present & former)
5. Architectural Barriers Act
6. Provisions for Training, Employment & Business Opportunities
7. Termination Contract for Cause
8. Termination for Convenience of Municipality/Borrowing Entity
9. Changes
10. Assignability
11. Reports and Information
12. Records and Audits
13. Copyright
14. Patent Rights
15. Compliance with Local Laws
16. Indemnification
17. Equal Employment Opportunity
18. Performance Bonds
19. Payment Bond
20. Bid Guarantee
21. Maintenance Bond

# CONTRACT FOR COMMUNITY DEVELOPMENT PROJECTS
## General Terms and Conditions

**1. LEAD BASE PAINT PROHIBITION:**

The use of lead base paint on applicable surfaces of any residential structure undergoing construction or reconstruction through funds provided in whole or in part under Title I of the Housing and Community Development Act of 1974 is prohibited. The contractor shall conform to the provisions of 24 CFR 35 and the "Lead Base Paint Poisoning Prevention Act" 42 USC 4841 (3).

**2. COMPLIANCE WITH AIR AND WATER ACT:**

Contractors and sub grants of amounts in excess of $100,000 shall contain a provision which requires the recipient to agree to comply with all applicable standards, orders, or regulations issued pursuant to the Clean Air Act of 1970 (42 USC 1857 et seq.) and the Federal Water Pollution Control Act 33 USC 1251 et seq. as amended. Violations shall be reported to the grantor agency and the Regional Office of the Environmental Protection Agency.

**3. INTEREST OF MEMBERS OF CONGRESS:**

No member of or delegate to the Congress of the United States of America or Resident Commissioner shall be admitted to any share or part of this contract or to any benefit to arise therefrom, but this provision shall not be construed to extend this contract if made with a corporation for its general benefit.

**4. INTEREST OF MEMBERS, OFFICERS, OR EMPLOYEES AND FORMER MEMBERS, OFFICERS, OR EMPLOYEES:**

No member, officer, or employee of the County, Municipality, or the governing body of the locality in which the project is situated and no other public official of such locality or localities who exercises any functions or responsibilities with respect to the project shall, during his tenure, or for one year thereafter, have any interest, direct or indirect, in this contract or the proceeds thereof.

**5. ARCHITECTURAL BARRIERS ACT:**

The design of any facility (building, outdoor recreation or restroom facility) must comply with the "American Standard Specifications for Making Building and Facilities Accessible and Usable by the Physically Handicapped". (See 41 CFR 101 -19.603).

## 6. PROVISIONS FOR TRAINING, EMPLOYMENT, AND BUSINESS OPPORTUNITIES:

A. The work to be performed under this contract is on a project assisted under a program providing direct federal financial assistance from the Department of Housing and Urban Development and is subject to the requirements of Section 3 of the Housing and Urban Development Act of 1968, as amended, 12 USC 170LU. Section 3 requires that to the greatest extent feasible opportunities for training and employment in given lower income residents of the project areas and contracts for work in connection with the project be awarded to business concerns which are located in, or owned in substantial part, by persons residing in the area of the project.

B. Parties to this contract will comply with provisions of said Section 3 and the regulations issued pursuant thereto by the Secretary of Housing and Urban Development set forth in 24 CFR 135, and all applicable rules and orders of the Department issued thereunder prior to the execution of this contract. The parties to this contract certify and agree that they are under no contractual or other disability, which would prevent them from complying with these requirements.

C. The contractor will send to each labor organization or representative of workers with which he has a collective bargaining agreement or other contract or understanding, if any, a notice advising the said organization or workers' representative of his commitments under this Section 3 clause and shall post copies of the notice in conspicuous places available to employees and applicants for employment or training.

D. The contractor will include this Section 3 Clause in every subcontract for work in connection with the project and will, at the direction of the applicant for or recipient of federal financial assistance, take appropriate action pursuant to the subcontract upon a finding that the subcontractor is in violation of regulations issued by the Secretary of Housing and Urban Development, 24 CFR 135. The Contractor will not subcontract with any subcontractor where it has notice or knowledge that the latter has been found in violation of regulations under 24 CFR 135 and will not let any subcontract unless the subcontractor has first provided it with a preliminary statement of ability to comply with the requirements of these regulations.

E. Compliance with the provisions of Section 3, the regulations set forth in 24 CFR 135, and all applicable rules and orders of the Department issued thereunder prior to the execution of the contract shall be a condition of the federal financial assistance provided to the project, binding upon the applicant or recipient for such assistance, its successors, and assigns.

Failure to fulfill these requirements shall subject the applicant or recipient, its contractors and subcontractors, its successors and assigns to those sanctions specified by the grant or loan agreement or contract through which federal assistance is provided, and to such sanctions as are specified in 24 CFR 135.

**7. TERMINATION OF CONTRACT FOR CAUSE:**

If through any cause, the contractor shall fail to fulfill in a timely and proper manner his obligations under this contract, or if the contractor shall violate any of the covenants, agreements, or stipulations of this contract, the Municipality shall thereupon have the right to terminate this contract by giving written notice to the contractor of such termination and specifying the effective date thereof, at least five (5) days before the effective date of such termination. On such event, all finished or unfinished documents, date, studies, surveys, drawings, maps, models, photographs, and reports prepared by the contractor under this contract shall, at the option of the Municipality, become its property and the contractor shall be entitled to receive just and equitable compensation for any work satisfactorily completed hereunder.

Notwithstanding the above, the contractor shall not be relieved of liability to the Municipality for damages sustained by the Municipality by virtue of any breach of the contract by the contractor, and the Municipality may withhold any payments to the contractor for the purpose of set-off until such time as the exact amount of damages due the Municipality from the contractor is determined.

**8. TERMINATION FOR CONVENIENCE OF MUNICIPALITY:**

The Municipality may terminate this contract at any time by giving at least ten (10) days notice in writing from the Municipality to the contractor. If the contract is terminated by the Municipality, as provided herein, the contractor will be paid an amount which bears the same ratio to the total compensation as the services actually performed bear to the total services of the contractor covered by this contract, less payments of compensation previously made: Provided, however, that if less than sixty percent (60%) of the services covered by this contract have been performed upon the effective date of such termination, the contractor shall be reimbursed (in addition to the above payment) for the portion of the actual out-of pocket expenses (not otherwise reimbursed under the contract) incurred by the contractor during the contract period which are directly attributable to the uncompleted portion of the services covered by this contract.

## 9. CHANGES

The Municipality may, from time to time, request changes in the scope of the services of the Contractor to be performed hereunder. Such changes, including any increase or decrease in the amount of the Contractor's compensation, which are mutually agreed upon by and between the Municipality and the Contractor, shall be incorporated in written amendments to this contract.

## 10. ASSIGNABILITY

The contractor shall not assign any interest in this contract, and shall not transfer any interest in the same (whether by assignment or novation) without the prior written consent of the Municipality thereto: Provided, however, that claims for money due or to become due to contractor from the Municipality under this contract may be assigned to a bank, trust company, or other financial institution without such approval. Notice of any such assignment or transfer shall be furnished promptly to the Municipality.

## 11. REPORTS AND INFORMATION:

The contractor, at such times and in such forms as Essex County, the Secretary of HUD and/or the Municipality may require, shall furnish Essex County, the Department of HUD and/or the Municipality such periodic reports as it may request pertaining to the work or services undertaken pursuant to this contract, the costs and obligations incurred, or to be incurred, in connection therewith, and any other matters covered by this contract.

## 12. RECORDS AND AUDITS:

The contractor shall maintain accounts and records, including personnel, property and financial records, adequate to identify and account for all costs pertaining to the contract and such other records as may be deemed necessary by the Municipality, Essex County, or the Department of HUD to assure proper accounting for all project funds, both federal and nonfederal shares. These records will be made available for audit purposes to the Municipality, Essex County, or the Department of HUD, or the Comptroller General of the United States or any authorized representative, and will be retained for three (3) years after the expiration of this contract unless permission to destroy them is granted by both the Municipality, Essex County and Department of HUD.

## 13. COPYRIGHT

No report, maps or other documents produced in whole or in part under this contract shall be the subject of an application for copyright by or on behalf of the contractor.

## 14. PATENT RIGHTS

In the event that any invention, improvement, or discovery may be conceived or first actually reduced to practice by the contractor or its employees, in the course of or under this contract or any subcontract, the contractor shall give prompt notice thereof to Essex County. Any such invention, improvement, or discovery, together with all information, designs, specifications, know-how, data, patent rights, and findings in connection therewith which arose or were developed in the hereunder, shall be made available to the public through dedication, assignment to the Government of the United States of America, or such other means as HUD shall determine.

## 15. COMPLIANCE WITH LOCAL LAWS:

The contractor shall comply with all applicable laws, ordinance, and codes of the State and Local Governments.

## 16. INDEMNIFICATION

The contractor shall indemnify and hold harmless the Municipality and its agents and employees from against all claims, damages, losses, and expenses, including attorneys fees arising out of or resulting from performance of the work, provided that any such claim, damage, loss, or expense (a) is attributable to bodily injury, sickness, disease or death, or to injury to or destruction of tangible property (other than the work itself) including the loss of use resulting therefrom; and (b) is caused in whole or in part by any negligent act or omission of the contractor, any subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, regardless of whether or not it is caused in part by a party indemnified hereunder. In any and all claims against the Municipality or any of its agents or employees by any employee of the contractor, any of them or anyone for whose acts any of them may be liable, the indemnification obligation under this paragraph shall not be limited in any way by any limitation on the amount or type of damages, compensation or benefits payable by or for the contractor or any subcontractor under workmen's compensation acts, disability benefits acts, or other employee benefit acts.

**17. EQUAL EMPLOYMENT OPPORTUNITY:**

A. This clause applies to contracts not exceeding $10,000:

The contractor shall not discriminate against any employee or applicant for employment because of race, color, religion, sex or national origin. The contractor shall take affirmative action to insure that applicants for employment are employed, and that employees are treated during employment, without regard to their race, color, religion, sex or national origin. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor shall post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Government setting forth the provisions of this nondiscrimination clause. The Contractor shall state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin. The contractor shall incorporate the foregoing requirements of this paragraph in all of its subcontracts for work performed under the terms and conditions of this contract. A breach of this provision may be grounds for contract termination.

B. This Clause applies to contracts in excess of $10,000:

1. The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided setting forth the provisions of this Equal Opportunity Clause.

2. The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin.

3. The contractor will send to each labor union or representative of workers with which he/she has a collective bargaining agreement or other contract or understanding, a notice to be provided advising the labor union of the Contractor's commitments under this Equal Opportunity clause and shall post copies of the Notice in conspicuous places available to employees and applicants for employment.

4. The contractor will comply with all provisions of Executive order 11246 of September 24, 1965, and all of the rules, regulations, and relevant orders of the Secretary of Labor.

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

6. In the event of the Contractor's noncompliance with the Equal Opportunity Clause of this contract, or with any of such rules, regulations, or orders, this contract may be cancelled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

7. The contractor will include the statement preceding subparagraph 1 and the provision of subparagraph 1 through 8 in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to Section 204 of Executive Order 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as HUD may direct as a means of enforcing such provisions including sanctions for noncompliance: Provided, however, that in the event the contractor becomes involved in or is threatened with litigation with a subcontractor or vendor as a result of such direction by HUD, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

8. A breach of Paragraph 1, 3, 4, 5, 6, and 7 may be grounds for termination of the contract and for debarment as provided in 20 CFR 5.6.

## 18. PERFORMANCE BOND

The contractor shall post a Performance Bond for 100% of the contract price.

## 19. PAYMENT BOND

The contractor shall post a payment bond for 100% of the contract price to assure payment of all persons supplying labor and materials in the execution of work provided for in the contract.

## 20. BID GUARANTEE

The contractor shall post a bid guarantee bond for 10% of the bid price as assurance that the bidder will, upon acceptance of his/her bid, execute such contractual documents as may be required within the time specified.

## 21. MAINTENANCE BOND

Upon completion of projects the municipality involved will certify as to the acceptance of the job and will produce a maintenance bond prior to or at the time the final payment is requested. A percentage of the contract is usually held until the completion of the job. This is the retainage, which consists of the final payment request. If a maintenance bond is not secured by Contractor then the retainage will be held in lieu of maintenance bond, for a period of 1 year. The entire project file is reviewed prior to payment of final voucher assure compliance has been met with all Federal Labor Standards Provisions and the M & C procedures as set forth by this office. If items are missing, the contractor should be given written notice and a copy sent to the municipal contact person.

**Applicability**

The Project or Program to which the construction work covered by this contract pertains is being assisted by the United States of America and the following Federal Labor Standards Provisions are included in this Contract pursuant to the provisions applicable to such Federal assistance.

**A. 1. (i) Minimum Wages.** All laborers and mechanics employed or working upon the site of the work, will be paid unconditionally and not less often than once a week, and without subsequent deduction or rebate on any account (except such payroll deductions as are permitted by regulations issued by the Secretary of Labor under the Copeland Act (29 CFR Part 3), the full amount of wages and bona fide fringe benefits (or cash equivalents thereof) due at time of payment computed at rates not less than those contained in the wage determination of the Secretary of Labor which is attached hereto and made a part hereof, regardless of any contractual relationship which may be alleged to exist between the contractor and such laborers and mechanics. Contributions made or costs reasonably anticipated for bona fide fringe benefits under Section l(b)(2) of the Davis-Bacon Act on behalf of laborers or mechanics are considered wages paid to such laborers or mechanics, subject to the provisions of 29 CFR 5.5(a)(1)(iv); also, regular contributions made or costs incurred for more than a weekly period (but not less often than quarterly) under plans, funds, or programs, which cover the particular weekly period, are deemed to be constructively made or incurred during such weekly period.

Such laborers and mechanics shall be paid the appropriate wage rate and fringe benefits on the wage determination for the classification of work actually performed, without regard to skill, except as provided in 29 CFR 5.5(a)(4). Laborers or mechanics performing work in more than one classification may be compensated at the rate specified for each classification for the time actually worked therein: Provided, That the employer's payroll records accurately set forth the time spent in each classification in which work is performed. The wage determination (including any additional classification and wage rates conformed under 29 CFR 5.5(a)(1)(ii) and the Davis-Bacon poster (WH-1321) shall be posted at all times by the contractor and its subcontractors at the site of the work in a prominent and accessible, place where it can be easily seen by the workers.

**(ii) (a)** Any class of laborers or mechanics which is not listed in the wage determination and which is to be employed under the contract shall be classified in conformance with the wage determination. HUD shall approve an additional classification and wage rate and fringe benefits therefor only when the following criteria have been met:

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

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

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

**(b)** If the contractor and the laborers and mechanics to be employed in the classification (if known), or their representatives, and HUD or its designee agree on the classification and wage rate (including the amount designated for fringe benefits where appropriate), a report of the action taken shall be sent by HUD or its designee to the Administrator of the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, Washington, D.C. 20210. The Administrator, or an authorized representative, will approve, modify, or disapprove every additional classification action within 30 days of receipt and so advise HUD or its designee or will notify HUD or its designee within the 30-day period that additional time is necessary. (Approved by the Office of Management and Budget under OMB control number 1215-0140.)

**(c)** In the event the contractor, the laborers or mechanics to be employed in the classification or their representatives, and HUD or its designee do not agree on the proposed classification and wage rate (including the amount designated for fringe benefits, where appropriate), HUD or its designee shall refer the questions, including the views of all interested parties and the recommendation of HUD or its designee, to the Administrator for determination. The Administrator, or an authorized representative, will issue a determination within 30 days of receipt and so advise HUD or its designee or will notify HUD or its designee within the 30-day period that additional time is necessary. (Approved by the Office of Management and Budget under OMB Control Number 1215-0140.)

**(d)** The wage rate (including fringe benefits where appropriate) determined pursuant to subparagraphs (1)(ii)(b) or (c) of this paragraph, shall be paid to all workers performing work in the classification under this contract from the first day on which work is performed in the classification.

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

**(iv)** If the contractor does not make payments to a trustee or other third person, the contractor may consider as part

of the wages of any laborer or mechanic the amount of any costs reasonably anticipated in providing bona fide fringe benefits under a plan or program, Provided, That the Secretary of Labor has found, upon the written request of the contractor, that the applicable standards of the Davis-Bacon Act have been met. The Secretary of Labor may require the contractor to set aside in a separate account assets for the meeting of obligations under the plan or program. (Approved by the Office of Management and Budget under OMB Control Number 1215-0140.)

**2. Withholding.** HUD or its designee shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld from the contractor under this contract or any other Federal contract with the same prime contractor, or any other Federally-assisted contract subject to Davis-Bacon prevailing wage requirements, which is held by the same prime contractor so much of the accrued payments or advances as may be considered necessary to pay laborers and mechanics, including apprentices, trainees and helpers, employed by the contractor or any subcontractor the full amount of wages required by the contract In the event of failure to pay any laborer or mechanic, including any apprentice, trainee or helper, employed or working on the site of the work, all or part of the wages required by the contract, HUD or its designee may, after written notice to the contractor, sponsor, applicant, or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds until such violations have ceased. HUD or its designee may, after written notice to the contractor, disburse such amounts withheld for and on account of the contractor or subcontractor to the respective employees to whom they are due. The Comptroller General shall make such disbursements in the case of direct Davis-Bacon Act contracts.

**3. (i) Payrolls and basic records.** Payrolls and basic records relating thereto shall be maintained by the contractor during the course of the work preserved for a period of three years thereafter for all laborers and mechanics working at the site of the work. Such records shall contain the name, address, and social security number of each such worker, his or her correct classification, hourly rates of wages paid (including rates of contributions or costs anticipated for bona fide fringe benefits or cash equivalents thereof of the types described in Section l(b)(2)(B) of the Davis-bacon Act), daily and weekly number of hours worked, deductions made and actual wages paid. Whenever the Secretary of Labor has found under 29 CFR 5.5 (a)(1)(iv) that the wages of any laborer or mechanic include the amount of any costs reasonably anticipated in providing benefits under a plan or program described in Section l(b)(2)(B) of the Davis-Bacon Act, the contractor shall maintain records which show that the commitment to provide such benefits is enforceable, that the plan or program is financially responsible, and that the plan or program has been communicated in writing to the laborers or mechanics affected, and records which show the costs anticipated or the actual cost incurred in providing such benefits. Contractors employing apprentices or trainees under approved programs shall maintain written evidence of the registration of apprenticeship programs and certification of trainee programs, the registration of the apprentices and trainees, and the ratios and wage rates prescribed in the applicable programs. (Approved by the Office of Management and Budget under OMB Control Numbers 1215-0140 and 1215-0017.)

**(ii) (a)** The contractor shall submit weekly for each week in which any contract work is performed a copy of all payrolls to HUD or its designee if the agency is a party to the contract, but if the agency is not such a party, the contractor will submit the payrolls to the applicant sponsor, or owner, as the case may be, for transmission to HUD or its designee. The payrolls submitted shall set out accurately and completely all of the information required to be maintained under 29 CFR 5.5(a)(3)(i) except that full social security numbers and home addresses shall not be included on weekly transmittals. Instead the payrolls shall only need to include an individually identifying number for each employee (e.g., the last four digits of the employee's social security number). The required weekly payroll information may be submitted in any form desired. Optional Form WH-347 is available for this purpose from the Wage and Hour Division Web site at http://www.dol.gov/esa/whd/forms/wh347instr.htm or its successor site. The prime contractor is responsible for the submission of copies of payrolls by all subcontractors. Contractors and subcontractors shall maintain the full social security number and current address of each covered worker, and shall provide them upon request to HUD or its designee if the agency is a party to the contract, but if the agency is not such a party, the contractor will submit the payrolls to the applicant sponsor, or owner, as the case may be, for transmission to HUD or its designee, the contractor, or the Wage and Hour Division of the Department of Labor for purposes of an investigation or audit of compliance with prevailing wage requirements. It is not a violation of this subparagraph for a prime contractor to require a subcontractor to provide addresses and social security numbers to the prime contractor for its own records, without weekly submission to HUD or its designee. (Approved by the Office of Management and Budget under OMB Control Number 1215-0149.)

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

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

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

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

(c) The weekly submission of a properly executed certification set forth on the reverse side of Optional Form WH-347 shall satisfy the requirement for submission of the "Statement of Compliance" required by subparagraph A.3.(ii)(b).

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

(iii) The contractor or subcontractor shall make the records required under subparagraph A.3.(i) available for inspection, copying, or transcription by authorized representatives of HUD or its designee or the Department of Labor, and shall permit such representatives to interview employees during working hours on the job. If the contractor or subcontractor fails to submit the required records or to make them available, HUD or its designee may, after written notice to the contractor, sponsor, applicant or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds. Furthermore, failure to submit the required records upon request or to make such records available may be grounds for debarment action pursuant to 29 CFR 5.12.

**4. Apprentices and Trainees.**

(i) **Apprentices.** Apprentices will be permitted to work at less than the predetermined rate for the work they performed when they are employed pursuant to and individually registered in a bona fide apprenticeship program registered with the U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship Training, Employer and Labor Services, or with a State Apprenticeship Agency recognized by the Office, or if a person is employed in his or her first 90 days of probationary employment as an apprentice in such an apprenticeship program, who is not individually registered in the program, but who has been certified by the Office of Apprenticeship Training, Employer and Labor Services or a State Apprenticeship Agency (where appropriate) to be eligible for probationary employment as an apprentice. The allowable ratio of apprentices to journeymen on the job site in any craft classification shall not be greater than the ratio permitted to the contractor as to the entire work force under the registered program. Any worker listed on a payroll at an apprentice wage rate, who is not registered or otherwise employed as stated above, shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any apprentice performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. Where a contractor is performing construction on a project in a locality other than that in which its program is registered, the ratios and wage rates (expressed in percentages of the journeyman's hourly rate) specified in the contractor's or subcontractor's registered program shall be observed. Every apprentice must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen hourly rate specified in the applicable wage determination. Apprentices shall be paid fringe benefits in accordance with the provisions of the apprenticeship program. If the apprenticeship program does not specify fringe benefits, apprentices must be paid the full amount of fringe benefits listed on the wage determination for the applicable classification. If the Administrator determines that a different practice prevails for the applicable apprentice classification, fringes shall be paid in accordance with that determination. In the event the Office of Apprenticeship Training, Employer and Labor Services, or a State Apprenticeship Agency recognized by the Office, withdraws approval of an apprenticeship program, the contractor will no longer be permitted to utilize apprentices at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

(ii) **Trainees.** Except as provided in 29 CFR 5.16, trainees will not be permitted to work at less than the predetermined rate for the work performed unless they are employed pursuant ',to and individually registered in a program which has received prior approval, evidenced by formal certification by the U.S. Department of Labor, Employment and Training Administration. The ratio of trainees to journeymen on the job site shall not be greater than permitted under the plan approved by the Employment and Training Administration. Every trainee must be paid at not less than the rate specified in the approved program for the trainee's level of progress, expressed as a percentage of the journeyman hourly rate specified in the applicable wage determination. Trainees shall be paid fringe benefits in accordance with the provisions of the trainee program. If the trainee program does not mention fringe benefits, trainees shall be paid the full amount of fringe benefits listed on the wage determination unless the Administrator of the Wage and Hour Division determines that there is an apprenticeship program associated with the corresponding journeyman wage rate on the wage determination which provides for less than full fringe benefits for apprentices. Any employee listed on the payroll at a trainee rate who is not registered and participating in a training plan approved by

the Employment and Training Administration shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. In addition, any trainee performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. In the event the Employment and Training Administration withdraws approval of a training program, the contractor will no longer be permitted to utilize trainees at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

**(iii) Equal employment opportunity.** The utilization of apprentices, trainees and journeymen under 29 CFR Part 5 shall be in conformity with the equal employment opportunity requirements of Executive Order 11246, as amended, and 29 CFR Part 30.

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

**6. Subcontracts.** The contractor or subcontractor will insert in any subcontracts the clauses contained in subparagraphs 1 through 11 in this paragraph A and such other clauses as HUD or its designee may by appropriate instructions require, and a copy of the applicable prevailing wage decision, and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for the compliance by any subcontractor or lower tier subcontractor with all the contract clauses in this paragraph.

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

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

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

**10. (i) Certification of Eligibility.** By entering into this contract the contractor certifies that neither it (nor he or she) nor any person or firm who has an interest in the contractor's firm is a person or firm ineligible to be awarded Government contracts by virtue of Section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1) or to be awarded HUD contracts or participate in HUD programs pursuant to 24 CFR Part 24.

**(ii)** No part of this contract shall be subcontracted to any person or firm ineligible for award of a Government contract by virtue of Section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1) or to be awarded HUD contracts or participate in HUD programs pursuant to 24 CFR Part 24.

**(iii)** The penalty for making false statements is prescribed in the U.S. Criminal Code, 18 U.S.C. 1001. Additionally, U.S. Criminal Code, Section 1 01 0, Title 18, U.S.C., "Federal Housing Administration transactions", provides in part: "Whoever, for the purpose of . . . influencing in any way the action of such Administration..... makes, utters or publishes any statement knowing the same to be false..... shall be fined not more than $5,000 or imprisoned not more than two years, or both."

**11. Complaints, Proceedings, or Testimony by Employees.** No laborer or mechanic to whom the wage, salary, or other labor standards provisions of this Contract are applicable shall be discharged or in any other manner discriminated against by the Contractor or any subcontractor because such employee has filed any complaint or instituted or caused to be instituted any proceeding or has testified or is about to testify in any proceeding under or relating to the labor standards applicable under this Contract to his employer.

**B. Contract Work Hours and Safety Standards Act.** The provisions of this paragraph B are applicable where the amount of the prime contract exceeds $100,000. As used in this paragraph, the terms "laborers" and "mechanics" include watchmen and guards.

**(1) Overtime requirements.** No contractor or subcontractor contracting for any part of the contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which the individual is employed on such work to work in excess of 40 hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of 40 hours in such workweek.

**(2) Violation; liability for unpaid wages; liquidated damages.** In the event of any violation of the clause set forth in subparagraph (1) of this paragraph, the contractor and any subcontractor responsible therefor shall be liable for the unpaid wages. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in subparagraph (1) of this paragraph, in the sum of $10 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of 40 hours without payment of the overtime wages required by the clause set forth in sub paragraph (1) of this paragraph.

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

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

**C. Health and Safety.** The provisions of this paragraph C are applicable where the amount of the prime contract exceeds $100,000.

**(1)** No laborer or mechanic shall be required to work in surroundings or under working conditions which are unsanitary, hazardous, or dangerous to his health and safety as determined under construction safety and health standards promulgated by the Secretary of Labor by regulation.

**(2)** The Contractor shall comply with all regulations issued by the Secretary of Labor pursuant to Title 29 Part 1926 and failure to comply may result in imposition of sanctions pursuant to the Contract Work Hours and Safety Standards Act, (Public Law 91-54, 83 Stat 96). 40 USC 3701 et seq.

(3) The contractor shall include the provisions of this paragraph in every subcontract so that such provisions will be binding on each subcontractor. The contractor shall take such action with respect to any subcontractor as the Secretary of Housing and Urban Development or the Secretary of Labor shall direct as a means of enforcing such provisions.

## New Jersey Department of Labor and Workforce Development

### Chapter 194, Laws of New Jersey, 2009, Relating to

# Employer Obligation to Maintain and Report Records

**Regarding Wages, Benefits, Taxes and Other Contributions and Assessments Pursuant to State Wage, Benefit and Tax Laws**

**Wage Payment Law** (N.J.S.A. 34:11-4.1 et seq.) and
**Wage and Hour Law** (N.J.S.A. 34:11-56a et seq.)

Each employer must keep a record of each employee which contains the following information:

1. The name of the employee;
2. The address of the employee;
3. The birth date of the employee if the employee is under the age of 18;
4. The total hours worked by the employee each day and each workweek*;
5. The earnings of each employee, including the regular hourly wage, gross to net amounts with itemized deductions, and the basis on which wages are paid;
6. Regarding each employee who receives gratuities, the total gratuities received by the employee during the payroll week;
7. Regarding each employee who receives gratuities, daily or weekly reports completed by the employee containing the following information:
   (a) the employee's name,
   (b) the employee's address,
   (c) the employee's social security number,
   (d) the name and address of the employer,
   (e) the calendar day or week covered by the report, and
   (f) the total amount of gratuities received; and
8. Regarding each employee for whom the employer claims credit for food or lodging as a cash substitute for the employee who receives food or lodging supplied by the employer, information substantiating the cost of furnishing such food or lodgings, including but not limited to the nature and amount of any expenditures entering into the computation of the fair value of the food or lodging and the date required to compute the amount of the depreciated investment in any assets allocable to the furnishing of the lodgings, including the date of acquisition or construction, the original cost, the rate of depreciation and the total amount of accumulated depreciation on such assets.

The employer may use any system of time keeping provided that it is a complete, true and accurate record.

The employer must keep the wage and hour records described above for a period of six years.

The employer must keep the wage and hour records described above at the place of employment or in a central office in New Jersey.

* This requirement does not apply with regard to those employees who are covered by the exceptions set forth at N.J.S.A. 34:11-°©-4.6e.and 34:11-°©- 56a20, which includes but is not limited to individuals employed in a bona fide executive, administrative, professional or outside sales capacity.

**Prevailing Wage Act** (N.J.S.A. 34:11-56.25 et seq.)

The Prevailing Wage Act applies to employers only under certain circumstances.

Specifically, it applies only when an employer enters into a contract in excess of the prevailing wage contract threshold amount for any public work (as the term "public work" is defined at N.J.S.A. 34:11-56.26) to which any public body is a party or for public work to be done on a property or premises owned by a public body or leased or to be leased by a public body.

Each public works contractor must submit to the public body or lessor which contracted for the public works project a certified payroll record containing the following employee information:

1. Name;
2. Address;
3. Social security number;
4. Craft or trade;
5. Actual hourly rate of pay;
6. Actual daily, overtime and weekly hours worked in each craft or trade;
7. Gross pay;
8. Itemized deductions;
9. Net pay paid to the employee;
10. Any fringe benefits paid to approved plans, funds or programs on behalf of employee; and
11. Fringe benefits paid in cash to the employee.

Each public works contractor must, within 10 days of payment of wages, submit the certified payroll record to the public body or the lessor which contracted for the public works project.

Each public works contractor which employs one or more apprentices on a public works project must maintain with its records written evidence that the apprentice or apprentices are registered in an approved apprenticeship program while performing work on the project.

**Unemployment Compensation Law** (N.J.S.A. 43:21-1 et seq.),
**Temporary Disability Benefits Law** (N.J.S.A. 43:21-25 et seq.) and
**Family Leave Insurance Benefits Law**, P.L. 2008, c. 17.

**Payroll records:** Each employing unit must maintain a record for each worker engaged in employment, which record must contain the following information about the worker:

1. Full name, address and social security number;
2. Total remuneration paid in each pay period showing separately cash, including commissions and bonuses; the cash value of all compensation in any medium other than cash; gratuities received regularly in the course of employment if reported by the employee, or if not so reported, the minimum wage rate prescribed under applicable laws of this State or of the United States, or the amount of remuneration actually received by the employee, whichever is higher, and service charges collected by the employer and distributed to workers in lieu of gratuities and tips;

3. An entry under the heading "special payments" of the amount of any special payments, such as bonuses and gifts, which have been paid during the pay period but which relate to employment in a prior period. The following shall be shown separately under this heading: cash payments, cash value of other remuneration, the nature of such payments, the period during which the services were performed for which special payments were payable;
4. The date hired, rehired and returned to work after temporary layoff;
5. The date separated from employment and the reason for separation;
6. Such information as may be necessary to determine remuneration on a calendar week basis; and
7. The number of base weeks (as the term "base week" is defined in N.J.S.A. 43:21-19(t)) and wages.

All records referred to in 1. through 7. above must be kept safe and readily accessible at the New Jersey place of business of the employing unit.

All records referred to in 1. through 7. above must be retained for the current calendar year and for the four preceding calendar years. Once an employer becomes inactive, the employer must keep all records referred to in 1. through 7. above for the subsequent six quarters.

**Wage reporting**: Each employer (other than employers of domestic service workers) must electronically file a WR-30, "Employer Report of Wages Paid," with the Division of Revenue, within the Department of the Treasury, within 30 days after the end of each quarter. The WR-30 lists the name, social security number and wages paid to each employee and the number of base weeks worked by the employee during the calendar quarter.

Each employer of domestic service workers (as the term "domestic service worker" is defined at N.J.A.C. 12:16-13.7(b)) must file an annual, rather than quarterly, WR-30 with the Division of Revenue, within the Department of the Treasury.

**Contribution reporting:** Each employer (other than employers of domestic service workers) must electronically file an NJ-927, "Employer's Quarterly Report," with the Division of Revenue, within the Department of the Treasury, and remit the corresponding unemployment insurance, supplemental workforce fund, workforce development partnership fund, temporary disability insurance and family leave insurance contribution payments, within 30 days after the end of each quarter. The NJ-927 lists the total of all wages paid, the wages paid in excess of the taxable maximum, the taxable wages on which contributions are due, the number of workers employed during the pay period, the number of workers insured under a "private plan" for temporary disability insurance and the number of workers insured under a "private plan" for family leave insurance.

Each employer of domestic service workers (as the term "domestic service worker" is defined in N.J.A.C. 12:16-13.11(c)) must file an annual, rather than quarterly, NJ-927H, "Domestic Employer's Annual Report," with the Division of Revenue, within the Department of the Treasury.

**Temporary Disability Insurance and Family Leave Insurance information**: Each employer must retain all records pertaining to any election to discontinue a private plan for temporary disability insurance and/or family leave insurance benefits and must make such records available for inspection by the Division of Temporary Disability Insurance for a one-year period from the date that the private plan is terminated.

Each employer having a private plan for temporary disability insurance and/or family leave insurance must, within 10 days after the Division of Temporary Disability Insurance has mailed the employer a request for information with respect to a period of disability, furnish the Division with any information requested or known to the employer which may bear upon the eligibility of the claimant.

Each employer having two or more approved private plans in effect during a calendar half-year or any portion thereof must, on or before the 30th day following the close of the calendar half-year, file a report showing the amount of taxable wages paid during such calendar half-year to employees while covered under each such private plan.

Each employer who provides temporary disability insurance to its employees through a self-insured private plan must, for the six-month periods ending June 30 and December 31 of each calendar year during which the self insured private plan is in effect, file a statement with the Division of Temporary Disability Insurance, on or before the 30th day following the end of the respective six-month period showing:

1. The number of claims received during the six-month period,
2. The number of claims accepted during the six-month period,
3. The amount of benefits paid during the six-month period, and
4. Such other information as the Division of Temporary Disability Insurance may require with respect to the financial ability of the self-insurer to meet the self-insured's obligations under the plan.

On or before the 30th day following the close of each calendar year during which a self-insured private plan for temporary disability insurance is in effect, the employer must file a report with the Division of Temporary Disability Insurance showing:

1. The amount of funds available at the beginning of that year for payment of disability benefits,
2. The amount contributed by workers during that year,
3. The amount contributed by the employer during that year,
4. The amount of disability benefits paid during that year,
5. Direct cost of administration of the plan during that year, and
6. The number of employees covered by the plan as of December 31.

Each employer who provides family leave insurance to its employees through a self-insured private plan must for the one-year period ending December 31 of each calendar year during which a self-insured private plan is in effect file a statement with the Division of Temporary Disability Insurance, on or before the 30th day following the end of the one-year period showing the following information with regard to each of the following types of claims: care of a sick child, care of a sick spouse, care of a sick domestic partner, care of a sick civil union partner, care of a sick parent, bonding by biological parent with a newborn child, bonding by domestic partner or civil union partner of biological parent with a newborn child, bonding by individual with newly adopted child:

1. The number of claims for family leave insurance benefits received during the one-year period,
2. The number of claims for family leave insurance benefits accepted during the one-year period,
3. The number of workers who received family leave insurance benefits during the one-year period,
4. The amount of family leave insurance benefits paid during the one-year period,

5. The average weekly family leave insurance benefit during the one-year period,
6. The amount of sick leave, vacation leave or other fully paid time, which resulted in reduced benefit Duration during the one-year period,
7. With regard solely to family leave insurance benefit claims to care for sick family members, the amount of intermittent family leave insurance benefits paid during the one-year period, and
8. The average duration of family leave insurance benefits, in days, during the one-year period.

The information reported in 1. through 8. above must be broken down by sex and by age group, beginning at 25 years and under and increasing in increments of 10.

On or before the 30th day following the close of each calendar year during which a self-insured private plan for family leave insurance is in effect, the employer must file a report with the Division of Temporary Disability Insurance showing:

1. The amount of funds available at the beginning of that year for payment of family leave insurance benefits,
2. The amount contributed by workers during that year,
3. The direct cost of administration of the plan during that year,
4. The number of employees covered by the plan as of December 31, and
5. Such other information as the Division of Temporary Disability Insurance may require with respect to the financial ability of the self-insurer to meet the self-insured's obligation under the plan.

**Workers' Compensation Law** (N.J.S.A. 34:15-1 et seq.)

Upon the happening of an accident or the occurrence of any occupational disease, an employer who has insurance coverage or utilizes a third-party administrator shall promptly furnish the insurance carrier or the third-party administrator with accident or occupational disease information.

Within three weeks after an accident or upon knowledge of the occurrence of an occupational disease, every insurance carrier, third-party administrator, statutory non-insured employer, including the State, counties, municipalities and school districts, and duly authorized self-insured employer not utilizing a third-party administrator must file a report designated as "first notice of accident" in electronic data interchange media with the Division of Workers' Compensation through the Compensation Rating and Inspection Bureau in a format prescribed by the Compensation Rating and Inspection Bureau.

When filed by an insurance carrier or third-party administrator, the report must also be sent to the employer. If the employer disagrees with the report, the employer may prepare and sign an amended report and file the amended report with the insurance carrier or third-party administrator. The amended report must then be filed electronically with the Division through the Compensation Rating and Inspection Bureau.

Every insurance carrier providing workers' compensation insurance and every workers' compensation self-insured employer shall designate a contact person who is responsible for responding to issues concerning medical and temporary disability benefits where no claim petition has been filed or where a claim petition has not been answered. The full name, telephone number, mailing address, email address and fax number of the contact person must be submitted to the Division of Workers' Compensation utilizing the Division's contact person form in the manner instructed on the form.
Each employer, when directed to do so by the Division of Workers' Compensation, must submit to the Division of Workers' Compensation copies of such medical certificates and reports as it may have on file.

**Gross Income Tax Act** (N.J.S.A. 54A:1-1 et seq.)

**Employer's Quarterly Report:** The Employer's Quarterly Report, NJ-927, reports New Jersey Gross Income Tax withheld, unemployment insurance, supplemental workforce fund, workforce development partnership fund, family leave insurance and temporary disability insurance wage and withholding information.

Each employer is required to electronically file an Employer's Quarterly Report, NJ-927, for each calendar quarter, regardless of the amount of tax actually due for a particular quarter. Quarterly reports are due on the 30th day of the month following the end of each quarter.

Employers of "domestic service workers" may report and pay New Jersey Gross Income Tax withheld on an annual, rather than quarterly, basis on an NJ-927H.

**Records to be kept:** Every employer is required to keep all pertinent records available for inspection by authorized representatives of the New Jersey Division of Taxation. Such records must include the following:

1. The amounts and dates of all wage payments subject to New Jersey Gross Income Tax;
2. The names, addresses and occupations of employees receiving such payments;
3. The periods of their employment;
4. Their social security numbers;
5. Their withholding exemption certificates;
6. The employer's New Jersey Taxpayer Identification Number;
7. Record of weekly, monthly, quarterly remittances and/or returns and annual returns filed;
8. The dates and amounts of payments made; and
9. Days worked inside and outside of New Jersey for all nonresident employees.

## Contact Information

If an employee or an employee's authorized representative wishes to contact a State representative in order to provide information to or file a complaint with the representative regarding an employer's possible failure to meet any of the requirements set forth above, he or she may use the following contact information:

For possible failure to meet the record keeping or reporting requirements of the **Wage Payment Law, Wage and Hour Law** or **Prevailing Wage Act**:
Phone: 609-292-2305
E-mail: wage.hour@dol.state.nj.us
Mail: New Jersey Department of Labor and Workforce Development
Division of Wage and Hour Compliance
P.O. Box 389
Trenton, NJ 08625-0389

For possible failure to meet the record keeping or reporting requirements of the **Unemployment Compensation Law, Temporary Disability Benefits Law** or **Family Leave Insurance Benefits Law**:
Phone: 609-292-2810
E-mail: emplaccts@dol.state.nj.us
Mail: New Jersey Department of Labor and Workforce Development
Division of Employer Accounts
P.O. Box 947
Trenton, NJ 08625-0947

For possible failure to meet the record keeping or reporting requirements of the **Workers' Compensation Law**:
Phone: 609-292-2515
E-mail: dwc@dol.state.nj.us
Mail: New Jersey Department of Labor and Workforce Development
Division of Workers' Compensation
P.O. Box 381
Trenton, NJ 08625-0381

For possible failure to meet the record keeping or reporting requirements of **Gross Income Tax Act**:
Phone: 609-292-6400
E-mail: nj.taxation@treas.state.nj.us
Mail: New Jersey Department of the Treasury
Division of Taxation
Information and Publications Branch
P.O. Box 281
Trenton, NJ 08625-0281

NEW JERSEY DEPARTMENT OF LWD LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

This notice must be conspicuously posted. Not later than December 7, 2011, each employee must also be provided a written copy of the notice or, for employees hired after November 7, 2011, a written copy of the notice must be provided at the time of the employee's hiring. See N.J.A.C. 12:2-1.3 for alternate methods of posting and distribution by electronic means.

# NOTICE TO ALL EMPLOYEES Working on Federal or Federally Financed Construction Projects

**MINIMUM WAGES**

You must be paid not less than the wage rate in the schedule posted with this Notice for the kind of work you perform.

**OVERTIME**

You must be paid not less that on and one-half times your basic rate of pay for all hours worked over 40 a week. There are some exceptions.

**APPRENTICES**

Apprentice rates apply only to apprentices properly registered under approved Federal or State apprenticeship programs.

**PROPER PAY**

If you do not receive proper pay, contact the Contracting Officer listed below:

Essex County
Division of Housing and Community Development
Sal Carnovale , Program Monitor
Tel. (973) 655-0200 Fax (973) 655-0982

Or you may contact the nearest office of the Wage and Hour Division., U.S. Department of Labor. The Wage and Hour Division has offices in several hundred communities throughout the country. They are listed in the U.S. Government section of most telephone directories under. U.S. Department of Labor / Employment Standards Administration

# New Jersey Department of Labor and Workforce Development

**To be posted in a conspicuous place**

# Chapter 173, Laws of New Jersey, 1965: Relating to Payment of Wages

**All Employers Must Pay Wages to All Employees in Full at Least Twice a Calendar Month.**

Executive and supervisory employees, however, may be paid at least once a calendar month.

Payment shall be made on regular paydays designated in advance.

When a payday falls on a non-work day, payment shall be made on the immediately preceding work day, unless otherwise provided for in a collective bargaining agreement.

The end of the pay period for which payment is made on a regular payday shall be not more than 10 working days before such regular payday.

If payment is by check, suitable arrangements must be made for cashing the check without difficulty and for the full amount.

- Employees leaving or terminated for any reason, including labor disputes, shall be paid all wages due not later than the regular payday for the period in which the termination occurred.
- An additional 10 days may be allowed in the event of a labor dispute involving payroll employees.
- Employees paid on an incentive system shall be paid a reasonable approximation of wages due until exact amounts can be computed.
- Payment may be made through regular pay channels or by mail if requested by the employee.

It shall be unlawful to make any agreement for payment other than as provided in this act, except to pay at shorter intervals or to pay wages in advance.

Wages due a deceased employee may be paid to the survivors in the order of preference as outlined in the statute.

**No Deductions Shall Be Made From Employees' Wages Except:**

Amounts authorized by New Jersey or United States Law or payments to correct payroll errors.
Contributions or payments authorized by employees either in writing or under a collective bargaining agreement for:

Employee welfare • insurance • hospitalization • medical or surgical or both • pension • retirement • profit-sharing plans • plans establishing individual retirement annuities on a group or individual basis • individual retirement accounts at any State or federally chartered bank, savings bank, or savings and loan association • company-operated thrift plans • security option or security purchase plans to buy marketable securities • employee personal savings accounts such as a credit union, savings fund society, savings and loan or building and loan association • Christmas, vacation or other savings funds.

Purchase of company products or employer loans in accordance with a periodic payment schedule contained in the original purchase or loan agreement • safety equipment • U.S. government bonds • costs and fees to replace employee identification for access to sterile or secured areas of airports • contributions for organized and recognized charities • rental of work clothing or uniforms or for laundering or dry cleaning of work clothing or uniforms • labor union dues and fees • health club membership fees • child care services.

**All Employers Shall:**

Notify employees at time of hiring the rate of pay and the regular payday.

Notify employees of changes in pay rates or paydays prior to the changes.

Furnish each employee with statement of deductions each pay period.

Make and keep records for employees, including wages and hours, and make such records available for inspection.

Provide employees at time of hiring a required notice (form number MW-400) describing the employer's obligation to maintain and report records regarding wages, benefits, taxes and other contributions and assessments.

**The Commissioner of Labor and Workforce Development shall enforce and administer the provisions of this act and the Commissioner or an authorized representative shall have the power to make all necessary inspections of establishments and records.**

Any employer who knowingly and willfully violates any provision of this act shall be guilty of a disorderly persons offense and upon conviction shall be punished by a fine of not less than $100 nor more than $1,000. Each day during which any violation of this act continues shall constitute a separate and distinct offense.

As an alternative to or in addition to any other sanctions provided by law for violations, the Commissioner is authorized to assess and collect administrative penalties, up to a maximum of $250 for a first violation and up to a maximum of $500 for each subsequent violation.

The employer shall also pay the Commissioner an administrative fee equal to not less than 10% or more than 25% of any payment due to employees.

The Commissioner may, after affording the employer or successor firm notice and an opportunity for a hearing in accordance with the provisions of the "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-1 et seq.), issue a written determination directing any appropriate agency to suspend any one or more licenses that are held by the employer or successor firm, for a period of time determined by the Commissioner.

**Please Note:** The Division of Wage and Hour Compliance does not investigate or inquire into the legal status of any worker. The Division applies New Jersey's labor laws without regard to a worker's legal status. The Division does not share information with "Immigration".

Enforced by:

New Jersey Department of
Labor and Workforce Development
Division of Wage and Hour Compliance
PO Box 389
Trenton, New Jersey 08625-0389
(609) 292-2305

Additional copies of this poster or any other required poster may be obtained by contacting the New Jersey Department of Labor and Workforce Development, Office of Constituent Relations, PO Box 110, Trenton, New Jersey 08625-0110, 609/777-3200.
If you need this document in braille or large print, call 609/292-2305. TTY users can contact this department through New Jersey Relay 7-1-1.

NEW JERSEY DEPARTMENT OF LWD LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

MW-17 (R-10-13)

# Conscientious Employee Protection Act

## *"Whistleblower Act"*

**Employer retaliatory action; protected employee actions; employee responsibilities**

1. New Jersey law prohibits an employer from taking any retaliatory action against an employee because the employee does any of the following:
   a. Discloses, or threatens to disclose, to a supervisor or to a public body an activity, policy or practice of the employer or another employer, with whom there is a business relationship, that the employee reasonably believes is in violation of a law, or a rule or regulation issued under the law, or, in the case of an employee who is a licensed or certified health care professional, reasonably believes constitutes improper quality of patient care;
   b. Provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into any violation of law, or a rule or regulation issued under the law by the employer or another employer, with whom there is a business relationship, or, in the case of an employee who is a licensed or certified health care professional, provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into quality of patient care; or
   c. Provides information involving deception of, or misrepresentation to, any shareholder, investor, client, patient, customer, employee, former employee, retiree or pensioner of the employer or any governmental entity.
   d. Provides information regarding any perceived criminal or fraudulent activity, policy or practice of deception or misrepresentation which the employee reasonably believes may defraud any shareholder, investor, client, patient, customer, employee, former employee, retiree or pensioner of the employer or any governmental entity.
   e. Objects to, or refuses to participate in, any activity, policy or practice which the employee reasonably believes:
      (1) is in violation of a law, or a rule or regulation issued under the law or, if the employee is a licensed or certified health care professional, constitutes improper quality of patient care;
      (2) is fraudulent or criminal; or
      (3) is incompatible with a clear mandate of public policy concerning the public health, safety or welfare or protection of the environment. N.J.S.A. 34:19-3.
2. The protection against retaliation, when a disclosure is made to a public body, does not apply unless the employee has brought the activity, policy or practice to the attention of a supervisor of the employee by written notice and given the employer a reasonable opportunity to correct the activity, policy or practice. However, disclosure is not required where the employee reasonably believes that the activity, policy or practice is known to one or more supervisors of the employer or where the employee fears physical harm as a result of the disclosure, provided that the situation is emergency in nature.

**CONTACT INFORMATION**

Your employer has designated the following contact person to receive written notifications, pursuant to paragraph 2 above (N.J.S.A. 34:19-4):

Name:_____

Address:_____

_____

Telephone Number:_____

## *This notice must be conspicuously displayed.*

Once each year, employers with 10 or more employees must distribute notice of this law to their employees.
If you need this document in a language other than English or Spanish, please call (609) 292-7832.

NEW JERSEY DEPARTMENT OF LWD
LABOR AND WORKFORCE DEVELOPMENT
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# La Ley de protección al empleado consciente

## *"Ley de protección del denunciante"*

### Acciones de represalia del empleador; protección de las acciones del empleado

1. La ley de New Jersey prohíbe que los empleadores tomen medidas de represalia contra todo empleado que haga lo siguiente:
   a. Divulgue o amenace con divulgar, ya sea a un supervisor o a una agencia pública toda actividad, directriz o norma del empleador o de cualquier otro empleador con el que exista una relación de negocios y que el empleado tiene motivos fundados para pensar que violan alguna ley, o en el caso de un trabajador licenciado o certificado de la salud y que tiene motivos fundados para pensar que se trata de una manera inadecuada de atención al paciente;
   b. Facilite información o preste testimonio ante cualquier agencia pública que conduzca una investigación, audiencia o indagación sobre la violación de alguna ley, regla o reglamento que el empleador o algún otro empleador con el que exista una relación de negocios; o en el caso de un trabajador licenciado o certificado de la salud que facilite información o preste testimonio ante cualquier agencia pública que conduzca una investigación, audiencia o indagación sobre la calidad de la atención al paciente; o
   c. Ofrece información concerniente al engaño o la tergiversación con accionistas, inversionistas, usuarios, pacientes, clientes, empleados, ex empleados, retirados o pensionados del empleador o de cualquier agencia gubernamental.
   d. Ofrece información con respecto a toda actividad que se pueda percibir como delictiva o fraudulenta, toda directiva o práctica engañosa o de tergiversación que el empleado tenga motivos fundados para pensar que pudieran estafar a accionistas, inversionistas, usuarios, pacientes, clientes, empleados, ex empleados, retirados o pensionados del empleador o de cualquier agencia gubernamental.
   e. Se opone o se niega a participar en alguna actividad, directriz o práctica que el empleado tiene motivos fundados para pensar que:
      (1) viola alguna ley, o regla o reglamento que dicta la ley o en el caso de un empleado licenciado o certificado en cuidado de la salud que tiene motivos fundados para pensar que constituya atención inadecuada al paciente;
      (2) es fraudulenta o delictiva; o
      (3) es incompatible con algún mandato establecido por las directrices públicas relacionadas con la salud pública, la seguridad o el bienestar o la protección del medio ambiente. Artículo 34:19-3 de las Leyes comentadas de New Jersey de protección del empleado consciente (N.J.S.A., por sus siglas en inglés)

2. No se puede acoger a la protección contra la represalia, cuando se hace una divulgación a un organismo público, a no ser que el empleado le informe al empleador de tal actividad, política o norma a través de un aviso por escrito y le haya dado al empleador una oportunidad razonable para corregir tal actividad, política o norma. Sin embargo, no es necesaria la divulgación en los casos en que el empleado tenga indicios razonables para creer que un supervisor o más de un supervisor del empleador tienen conocimiento de tal actividad, política o norma o en los casos en los que el empleado teme que tal divulgación pueda traer como consecuencia daños físicos a su persona siempre y cuando la naturaleza de la situación sea la de una situación de emergencia.

**Información del Contacto**

Su empleador ha designado a la siguiente persona para recibir notificaciones de acuerdo al parafo 2, de la ley (N.J.S.A. 34:19-4):

Nombre:_____

Dirección:_____

_____

Número de teléfono:_____

## *Este aviso se debe exponer a la vista de todos.*

Anualmente, patronos con 10 o más empleados, deberán distribuir notificación de esta ley a todos sus empleados.
Si necesita este documento en algún otro idioma que no sea inglés o español, sírvase llamar al (609) 292-7832.

NEW JERSEY DEPARTMENT OF LWD
LABOR AND WORKFORCE DEVELOPMENT
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# New Jersey SAFE Act

The New Jersey Security and Financial Empowerment Act ("NJ SAFE Act"), P.L. 2013, c.82, provides that certain employees are eligible to receive an unpaid leave of absence, for a period not to exceed 20 days in a 12-month period, to address circumstances resulting from domestic violence or a sexually violent offense. To be eligible, the employee must have worked at least 1,000 hours during the immediately preceding 12-month period. Further, the employee must have worked for an employer in the State that employs 25 or more employees for each working day during each of 20 or more calendar workweeks in the then-current or immediately preceding calendar year.

Leave under the NJ SAFE Act may be taken by an employee who is a victim of domestic violence, as that term is defined in N.J.S.A. 2C:25-19, or a victim of a sexually violent offense, as that term is defined in N.J.S.A. 30:4-27.6. Leave may also be taken by an employee whose child, parent, spouse, domestic partner, or civil union partner is a victim of domestic violence or a sexually violent offense.

Leave under the NJ SAFE Act may be taken for the purpose of engaging in any of the following activities as they relate to an incident of domestic violence or a sexually violent offense:

(1) Seeking medical attention for, or recovering from, physical or psychological injuries caused by domestic or sexual violence to the employee or the employee's child, parent, spouse, domestic partner or civil union partner

(2) Obtaining services from a victim services organization for the employee or the employee's child, parent, spouse, domestic partner, or civil union partner

(3) Obtaining psychological or other counseling for the employee or the employee's child, parent, spouse, domestic partner or civil union partner

(4) Participating in safety planning, temporarily or permanently relocating, or taking other actions to increase the safety from future domestic violence or sexual violence or to ensure the economic security of the employee or the employee's child, parent, spouse, domestic partner or civil union partner

(5) Seeking legal assistance or remedies to ensure the health and safety of the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, including preparing for or participating in any civil or criminal legal proceeding related to or derived from domestic violence or sexual violence; or

(6) Attending, participating in or preparing for a criminal or civil court proceeding relating to an incident of domestic or sexual violence of which the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, was a victim.

Leave under the NJ SAFE Act must be used in the 12-month period immediately following an instance of domestic violence or a sexually violent offense. The unpaid leave may be taken intermittently in intervals of no less than one day. The unpaid leave shall run concurrently with any paid vacation leave, personal leave, or medical or sick leave that the employee elects to use or which the employer requires the employee to use during any part of the 20-day period of unpaid leave. If the employee requests leave for a reason covered by both the NJ SAFE Act and the Family Leave Act, N.J.S.A. 34:11B-1 et seq., or the federal Family and Medical Leave Act, 20 U.S.C. 2601 et seq., the leave shall count simultaneously against the employee's entitlement under each respective law.

Employees eligible to take leave under the NJ SAFE Act must, if the necessity for the leave is foreseeable, provide the employer with written notice of the need for the leave. The employee must provide the employer with written notice as far in advance as reasonable and practicable under the circumstances. The employer has the right to require the employee to provide the employer with documentation of the domestic violence or sexually violent offense that is the basis for the leave. The employer must retain any documentation provided to it in this manner in the strictest confidentiality, unless the disclosure is voluntarily authorized in writing by the employee or is authorized by a federal or State law, rule or regulation.

The NJ SAFE Act also prohibits an employer from discharging, harassing or otherwise discriminating or retaliating or threatening to discharge, harass or otherwise discriminate against an employee with respect to the compensation, terms, conditions or privileges of employment on the basis that the employee took or requested any leave that the employee was entitled to under the NJ SAFE Act, or on the basis that the employee refused to authorize the release of information deemed confidential under the NJ SAFE Act.

To obtain relief for a violation of the NJ SAFE Act, an aggrieved person must file a private cause of action in the Superior Court within one year of the date of the alleged violation.

***This notice must be conspicuously displayed.***

NEW JERSEY DEPARTMENT OF
LWD
LABOR AND WORKFORCE DEVELOPMENT
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AD-289 (9/13)

# Right to be Free of Gender Inequity
## or Bias in Pay, Compensation, Benefits
## or Other Terms and Conditions of Employment

*New Jersey and federal laws prohibit employers from discriminating against an individual with respect to his/her pay, compensation, benefits, or terms, conditions or privileges of employment because of the individual's sex.*

**FEDERAL LAW**

Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on, among other things, an individual's sex. Title VII claims must be filed with the United States Equal Employment Opportunity Commission (EEOC) before they can be brought in court. Remedies under Title VII may include an order restraining unlawful discrimination, back pay, and compensatory and punitive damages.

The Equal Pay Act of 1963 (EPA) prohibits discrimination in compensation based on sex. EPA claims can be filed either with the EEOC or directly with the court. Remedies under the EPA may include the amount of the salary or wages due from the employer, plus an additional equal amount as liquidated damages.

Please be mindful that in order for a disparity in compensation based on sex to be actionable under the EPA, it must be for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions.

There are strict time limits for filing charges of employment discrimination. For further information, contact the EEOC at 800-669-4000 or at www.eeoc.gov.

**NEW JERSEY LAW**

The New Jersey Law Against Discrimination (LAD) prohibits employment discrimination based on, among other things, an individual's sex. LAD claims can be filed with the New Jersey Division on Civil Rights (NJDCR) or directly in court. Remedies under the LAD may include an order restraining unlawful discrimination, back pay, and compensatory and punitive damages.

Another State law, N.J.S.A. 34:11-56.1 et seq., prohibits discrimination in the rate or method of payment of wages to an employee because of his or her sex. Claims under this wage discrimination law may be filed with the New Jersey Department of Labor and Workforce Development (NJDLWD) or directly in court. Remedies under this law may include the full amount of the salary or wages owed, plus an additional equal amount as liquidated damages.

Please be mindful that under the State wage discrimination law a differential in pay between employees based on a reasonable factor or factors other than sex shall not constitute discrimination.

There are strict time limits for filing charges of employment discrimination. For more information regarding LAD claims, contact the NJDCR at 609-292-4605 or at www.njcivilrights.gov. For information concerning N.J.S.A. 34:11-56.1 et seq., contact the Division of Wage and Hour Compliance within the NJDLWD at 609-292-2305 or at http://lwd.state.nj.us.

***This notice must be conspicuously displayed.***

NEW JERSEY DEPARTMENT OF
LWD
LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

## Acknowledgment of Receipt of Gender Equity Notification

I received a copy of the gender equity notification on the date listed below.
I have read it and I understand it.

_____ _____

Name (signature) Name (print)

_____

Date

NEW JERSEY DEPARTMENT OF
LWD
LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

# Derecho a estar exento de desigualdad o discriminación
## de género con respecto al pago, la remuneración, los beneficios o cualquier otro término o condición de empleo

*Las leyes de New Jersey y federales prohíben a los empleadores discriminar contra cualquier persona con respecto a su pago, remuneración, beneficios o cualquier otro término, condición o privilegio de empleo debido a su género.*

**LEYES FEDERALES**

El Título VII de la Ley de Derechos Civiles de 1964 prohíbe la discriminación laboral debido al género de la persona, entre otras cosas. Las reclamaciones acordes al Título VII deben ser presentadas ante la Comisión de Igualdad de Oportunidades en el Empleo de los Estados Unidos (EEOC, por sus siglas en inglés) antes de que puedan ser presentadas ante un tribunal. Entre los recursos legales conforme al Título VII están: una orden que prohíba los actos ilícitos de discriminación, que se pague remuneración con carácter retroactivo, y que se pague por daños compensatorios y punitivos.

La Ley de Igualdad Salarial de 1963 (EPA, por sus siglas en inglés) prohíbe la discriminación con respecto a la remuneración basado en el género de la persona. Las reclamaciones acordes a EPA se pueden presentar ya sea ante la EEOC o directamente antes los tribunales. Entre los recursos legales conforme a EPA están: la retribución de las sumas de salarios o sueldos que el empleador deba, además de una suma adicional equivalente por daños y perjuicios liquidados.

Se le ruega tener en cuenta que para que una reclamación por desigualdad de remuneración basado en el género proceda conforme a la EPA, tiene que ser por el mismo tipo de trabajo en empleos en los que su rendimiento exija las mismas destrezas, el mismo esfuerzo y las mismas responsabilidades, las cuales se realizan en las mismas condiciones de trabajo.

Existen estrictos límites en cuanto al plazo de tiempo del que se dispone para presentar reclamaciones por discriminación laboral. Para mayor información, comuníquese con la EEOC, llamando al 800-669-4000 o en www.eeoc.gov.

**LEYES DE NEW JERSEY**

La Ley contra la Discriminación en New Jersey (LAD, por sus siglas en inglés) prohíbe la discriminación laboral debido al género de la persona, entre otras cosas. Las reclamaciones conforme a LAD se pueden presentar a la División de Derechos Civiles de New Jersey (NJDCR, por sus siglas en inglés) o directamente ante los tribunales. Entre los recursos legales conforme a LAD están: una orden que prohíba los actos ilícitos de discriminación, que se pague remuneración con carácter retroactivo, y que se pague por daños compensatorios y punitivos.

Otra ley estatal, N.J.S.A. 34:11-56.1 y siguientes, también prohíbe la discriminación respecto a la tasa salarial o el método de pago de salarios al empleado debido a su género. Las reclamaciones conforme a esta ley contra la discriminación con respecto a los salarios se pueden presentar ante el Departamento de Trabajo y Desarrollo de la Fuerza Laboral de New Jersey (NJDLWD, por sus siglas en inglés) o directamente antes los tribunales. Entre los recursos legales conforme a esta ley están: la retribución de las sumas de salarios o sueldos que le deben, además de una suma adicional equivalente por daños y perjuicios liquidados.

Se le ruega tenga en cuenta que conforme a la ley estatal contra la discriminación con respecto a los salarios, no se considera discriminación el hecho de que exista un diferencial salarial entre los empleados basado en otros factores razonables que no sean el género de la persona.

Existen estrictos límites en cuanto al plazo de tiempo del que se dispone para presentar reclamaciones por discriminación laboral. Para mayor información relacionada con las reclamaciones conforme a LAD, comuníquese con NJDCR, llamando al 609-292-4605 o en www.njcivilrights.gov. Para obtener información acerca de N.J.S.A. 34:11-56.1 y siguientes, comuníquese con la División de Cumplimiento de Horarios y Salarios (DWHC), del NJDLWD, llamando al 609-292-2305 o en http://lwd.state.nj.us.

***Este aviso se debe exponer a la vista de todos.***

NEW JERSEY DEPARTMENT OF LWD
LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

## Acuse de recibo de la notificación de igualdad de género

Recibí una copia de la notificación de igualdad de género en la fecha que aparece a continuación. Lo he leído y lo entiendo.

_____ _____

Nombre (firma) Nombre (en letra de molde)

_____

Fecha

NEW JERSEY DEPARTMENT OF
LWD
LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

U.S. Department of Labor

OSHA®
Occupational Safety and Health Administration

# Job Safety and Health
# IT'S THE LAW!

## All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

*This poster is available free from OSHA.*

## Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



***Contact OSHA. We can help.***

**1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov**

OSHA 3165-04R 2015

Departamento de Trabajo de los EE. UU.

OSHA®
Administración de Seguridad y Salud Ocupacional

# Seguridad y Salud en el Trabajo
# ¡ES LA LEY!

**Todos los trabajadores tienen el derecho a:**

- Un lugar de trabajo seguro.
- Decir algo a su empleador o la OSHA sobre preocupaciones de seguridad o salud, o reportar una lesión o enfermedad en el trabajo, sin sufrir represalias.
- Recibir información y entrenamiento sobre los peligros del trabajo, incluyendo sustancias toxicas en su sitio de trabajo.
- Pedirle a la OSHA inspeccionar su lugar de trabajo si usted cree que hay condiciones peligrosas o insalubres. Su información es confidencial. Algún representante suyo puede comunicarse con OSHA a su nombre.
- Participar (o su representante puede participar) en la inspección de OSHA y hablar en privado con el inspector.
- Presentar una queja con la OSHA dentro de 30 días (por teléfono, por internet, o por correo) si usted ha sufrido represalias por ejercer sus derechos.
- Ver cualquieras citaciones de la OSHA emitidas a su empleador.
- Pedir copias de sus registros médicos, pruebas que miden los peligros en el trabajo, y registros de lesiones y enfermedades relacionadas con el trabajo.

*Este cartel está disponible de la OSHA para gratis.*

**Los empleadores deben:**

- Proveer a los trabajadores un lugar de trabajo libre de peligros reconocidos. Es ilegal discriminar contra un empleado quien ha ejercido sus derechos bajo la ley, incluyendo hablando sobre preocupaciones de seguridad o salud a usted o con la OSHA, o por reportar una lesión o enfermedad relacionada con el trabajo.
- Cumplir con todas las normas aplicables de la OSHA.
- Reportar a la OSHA todas las fatalidades relacionadas con el trabajo dentro de 8 horas, y todas hospitalizaciones, amputaciones y la perdida de un ojo dentro de 24 horas.
- Proporcionar el entrenamiento requerido a todos los trabajadores en un idioma y vocabulario que pueden entender.
- Mostrar claramente este cartel en el lugar de trabajo.
- Mostrar las citaciones de la OSHA acerca del lugar de la violación alegada.

Los empleadores de tamaño pequeño y mediano pueden recibir ASISTENCIA GRATIS para identificar y corregir los peligros sin citación o multa, a través de los programas de consultación apoyados por la OSHA en cada estado.

***Llame OSHA. Podemos ayudar.***



**1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov**

OSHA 3167 04R 2015
It's the Law – Spanish

# JOB SAFETY & HEALTH PROTECTION

The Occupational Safety and Health Act of 1970 provides job safety and health protection for workers by promoting safe and healthful working conditions throughout the Nation. Provisions of the Act include the following:

## Employers

All employers must furnish to employees employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious harm to employees. Employers must comply with occupational safety and health standards issued under the Act.

## Employees

Employees must comply with all occupational safety and health standards, rules, regulations and orders issued under the Act that apply to their own actions and conduct on the job.

The Occupational Safety and Health Administration (OSHA) of the U.S. Department of Labor has the primary responsibility for administering the Act. OSHA issues occupational safety and health standards, and its Compliance Safety and Health Officers conduct jobsite inspections to help ensure compliance with the Act.

## Inspection

The Act requires that a representative of the employer and a representative authorized by the employees be given an opportunity to accompany the OSHA inspector for the purpose of aiding the inspection.

Where there is no authorized employee representative, the OSHA Compliance Officer must consult with a reasonable number of employees concerning safety and health conditions in the workplace.

## Complaint

Employees or their representatives have the right to file a complaint with the nearest OSHA office requesting an inspection if they believe unsafe or unhealthful conditions exist in their workplace. OSHA will withhold, on request, names of employees complaining.

The Act provides that employees may not be discharged or discriminated against in any way for filing safety and health complaints or for otherwise exercising their rights under the Act.

Employees who believe they have been discriminated against may file a complaint with their nearest OSHA office within 30 days of the alleged discriminatory action.

## Citation

If upon inspection OSHA believes an employer has violated the Act, a citation alleging such violations will be issued to the employer. Each citation will specify a time period within which the alleged violation must be corrected.

The OSHA citation must be prominently displayed at or near the place of alleged violation for three days, or until it is corrected, whichever is later, to warn employees of dangers that may exist there.

## Proposed Penalty

The Act provides for mandatory penalties against employers of up to $1,000 for each serious violation and for optional penalties of up to $1,000 for each nonserious violation. Penalties of up to $1,000 per day may be proposed for failure to correct violations within the proposed time period. Also, any employer who willfully or repeatedly violates the Act may be assessed penalties of up to $10,000 for each such violation.

There are also provisions for criminal penalties. Any willful violation resulting in death of an employee, upon conviction, is punishable by a fine of up to $250,000 (or $500,000 if the employer is a corporation), or by imprisonment for up to six months, or both. A second conviction of an employer doubles the possible term of imprisonment.

## Voluntary Activity

While providing penalties for violations, the Act also encourages efforts by labor and management, before an OSHA inspection, to reduce workplace hazards voluntarily and to develop and improve safety and health programs in all workplaces and industries. OSHA's Voluntary Protection Programs recognize outstanding efforts of this nature.

OSHA has published Safety and Health Program Management Guidelines to assist employers in establishing or perfecting programs to prevent or control employee exposure to workplace hazards. There are many public and private organizations that can provide information and assistance in this effort if requested. Also, your local OSHA office can provide considerable help and advice on solving safety and health problems or can refer you to other sources for help such as training.

## Consultation

Free assistance in identifying and correcting hazards and in improving safety and health management is available to employers, without citation or penalty, through OSHA-supported programs in each State. These programs are usually administered by the State Labor or Health department or a State university.

## Posting Instructions

Employers in States operating OSHA approved State Plans should obtain and post the State's equivalent poster.

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*Under provisions of Title 29,Code of Federal Regulations, Part 1903.2(a)(1) employers must post this notice (or facsimile) in a conspicuous place where notices to employees are customarily posted.*

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## More Information

Additional information and copies of the Act, specific OSHA safety and health standards, and other applicable regulations may be obtained from your employer or from the nearest OSHA Regional Office in the following locations:

| | |
|---|---|
| Atlanta | (404) 347-3573 |
| Boston | (617) 565-7164 |
| Chicago | (312) 353-2220 |
| Dallas | (214) 767-4731 |
| Denver | (303) 844-3061 |
| Kansas | (816) 426-5861 |
| New York | (212) 337-2325 |
| Philadelphia | (215) 596-1201 |
| San Francisco | (415) 995-5672 |
| Seattle | (206) 442-5930 |

Elizabeth Dole

Elizabeth Dole, Secretary of Labor

**U.S. Department of Labor**

Occupational Safety and Health Administration

Washington, D.C.
1989 (Revised)
OSHA 2203

# BIDDERS NOTICE

## STATEMENT TO BE INCLUDED IN SPECIFICATIONS FOR COMMUNITY DEVELOPMENT (CDBG) FUNDED PROJECTS RE DAVIS BACON ACT, UEI AND SAM NUMBERS

The contract governing this work is funded by monies received by Essex County under Title I of the Housing and Urban-Rural Recovery Act of 1983 (P.L. 98-181). Under the said Act, the Davis- Bacon Act is applicable to the contracted work. Accordingly, the contractor must abide by the provisions of the Federal Labor Standards, which are included as a part of the conditions of the contract.

All bidders must submit their Federal UEI number (Unique Entity ID) and their SAM CAGE Code number (System for Awards Management – Commercial and Government Entity).

Prospective bidders without a UEI and SAM number will not be able to be considered responsible bidders, thus eliminating them from any awards.

The applicable UEI and SAM numbers should be provided below and on the form for **Contractor Clearance Requirements.** It is noted that sub contractors will not need to be registered with SAM.

**SAM UEI #:** _____ **SAM CAGE CODE #**_____

# e-snaps Resource Document –UEI Number and SAM

This document provides instructions on how to obtain a Unique Entity ID (UEI) Number and register with the System for Award Management (SAM). All Collaborative Applicants and Project Applicants must have a Unique Entity ID (UEI) Number, and all Project Applicants (including Collaborative Applicants applying for CoC planning funds) must register with the System for Award Management (SAM).

## UEI Number

An Unique Entity ID (UEI) Number assigned by SAM is required when submitting any application for Federal funds. If your organization does not already have a UEI Number, please visit the System for Award Management website, www.SAM.gov to register or update your organization. You will need to create a user account before registering or updating your organization. The SAM will ask you for the North American Industry Classification System or NAICS (pronounced "naykes") code that best describes your industry. The website has detailed instructions and user guides to assist in registering your organization. There is no fee for registering with SAM.

The UEI is comprised of a combination of 16 letters and numbers. You must be assigned a UEI before being approved as an Active Registrant.

## SAM Registration

All Project Applicants must have an Active Registration with the System for Award Management (SAM). HUD will not issue a grant agreement for awarded funds to a project applicant until an active SAM registration is verified. **Having an assigned UEI number does not guarantee that an organization has an active registration.**

Please visit the System for Award Management website, www.SAM.gov to register or update your organization. You will need to create a user account before registering or updating your organization. The SAM will ask you for the North American Industry Classification System or NAICS (pronounced "naykes") code that best describes your industry.

The website has detailed instructions and user guides to assist in registering your organization.

There is no fee for registering with SAM.

## ESSEX COUNTY
## DIVISION OF HOUSING AND COMMUNITY DEVELOPMENT

## CONTRACTOR CLEARANCE REQUIREMENTS

To be completed by all Bidders on Community Development Block Grant Projects

**Name of Company:** _____

**Address:** _____

**IRS TAX ID:** _____

**SAM UEI #:** _____ **SAM CAGE CODE #**_____

**PRINCIPALS**

| TITLE | NAME | ADDRESS | SOC SEC # |
|---|---|---|---|
| 1. | | | |
| 2. | | | |
| 3. | | | |

Are any of the company principals on the Federal or State List of Debarred or Suspended Contractors?

**YES** _____ **NO**_____

If Yes, please attach a detailed explanation for debarment or suspension

Form completed by:

_____ _____

**Print Name and Title** **Signature**

The above information is true to the best of my knowledge and belief. I understand any falsification of facts will result in a determination that the Company is ineligible to work on this project.

**DATE:** _____ **PROJECT:** _____

# AFFIRMATIVE ACTION PLAN

The employment policies and practices of _____ (hereinafter referred to as the Agency) are to recruit and to hire employees without discrimination because of race, religion, color, sex, age and national origin, and to treat them equally with respect to compensation and opportunities for advancement, including upgrading, promotion and transfer.

This Agency submits this Plan to assure compliance with Title VI of the Civil Rights Act of 1964, or Title VII, as amended in March 1972, whichever is applicable to the Agency, grant conditions and other provisions in OEO grants requiring non-discrimination in employment in all programs funded by OEO and Executive Order #11246 (where applicable), and/or other subsequent orders that may pertain to this program; and, to reaffirm its continued commitment to a program of equal opportunity and merit employment policies.

This Agency agrees to assert leadership within the community and to put forth the maximum effort to achieve full employment plus the utilization and development of the capabilities and productivity of all our citizens without regard to race, religion, color, sex, age and national origin.

This Agency further recognizes that the effective application of a policy of merit employment involves more than just a policy statement and will, therefore, undertake a program of affirmative action to make known that equal opportunities are available on the basis of individual merit and to encourage all persons to seek opportunities with the Agency and to strive for advancement of this basis.

_____

Signature of Agency Officer

P.L. 1975, C. 127 – Affirmative Action

CHECK THE BOX

( ) Fifty (50) or more employees in the entire firm or corporation
( ) Less than fifty (50) employees in the entire firm or corporation

For Firms of Fifty (50) or More Employees: An Employee Information Report (Form AA302) must be completed and returned to the (City, Town, Borough, Township) within seven (7) days after receipt of notification of intent to award contract or receipt of contract, whichever is sooner. An Affirmative Action Plan approved by the Federal Government or the New Jersey Affirmative Action Office is an acceptable alternate. In the space provided below, indicate whether your firm has met any of the requirements listed above. Indicate the number of New Jersey Affirmative Action Certificate of Approvals in the space provided.

For Firms of Less than Fifty (50) Employees: Vendors of less than fifty (50) employees are required to complete and return with bid an Affidavit of Affirmative Action, (see enclosed Exhibit). If during the term of contract the firm's workforce increases to fifty (50) or more employees, the public agency shall be notified. At this time, an Employee information Report (AA302) must be completed and returned to the (City, Town, Borough, Township).

INDICATE IN THE APPLICABLE BOXES BELOW WHETHER YOU HAVE MET ANY CRITERIA FOR COMPLIANCE WITH THE NEW JERSEY AFFIRMATIVE ACTION REGULATIONS.

FIRMS OF FIFTY (50) OR MORE EMPLOYEES

_____ A Federal Certificate of Approval has been received
(Proof of this will be required at the time of award)

_____ A New Jersey Affirmative Action Certificate of Approval has been received. The number is _____ (Proof of this will be required at the time of award)

I CERTIFY THAT THE ABOVE INFORMATION IS CORRECT TO THE BEST OF MY KNOWLEDGE.

FIRM NAME: _____

SIGNATURE: _____

TITLE: _____

DATE: _____ BID IDENTIFICATION: _____

NOTE: IF YOU ARE THE SUCCESFUL BIDDER, YOUR FIRM IS REQUIRED TO PROVIDE THE ABOVE

**AFFIRMATIVE ACTION AFFIDAVIT**

**(To be completed by firms with less than 50 employees)**

STATE OF NEW JERSEY )
) SS.
COUNTY OF ESSEX )

I, _____ of the (City, Town, Borough, Township) of _____, in the County of _____, State of _____, 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 _____, a bidder making a proposal upon the above named project

2. _____ does not have 50 or more employees, inclusive of all officers and employees of every type

3. I am familiar with the Affirmative Action requirements of P.L. 1975, C. 127 and the rules and regulations issued by the Treasurer, State of New Jersey, pursuant thereto.

4. _____ has complied with all Affirmative Action requirements of the State of New Jersey, including those required by P.L. 1975, C. 127, and the rules and regulations issued by the Treasurer, State of New Jersey, pursuant thereto.

5. I am aware that if _____ does not comply with P.L. 1975, C. 127, and the rules and regulations pursuant thereto, that no monies will be paid by the State of New Jersey, County of Essex, (City, Town, Borough, Township) of _____ , until an Affirmative Action Plan is approved. I am also aware that the contract may be terminated and the _____ may be debarred form all public contracts for a period of up to five (5) years.

6. In the event my workforce increases to 50 employees, I must contact the State Affirmative Action Office and complete the Employee Information Report

_____
Signature of Authorized Representative

Subscribed and Sworn to me
before me the _____ day of
_____, 2019

_____ _____
(SEAL) Notary Public of New Jersey Print Name and Title

COMMUNITY DEVELOPMENT FUNDED PROJECT
Essex County is an Equal Opportunity Employer



# HIGHLIGHTS OF HUD'S PROPOSED RULE

## AMENDING SECTION 3 OF THE HOUSING AND URBAN DEVELOPMENT ACT OF 1968

**What is Section 3?**

Section 3 of the Housing and Urban Development Act of 1968 (Section 3) ensures that HUD-funded jobs training, and contracts are provided to local low-income residents, particularly those that reside in public housing, and businesses that substantially employ them.

**Why is HUD Publishing a Proposed Rule to Amend the Current Section 3 Regulation?**

The current Section 3 regulation at 24 CFR § 135 is vague in areas that have proved to be confusing and lead to differing interpretations. The Section 3 proposed rule seeks to: 1) clarify obligations for PHAs and other grantees; 2) incorporate HUD programs that have been created since the publication of the current regulation; and 3) codifies "best practices" that have proved successful for providing employment and contracting opportunities.

**What is the Status of the Section 3 Proposed Rule?**

On [insert date] the Section 3 Proposed Rule was published in the Federal Register for a 60 day public comment period. To review the Section 3 Proposed Rule or provide public comments, please visit: www.huduser.org/portal/economicOpportunities.html

All comments must be received by: May 26, 2015

**What Are the Major Highlights of the Section 3 Proposed Rule?**

The Section 3 Proposed Rule:

1. Establishes clearer guidelines for achieving compliance "to the greatest extent feasible".
2. Requires "new hires" to work a minimum percentage of hours.
3. Revises the definition of a "Section 3 Business".
4. Sets a new funding threshold for non-PHA grantees.
5. Removes the 3% minimum numerical goal for non-construction contracts.
6. Requires PHAs and other grantees to monitor contractor payroll data.
7. Mandates reference to Section 3 requirements in Project Labor Agreements.
8. Incentivizes job retention and the provision of apprenticeship opportunities for Section 3 residents.
9. Allows grantees to accept self-certifications or presume eligibility.
10. Imposes penalties for failure to submit Section 3 annual reports.
11. Imposes program sanctions on PHAs and grantees that fail to comply.
12. Stipulates that relief may possibly be provided to aggrieved entities.

**How Do I Find Out More Information About Section 3?**

Please visit: www.hud.gov/section3

potentially misrepresented themselves. In such situations, HUD will request documentation to verify the businesses' eligibility. Businesses that are found to have misrepresented themselves will be removed from the Section 3 Business Registry and penalized (see HUD's Section 3 Business Registry webpage for more information).

To search for Section 3 businesses in your community, register your business, or learn more about HUD's Section 3 Business Registry, please visit: www.hud.gov/Sec3biz

## SECTION 3 AND HUD-FUNDED CONTRACTS

Section 3 requirements provide preference but not a guarantee to Section 3 residents and Section 3 businesses when new jobs, training, or contracting opportunities are created as a result of HUD funds. Section 3 residents and businesses are not entitled to jobs or contracts simply because they meet the eligibility criteria. Section 3 residents and businesses may need to demonstrate that they have the ability to perform successfully under the terms and conditions of proposed contracts and meet the qualifications for jobs or contracts they are seeking.

Section 3 residents or businesses that believe that they have been denied employment, training, or contracting opportunities associated with HUD-funded projects are encouraged to file a complaint with HUD at the appropriate Regional Office of Fair Housing and Equal Opportunity (FHEO). A copy of the Section 3 Complaint Form (HUD-958) and a list of FHEO Regional Offices can be found online at: www.hud.gov/Section3

U.S. Department of Housing and Urban Development



8804

www.hud.gov/Section3

HUD Form 972-English

# HUD SECTION 3
## BUSINESS REGISTRY



# WHAT IS SECTION 3?

Section 3 is a provision of the Housing and Urban Development (HUD) Act of 1968 that helps foster local economic development, neighborhood improvement, and individual self-sufficiency.

HUD investments in local communities represent one of the largest sources of federal funding, and the expenditure of these funds typically results in new contracts and jobs. The Section 3 requirements stipulate that local low-income persons, and businesses that substantially employ those persons, receive priority consideration for a percentage of new training, employment, and contracting opportunities that are created from certain HUD funds.

Please visit www.hud.gov/section3 for more information on the requirements of Section 3.

# WHAT IS A SECTION 3 BUSINESS?

*If your business meets one of the following criteria, you may be eligible to receive priority consideration when bidding on certain HUD-funded contracts or subcontracts:*

1) 51 percent or more owned by Section 3 residents; or

2) At least 30 percent of full-time, permanent staff are Section 3 residents (or were Section 3 residents within the last 3 years); or

3) Evidence of a commitment to subcontract 25 percent or more of the total dollar amount of all subcontracts to businesses that meet one of the criteria listed above.

# WHO ARE SECTION 3 RESIDENTS?

*If you meet one of the following criteria, you may be eligible to receive priority consideration when applying for certain HUD-funded jobs and training opportunities:*

1) Public housing residents; or

2) Low and very low-income persons who live in the metropolitan area or Non-metropolitan County where covered HUD funding is spent.

***To determine income eligibility in your community visit: http://www.huduser.org/portal/datasets/il.html***

# WHAT IS THE SECTION 3 BUSINESS REGISTRY?



The Section 3 Business Registry is a listing of businesses that have self-certified that they meet one of the eligibility criteria of a Section 3 business, and have submitted publicly available information about their firm (i.e. business name, address, type of services provided, etc.) to be included HUD's online database.

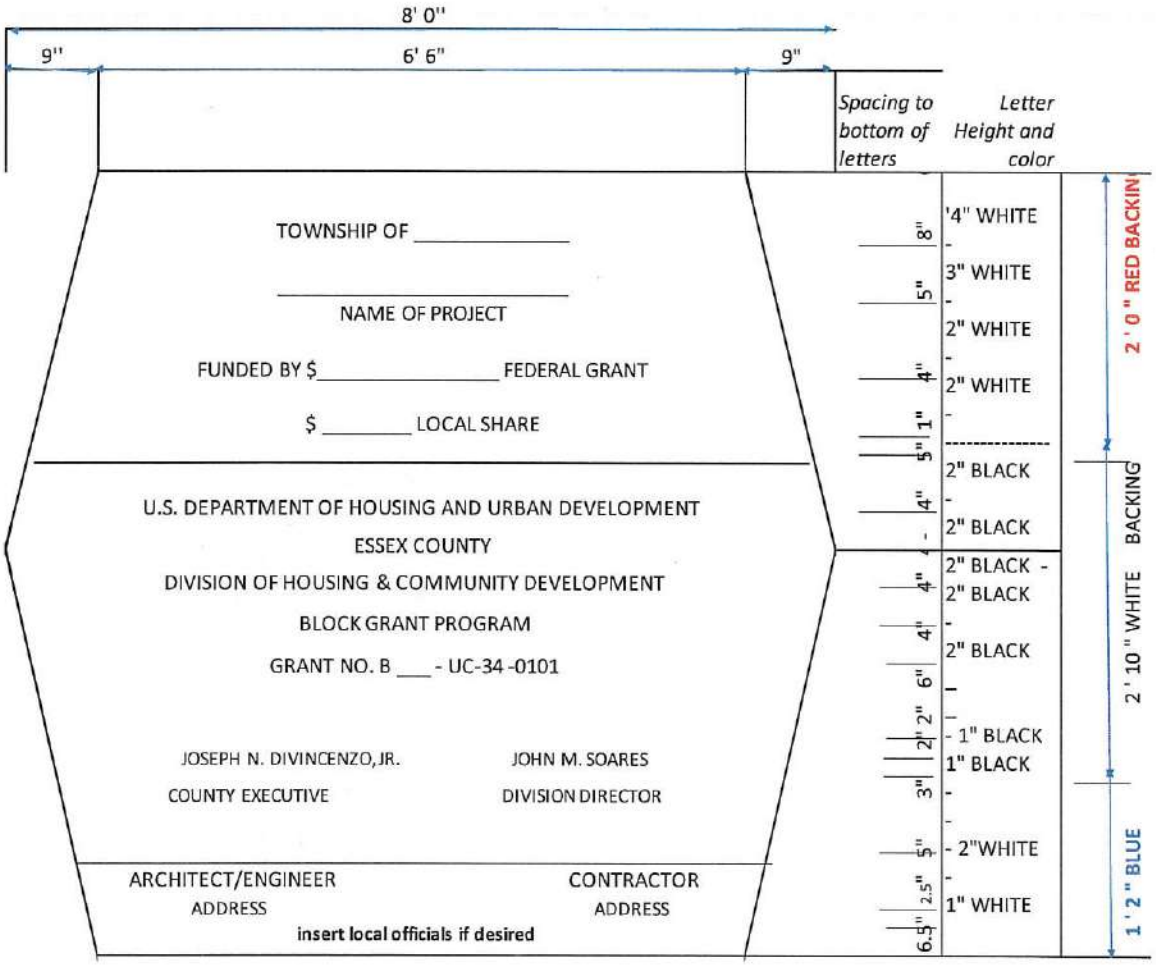


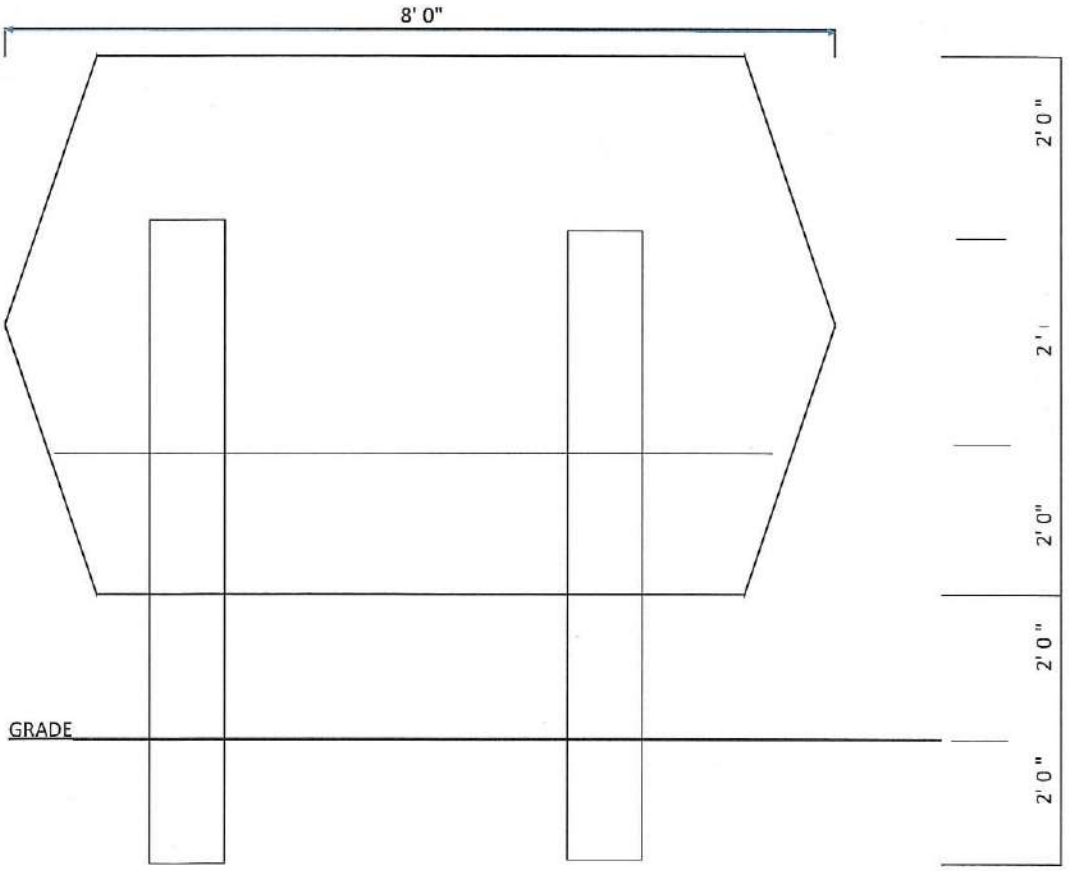
The Section 3 Business Registry will be used by Public Housing Authorities (PHAs); State, County, and local government agencies; property owners; developers; contractors; and others as a resource for finding local Section 3 businesses to be notified about HUD-funded contracting opportunities. Section 3 residents are also encouraged to use the registry to locate Section 3 businesses that may have new HUD-funded jobs as a result of recently awarded HUD-funded contracts.

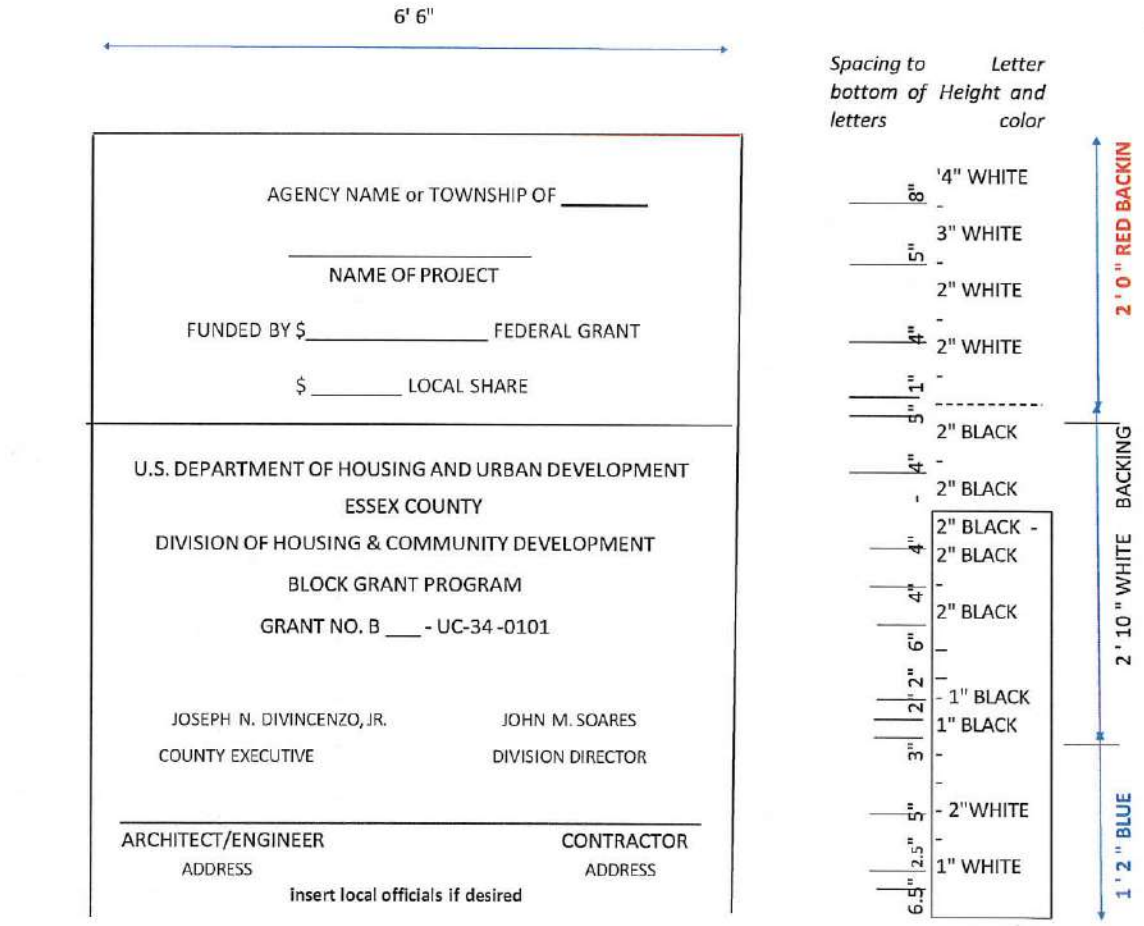
HUD will maintain the Section 3 Business Registry to assist agencies that receive HUD funds with meeting their Section 3 obligations. However, HUD does not verify information submitted by businesses and does not endorse the services they provide. Therefore, grantees and other users should perform due diligence to confirm eligibility before awarding contracts to firms in the Section 3 Business Registry.

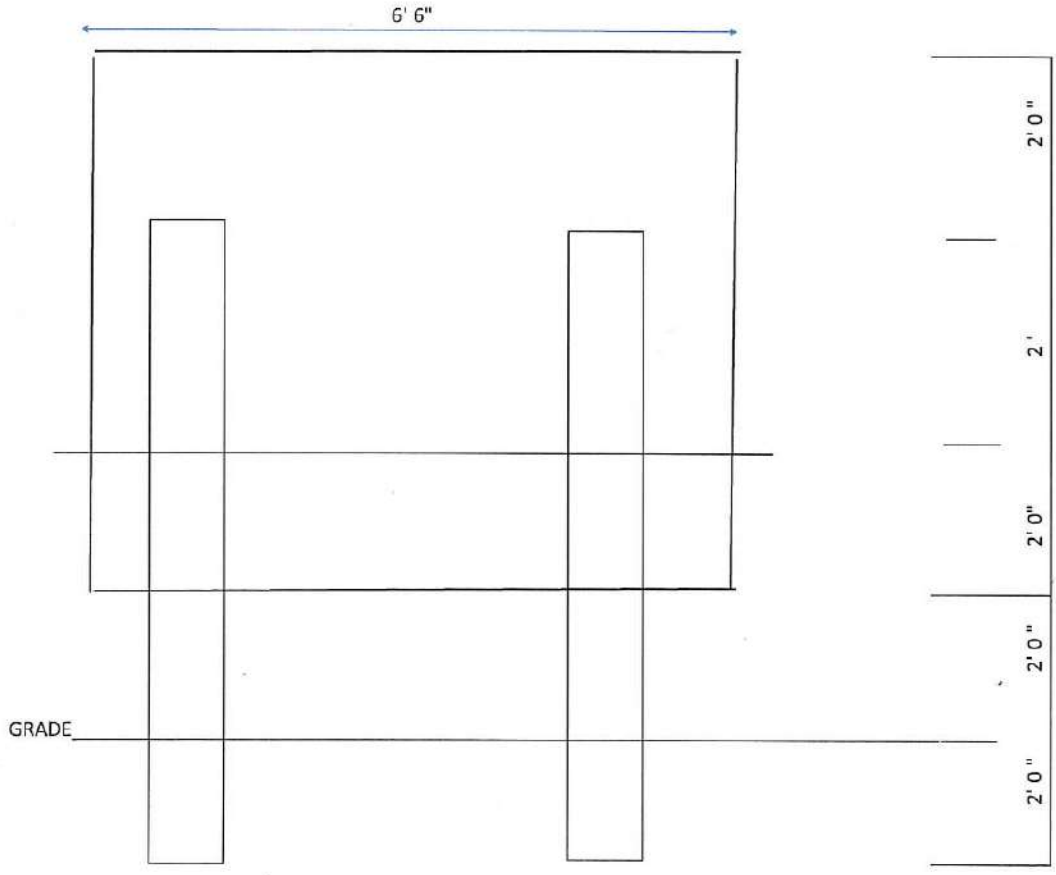
Contact HUD at sec3biz@hud.gov if you believe firms in HUD's Section 3 Business Registry have

*continued*


8' 0"
9"
6' 6"
9"
Spacing to bottom of letters
Letter Height and color
TOWNSHIP OF _____
_____
NAME OF PROJECT
FUNDED BY $_____ FEDERAL GRANT
$ _____ LOCAL SHARE
U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
ESSEX COUNTY
DIVISION OF HOUSING & COMMUNITY DEVELOPMENT
BLOCK GRANT PROGRAM
GRANT NO. B ___ - UC-34 -0101
JOSEPH N. DIVINCENZO, JR.
COUNTY EXECUTIVE
JOHN M. SOARES
DIVISION DIRECTOR
ARCHITECT/ENGINEER
ADDRESS
CONTRACTOR
ADDRESS
insert local officials if desired
8"
5"
4"
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- 1" BLACK
1" BLACK
- 2"WHITE
1" WHITE
2 ' 0 " RED BACKIN
2 ' 10 " WHITE BACKING
1 ' 2 " BLUE


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GRADE
2' 0 "
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2' 0 "
2' 0 "


6' 6"
AGENCY NAME or TOWNSHIP OF _____
NAME OF PROJECT
FUNDED BY $_____ FEDERAL GRANT
$ _____ LOCAL SHARE
U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
ESSEX COUNTY
DIVISION OF HOUSING & COMMUNITY DEVELOPMENT
BLOCK GRANT PROGRAM
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2 ' 10 " WHITE BACKING
1 ' 2 " BLUE


6' 6"
2' 0"
2'
2' 0"
2' 0"
2' 0"
GRADE

## BUILD AMERICA BUY AMERICA (BABA ) REGULATIONS

If total project costs (not just the CDBG award amount) **exceed $250,000**, the Grantee, the General Contractor and Sub Contractors must comply with the requirements of the Build America, Buy America (BABA) Act, 41 USC 8301 note, and all applicable rules and notices, as may be amended, if applicable to the Grantee's infrastructure project. Pursuant to HUD's Notice, "Public Interest Phased Implementation Waiver for FY 2022 and 2023 of Build America, Buy America Provisions as Applied to Recipients of HUD Federal Financial Assistance" (88 FR 17001), any funds obligated by HUD on or after the applicable listed effective dates, are subject to BABA requirements, unless excepted by a waiver. **The BABA requirement is waived for projects with a total cost that is $250,000 or less and/or for a *de minimis* portion whereby covered materials used in a project comprise no more than 5 percent of the total cost, up to $1 million.**

BABA requires that products purchased in connection with infrastructure projects funded by Federal financial assistance programs must be produced in the United States. This requirement is known as the **"Buy America Preference (BAP)."** The domestic content procurement preference requires that all iron, steel, manufactured products, and construction materials used in covered infrastructure projects are produced in the United States. Recipients of an award of Federal financial assistance from a program for infrastructure are hereby notified that none of the funds provided under this award may be used for a project for infrastructure unless:

(1) all **iron and steel** used in the project are produced in the United States--this means all manufacturing processes, from the initial melting stage through the application of coatings, occurred in the United States;

(2) all **manufactured products** (material or supply used in an infrastructure project that is not iron or steel or a construction material; when two or more materials are combined, they should be treated as a manufactured product) used in the project are produced in the United States—this means the manufactured product was manufactured in the United States; and the cost of the components of the manufactured product that are mined, produced, or manufactured in the United States is greater than 55 percent of the total cost of all components of the manufactured product, unless another standard for determining the minimum amount of domestic content of the manufactured product has been established under applicable law or regulation; and

(3) all **construction materials** are manufactured in the United States—this means that all manufacturing processes for the construction material occurred in the United States. The Buy America preference only applies to articles, materials, and supplies that are consumed in, incorporated into, or affixed to an infrastructure project. As such, it does not apply to tools, equipment, and supplies, such as temporary scaffolding, brought to the construction site and removed at or before the completion of the infrastructure project. Nor does a Buy America preference apply to equipment and furnishings, such as movable chairs, desks, and portable computer equipment, that are used at or within the finished infrastructure project but are not an integral part of the structure or permanently affixed to the infrastructure project.

**Construction materials include** plastic materials such as PVC pipe, glass, lumber, and drywall. The definition of construction materials does not include cement and aggregates (stone, sand, gravel).

# MEETING FEDERAL LABOR STANDARDS

# FOR

# COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) FUNDED PROJECTS

**JOSEPH N. DI VINCENZO, JR**
**Essex County Executive**

**JOHN M. SOARES**
**Division Director**

**Revised 11.18.24**

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# INTRODUCTION

**ESSEX COUNTY DIVISION OF HOUSING AND COMMUNITY DEVELOPMENT**
**The Essex County Economic Development Center**
**20 Crestmont Road, Verona, New Jersey 07044**
**Tel (973) 655-0200**

This information packet has been prepared for the purpose of explaining the Federal Labor Standards Provisions as required by the Housing and Urban-Rural Recovery Act of 1983. In the following pages, the responsibilities and obligations of HUD, Title I recipients and contractors working on CDBG funded projects are detailed.

Included are explanations of the statutory provisions and sanctions, general terms and conditions, Labor Standards Provisions that should become part of the contract documents, and the Contractor Certification of Eligibility for all contractors.

In addition, actual forms, which must be utilized, will be made available. Although the regulations and procedures may initially appear to be complicated, the intent of this implementation process stresses prevention and, if carefully followed, should be effective in preventing labor standard violations and minimizing the impact of those which do occur.

Any questions occurring during project implementation should be addressed to the Program Monitor assigned to the project.

## SANCTIONS

The following sanctions are operable:

A. Where the recipient's performance with respect to labor standards, administration, and enforcement is found not to be in conformance with the requirements of the Housing and Community Development Act of 1974 and the applicable implementing regulations of HUD, the provisions of Section 570:913 of the Regulations (Other remedies for noncompliance) are effective. Payments may be terminated, reduced, or otherwise limited.

B. Violations of the Copeland Act by contractors could be the basis for termination of contract and could result in criminal prosecution by the Federal Government pursuant to 18 U.S.C. 874. Fraudulent execution of the requisite statements of compliance could result in prosecution under the False Information Act 18 U.S.C. 1001, 18 U.S.C. 1020, or 31 U.S.C. 231. The making of false statements is a felony.

C. Violations of the Contract Work Hours and Safety Standards Act make the contractor and any subcontractor responsible and liable for unpaid wages and for liquidated damages to the United States in the Sum of $10.00 per man per day for each violation. Intentional violations are a Federal misdemeanor, punishable for each and every offense by a fine of not more than $1,000 or by imprisonment for not more than 6 months, or both. Violations may also be grounds for termination of contract.

D. Violations of the Davis-Bacon Act may result in suspension of the project payment, advance or guarantee of funds until such time as the violations are discontinued or until sufficient funds are withheld to compensate employees for the wages to which they are entitled. Violations may also result in contract termination, suspension, or debarment of the contractor or subcontractor.

E. Debarment recommendations pursuant to 29 CFR Part 5.6 shall be made by the appropriate HUD area office director accompanied by substantiating material and forwarded to the Regional Administrator, Attention Labor Relations Officer for Review. In turn, subject recommendation with comment shall be referred to the Assistant to the Secretary for Labor Relations for review and submission to the Department of Labor for appropriate action.

# REHABILITATION ACT OF 1973

## PUBLIC LAW 93-112

## NONDISCRIMINATION UNDER FEDERAL GRANTS

Sec. 504. No otherwise qualified handicapped individual in the United States, as defined in Section 7 (6), shall, solely by reason of his/her handicap, be excluded from the participation in, be denied the benefits of, or be subject to discrimination under any program or activity receiving Federal Financial Assistance.

Approved September 26, 1973.

See #5 of General Terms and Conditions - Architectural Barrier Act.

DEPARTMENT OF ECONOMIC DEVELOPMENT, TRAINING AND EMPLOYMENT
DIVISION OF HOUSING & COMMUNITY DEVELOPMENT
20 Crestrmont Road
Verona, New Jersey 07044
Tel. (973) 655-0200

**Joseph N. DiVincenzo, Jr.**
Essex County Executive

**Anibal Ramos, Jr.**
Department Director

## CONTRACTOR CERTIFICATION OF ELIGIBILITY

I,_____ of _____
(Name of Contractor) (Name of Firm)

by entering into this contract certify that neither I, nor my firm, nor any person or firm who has an interest in my firm, is a person or firm ineligible to be awarded government contracts by virtue of section 3 (a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1).

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

The penalty for making false statement is prescribed in the US Criminal Code, 18USC 1001.

DATE: _____

PROJECT AND YEAR: _____

TOWN: _____

SIGNATURE: _____

**DEPARTMENT OF ECONOMIC DEVELOPMENT, TRAINING AND EMPLOYMENT**

**DIVISION OF HOUSING & COMMUNITY DEVELOPMENT**

20 Crestmont Road

Verona, New Jersey 07044

Tel. (973) 655-0200

**Joseph N. DiVincenzo, Jr.**
Essex County Executive

**Anibal Ramos, Jr**
Department Director

**John M. Soares**
Division Director

## SUB CONTRACTOR CERTIFICATION OF ELIGIBILITY

I, _____ of _____
(Name of Sub Contractor) (Name of Firm)

by entering into this contract certify that neither I, nor my firm, nor any person or firm who has an interest in my firm, is a person or firm ineligible to be awarded government contracts by virtue of section 3 (a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1).

The penalty for making a false statement is prescribed in the US Criminal Code, 18USC 1001.

PROJECT NAME:_____ CONTRACT AMOUNT $ _____

NATURE OF WORK TO BE PERFORMED: _____

WORKMEN WILL REPORT FOR WORK ON OR ABOUT _____

GENERAL CONTRATORS NAME: _____

SIGNATURE: _____ DATE: _____

# CONTRACT FOR COMMUNITY DEVELOPMENT PROJECTS

## SUMMARY

Listed below are the terms, conditions, and provisions, which must be followed for projects, funded in whole or in part with Community Development Funds. A more complete explanation of each requirement is to be found on the following pages.

## GENERAL TERMS AND CONDITIONS

1. Lead Base Paint Prohibition
2. Compliance with Air and Water Acts
3. Interest of Members of Congress
4. Interest of Members, Officers or Employees (present & former)
5. Architectural Barriers Act
6. Provisions for Training, Employment & Business Opportunities
7. Termination Contract for Cause
8. Termination for Convenience of Municipality/Borrowing Entity
9. Changes
10. Assignability
11. Reports and Information
12. Records and Audits
13. Copyright
14. Patent Rights
15. Compliance with Local Laws
16. Indemnification
17. Equal Employment Opportunity
18. Performance Bonds
19. Payment Bond
20. Bid Guarantee
21. Maintenance Bond

# CONTRACT FOR COMMUNITY DEVELOPMENT PROJECTS
## General Terms and Conditions

**1. LEAD BASE PAINT PROHIBITION:**

The use of lead base paint on applicable surfaces of any residential structure undergoing construction or reconstruction through funds provided in whole or in part under Title I of the Housing and Community Development Act of 1974 is prohibited. The contractor shall conform to the provisions of 24 CFR 35 and the "Lead Base Paint Poisoning Prevention Act" 42 USC 4841 (3).

**2. COMPLIANCE WITH AIR AND WATER ACT:**

Contractors and sub grants of amounts in excess of $100,000 shall contain a provision which requires the recipient to agree to comply with all applicable standards, orders, or regulations issued pursuant to the Clean Air Act of 1970 (42 USC 1857 et seq.) and the Federal Water Pollution Control Act 33 USC 1251 et seq. as amended. Violations shall be reported to the grantor agency and the Regional Office of the Environmental Protection Agency.

**3. INTEREST OF MEMBERS OF CONGRESS:**

No member of or delegate to the Congress of the United States of America or Resident Commissioner shall be admitted to any share or part of this contract or to any benefit to arise therefrom, but this provision shall not be construed to extend this contract if made with a corporation for its general benefit.

**4. INTEREST OF MEMBERS, OFFICERS, OR EMPLOYEES AND FORMER MEMBERS, OFFICERS, OR EMPLOYEES:**

No member, officer, or employee of the County, Municipality, or the governing body of the locality in which the project is situated and no other public official of such locality or localities who exercises any functions or responsibilities with respect to the project shall, during his tenure, or for one year thereafter, have any interest, direct or indirect, in this contract or the proceeds thereof.

**5. ARCHITECTURAL BARRIERS ACT:**

The design of any facility (building, outdoor recreation or restroom facility) must comply with the "American Standard Specifications for Making Building and Facilities Accessible and Usable by the Physically Handicapped". (See 41 CFR 101 -19.603).

6. **PROVISIONS FOR TRAINING, EMPLOYMENT, AND BUSINESS OPPORTUNITIES:**

A. The work to be performed under this contract is on a project assisted under a program providing direct federal financial assistance from the Department of Housing and Urban Development and is subject to the requirements of Section 3 of the Housing and Urban Development Act of 1968, as amended, 12 USC 170LU. Section 3 requires that to the greatest extent feasible opportunities for training and employment in given lower income residents of the project areas and contracts for work in connection with the project be awarded to business concerns which are located in, or owned in substantial part, by persons residing in the area of the project.

B. Parties to this contract will comply with provisions of said Section 3 and the regulations issued pursuant thereto by the Secretary of Housing and Urban Development set forth in 24 CFR 135, and all applicable rules and orders of the Department issued thereunder prior to the execution of this contract. The parties to this contract certify and agree that they are under no contractual or other disability, which would prevent them from complying with these requirements.

C. The contractor will send to each labor organization or representative of workers with which he has a collective bargaining agreement or other contract or understanding, if any, a notice advising the said organization or workers' representative of his commitments under this Section 3 clause and shall post copies of the notice in conspicuous places available to employees and applicants for employment or training.

D. The contractor will include this Section 3 Clause in every subcontract for work in connection with the project and will, at the direction of the applicant for or recipient of federal financial assistance, take appropriate action pursuant to the subcontract upon a finding that the subcontractor is in violation of regulations issued by the Secretary of Housing and Urban Development, 24 CFR 135. The Contractor will not subcontract with any subcontractor where it has notice or knowledge that the latter has been found in violation of regulations under 24 CFR 135 and will not let any subcontract unless the subcontractor has first provided it with a preliminary statement of ability to comply with the requirements of these regulations.

E. Compliance with the provisions of Section 3, the regulations set forth in 24 CFR 135, and all applicable rules and orders of the Department issued thereunder prior to the execution of the contract shall be a condition of the federal financial assistance provided to the project, binding upon the applicant or recipient for such assistance, its successors, and assigns.

Failure to fulfill these requirements shall subject the applicant or recipient, its contractors and subcontractors, its successors and assigns to those sanctions specified by the grant or loan agreement or contract through which federal assistance is provided, and to such sanctions as are specified in 24 CFR 135.

7. **TERMINATION OF CONTRACT FOR CAUSE:**

If through any cause, the contractor shall fail to fulfill in a timely and proper manner his obligations under this contract, or if the contractor shall violate any of the covenants, agreements, or stipulations of this contract, the Municipality shall thereupon have the right to terminate this contract by giving written notice to the contractor of such termination and specifying the effective date thereof, at least five (5) days before the effective date of such termination. On such event, all finished or unfinished documents, date, studies, surveys, drawings, maps, models, photographs, and reports prepared by the contractor under this contract shall, at the option of the Municipality, become its property and the contractor shall be entitled to receive just and equitable compensation for any work satisfactorily completed hereunder.

Notwithstanding the above, the contractor shall not be relieved of liability to the Municipality for damages sustained by the Municipality by virtue of any breach of the contract by the contractor, and the Municipality may withhold any payments to the contractor for the purpose of set-off until such time as the exact amount of damages due the Municipality from the contractor is determined.

8. **TERMINATION FOR CONVENIENCE OF MUNICIPALITY:**

The Municipality may terminate this contract at any time by giving at least ten (10) days notice in writing from the Municipality to the contractor. If the contract is terminated by the Municipality, as provided herein, the contractor will be paid an amount which bears the same ratio to the total compensation as the services actually performed bear to the total services of the contractor covered by this contract, less payments of compensation previously made: Provided, however, that if less than sixty percent (60%) of the services covered by this contract have been performed upon the effective date of such termination, the contractor shall be reimbursed (in addition to the above payment) for the portion of the actual out-of pocket expenses (not otherwise reimbursed under the contract) incurred by the contractor during the contract period which are directly attributable to the uncompleted portion of the services covered by this contract.

## 9. CHANGES

The Municipality may, from time to time, request changes in the scope of the services of the Contractor to be performed hereunder. Such changes, including any increase or decrease in the amount of the Contractor's compensation, which are mutually agreed upon by and between the Municipality and the Contractor, shall be incorporated in written amendments to this contract.

## 10. ASSIGNABILITY

The contractor shall not assign any interest in this contract, and shall not transfer any interest in the same (whether by assignment or novation) without the prior written consent of the Municipality thereto: Provided, however, that claims for money due or to become due to contractor from the Municipality under this contract may be assigned to a bank, trust company, or other financial institution without such approval. Notice of any such assignment or transfer shall be furnished promptly to the Municipality.

## 11. REPORTS AND INFORMATION:

The contractor, at such times and in such forms as Essex County, the Secretary of HUD and/or the Municipality may require, shall furnish Essex County, the Department of HUD and/or the Municipality such periodic reports as it may request pertaining to the work or services undertaken pursuant to this contract, the costs and obligations incurred, or to be incurred, in connection therewith, and any other matters covered by this contract.

## 12. RECORDS AND AUDITS:

The contractor shall maintain accounts and records, including personnel, property and financial records, adequate to identify and account for all costs pertaining to the contract and such other records as may be deemed necessary by the Municipality, Essex County, or the Department of HUD to assure proper accounting for all project funds, both federal and nonfederal shares. These records will be made available for audit purposes to the Municipality, Essex County, or the Department of HUD, or the Comptroller General of the United States or any authorized representative, and will be retained for three (3) years after the expiration of this contract unless permission to destroy them is granted by both the Municipality, Essex County and Department of HUD.

## 13. COPYRIGHT

No report, maps or other documents produced in whole or in part under this contract shall be the subject of an application for copyright by or on behalf of the contractor.

## 14. PATENT RIGHTS

In the event that any invention, improvement, or discovery may be conceived or first actually reduced to practice by the contractor or its employees, in the course of or under this contract or any subcontract, the contractor shall give prompt notice thereof to Essex County. Any such invention, improvement, or discovery, together with all information, designs, specifications, know-how, data, patent rights, and findings in connection therewith which arose or were developed in the hereunder, shall be made available to the public through dedication, assignment to the Government of the United States of America, or such other means as HUD shall determine.

## 15. COMPLIANCE WITH LOCAL LAWS:

The contractor shall comply with all applicable laws, ordinance, and codes of the State and Local Governments.

## 16. INDEMNIFICATION

The contractor shall indemnify and hold harmless the Municipality and its agents and employees from against all claims, damages, losses, and expenses, including attorneys fees arising out of or resulting from performance of the work, provided that any such claim, damage, loss, or expense (a) is attributable to bodily injury, sickness, disease or death, or to injury to or destruction of tangible property (other than the work itself) including the loss of use resulting therefrom; and (b) is caused in whole or in part by any negligent act or omission of the contractor, any subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, regardless of whether or not it is caused in part by a party indemnified hereunder. In any and all claims against the Municipality or any of its agents or employees by any employee of the contractor, any of them or anyone for whose acts any of them may be liable, the indemnification obligation under this paragraph shall not be limited in any way by any limitation on the amount or type of damages, compensation or benefits payable by or for the contractor or any subcontractor under workmen's compensation acts, disability benefits acts, or other employee benefit acts.

## 17. EQUAL EMPLOYMENT OPPORTUNITY:

A. This clause applies to contracts not exceeding $10,000:

The contractor shall not discriminate against any employee or applicant for employment because of race, color, religion, sex or national origin. The contractor shall take affirmative action to insure that applicants for employment are employed, and that employees are treated during employment, without regard to their race, color, religion, sex or national origin. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor shall post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Government setting forth the provisions of this nondiscrimination clause. The Contractor shall state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin. The contractor shall incorporate the foregoing requirements of this paragraph in all of its subcontracts for work performed under the terms and conditions of this contract. A breach of this provision may be grounds for contract termination.

B. This Clause applies to contracts in excess of $10,000:

1. The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided setting forth the provisions of this Equal Opportunity Clause.

2. The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin.

3. The contractor will send to each labor union or representative of workers with which he/she has a collective bargaining agreement or other contract or understanding, a notice to be provided advising the labor union of the Contractor's commitments under this Equal Opportunity clause and shall post copies of the Notice in conspicuous places available to employees and applicants for employment.

4. The contractor will comply with all provisions of Executive order 11246 of September 24, 1965, and all of the rules, regulations, and relevant orders of the Secretary of Labor.

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

6. In the event of the Contractor's noncompliance with the Equal Opportunity Clause of this contract, or with any of such rules, regulations, or orders, this contract may be cancelled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

7. The contractor will include the statement preceding subparagraph 1 and the provision of subparagraph 1 through 8 in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to Section 204 of Executive Order 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as HUD may direct as a means of enforcing such provisions including sanctions for noncompliance: Provided, however, that in the event the contractor becomes involved in or is threatened with litigation with a subcontractor or vendor as a result of such direction by HUD, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

8. A breach of Paragraph 1, 3, 4, 5, 6, and 7 may be grounds for termination of the contract and for debarment as provided in 20 CFR 5.6.

## 18. PERFORMANCE BOND

The contractor shall post a Performance Bond for 100% of the contract price.

## 19. PAYMENT BOND

The contractor shall post a payment bond for 100% of the contract price to assure payment of all persons supplying labor and materials in the execution of work provided for in the contract.

## 20. BID GUARANTEE

The contractor shall post a bid guarantee bond for 10% of the bid price as assurance that the bidder will, upon acceptance of his/her bid, execute such contractual documents as may be required within the time specified.

## 21. MAINTENANCE BOND

Upon completion of projects the municipality involved will certify as to the acceptance of the job and will produce a maintenance bond prior to or at the time the final payment is requested. A percentage of the contract is usually held until the completion of the job. This is the retainage, which consists of the final payment request. If a maintenance bond is not secured by Contractor then the retainage will be held in lieu of maintenance bond, for a period of 1 year. The entire project file is reviewed prior to payment of final voucher assure compliance has been met with all Federal Labor Standards Provisions and the M & C procedures as set forth by this office. If items are missing, the contractor should be given written notice and a copy sent to the municipal contact person.

**Applicability**

The Project or Program to which the construction work covered by this contract pertains is being assisted by the United States of America and the following Federal Labor Standards Provisions are included in this Contract pursuant to the provisions applicable to such Federal assistance.

**A. 1. (i) Minimum Wages.** All laborers and mechanics employed or working upon the site of the work, will be paid unconditionally and not less often than once a week, and without subsequent deduction or rebate on any account (except such payroll deductions as are permitted by regulations issued by the Secretary of Labor under the Copeland Act (29 CFR Part 3), the full amount of wages and bona fide fringe benefits (or cash equivalents thereof) due at time of payment computed at rates not less than those contained in the wage determination of the Secretary of Labor which is attached hereto and made a part hereof, regardless of any contractual relationship which may be alleged to exist between the contractor and such laborers and mechanics. Contributions made or costs reasonably anticipated for bona fide fringe benefits under Section l(b)(2) of the Davis-Bacon Act on behalf of laborers or mechanics are considered wages paid to such laborers or mechanics, subject to the provisions of 29 CFR 5.5(a)(1)(iv); also, regular contributions made or costs incurred for more than a weekly period (but not less often than quarterly) under plans, funds, or programs, which cover the particular weekly period, are deemed to be constructively made or incurred during such weekly period.

Such laborers and mechanics shall be paid the appropriate wage rate and fringe benefits on the wage determination for the classification of work actually performed, without regard to skill, except as provided in 29 CFR 5.5(a)(4). Laborers or mechanics performing work in more than one classification may be compensated at the rate specified for each classification for the time actually worked therein: Provided, That the employer's payroll records accurately set forth the time spent in each classification in which work is performed. The wage determination (including any additional classification and wage rates conformed under 29 CFR 5.5(a)(1)(ii) and the Davis-Bacon poster (WH-1321) shall be posted at all times by the contractor and its subcontractors at the site of the work in a prominent and accessible, place where it can be easily seen by the workers.

**(ii)** (a) Any class of laborers or mechanics which is not listed in the wage determination and which is to be employed under the contract shall be classified in conformance with the wage determination. HUD shall approve an additional classification and wage rate and fringe benefits therefor only when the following criteria have been met:

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

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

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

**(b)** If the contractor and the laborers and mechanics to be employed in the classification (if known), or their representatives, and HUD or its designee agree on the classification and wage rate (including the amount designated for fringe benefits where appropriate), a report of the action taken shall be sent by HUD or its designee to the Administrator of the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, Washington, D.C. 20210. The Administrator, or an authorized representative, will approve, modify, or disapprove every additional classification action within 30 days of receipt and so advise HUD or its designee or will notify HUD or its designee within the 30-day period that additional time is necessary. (Approved by the Office of Management and Budget under OMB control number 1215-0140.)

**(c)** In the event the contractor, the laborers or mechanics to be employed in the classification or their representatives, and HUD or its designee do not agree on the proposed classification and wage rate (including the amount designated for fringe benefits, where appropriate), HUD or its designee shall refer the questions, including the views of all interested parties and the recommendation of HUD or its designee, to the Administrator for determination. The Administrator, or an authorized representative, will issue a determination within 30 days of receipt and so advise HUD or its designee or will notify HUD or its designee within the 30-day period that additional time is necessary. (Approved by the Office of Management and Budget under OMB Control Number 1215-0140.)

**(d)** The wage rate (including fringe benefits where appropriate) determined pursuant to subparagraphs (1)(ii)(b) or (c) of this paragraph, shall be paid to all workers performing work in the classification under this contract from the first day on which work is performed in the classification.

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

**(iv)** If the contractor does not make payments to a trustee or other third person, the contractor may consider as part

of the wages of any laborer or mechanic the amount of any costs reasonably anticipated in providing bona fide fringe benefits under a plan or program, Provided, That the Secretary of Labor has found, upon the written request of the contractor, that the applicable standards of the Davis-Bacon Act have been met. The Secretary of Labor may require the contractor to set aside in a separate account assets for the meeting of obligations under the plan or program. (Approved by the Office of Management and Budget under OMB Control Number 1215-0140.)

**2. Withholding.** HUD or its designee shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld from the contractor under this contract or any other Federal contract with the same prime contractor, or any other Federally-assisted contract subject to Davis-Bacon prevailing wage requirements, which is held by the same prime contractor so much of the accrued payments or advances as may be considered necessary to pay laborers and mechanics, including apprentices, trainees and helpers, employed by the contractor or any subcontractor the full amount of wages required by the contract In the event of failure to pay any laborer or mechanic, including any apprentice, trainee or helper, employed or working on the site of the work, all or part of the wages required by the contract, HUD or its designee may, after written notice to the contractor, sponsor, applicant, or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds until such violations have ceased. HUD or its designee may, after written notice to the contractor, disburse such amounts withheld for and on account of the contractor or subcontractor to the respective employees to whom they are due. The Comptroller General shall make such disbursements in the case of direct Davis-Bacon Act contracts.

**3. (i) Payrolls and basic records.** Payrolls and basic records relating thereto shall be maintained by the contractor during the course of the work preserved for a period of three years thereafter for all laborers and mechanics working at the site of the work. Such records shall contain the name, address, and social security number of each such worker, his or her correct classification, hourly rates of wages paid (including rates of contributions or costs anticipated for bona fide fringe benefits or cash equivalents thereof of the types described in Section l(b)(2)(B) of the Davis-bacon Act), daily and weekly number of hours worked, deductions made and actual wages paid. Whenever the Secretary of Labor has found under 29 CFR 5.5 (a)(1)(iv) that the wages of any laborer or mechanic include the amount of any costs reasonably anticipated in providing benefits under a plan or program described in Section l(b)(2)(B) of the Davis-Bacon Act, the contractor shall maintain records which show that the commitment to provide such benefits is enforceable, that the plan or program is financially responsible, and that the plan or program has been communicated in writing to the laborers or mechanics affected, and records which show the costs anticipated or the actual cost incurred in providing such benefits. Contractors employing apprentices or trainees under approved programs shall maintain written evidence of the registration of apprenticeship programs and certification of trainee programs, the registration of the apprentices and trainees, and the ratios and wage rates prescribed in the applicable programs. (Approved by the Office of Management and Budget under OMB Control Numbers 1215-0140 and 1215-0017.)

(ii) (a) The contractor shall submit weekly for each week in which any contract work is performed a copy of all payrolls to HUD or its designee if the agency is a party to the contract, but if the agency is not such a party, the contractor will submit the payrolls to the applicant sponsor, or owner, as the case may be, for transmission to HUD or its designee. The payrolls submitted shall set out accurately and completely all of the information required to be maintained under 29 CFR 5.5(a)(3)(i) except that full social security numbers and home addresses shall not be included on weekly transmittals. Instead the payrolls shall only need to include an individually identifying number for each employee (e.g., the last four digits of the employee's social security number). The required weekly payroll information may be submitted in any form desired. Optional Form WH-347 is available for this purpose from the Wage and Hour Division Web site at http://www.dol.gov/esa/whd/forms/wh347instr.htm or its successor site. The prime contractor is responsible for the submission of copies of payrolls by all subcontractors. Contractors and subcontractors shall maintain the full social security number and current address of each covered worker, and shall provide them upon request to HUD or its designee if the agency is a party to the contract, but if the agency is not such a party, the contractor will submit the payrolls to the applicant sponsor, or owner, as the case may be, for transmission to HUD or its designee, the contractor, or the Wage and Hour Division of the Department of Labor for purposes of an investigation or audit of compliance with prevailing wage requirements. It is not a violation of this subparagraph for a prime contractor to require a subcontractor to provide addresses and social security numbers to the prime contractor for its own records, without weekly submission to HUD or its designee. (Approved by the Office of Management and Budget under OMB Control Number 1215-0149.)

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

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

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

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

**(c)** The weekly submission of a properly executed certification set forth on the reverse side of Optional Form WH-347 shall satisfy the requirement for submission of the "Statement of Compliance" required by subparagraph A.3.(ii)(b).

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

**(iii)** The contractor or subcontractor shall make the records required under subparagraph A.3.(i) available for inspection, copying, or transcription by authorized representatives of HUD or its designee or the Department of Labor, and shall permit such representatives to interview employees during working hours on the job. If the contractor or subcontractor fails to submit the required records or to make them available, HUD or its designee may, after written notice to the contractor, sponsor, applicant or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds. Furthermore, failure to submit the required records upon request or to make such records available may be grounds for debarment action pursuant to 29 CFR 5.12.

**4. Apprentices and Trainees.**

**(i) Apprentices.** Apprentices will be permitted to work at less than the predetermined rate for the work they performed when they are employed pursuant to and individually registered in a bona fide apprenticeship program registered with the U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship Training, Employer and Labor Services, or with a State Apprenticeship Agency recognized by the Office, or if a person is employed in his or her first 90 days of probationary employment as an apprentice in such an apprenticeship program, who is not individually registered in the program, but who has been certified by the Office of Apprenticeship Training, Employer and Labor Services or a State Apprenticeship Agency (where appropriate) to be eligible for probationary employment as an apprentice. The allowable ratio of apprentices to journeymen on the job site in any craft classification shall not be greater than the ratio permitted to the contractor as to the entire work force under the registered program. Any worker listed on a payroll at an apprentice wage rate, who is not registered or otherwise employed as stated above, shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any apprentice performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. Where a contractor is performing construction on a project in a locality other than that in which its program is registered, the ratios and wage rates (expressed in percentages of the journeyman's hourly rate) specified in the contractor's or subcontractor's registered program shall be observed. Every apprentice must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen hourly rate specified in the applicable wage determination. Apprentices shall be paid fringe benefits in accordance with the provisions of the apprenticeship program. If the apprenticeship program does not specify fringe benefits, apprentices must be paid the full amount of fringe benefits listed on the wage determination for the applicable classification. If the Administrator determines that a different practice prevails for the applicable apprentice classification, fringes shall be paid in accordance with that determination. In the event the Office of Apprenticeship Training, Employer and Labor Services, or a State Apprenticeship Agency recognized by the Office, withdraws approval of an apprenticeship program, the contractor will no longer be permitted to utilize apprentices at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

**(ii) Trainees.** Except as provided in 29 CFR 5.16, trainees will not be permitted to work at less than the predetermined rate for the work performed unless they are employed pursuant ',to and individually registered in a program which has received prior approval, evidenced by formal certification by the U.S. Department of Labor, Employment and Training Administration. The ratio of trainees to journeymen on the job site shall not be greater than permitted under the plan approved by the Employment and Training Administration. Every trainee must be paid at not less than the rate specified in the approved program for the trainee's level of progress, expressed as a percentage of the journeyman hourly rate specified in the applicable wage determination. Trainees shall be paid fringe benefits in accordance with the provisions of the trainee program. If the trainee program does not mention fringe benefits, trainees shall be paid the full amount of fringe benefits listed on the wage determination unless the Administrator of the Wage and Hour Division determines that there is an apprenticeship program associated with the corresponding journeyman wage rate on the wage determination which provides for less than full fringe benefits for apprentices. Any employee listed on the payroll at a trainee rate who is not registered and participating in a training plan approved by

the Employment and Training Administration shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. In addition, any trainee performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. In the event the Employment and Training Administration withdraws approval of a training program, the contractor will no longer be permitted to utilize trainees at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

**(iii) Equal employment opportunity.** The utilization of apprentices, trainees and journeymen under 29 CFR Part 5 shall be in conformity with the equal employment opportunity requirements of Executive Order 11246, as amended, and 29 CFR Part 30.

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

**6. Subcontracts.** The contractor or subcontractor will insert in any subcontracts the clauses contained in subparagraphs 1 through 11 in this paragraph A and such other clauses as HUD or its designee may by appropriate instructions require, and a copy of the applicable prevailing wage decision, and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for the compliance by any subcontractor or lower tier subcontractor with all the contract clauses in this paragraph.

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

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

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

**10. (i) Certification of Eligibility.** By entering into this contract the contractor certifies that neither it (nor he or she) nor any person or firm who has an interest in the contractor's firm is a person or firm ineligible to be awarded Government contracts by virtue of Section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1) or to be awarded HUD contracts or participate in HUD programs pursuant to 24 CFR Part 24.

**(ii)** No part of this contract shall be subcontracted to any person or firm ineligible for award of a Government contract by virtue of Section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1) or to be awarded HUD contracts or participate in HUD programs pursuant to 24 CFR Part 24.

**(iii)** The penalty for making false statements is prescribed in the U.S. Criminal Code, 18 U.S.C. 1001. Additionally, U.S. Criminal Code, Section 1 01 0, Title 18, U.S.C., "Federal Housing Administration transactions", provides in part: "Whoever, for the purpose of . . . influencing in any way the action of such Administration..... makes, utters or publishes any statement knowing the same to be false..... shall be fined not more than $5,000 or imprisoned not more than two years, or both."

**11. Complaints, Proceedings, or Testimony by Employees.** No laborer or mechanic to whom the wage, salary, or other labor standards provisions of this Contract are applicable shall be discharged or in any other manner discriminated against by the Contractor or any subcontractor because such employee has filed any complaint or instituted or caused to be instituted any proceeding or has testified or is about to testify in any proceeding under or relating to the labor standards applicable under this Contract to his employer.

**B. Contract Work Hours and Safety Standards Act.** The provisions of this paragraph B are applicable where the amount of the prime contract exceeds $100,000. As used in this paragraph, the terms "laborers" and "mechanics" include watchmen and guards.

**(1) Overtime requirements.** No contractor or subcontractor contracting for any part of the contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which the individual is employed on such work to work in excess of 40 hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of 40 hours in such workweek.

**(2) Violation; liability for unpaid wages; liquidated damages.** In the event of any violation of the clause set forth in subparagraph (1) of this paragraph, the contractor and any subcontractor responsible therefor shall be liable for the unpaid wages. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in subparagraph (1) of this paragraph, in the sum of $10 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of 40 hours without payment of the overtime wages required by the clause set forth in sub paragraph (1) of this paragraph.

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

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

**C. Health and Safety.** The provisions of this paragraph C are applicable where the amount of the prime contract exceeds $100,000.

**(1)** No laborer or mechanic shall be required to work in surroundings or under working conditions which are unsanitary, hazardous, or dangerous to his health and safety as determined under construction safety and health standards promulgated by the Secretary of Labor by regulation.

**(2)** The Contractor shall comply with all regulations issued by the Secretary of Labor pursuant to Title 29 Part 1926 and failure to comply may result in imposition of sanctions pursuant to the Contract Work Hours and Safety Standards Act, (Public Law 91-54, 83 Stat 96). 40 USC 3701 et seq.

(3) The contractor shall include the provisions of this paragraph in every subcontract so that such provisions will be binding on each subcontractor. The contractor shall take such action with respect to any subcontractor as the Secretary of Housing and Urban Development or the Secretary of Labor shall direct as a means of enforcing such provisions.

**New Jersey Department of Labor and Workforce Development**

## Chapter 194, Laws of New Jersey, 2009, Relating to
## Employer Obligation to Maintain and Report Records
### Regarding Wages, Benefits, Taxes and Other Contributions and Assessments Pursuant to State Wage, Benefit and Tax Laws

**Wage Payment Law** (N.J.S.A. 34:11-4.1 et seq.) and
**Wage and Hour Law** (N.J.S.A. 34:11-56a et seq.)

Each employer must keep a record of each employee which contains the following information:

1. The name of the employee;
2. The address of the employee;
3. The birth date of the employee if the employee is under the age of 18;
4. The total hours worked by the employee each day and each workweek*;
5. The earnings of each employee, including the regular hourly wage, gross to net amounts with itemized deductions, and the basis on which wages are paid;
6. Regarding each employee who receives gratuities, the total gratuities received by the employee during the payroll week;
7. Regarding each employee who receives gratuities, daily or weekly reports completed by the employee containing the following information:
   (a) the employee's name,
   (b) the employee's address,
   (c) the employee's social security number,
   (d) the name and address of the employer,
   (e) the calendar day or week covered by the report, and
   (f) the total amount of gratuities received; and
8. Regarding each employee for whom the employer claims credit for food or lodging as a cash substitute for the employee who receives food or lodging supplied by the employer, information substantiating the cost of furnishing such food or lodgings, including but not limited to the nature and amount of any expenditures entering into the computation of the fair value of the food or lodging and the date required to compute the amount of the depreciated investment in any assets allocable to the furnishing of the lodgings, including the date of acquisition or construction, the original cost, the rate of depreciation and the total amount of accumulated depreciation on such assets.

The employer may use any system of time keeping provided that it is a complete, true and accurate record.

The employer must keep the wage and hour records described above for a period of six years.

The employer must keep the wage and hour records described above at the place of employment or in a central office in New Jersey.

* This requirement does not apply with regard to those employees who are covered by the exceptions set forth at N.J.S.A. 34:11-°©-4.6e.and 34:11-°©-56a20, which includes but is not limited to individuals employed in a bona fide executive, administrative, professional or outside sales capacity.

**Prevailing Wage Act** (N.J.S.A. 34:11-56.25 et seq.)

The Prevailing Wage Act applies to employers only under certain circumstances.

Specifically, it applies only when an employer enters into a contract in excess of the prevailing wage contract threshold amount for any public work (as the term "public work" is defined at N.J.S.A. 34:11-56.26) to which any public body is a party or for public work to be done on a property or premises owned by a public body or leased or to be leased by a public body.

Each public works contractor must submit to the public body or lessor which contracted for the public works project a certified payroll record containing the following employee information:

1. Name;
2. Address;
3. Social security number;
4. Craft or trade;
5. Actual hourly rate of pay;
6. Actual daily, overtime and weekly hours worked in each craft or trade;
7. Gross pay;
8. Itemized deductions;
9. Net pay paid to the employee;
10. Any fringe benefits paid to approved plans, funds or programs on behalf of employee; and
11. Fringe benefits paid in cash to the employee.

Each public works contractor must, within 10 days of payment of wages, submit the certified payroll record to the public body or the lessor which contracted for the public works project.

Each public works contractor which employs one or more apprentices on a public works project must maintain with its records written evidence that the apprentice or apprentices are registered in an approved apprenticeship program while performing work on the project.

**Unemployment Compensation Law** (N.J.S.A. 43:21-1 et seq.),
**Temporary Disability Benefits Law** (N.J.S.A. 43:21-25 et seq.) and
**Family Leave Insurance Benefits Law**, P.L. 2008, c. 17.

**Payroll records:** Each employing unit must maintain a record for each worker engaged in employment, which record must contain the following information about the worker:

1. Full name, address and social security number;
2. Total remuneration paid in each pay period showing separately cash, including commissions and bonuses; the cash value of all compensation in any medium other than cash; gratuities received regularly in the course of employment if reported by the employee, or if not so reported, the minimum wage rate prescribed under applicable laws of this State or of the United States, or the amount of remuneration actually received by the employee, whichever is higher, and service charges collected by the employer and distributed to workers in lieu of gratuities and tips;

3. An entry under the heading "special payments" of the amount of any special payments, such as bonuses and gifts, which have been paid during the pay period but which relate to employment in a prior period. The following shall be shown separately under this heading: cash payments, cash value of other remuneration, the nature of such payments, the period during which the services were performed for which special payments were payable;
4. The date hired, rehired and returned to work after temporary layoff;
5. The date separated from employment and the reason for separation;
6. Such information as may be necessary to determine remuneration on a calendar week basis; and
7. The number of base weeks (as the term "base week" is defined in N.J.S.A. 43:21-19(t)) and wages.

All records referred to in 1. through 7. above must be kept safe and readily accessible at the New Jersey place of business of the employing unit.

All records referred to in 1. through 7. above must be retained for the current calendar year and for the four preceding calendar years. Once an employer becomes inactive, the employer must keep all records referred to in 1. through 7. above for the subsequent six quarters.

**Wage reporting**: Each employer (other than employers of domestic service workers) must electronically file a WR-30, "Employer Report of Wages Paid," with the Division of Revenue, within the Department of the Treasury, within 30 days after the end of each quarter. The WR-30 lists the name, social security number and wages paid to each employee and the number of base weeks worked by the employee during the calendar quarter.

Each employer of domestic service workers (as the term "domestic service worker" is defined at N.J.A.C. 12:16-13.7(b)) must file an annual, rather than quarterly, WR-30 with the Division of Revenue, within the Department of the Treasury.

**Contribution reporting:** Each employer (other than employers of domestic service workers) must electronically file an NJ-927, "Employer's Quarterly Report," with the Division of Revenue, within the Department of the Treasury, and remit the corresponding unemployment insurance, supplemental workforce fund, workforce development partnership fund, temporary disability insurance and family leave insurance contribution payments, within 30 days after the end of each quarter. The NJ-927 lists the total of all wages paid, the wages paid in excess of the taxable maximum, the taxable wages on which contributions are due, the number of workers employed during the pay period, the number of workers insured under a "private plan" for temporary disability insurance and the number of workers insured under a "private plan" for family leave insurance.

Each employer of domestic service workers (as the term "domestic service worker" is defined in N.J.A.C. 12:16-13.11(c)) must file an annual, rather than quarterly, NJ-927H, "Domestic Employer's Annual Report," with the Division of Revenue, within the Department of the Treasury.

**Temporary Disability Insurance and Family Leave Insurance information**: Each employer must retain all records pertaining to any election to discontinue a private plan for temporary disability insurance and/or family leave insurance benefits and must make such records available for inspection by the Division of Temporary Disability Insurance for a one-year period from the date that the private plan is terminated.

Each employer having a private plan for temporary disability insurance and/or family leave insurance must, within 10 days after the Division of Temporary Disability Insurance has mailed the employer a request for information with respect to a period of disability, furnish the Division with any information requested or known to the employer which may bear upon the eligibility of the claimant.

Each employer having two or more approved private plans in effect during a calendar half-year or any portion thereof must, on or before the 30th day following the close of the calendar half-year, file a report showing the amount of taxable wages paid during such calendar half-year to employees while covered under each such private plan.

Each employer who provides temporary disability insurance to its employees through a self-insured private plan must, for the six-month periods ending June 30 and December 31 of each calendar year during which the self insured private plan is in effect, file a statement with the Division of Temporary Disability Insurance, on or before the 30th day following the end of the respective six-month period showing:

1. The number of claims received during the six-month period,
2. The number of claims accepted during the six-month period,
3. The amount of benefits paid during the six-month period, and
4. Such other information as the Division of Temporary Disability Insurance may require with respect to the financial ability of the self-insurer to meet the self-insured's obligations under the plan.

On or before the 30th day following the close of each calendar year during which a self-insured private plan for temporary disability insurance is in effect, the employer must file a report with the Division of Temporary Disability Insurance showing:

1. The amount of funds available at the beginning of that year for payment of disability benefits,
2. The amount contributed by workers during that year,
3. The amount contributed by the employer during that year,
4. The amount of disability benefits paid during that year,
5. Direct cost of administration of the plan during that year, and
6. The number of employees covered by the plan as of December 31.

Each employer who provides family leave insurance to its employees through a self-insured private plan must for the one-year period ending December 31 of each calendar year during which a self-insured private plan is in effect file a statement with the Division of Temporary Disability Insurance, on or before the 30th day following the end of the one-year period showing the following information with regard to each of the following types of claims: care of a sick child, care of a sick spouse, care of a sick domestic partner, care of a sick civil union partner, care of a sick parent, bonding by biological parent with a newborn child, bonding by domestic partner or civil union partner of biological parent with a newborn child, bonding by individual with newly adopted child:

1. The number of claims for family leave insurance benefits received during the one-year period,
2. The number of claims for family leave insurance benefits accepted during the one-year period,
3. The number of workers who received family leave insurance benefits during the one-year period,
4. The amount of family leave insurance benefits paid during the one-year period,

5. The average weekly family leave insurance benefit during the one-year period,
6. The amount of sick leave, vacation leave or other fully paid time, which resulted in reduced benefit Duration during the one-year period,
7. With regard solely to family leave insurance benefit claims to care for sick family members, the amount of intermittent family leave insurance benefits paid during the one-year period, and
8. The average duration of family leave insurance benefits, in days, during the one-year period.

The information reported in 1. through 8. above must be broken down by sex and by age group, beginning at 25 years and under and increasing in increments of 10.

On or before the 30th day following the close of each calendar year during which a self-insured private plan for family leave insurance is in effect, the employer must file a report with the Division of Temporary Disability Insurance showing:

1. The amount of funds available at the beginning of that year for payment of family leave insurance benefits,
2. The amount contributed by workers during that year,
3. The direct cost of administration of the plan during that year,
4. The number of employees covered by the plan as of December 31, and
5. Such other information as the Division of Temporary Disability Insurance may require with respect to the financial ability of the self-insurer to meet the self-insured's obligation under the plan.

**Workers' Compensation Law** (N.J.S.A. 34:15-1 et seq.)

Upon the happening of an accident or the occurrence of any occupational disease, an employer who has insurance coverage or utilizes a third-party administrator shall promptly furnish the insurance carrier or the third-party administrator with accident or occupational disease information.

Within three weeks after an accident or upon knowledge of the occurrence of an occupational disease, every insurance carrier, third-party administrator, statutory non-insured employer, including the State, counties, municipalities and school districts, and duly authorized self-insured employer not utilizing a third-party administrator must file a report designated as "first notice of accident" in electronic data interchange media with the Division of Workers' Compensation through the Compensation Rating and Inspection Bureau in a format prescribed by the Compensation Rating and Inspection Bureau.

When filed by an insurance carrier or third-party administrator, the report must also be sent to the employer. If the employer disagrees with the report, the employer may prepare and sign an amended report and file the amended report with the insurance carrier or third-party administrator. The amended report must then be filed electronically with the Division through the Compensation Rating and Inspection Bureau.

Every insurance carrier providing workers' compensation insurance and every workers' compensation self-insured employer shall designate a contact person who is responsible for responding to issues concerning medical and temporary disability benefits where no claim petition has been filed or where a claim petition has not been answered. The full name, telephone number, mailing address, email address and fax number of the contact person must be submitted to the Division of Workers' Compensation utilizing the Division's contact person form in the manner instructed on the form.
Each employer, when directed to do so by the Division of Workers' Compensation, must submit to the Division of Workers' Compensation copies of such medical certificates and reports as it may have on file.

**Gross Income Tax Act** (N.J.S.A. 54A:1-1 et seq.)

**Employer's Quarterly Report:** The Employer's Quarterly Report, NJ-927, reports New Jersey Gross Income Tax withheld, unemployment insurance, supplemental workforce fund, workforce development partnership fund, family leave insurance and temporary disability insurance wage and withholding information.

Each employer is required to electronically file an Employer's Quarterly Report, NJ-927, for each calendar quarter, regardless of the amount of tax actually due for a particular quarter. Quarterly reports are due on the 30th day of the month following the end of each quarter.

Employers of "domestic service workers" may report and pay New Jersey Gross Income Tax withheld on an annual, rather than quarterly, basis on an NJ-927H.

**Records to be kept:** Every employer is required to keep all pertinent records available for inspection by authorized representatives of the New Jersey Division of Taxation. Such records must include the following:

1. The amounts and dates of all wage payments subject to New Jersey Gross Income Tax;
2. The names, addresses and occupations of employees receiving such payments;
3. The periods of their employment;
4. Their social security numbers;
5. Their withholding exemption certificates;
6. The employer's New Jersey Taxpayer Identification Number;
7. Record of weekly, monthly, quarterly remittances and/or returns and annual returns filed;
8. The dates and amounts of payments made; and
9. Days worked inside and outside of New Jersey for all nonresident employees.

## Contact Information

If an employee or an employee's authorized representative wishes to contact a State representative in order to provide information to or file a complaint with the representative regarding an employer's possible failure to meet any of the requirements set forth above, he or she may use the following contact information:

For possible failure to meet the record keeping or reporting requirements of the **Wage Payment Law, Wage and Hour Law** or **Prevailing Wage Act**:
Phone: 609-292-2305
E-mail: wage.hour@dol.state.nj.us
Mail: New Jersey Department of Labor and Workforce Development
Division of Wage and Hour Compliance
P.O. Box 389
Trenton, NJ 08625-0389

For possible failure to meet the record keeping or reporting requirements of the **Unemployment Compensation Law, Temporary Disability Benefits Law** or **Family Leave Insurance Benefits Law**:
Phone: 609-292-2810
E-mail: emplaccts@dol.state.nj.us
Mail: New Jersey Department of Labor and Workforce Development
Division of Employer Accounts
P.O. Box 947
Trenton, NJ 08625-0947

For possible failure to meet the record keeping or reporting requirements of the **Workers' Compensation Law**:
Phone: 609-292-2515
E-mail: dwc@dol.state.nj.us
Mail: New Jersey Department of Labor and Workforce Development
Division of Workers' Compensation
P.O. Box 381
Trenton, NJ 08625-0381

For possible failure to meet the record keeping or reporting requirements of **Gross Income Tax Act**:
Phone: 609-292-6400
E-mail: nj.taxation@treas.state.nj.us
Mail: New Jersey Department of the Treasury
Division of Taxation
Information and Publications Branch
P.O. Box 281
Trenton, NJ 08625-0281

This notice must be conspicuously posted. Not later than December 7, 2011, each employee must also be provided a written copy of the notice or, for employees hired after November 7, 2011, a written copy of the notice must be provided at the time of the employee's hiring. See N.J.A.C. 12:2-1.3 for alternate methods of posting and distribution by electronic means.

# NOTICE TO ALL EMPLOYEES Working on Federal or Federally Financed Construction Projects

**MINIMUM WAGES**

You must be paid not less than the wage rate in the schedule posted with this Notice for the kind of work you perform.

**OVERTIME**

You must be paid not less that on and one-half times your basic rate of pay for all hours worked over 40 a week. There are some exceptions.

**APPRENTICES**

Apprentice rates apply only to apprentices properly registered under approved Federal or State apprenticeship programs.

**PROPER PAY**

If you do not receive proper pay, contact the Contracting Officer listed below:

Essex County
Division of Housing and Community Development
Sal Carnovale , Program Monitor
Tel. (973) 655-0200 Fax (973) 655-0982

Or you may contact the nearest office of the Wage and Hour Division., U.S. Department of Labor. The Wage and Hour Division has offices in several hundred communities throughout the country. They are listed in the U.S. Government section of most telephone directories under. U.S. Department of Labor / Employment Standards Administration

# New Jersey Department of Labor and Workforce Development

**To be posted in a conspicuous place**

# Chapter 173, Laws of New Jersey, 1965: Relating to Payment of Wages

**All Employers Must Pay Wages to All Employees in Full at Least Twice a Calendar Month.**

Executive and supervisory employees, however, may be paid at least once a calendar month.

Payment shall be made on regular paydays designated in advance.

When a payday falls on a non-work day, payment shall be made on the immediately preceding work day, unless otherwise provided for in a collective bargaining agreement.

The end of the pay period for which payment is made on a regular payday shall be not more than 10 working days before such regular payday.

If payment is by check, suitable arrangements must be made for cashing the check without difficulty and for the full amount.

- Employees leaving or terminated for any reason, including labor disputes, shall be paid all wages due not later than the regular payday for the period in which the termination occurred.
- An additional 10 days may be allowed in the event of a labor dispute involving payroll employees.
- Employees paid on an incentive system shall be paid a reasonable approximation of wages due until exact amounts can be computed.
- Payment may be made through regular pay channels or by mail if requested by the employee.

It shall be unlawful to make any agreement for payment other than as provided in this act, except to pay at shorter intervals or to pay wages in advance.

Wages due a deceased employee may be paid to the survivors in the order of preference as outlined in the statute.

**No Deductions Shall Be Made From Employees' Wages Except:**

Amounts authorized by New Jersey or United States Law or payments to correct payroll errors.
Contributions or payments authorized by employees either in writing or under a collective bargaining agreement for:

Employee welfare • insurance • hospitalization • medical or surgical or both • pension • retirement • profit-sharing plans • plans establishing individual retirement annuities on a group or individual basis • individual retirement accounts at any State or federally chartered bank, savings bank, or savings and loan association • company-operated thrift plans • security option or security purchase plans to buy marketable securities • employee personal savings accounts such as a credit union, savings fund society, savings and loan or building and loan association • Christmas, vacation or other savings funds.

Purchase of company products or employer loans in accordance with a periodic payment schedule contained in the original purchase or loan agreement • safety equipment • U.S. government bonds • costs and fees to replace employee identification for access to sterile or secured areas of airports • contributions for organized and recognized charities • rental of work clothing or uniforms or for laundering or dry cleaning of work clothing or uniforms • labor union dues and fees • health club membership fees • child care services.

**All Employers Shall:**

Notify employees at time of hiring the rate of pay and the regular payday.

Notify employees of changes in pay rates or paydays prior to the changes.

Furnish each employee with statement of deductions each pay period.

Make and keep records for employees, including wages and hours, and make such records available for inspection.

Provide employees at time of hiring a required notice (form number MW-400) describing the employer's obligation to maintain and report records regarding wages, benefits, taxes and other contributions and assessments.

**The Commissioner of Labor and Workforce Development shall enforce and administer the provisions of this act and the Commissioner or an authorized representative shall have the power to make all necessary inspections of establishments and records.**

Any employer who knowingly and willfully violates any provision of this act shall be guilty of a disorderly persons offense and upon conviction shall be punished by a fine of not less than $100 nor more than $1,000. Each day during which any violation of this act continues shall constitute a separate and distinct offense.

As an alternative to or in addition to any other sanctions provided by law for violations, the Commissioner is authorized to assess and collect administrative penalties, up to a maximum of $250 for a first violation and up to a maximum of $500 for each subsequent violation.

The employer shall also pay the Commissioner an administrative fee equal to not less than 10% or more than 25% of any payment due to employees.

The Commissioner may, after affording the employer or successor firm notice and an opportunity for a hearing in accordance with the provisions of the "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-1 et seq.), issue a written determination directing any appropriate agency to suspend any one or more licenses that are held by the employer or successor firm, for a period of time determined by the Commissioner.

**Please Note:** The Division of Wage and Hour Compliance does not investigate or inquire into the legal status of any worker. The Division applies New Jersey's labor laws without regard to a worker's legal status. The Division does not share information with "Immigration".

Enforced by:

New Jersey Department of
Labor and Workforce Development
Division of Wage and Hour Compliance
PO Box 389
Trenton, New Jersey 08625-0389
(609) 292-2305

Additional copies of this poster or any other required poster may be obtained by contacting the New Jersey Department of Labor and Workforce Development, Office of Constituent Relations, PO Box 110, Trenton, New Jersey 08625-0110, 609/777-3200.
If you need this document in braille or large print, call 609/292-2305. TTY users can contact this department through New Jersey Relay 7-1-1.

NEW JERSEY DEPARTMENT OF LWD LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

MW-17 (R-10-13)

# Conscientious Employee Protection Act
## *"Whistleblower Act"*

**Employer retaliatory action; protected employee actions; employee responsibilities**

1. New Jersey law prohibits an employer from taking any retaliatory action against an employee because the employee does any of the following:
   a. Discloses, or threatens to disclose, to a supervisor or to a public body an activity, policy or practice of the employer or another employer, with whom there is a business relationship, that the employee reasonably believes is in violation of a law, or a rule or regulation issued under the law, or, in the case of an employee who is a licensed or certified health care professional, reasonably believes constitutes improper quality of patient care;
   b. Provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into any violation of law, or a rule or regulation issued under the law by the employer or another employer, with whom there is a business relationship, or, in the case of an employee who is a licensed or certified health care professional, provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into quality of patient care; or
   c. Provides information involving deception of, or misrepresentation to, any shareholder, investor, client, patient, customer, employee, former employee, retiree or pensioner of the employer or any governmental entity.
   d. Provides information regarding any perceived criminal or fraudulent activity, policy or practice of deception or misrepresentation which the employee reasonably believes may defraud any shareholder, investor, client, patient, customer, employee, former employee, retiree or pensioner of the employer or any governmental entity.
   e. Objects to, or refuses to participate in, any activity, policy or practice which the employee reasonably believes:
      (1) is in violation of a law, or a rule or regulation issued under the law or, if the employee is a licensed or certified health care professional, constitutes improper quality of patient care;
      (2) is fraudulent or criminal; or
      (3) is incompatible with a clear mandate of public policy concerning the public health, safety or welfare or protection of the environment. N.J.S.A. 34:19-3.
2. The protection against retaliation, when a disclosure is made to a public body, does not apply unless the employee has brought the activity, policy or practice to the attention of a supervisor of the employee by written notice and given the employer a reasonable opportunity to correct the activity, policy or practice. However, disclosure is not required where the employee reasonably believes that the activity, policy or practice is known to one or more supervisors of the employer or where the employee fears physical harm as a result of the disclosure, provided that the situation is emergency in nature.

**CONTACT INFORMATION**

Your employer has designated the following contact person to receive written notifications, pursuant to paragraph 2 above (N.J.S.A. 34:19-4):

Name:_____

Address:_____

_____

Telephone Number:_____

## *This notice must be conspicuously displayed.*

Once each year, employers with 10 or more employees must distribute notice of this law to their employees.
If you need this document in a language other than English or Spanish, please call (609) 292-7832.

NEW JERSEY DEPARTMENT OF LWD
LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

# La Ley de protección al empleado consciente

## *"Ley de protección del denunciante"*

### Acciones de represalia del empleador; protección de las acciones del empleado

1. La ley de New Jersey prohíbe que los empleadores tomen medidas de represalia contra todo empleado que haga lo siguiente:
   a. Divulgue o amenace con divulgar, ya sea a un supervisor o a una agencia pública toda actividad, directriz o norma del empleador o de cualquier otro empleador con el que exista una relación de negocios y que el empleado tiene motivos fundados para pensar que violan alguna ley, o en el caso de un trabajador licenciado o certificado de la salud y que tiene motivos fundados para pensar que se trata de una manera inadecuada de atención al paciente;
   b. Facilite información o preste testimonio ante cualquier agencia pública que conduzca una investigación, audiencia o indagación sobre la violación de alguna ley, regla o reglamento que el empleador o algún otro empleador con el que exista una relación de negocios; o en el caso de un trabajador licenciado o certificado de la salud que facilite información o preste testimonio ante cualquier agencia pública que conduzca una investigación, audiencia o indagación sobre la calidad de la atención al paciente; o
   c. Ofrece información concerniente al engaño o la tergiversación con accionistas, inversionistas, usuarios, pacientes, clientes, empleados, ex empleados, retirados o pensionados del empleador o de cualquier agencia gubernamental.
   d. Ofrece información con respecto a toda actividad que se pueda percibir como delictiva o fraudulenta, toda directiva o práctica engañosa o de tergiversación que el empleado tenga motivos fundados para pensar que pudieran estafar a accionistas, inversionistas, usuarios, pacientes, clientes, empleados, ex empleados, retirados o pensionados del empleador o de cualquier agencia gubernamental.
   e. Se opone o se niega a participar en alguna actividad, directriz o práctica que el empleado tiene motivos fundados para pensar que:
      (1) viola alguna ley, o regla o reglamento que dicta la ley o en el caso de un empleado licenciado o certificado en cuidado de la salud que tiene motivos fundados para pensar que constituya atención inadecuada al paciente;
      (2) es fraudulenta o delictiva; o
      (3) es incompatible con algún mandato establecido por las directrices públicas relacionadas con la salud pública, la seguridad o el bienestar o la protección del medio ambiente. Artículo 34:19-3 de las Leyes comentadas de New Jersey de protección del empleado consciente (N.J.S.A., por sus siglas en inglés)

2. No se puede acoger a la protección contra la represalia, cuando se hace una divulgación a un organismo público, a no ser que el empleado le informe al empleador de tal actividad, política o norma a través de un aviso por escrito y le haya dado al empleador una oportunidad razonable para corregir tal actividad, política o norma. Sin embargo, no es necesaria la divulgación en los casos en que el empleado tenga indicios razonables para creer que un supervisor o más de un supervisor del empleador tienen conocimiento de tal actividad, política o norma o en los casos en los que el empleado teme que tal divulgación pueda traer como consecuencia daños físicos a su persona siempre y cuando la naturaleza de la situación sea la de una situación de emergencia.

**Información del Contacto**

Su empleador ha designado a la siguiente persona para recibir notificaciones de acuerdo al parafo 2, de la ley (N.J.S.A. 34:19-4):

Nombre:_____

Dirección:_____

_____

Número de teléfono:_____

## *Este aviso se debe exponer a la vista de todos.*

Anualmente, patronos con 10 o más empleados, deberán distribuir notificación de esta ley a todos sus empleados. Si necesita este documento en algún otro idioma que no sea inglés o español, sírvase llamar al (609) 292-7832.

NEW JERSEY DEPARTMENT OF LWD
LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

# New Jersey SAFE Act

The New Jersey Security and Financial Empowerment Act ("NJ SAFE Act"), P.L. 2013, c.82, provides that certain employees are eligible to receive an unpaid leave of absence, for a period not to exceed 20 days in a 12-month period, to address circumstances resulting from domestic violence or a sexually violent offense. To be eligible, the employee must have worked at least 1,000 hours during the immediately preceding 12-month period. Further, the employee must have worked for an employer in the State that employs 25 or more employees for each working day during each of 20 or more calendar workweeks in the then-current or immediately preceding calendar year.

Leave under the NJ SAFE Act may be taken by an employee who is a victim of domestic violence, as that term is defined in N.J.S.A. 2C:25-19, or a victim of a sexually violent offense, as that term is defined in N.J.S.A. 30:4-27.6. Leave may also be taken by an employee whose child, parent, spouse, domestic partner, or civil union partner is a victim of domestic violence or a sexually violent offense.

Leave under the NJ SAFE Act may be taken for the purpose of engaging in any of the following activities as they relate to an incident of domestic violence or a sexually violent offense:

(1) Seeking medical attention for, or recovering from, physical or psychological injuries caused by domestic or sexual violence to the employee or the employee's child, parent, spouse, domestic partner or civil union partner

(2) Obtaining services from a victim services organization for the employee or the employee's child, parent, spouse, domestic partner, or civil union partner

(3) Obtaining psychological or other counseling for the employee or the employee's child, parent, spouse, domestic partner or civil union partner

(4) Participating in safety planning, temporarily or permanently relocating, or taking other actions to increase the safety from future domestic violence or sexual violence or to ensure the economic security of the employee or the employee's child, parent, spouse, domestic partner or civil union partner

(5) Seeking legal assistance or remedies to ensure the health and safety of the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, including preparing for or participating in any civil or criminal legal proceeding related to or derived from domestic violence or sexual violence; or

(6) Attending, participating in or preparing for a criminal or civil court proceeding relating to an incident of domestic or sexual violence of which the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, was a victim.

Leave under the NJ SAFE Act must be used in the 12-month period immediately following an instance of domestic violence or a sexually violent offense. The unpaid leave may be taken intermittently in intervals of no less than one day. The unpaid leave shall run concurrently with any paid vacation leave, personal leave, or medical or sick leave that the employee elects to use or which the employer requires the employee to use during any part of the 20-day period of unpaid leave. If the employee requests leave for a reason covered by both the NJ SAFE Act and the Family Leave Act, N.J.S.A. 34:11B-1 et seq., or the federal Family and Medical Leave Act, 20 U.S.C. 2601 et seq., the leave shall count simultaneously against the employee's entitlement under each respective law.

Employees eligible to take leave under the NJ SAFE Act must, if the necessity for the leave is foreseeable, provide the employer with written notice of the need for the leave. The employee must provide the employer with written notice as far in advance as reasonable and practicable under the circumstances. The employer has the right to require the employee to provide the employer with documentation of the domestic violence or sexually violent offense that is the basis for the leave. The employer must retain any documentation provided to it in this manner in the strictest confidentiality, unless the disclosure is voluntarily authorized in writing by the employee or is authorized by a federal or State law, rule or regulation.

The NJ SAFE Act also prohibits an employer from discharging, harassing or otherwise discriminating or retaliating or threatening to discharge, harass or otherwise discriminate against an employee with respect to the compensation, terms, conditions or privileges of employment on the basis that the employee took or requested any leave that the employee was entitled to under the NJ SAFE Act, or on the basis that the employee refused to authorize the release of information deemed confidential under the NJ SAFE Act.

To obtain relief for a violation of the NJ SAFE Act, an aggrieved person must file a private cause of action in the Superior Court within one year of the date of the alleged violation.

***This notice must be conspicuously displayed.***

NEW JERSEY DEPARTMENT OF LWD
LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

# Right to be Free of Gender Inequity or Bias in Pay, Compensation, Benefits or Other Terms and Conditions of Employment

*New Jersey and federal laws prohibit employers from discriminating against an individual with respect to his/her pay, compensation, benefits, or terms, conditions or privileges of employment because of the individual's sex.*

## FEDERAL LAW

Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on, among other things, an individual's sex. Title VII claims must be filed with the United States Equal Employment Opportunity Commission (EEOC) before they can be brought in court. Remedies under Title VII may include an order restraining unlawful discrimination, back pay, and compensatory and punitive damages.

The Equal Pay Act of 1963 (EPA) prohibits discrimination in compensation based on sex. EPA claims can be filed either with the EEOC or directly with the court. Remedies under the EPA may include the amount of the salary or wages due from the employer, plus an additional equal amount as liquidated damages.

Please be mindful that in order for a disparity in compensation based on sex to be actionable under the EPA, it must be for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions.

There are strict time limits for filing charges of employment discrimination. For further information, contact the EEOC at 800-669-4000 or at www.eeoc.gov.

## NEW JERSEY LAW

The New Jersey Law Against Discrimination (LAD) prohibits employment discrimination based on, among other things, an individual's sex. LAD claims can be filed with the New Jersey Division on Civil Rights (NJDCR) or directly in court. Remedies under the LAD may include an order restraining unlawful discrimination, back pay, and compensatory and punitive damages.

Another State law, N.J.S.A. 34:11-56.1 et seq., prohibits discrimination in the rate or method of payment of wages to an employee because of his or her sex. Claims under this wage discrimination law may be filed with the New Jersey Department of Labor and Workforce Development (NJDLWD) or directly in court. Remedies under this law may include the full amount of the salary or wages owed, plus an additional equal amount as liquidated damages.

Please be mindful that under the State wage discrimination law a differential in pay between employees based on a reasonable factor or factors other than sex shall not constitute discrimination.

There are strict time limits for filing charges of employment discrimination. For more information regarding LAD claims, contact the NJDCR at 609-292-4605 or at www.njcivilrights.gov. For information concerning N.J.S.A. 34:11-56.1 et seq., contact the Division of Wage and Hour Compliance within the NJDLWD at 609-292-2305 or at http://lwd.state.nj.us.

***This notice must be conspicuously displayed.***

NEW JERSEY DEPARTMENT OF LWD LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

## Acknowledgment of Receipt of Gender Equity Notification

I received a copy of the gender equity notification on the date listed below.
I have read it and I understand it.

_____ _____

Name (signature) Name (print)

_____

Date

NEW JERSEY DEPARTMENT OF
LWD
LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

# Derecho a estar exento de desigualdad o discriminación de género con respecto al pago, la remuneración, los beneficios o cualquier otro término o condición de empleo

*Las leyes de New Jersey y federales prohíben a los empleadores discriminar contra cualquier persona con respecto a su pago, remuneración, beneficios o cualquier otro término, condición o privilegio de empleo debido a su género.*

**LEYES FEDERALES**

El Título VII de la Ley de Derechos Civiles de 1964 prohíbe la discriminación laboral debido al género de la persona, entre otras cosas. Las reclamaciones acordes al Título VII deben ser presentadas ante la Comisión de Igualdad de Oportunidades en el Empleo de los Estados Unidos (EEOC, por sus siglas en inglés) antes de que puedan ser presentadas ante un tribunal. Entre los recursos legales conforme al Título VII están: una orden que prohíba los actos ilícitos de discriminación, que se pague remuneración con carácter retroactivo, y que se pague por daños compensatorios y punitivos.

La Ley de Igualdad Salarial de 1963 (EPA, por sus siglas en inglés) prohíbe la discriminación con respecto a la remuneración basado en el género de la persona. Las reclamaciones acordes a EPA se pueden presentar ya sea ante la EEOC o directamente antes los tribunales. Entre los recursos legales conforme a EPA están: la retribución de las sumas de salarios o sueldos que el empleador deba, además de una suma adicional equivalente por daños y perjuicios liquidados.

Se le ruega tener en cuenta que para que una reclamación por desigualdad de remuneración basado en el género proceda conforme a la EPA, tiene que ser por el mismo tipo de trabajo en empleos en los que su rendimiento exija las mismas destrezas, el mismo esfuerzo y las mismas responsabilidades, las cuales se realizan en las mismas condiciones de trabajo.

Existen estrictos límites en cuanto al plazo de tiempo del que se dispone para presentar reclamaciones por discriminación laboral. Para mayor información, comuníquese con la EEOC, llamando al 800-669-4000 o en www.eeoc.gov.

**LEYES DE NEW JERSEY**

La Ley contra la Discriminación en New Jersey (LAD, por sus siglas en inglés) prohíbe la discriminación laboral debido al género de la persona, entre otras cosas. Las reclamaciones conforme a LAD se pueden presentar a la División de Derechos Civiles de New Jersey (NJDCR, por sus siglas en inglés) o directamente ante los tribunales. Entre los recursos legales conforme a LAD están: una orden que prohíba los actos ilícitos de discriminación, que se pague remuneración con carácter retroactivo, y que se pague por daños compensatorios y punitivos.

Otra ley estatal, N.J.S.A. 34:11-56.1 y siguientes, también prohíbe la discriminación respecto a la tasa salarial o el método de pago de salarios al empleado debido a su género. Las reclamaciones conforme a esta ley contra la discriminación con respecto a los salarios se pueden presentar ante el Departamento de Trabajo y Desarrollo de la Fuerza Laboral de New Jersey (NJDLWD, por sus siglas en inglés) o directamente antes los tribunales. Entre los recursos legales conforme a esta ley están: la retribución de las sumas de salarios o sueldos que le deben, además de una suma adicional equivalente por daños y perjuicios liquidados.

Se le ruega tenga en cuenta que conforme a la ley estatal contra la discriminación con respecto a los salarios, no se considera discriminación el hecho de que exista un diferencial salarial entre los empleados basado en otros factores razonables que no sean el género de la persona.

Existen estrictos límites en cuanto al plazo de tiempo del que se dispone para presentar reclamaciones por discriminación laboral. Para mayor información relacionada con las reclamaciones conforme a LAD, comuníquese con NJDCR, llamando al 609-292-4605 o en www.njcivilrights.gov. Para obtener información acerca de N.J.S.A. 34:11-56.1 y siguientes, comuníquese con la División de Cumplimiento de Horarios y Salarios (DWHC), del NJDLWD, llamando al 609-292-2305 o en http://lwd.state.nj.us.

***Este aviso se debe exponer a la vista de todos.***

NEW JERSEY DEPARTMENT OF LWD LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

## Acuse de recibo de la notificación de igualdad de género

Recibí una copia de la notificación de igualdad de género en la fecha que aparece a continuación. Lo he leído y lo entiendo.

_____ _____

Nombre (firma) Nombre (en letra de molde)

_____

Fecha

NEW JERSEY DEPARTMENT OF
LWD
LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

# Job Safety and Health
# IT'S THE LAW!

OSHA®
Occupational Safety and Health Administration
U.S. Department of Labor

**All workers have the right to:**

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

*This poster is available free from OSHA.*

**Employers must:**

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



***Contact OSHA. We can help.***

**1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov**

# Seguridad y Salud en el Trabajo

# ¡ES LA LEY!

OSHA®
Administración de Seguridad y Salud Ocupacional

Departamento de Trabajo de los EE. UU.

## Todos los trabajadores tienen el derecho a:

- Un lugar de trabajo seguro.
- Decir algo a su empleador o la OSHA sobre preocupaciones de seguridad o salud, o reportar una lesión o enfermedad en el trabajo, sin sufrir represalias.
- Recibir información y entrenamiento sobre los peligros del trabajo, incluyendo sustancias toxicas en su sitio de trabajo.
- Pedirle a la OSHA inspeccionar su lugar de trabajo si usted cree que hay condiciones peligrosas o insalubres. Su información es confidencial. Algún representante suyo puede comunicarse con OSHA a su nombre.
- Participar (o su representante puede participar) en la inspección de OSHA y hablar en privado con el inspector.
- Presentar una queja con la OSHA dentro de 30 días (por teléfono, por internet, o por correo) si usted ha sufrido represalias por ejercer sus derechos.
- Ver cualquieras citaciones de la OSHA emitidas a su empleador.
- Pedir copias de sus registros médicos, pruebas que miden los peligros en el trabajo, y registros de lesiones y enfermedades relacionadas con el trabajo.

*Este cartel está disponible de la OSHA para gratis.*

## Los empleadores deben:

- Proveer a los trabajadores un lugar de trabajo libre de peligros reconocidos. Es ilegal discriminar contra un empleado quien ha ejercido sus derechos bajo la ley, incluyendo hablando sobre preocupaciones de seguridad o salud a usted o con la OSHA, o por reportar una lesión o enfermedad relacionada con el trabajo.
- Cumplir con todas las normas aplicables de la OSHA.
- Reportar a la OSHA todas las fatalidades relacionadas con el trabajo dentro de 8 horas, y todas hospitalizaciones, amputaciones y la perdida de un ojo dentro de 24 horas.
- Proporcionar el entrenamiento requerido a todos los trabajadores en un idioma y vocabulario que pueden entender.
- Mostrar claramente este cartel en el lugar de trabajo.
- Mostrar las citaciones de la OSHA acerca del lugar de la violación alegada.

Los empleadores de tamaño pequeño y mediano pueden recibir ASISTENCIA GRATIS para identificar y corregir los peligros sin citación o multa, a través de los programas de consultación apoyados por la OSHA en cada estado.



***Llame OSHA. Podemos ayudar.***

**1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov**

# JOB SAFETY & HEALTH PROTECTION

The Occupational Safety and Health Act of 1970 provides job safety and health protection for workers by promoting safe and healthful working conditions throughout the Nation. Provisions of the Act include the following:

## Employers

All employers must furnish to employees employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious harm to employees. Employers must comply with occupational safety and health standards issued under the Act.

## Employees

Employees must comply with all occupational safety and health standards, rules, regulations and orders issued under the Act that apply to their own actions and conduct on the job.

The Occupational Safety and Health Administration (OSHA) of the U.S. Department of Labor has the primary responsibility for administering the Act. OSHA issues occupational safety and health standards, and its Compliance Safety and Health Officers conduct jobsite inspections to help ensure compliance with the Act.

## Inspection

The Act requires that a representative of the employer and a representative authorized by the employees be given an opportunity to accompany the OSHA inspector for the purpose of aiding the inspection.

Where there is no authorized employee representative, the OSHA Compliance Officer must consult with a reasonable number of employees concerning safety and health conditions in the workplace.

## Complaint

Employees or their representatives have the right to file a complaint with the nearest OSHA office requesting an inspection if they believe unsafe or unhealthful conditions exist in their workplace. OSHA will withhold, on request, names of employees complaining.

The Act provides that employees may not be discharged or discriminated against in any way for filing safety and health complaints or for otherwise exercising their rights under the Act.

Employees who believe they have been discriminated against may file a complaint with their nearest OSHA office within 30 days of the alleged discriminatory action.

## Citation

If upon inspection OSHA believes an employer has violated the Act, a citation alleging such violations will be issued to the employer. Each citation will specify a time period within which the alleged violation must be corrected.

The OSHA citation must be prominently displayed at or near the place of alleged violation for three days, or until it is corrected, whichever is later, to warn employees of dangers that may exist there.

## Proposed Penalty

The Act provides for mandatory penalties against employers of up to $1,000 for each serious violation and for optional penalties of up to $1,000 for each nonserious violation. Penalties of up to $1,000 per day may be proposed for failure to correct violations within the proposed time period. Also, any employer who willfully or repeatedly violates the Act may be assessed penalties of up to $10,000 for each such violation.

There are also provisions for criminal penalties. Any willful violation resulting in death of an employee, upon conviction, is punishable by a fine of up to $250,000 (or $500,000 if the employer is a corporation), or by imprisonment for up to six months, or both. A second conviction of an employer doubles the possible term of imprisonment.

## Voluntary Activity

While providing penalties for violations, the Act also encourages efforts by labor and management, before an OSHA inspection, to reduce workplace hazards voluntarily and to develop and improve safety and health programs in all workplaces and industries. OSHA's Voluntary Protection Programs recognize outstanding efforts of this nature.

OSHA has published Safety and Health Program Management Guidelines to assist employers in establishing or perfecting programs to prevent or control employee exposure to workplace hazards. There are many public and private organizations that can provide information and assistance in this effort, if requested. Also, your local OSHA office can provide considerable help and advice on solving safety and health problems or can refer you to other sources for help such as training.

## Consultation

Free assistance in identifying and correcting hazards and in improving safety and health management is available to employers, without citation or penalty, through OSHA-supported programs in each State. These programs are usually administered by the State Labor or Health department or a State university.

## Posting Instructions

Employers in States operating OSHA approved State Plans should obtain and post the State's equivalent poster.

*Under provisions of Title 29,Code of Federal Regulations, Part 1903.2(a)(1) employers must post this notice (or facsimile) in a conspicuous place where notices to employees are customarily posted.*

## More Information

Additional information and copies of the Act, specific OSHA safety and health standards, and other applicable regulations may be obtained from your employer or from the nearest OSHA Regional Office in the following locations:

| | |
|---|---|
| Atlanta | (404) 347-3573 |
| Boston | (617) 565-7164 |
| Chicago | (312) 353-2220 |
| Dallas | (214) 767-4731 |
| Denver | (303) 844-3061 |
| Kansas | (816) 426-5861 |
| New York | (212) 337-2325 |
| Philadelphia | (215) 596-1201 |
| San Francisco | (415) 995-5672 |
| Seattle | (206) 442-5930 |

Elizabeth Dole

Elizabeth Dole, Secretary of Labor

**U.S. Department of Labor**

Occupational Safety and Health Administration

Washington, D.C.
1989 (Revised)
OSHA 2203

# BIDDERS NOTICE

## STATEMENT TO BE INCLUDED IN SPECIFICATIONS FOR COMMUNITY DEVELOPMENT (CDBG) FUNDED PROJECTS RE DAVIS BACON ACT, UEI AND SAM NUMBERS

The contract governing this work is funded by monies received by Essex County under Title I of the Housing and Urban-Rural Recovery Act of 1983 (P.L. 98-181). Under the said Act, the Davis- Bacon Act is applicable to the contracted work. Accordingly, the contractor must abide by the provisions of the Federal Labor Standards, which are included as a part of the conditions of the contract.

All bidders must submit their Federal UEI number (Unique Entity ID) and their SAM CAGE Code number (System for Awards Management – Commercial and Government Entity).

Prospective bidders without a UEI and SAM number will not be able to be considered responsible bidders, thus eliminating them from any awards.

The applicable UEI and SAM numbers should be provided below and on the form for **Contractor Clearance Requirements.** It is noted that sub contractors will not need to be registered with SAM.

**SAM UEI #:** _____ **SAM CAGE CODE #**_____

# e-snaps Resource Document –UEI Number and SAM

This document provides instructions on how to obtain a Unique Entity ID (UEI) Number and register with the System for Award Management (SAM). All Collaborative Applicants and Project Applicants must have a Unique Entity ID (UEI) Number, and all Project Applicants (including Collaborative Applicants applying for CoC planning funds) must register with the System for Award Management (SAM).

## UEI Number

An Unique Entity ID (UEI) Number assigned by SAM is required when submitting any application for Federal funds. If your organization does not already have a UEI Number, please visit the System for Award Management website, www.SAM.gov to register or update your organization. You will need to create a user account before registering or updating your organization. The SAM will ask you for the North American Industry Classification System or NAICS (pronounced "naykes") code that best describes your industry. The website has detailed instructions and user guides to assist in registering your organization. There is no fee for registering with SAM.

The UEI is comprised of a combination of 16 letters and numbers. You must be assigned a UEI before being approved as an Active Registrant.

## SAM Registration

All Project Applicants must have an Active Registration with the System for Award Management (SAM). HUD will not issue a grant agreement for awarded funds to a project applicant until an active SAM registration is verified. **Having an assigned UEI number does not guarantee that an organization has an active registration.**

Please visit the System for Award Management website, www.SAM.gov to register or update your organization. You will need to create a user account before registering or updating your organization. The SAM will ask you for the North American Industry Classification System or NAICS (pronounced "naykes") code that best describes your industry.

The website has detailed instructions and user guides to assist in registering your organization.

There is no fee for registering with SAM.

## ESSEX COUNTY
## DIVISION OF HOUSING AND COMMUNITY DEVELOPMENT

## CONTRACTOR CLEARANCE REQUIREMENTS

To be completed by all Bidders on Community Development Block Grant Projects

**Name of Company:** _____

**Address:** _____

**IRS TAX ID:** _____

**SAM UEI #:** _____ **SAM CAGE CODE #** _____

**PRINCIPALS**

| TITLE | NAME | ADDRESS | SOC SEC # |
|---|---|---|---|
| 1. | | | |
| 2. | | | |
| 3. | | | |

Are any of the company principals on the Federal or State List of Debarred or Suspended Contractors?

**YES** _____ **NO** _____

If Yes, please attach a detailed explanation for debarment or suspension

Form completed by:

_____ _____

**Print Name and Title** **Signature**

The above information is true to the best of my knowledge and belief. I understand any falsification of facts will result in a determination that the Company is ineligible to work on this project.

**DATE:** _____ **PROJECT:** _____

# AFFIRMATIVE ACTION PLAN

The employment policies and practices of _____ (hereinafter referred to as the Agency) are to recruit and to hire employees without discrimination because of race, religion, color, sex, age and national origin, and to treat them equally with respect to compensation and opportunities for advancement, including upgrading, promotion and transfer.

This Agency submits this Plan to assure compliance with Title VI of the Civil Rights Act of 1964, or Title VII, as amended in March 1972, whichever is applicable to the Agency, grant conditions and other provisions in OEO grants requiring non-discrimination in employment in all programs funded by OEO and Executive Order #11246 (where applicable), and/or other subsequent orders that may pertain to this program; and, to reaffirm its continued commitment to a program of equal opportunity and merit employment policies.

This Agency agrees to assert leadership within the community and to put forth the maximum effort to achieve full employment plus the utilization and development of the capabilities and productivity of all our citizens without regard to race, religion, color, sex, age and national origin.

This Agency further recognizes that the effective application of a policy of merit employment involves more than just a policy statement and will, therefore, undertake a program of affirmative action to make known that equal opportunities are available on the basis of individual merit and to encourage all persons to seek opportunities with the Agency and to strive for advancement of this basis.

_____

Signature of Agency Officer

P.L. 1975, C. 127 – Affirmative Action

CHECK THE BOX

( ) Fifty (50) or more employees in the entire firm or corporation
( ) Less than fifty (50) employees in the entire firm or corporation

For Firms of Fifty (50) or More Employees: An Employee Information Report (Form AA302) must be completed and returned to the (City, Town, Borough, Township) within seven (7) days after receipt of notification of intent to award contract or receipt of contract, whichever is sooner. An Affirmative Action Plan approved by the Federal Government or the New Jersey Affirmative Action Office is an acceptable alternate. In the space provided below, indicate whether your firm has met any of the requirements listed above. Indicate the number of New Jersey Affirmative Action Certificate of Approvals in the space provided.

For Firms of Less than Fifty (50) Employees: Vendors of less than fifty (50) employees are required to complete and return with bid an Affidavit of Affirmative Action, (see enclosed Exhibit). If during the term of contract the firm's workforce increases to fifty (50) or more employees, the public agency shall be notified. At this time, an Employee information Report (AA302) must be completed and returned to the (City, Town, Borough, Township).

INDICATE IN THE APPLICABLE BOXES BELOW WHETHER YOU HAVE MET ANY CRITERIA FOR COMPLIANCE WITH THE NEW JERSEY AFFIRMATIVE ACTION REGULATIONS.

FIRMS OF FIFTY (50) OR MORE EMPLOYEES

_____ A Federal Certificate of Approval has been received
(Proof of this will be required at the time of award)

_____ A New Jersey Affirmative Action Certificate of Approval has been received. The number is _____ (Proof of this will be required at the time of award)

I CERTIFY THAT THE ABOVE INFORMATION IS CORRECT TO THE BEST OF MY KNOWLEDGE.

FIRM NAME: _____

SIGNATURE: _____

TITLE: _____

DATE: _____ BID IDENTIFICATION: _____

NOTE: IF YOU ARE THE SUCCESFUL BIDDER, YOUR FIRM IS REQUIRED TO PROVIDE THE ABOVE

## AFFIRMATIVE ACTION AFFIDAVIT

**(To be completed by firms with less than 50 employees)**

STATE OF NEW JERSEY )
) SS.
COUNTY OF ESSEX )

I, _____ of the (City, Town, Borough, Township) of _____, in the County of _____, State of _____, 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 _____, a bidder making a proposal upon the above named project

2. _____ does not have 50 or more employees, inclusive of all officers and employees of every type

3. I am familiar with the Affirmative Action requirements of P.L. 1975, C. 127 and the rules and regulations issued by the Treasurer, State of New Jersey, pursuant thereto.

4. _____ has complied with all Affirmative Action requirements of the State of New Jersey, including those required by P.L. 1975, C. 127, and the rules and regulations issued by the Treasurer, State of New Jersey, pursuant thereto.

5. I am aware that if _____ does not comply with P.L. 1975, C. 127, and the rules and regulations pursuant thereto, that no monies will be paid by the State of New Jersey, County of Essex, (City, Town, Borough, Township) of _____ , until an Affirmative Action Plan is approved. I am also aware that the contract may be terminated and the _____ may be debarred form all public contracts for a period of up to five (5) years.

6. In the event my workforce increases to 50 employees, I must contact the State Affirmative Action Office and complete the Employee Information Report

_____
Signature of Authorized Representative

Subscribed and Sworn to me
before me the _____ day of
_____, 2019

_____
(SEAL) Notary Public of New Jersey

_____
Print Name and Title

COMMUNITY DEVELOPMENT FUNDED PROJECT
Essex County is an Equal Opportunity Employer



# HIGHLIGHTS OF HUD'S PROPOSED RULE

## AMENDING SECTION 3 OF THE HOUSING AND URBAN DEVELOPMENT ACT OF 1968

**What is Section 3?**

Section 3 of the Housing and Urban Development Act of 1968 (Section 3) ensures that HUD-funded jobs training, and contracts are provided to local low-income residents, particularly those that reside in public housing, and businesses that substantially employ them.

**Why is HUD Publishing a Proposed Rule to Amend the Current Section 3 Regulation?**

The current Section 3 regulation at 24 CFR § 135 is vague in areas that have proved to be confusing and lead to differing interpretations. The Section 3 proposed rule seeks to: 1) clarify obligations for PHAs and other grantees; 2) incorporate HUD programs that have been created since the publication of the current regulation; and 3) codifies "best practices" that have proved successful for providing employment and contracting opportunities.

**What is the Status of the Section 3 Proposed Rule?**

On [insert date] the Section 3 Proposed Rule was published in the Federal Register for a 60 day public comment period. To review the Section 3 Proposed Rule or provide public comments, please visit: www.[illegible]org/portal/econo[illegible]portunities.html

All comments must be received by: May 26, 2015

**What Are the Major Highlights of the Section 3 Proposed Rule?**

The Section 3 Proposed Rule:

1. Establishes clearer guidelines for achieving compliance "to the greatest extent feasible".
2. Requires "new hires" to work a minimum percentage of hours.
3. Revises the definition of a "Section 3 Business".
4. Sets a new funding threshold for non-PHA grantees.
5. Removes the 3% minimum numerical goal for non-construction contracts.
6. Requires PHAs and other grantees to monitor contractor payroll data.
7. Mandates reference to Section 3 requirements in Project Labor Agreements.
8. Incentivizes job retention and the provision of apprenticeship opportunities for Section 3 residents.
9. Allows grantees to accept self-certifications or presume eligibility.
10. Imposes penalties for failure to submit Section 3 annual reports.
11. Imposes program sanctions on PHAs and grantees that fail to comply.
12. Stipulates that relief may possibly be provided to aggrieved entities.

**How Do I Find Out More Information About Section 3?**

Please visit: www.hud.gov/section3

potentially misrepresented themselves. In such situations, HUD will request documentation to verify the businesses' eligibility. Businesses that are found to have misrepresented themselves will be removed from the Section 3 Business Registry and penalized (see HUD's Section 3 Business Registry webpage for more information).

To search for Section 3 businesses in your community, register your business, or learn more about HUD's Section 3 Business Registry, please visit: www.hud.gov/Sec3biz

## SECTION 3 AND HUD-FUNDED CONTRACTS

Section 3 requirements provide preference but not a guarantee to Section 3 residents and Section 3 businesses when new jobs, training, or contracting opportunities are created as a result of HUD funds. Section 3 residents and businesses are not entitled to jobs or contracts simply because they meet the eligibility criteria. Section 3 residents and businesses may need to demonstrate that they have the ability to perform successfully under the terms and conditions of proposed contracts and meet the qualifications for jobs or contracts they are seeking.

Section 3 residents or businesses that believe that they have been denied employment, training, or contracting opportunities associated with HUD-funded projects are encouraged to file a complaint with HUD at the appropriate Regional Office of Fair Housing and Equal Opportunity (FHEO). A copy of the Section 3 Complaint Form (HUD-958) and a list of FHEO Regional Offices can be found online at: www.hud.gov/Section3

U.S. Department of Housing and Urban Development



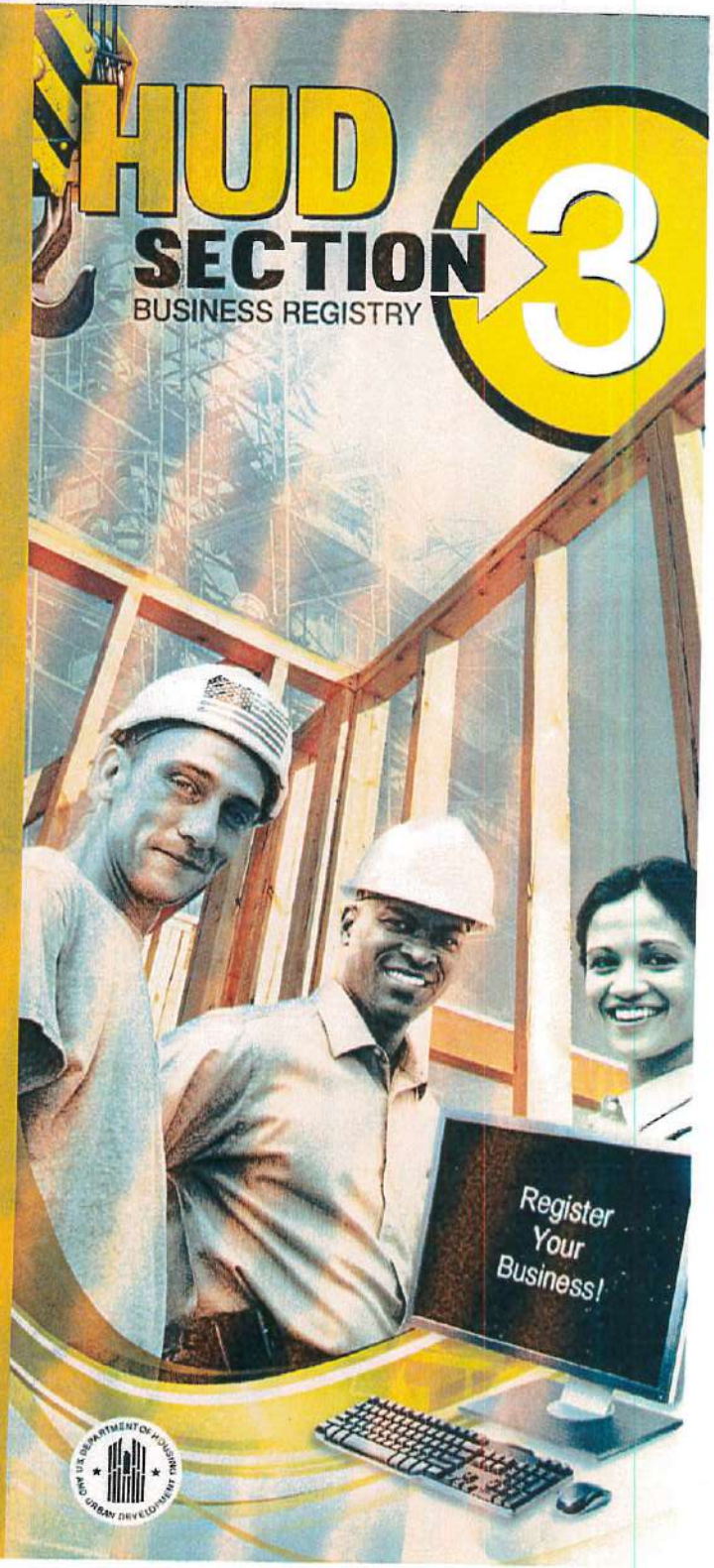
www.hud.gov/Section3

8804

HUD Form 972-English

# HUD SECTION 3

BUSINESS REGISTRY



# WHAT IS SECTION 3?

Section 3 is a provision of the Housing and Urban Development (HUD) Act of 1968 that helps foster local economic development, neighborhood improvement, and individual self-sufficiency.

HUD investments in local communities represent one of the largest sources of federal funding, and the expenditure of these funds typically results in new contracts and jobs. The Section 3 requirements stipulate that local low-income persons, and businesses that substantially employ those persons, receive priority consideration for a percentage of new training, employment, and contracting opportunities that are created from certain HUD funds.

Please visit www.hud.gov/section3 for more information on the requirements of Section 3.

# WHAT IS A SECTION 3 BUSINESS?

*If your business meets one of the following criteria, you may be eligible to receive priority consideration when bidding on certain HUD-funded contracts or subcontracts:*

1) 51 percent or more owned by Section 3 residents; or

2) At least 30 percent of full-time, permanent staff are Section 3 residents (or were Section 3 residents within the last 3 years); or

3) Evidence of a commitment to subcontract 25 percent or more of the total dollar amount of all subcontracts to businesses that meet one of the criteria listed above.

# WHO ARE SECTION 3 RESIDENTS?

*If you meet one of the following criteria, you may be eligible to receive priority consideration when applying for certain HUD-funded jobs and training opportunities:*

1) Public housing residents; or

2) Low and very low-income persons who live in the metropolitan area or Non-metropolitan County where covered HUD funding is spent.

*To determine income eligibility in your community visit: http://www.huduser.org/portal/datasets/il.html*

# WHAT IS THE SECTION 3 BUSINESS REGISTRY?



The Section 3 Business Registry is a listing of businesses that have self-certified that they meet one of the eligibility criteria of a Section 3 business, and have submitted publicly available information about their firm (i.e. business name, address, type of services provided, etc.) to be included HUD's online database.

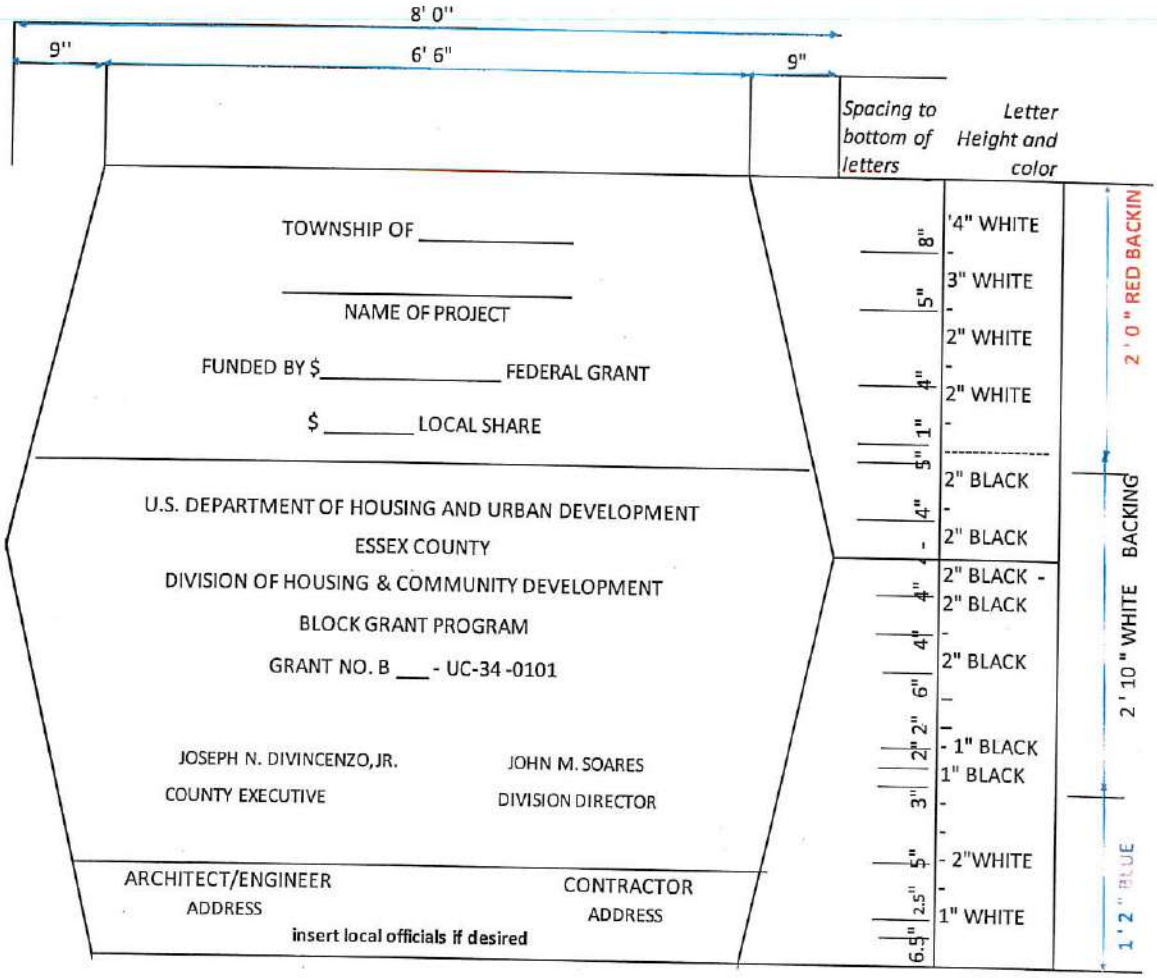


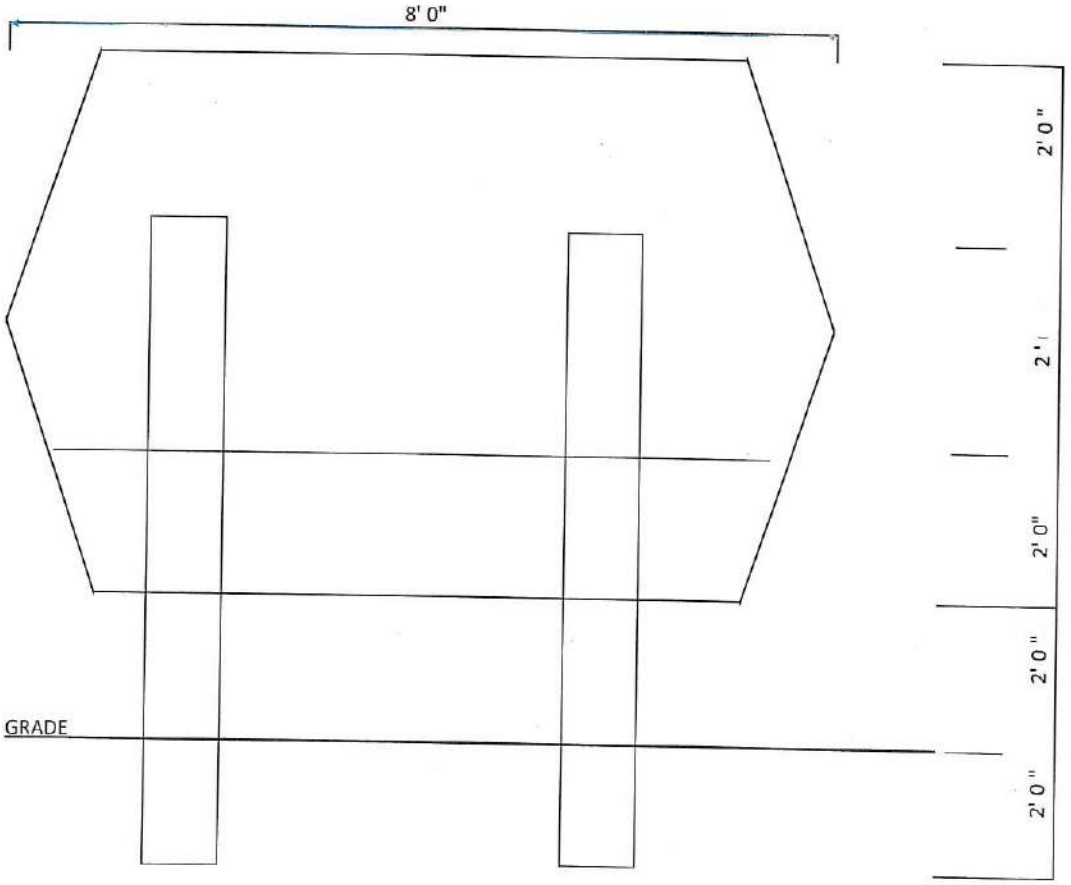
The Section 3 Business Registry will be used by Public Housing Authorities (PHAs); State, County, and local government agencies; property owners; developers; contractors; and others as a resource for finding local Section 3 businesses to be notified about HUD-funded contracting opportunities. Section 3 residents are also encouraged to use the registry to locate Section 3 businesses that may have new HUD-funded jobs as a result of recently awarded HUD-funded contracts.

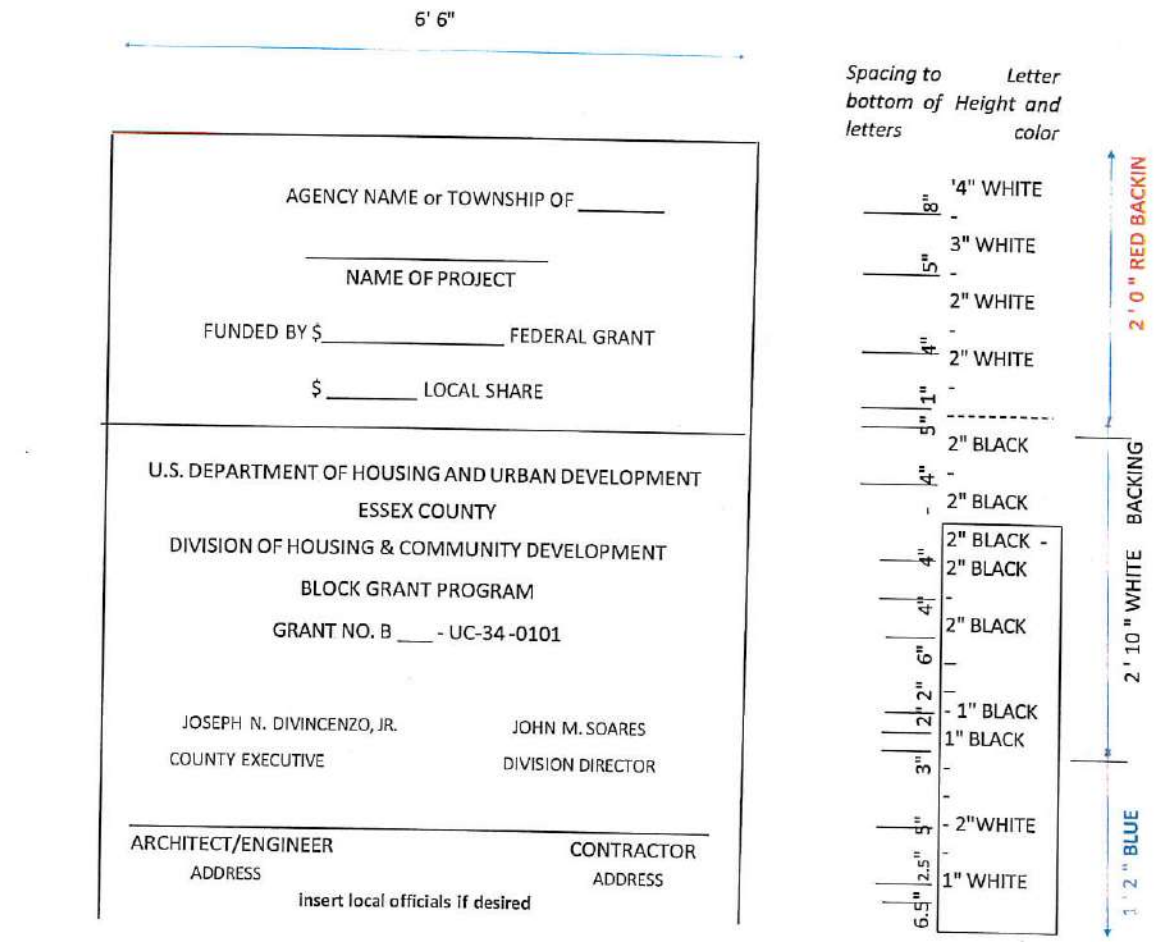
HUD will maintain the Section 3 Business Registry to assist agencies that receive HUD funds with meeting their Section 3 obligations. However, HUD does not verify information submitted by businesses and does not endorse the services they provide. Therefore, grantees and other users should perform due diligence to confirm eligibility before awarding contracts to firms in the Section 3 Business Registry.

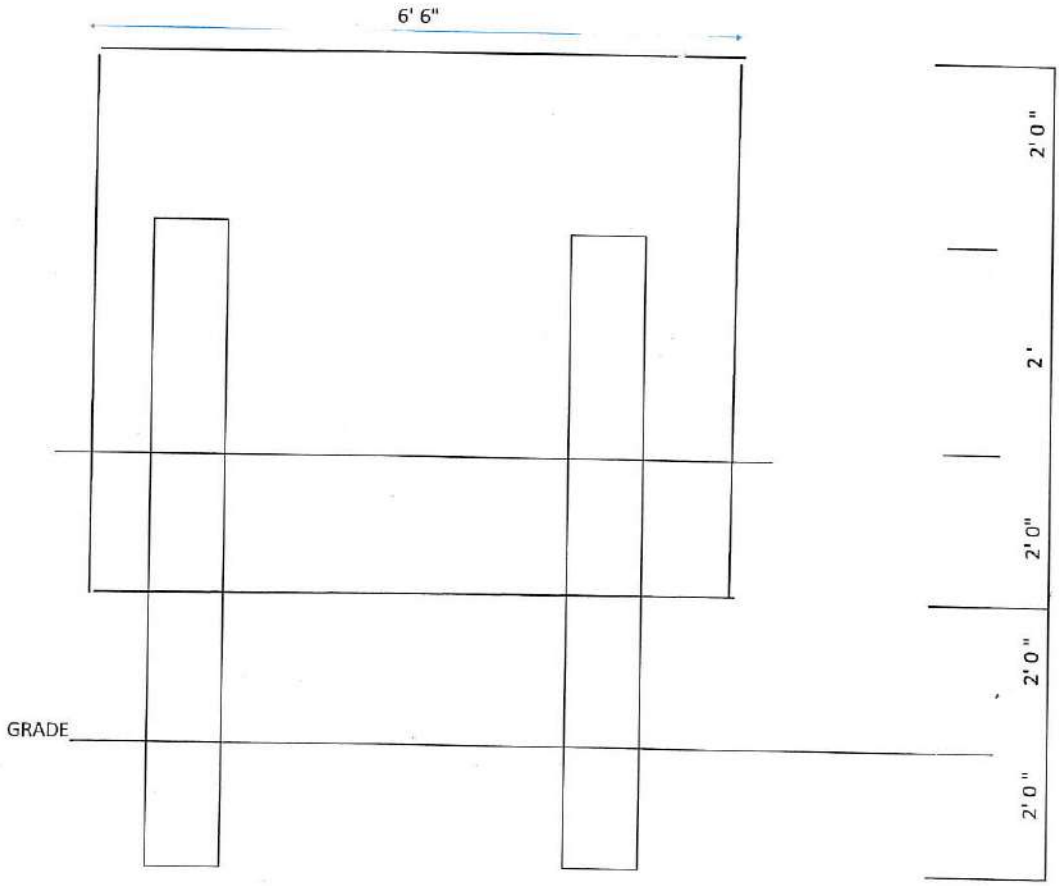
Contact HUD at sec3biz@hud.gov if you believe firms in HUD's Section 3 Business Registry have

*continued*


8' 0"
9"
6' 6"
9"
Spacing to bottom of letters
Letter Height and color
TOWNSHIP OF _____
NAME OF PROJECT
FUNDED BY $_____ FEDERAL GRANT
$ _____ LOCAL SHARE
U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
ESSEX COUNTY
DIVISION OF HOUSING & COMMUNITY DEVELOPMENT
BLOCK GRANT PROGRAM
GRANT NO. B ___ - UC-34 -0101
JOSEPH N. DIVINCENZO, JR.
COUNTY EXECUTIVE
JOHN M. SOARES
DIVISION DIRECTOR
ARCHITECT/ENGINEER
ADDRESS
CONTRACTOR
ADDRESS
insert local officials if desired
8"
5"
4"
1"
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4"
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2 ' 10 " WHITE BACKING
1 ' 2 " BLUE


8' 0"
2' 0 "
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2' 0 "
2' 0 "
GRADE


6' 6"
AGENCY NAME or TOWNSHIP OF _____
NAME OF PROJECT
FUNDED BY $_____ FEDERAL GRANT
$_____ LOCAL SHARE
U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
ESSEX COUNTY
DIVISION OF HOUSING & COMMUNITY DEVELOPMENT
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Spacing to bottom of letters
Letter Height and color
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- 1" BLACK
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3"
- 2"WHITE
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2.5"
1" WHITE
6.5"
2 ' 0 " RED BACKIN
2 ' 10 " WHITE BACKING
1 ' 2 " BLUE


6' 6"
GRADE
2' 0 "
2 '
2' 0"
2' 0 "
2' 0 "

## BUILD AMERICA BUY AMERICA (BABA ) REGULATIONS

If total project costs (not just the CDBG award amount) **exceed $250,000**, the Grantee, the General Contractor and Sub Contractors must comply with the requirements of the Build America, Buy America (BABA) Act, 41 USC 8301 note, and all applicable rules and notices, as may be amended, if applicable to the Grantee's infrastructure project. Pursuant to HUD's Notice, "Public Interest Phased Implementation Waiver for FY 2022 and 2023 of Build America, Buy America Provisions as Applied to Recipients of HUD Federal Financial Assistance" (88 FR 17001), any funds obligated by HUD on or after the applicable listed effective dates, are subject to BABA requirements, unless excepted by a waiver. **The BABA requirement is waived for projects with a total cost that is $250,000 or less and/or for a *de minimis* portion whereby covered materials used in a project comprise no more than 5 percent of the total cost, up to $1 million**.

BABA requires that products purchased in connection with infrastructure projects funded by Federal financial assistance programs must be produced in the United States. This requirement is known as the **"Buy America Preference (BAP)."** The domestic content procurement preference requires that all iron, steel, manufactured products, and construction materials used in covered infrastructure projects are produced in the United States. Recipients of an award of Federal financial assistance from a program for infrastructure are hereby notified that none of the funds provided under this award may be used for a project for infrastructure unless:

(1) all **iron and steel** used in the project are produced in the United States--this means all manufacturing processes, from the initial melting stage through the application of coatings, occurred in the United States;

(2) all **manufactured products** (material or supply used in an infrastructure project that is not iron or steel or a construction material; when two or more materials are combined, they should be treated as a manufactured product) used in the project are produced in the United States—this means the manufactured product was manufactured in the United States; and the cost of the components of the manufactured product that are mined, produced, or manufactured in the United States is greater than 55 percent of the total cost of all components of the manufactured product, unless another standard for determining the minimum amount of domestic content of the manufactured product has been established under applicable law or regulation; and

(3) all **construction materials** are manufactured in the United States—this means that all manufacturing processes for the construction material occurred in the United States. The Buy America preference only applies to articles, materials, and supplies that are consumed in, incorporated into, or affixed to an infrastructure project. As such, it does not apply to tools, equipment, and supplies, such as temporary scaffolding, brought to the construction site and removed at or before the completion of the infrastructure project. Nor does a Buy America preference apply to equipment and furnishings, such as movable chairs, desks, and portable computer equipment, that are used at or within the finished infrastructure project but are not an integral part of the structure or permanently affixed to the infrastructure project.

**Construction materials include** plastic materials such as PVC pipe, glass, lumber, and drywall. The definition of construction materials does not include cement and aggregates (stone, sand, gravel).

# APPENDIX B

DAVIS-BACON-FEDERAL WAGE RATES

"General Decision Number: NJ20260002 01/30/2026

Superseded General Decision Number: NJ20250002

State: New Jersey

Construction Type: Highway

Counties: Bergen, Essex, Hudson, Hunterdon, Middlesex, Morris, Passaic, Somerset, Sussex, Union and Warren Counties in New Jersey.

HIGHWAY CONSTRUCTION PROJECTS

| Modification Number | Publication Date |
|---|---|
| 0 | 01/02/2026 |
| 1 | 01/30/2026 |

BRNJ0002-005 05/01/2025

BERGEN, ESSEX AND HUDSON COUNTIES; HUNTERDON COUNTY (north and west of a line drawn from Clover Hill, through Reaville, through Flemington, through High Bridge, through Califon, through Fairmont, to Pottersville); MIDDLESEX COUNTY (Borough of Dunellen; Township of Edison (Town of Oak Tree only); Township of Piscataway (Town of New Market only); Borough of South Plainfield); MORRIS AND PASSAIC COUNTIES; SOMERSET COUNTY (north of a line drawn from the point where the Lamington River leaves the boundary line between Hunterdon and Somerset Counties; then, continuing along the Lamington River to where it becomes the North Branch of the Raritan River; then, continuing along the North Branch of the Raritan River to where it becomes Chambers Brook; then, continuing along Chambers Brook until it becomes the boundary line between the Townships of Bernards and Bridgewater; then, continuing along the boundary line between the Townships of Bernards and Bridgewater, until that boundary line intersects with Route 78; then, continuing along Route 78 until Route 78 intersects with Route 525; then, continuing along Route 525 until Route 525 intersects with the boundary line between the Townships of Bridgewater and Warren; then, continuing along the boundary line between the Townships of Bridgewater and Warren until that boundary line intersects with Route 22; then, following Route 22 until Route 22 intersects with Sebrings Mills Rd. (also known as King George Rd.); then, continuing south on Sebrings Mills Rd. until it goes over Green Brook, which is the Middlesex County line); SUSSEX, UNION AND WARREN COUNTIES:

| | Rates | Fringes |
|---|---|---|
| Bricklayer | $ 49.60 | 37.96 |

Work 100 degrees F. and over:
to be paid at the rate of double time.

Work on high stacks:
22% per hour additional.

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BRNJ0002-006 11/01/2019

HUNTERDON COUNTY (south and east of a line drawn from Clover

Hill, through Reaville, through Flemington, through High Bridge, through Califon, through Fairmont, to Pottersville); MIDDLESEX COUNTY (does not include the Borough of Dunellen; Township of Edison (Town of Oak Tree); Township of Piscataway (Town of New Market); Borough of South Plainfield); SOMERSET COUNTY (south of a line drawn from the point where the Lamington River leaves the boundary line between Hunterdon and Somerset Counties; then, continuing along the Lamington River to where it becomes the North Branch of the Raritan River; then, continuing along the North Branch of the Raritan River to where it becomes Chambers Brook; then, continuing along Chambers Brook until it becomes the boundary line between the Townships of Bernards and Bridgewater; then, continuing along the boundary line between the Townships of Bernards and Bridgewater, until that boundary line intersects with Route 78; then, continuing along Route 78 until Route 78 intersects with Route 525; then, continuing along Route 525 until Route 525 intersects with the boundary line between the Townships of Bridgewater and Warren; then, continuing along the boundary line between the Townships of Bridgewater and Warren until that boundary line intersects with Route 22; then, continuing along Route 22 until Route 22 intersects with Sebrings Mills Rd. (also known as King George Rd.); then, continuing south along Sebrings Mills Rd. until it goes over Green Brook, which is the Middlesex County line):

| | Rates | Fringes |
|---|---|---|
| Bricklayer | $ 43.56 | 32.50 |

Work 100 degrees F. and over:
to be paid at the rate of double time.

Work on high stacks:
22% per hour additional.

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BRNJ0002-008 05/01/2025

BERGEN, ESSEX AND HUDSON COUNTIES; HUNTERDON COUNTY (north and west of a line drawn from Clover Hill, through Reaville, through Flemington, through High Bridge, through Califon, through Fairmont, to Pottersville); MIDDLESEX COUNTY (Borough of Dunellen; Township of Edison (Town of Oak Tree only); Township of Piscataway (Town of New Market only); Borough of South Plainfield); MORRIS AND PASSAIC COUNTIES; SOMERSET COUNTY (north of a line drawn from the point where the Lamington River leaves the boundary line between Hunterdon and Somerset Counties; then, continuing along the Lamington River to where it becomes the North Branch of the Raritan River; then, continuing along the North Branch of the Raritan River to where it becomes Chambers Brook; then, continuing along Chambers Brook until it becomes the boundary line between the Townships of Bernards and Bridgewater; then, continuing along the boundary line between the Townships of Bernards and Bridgewater, until that boundary line intersects with Route 78; then, continuing along Route 78 until Route 78 intersects with Route 525; then, continuing along Route 525 until Route 525 intersects with the boundary line between the Townships of Bridgewater and Warren; then, continuing along the boundary line between the Townships of Bridgewater and Warren until that boundary line intersects with Route 22; then, continuing along Route 22 until Route 22 intersects with Sebrings Mills Rd. (also known as King George Rd.); then, continuing south on

Sebrings Mills Rd. until it goes over Green Brook, which is the Middlesex County line); SUSSEX, UNION AND WARREN COUNTIES:

| | Rates | Fringes |
|---|---|---|
| CEMENT MASON | $ 49.60 | 37.96 |

Cement mason:
Epoxy, acid and latex work: $.50 per hour additional.

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BRNJ0002-009 11/01/2019

HUNTERDON COUNTY (south and east of a line drawn from Clover Hill, through Reaville, through Flemington, through High Bridge, through Califon, through Fairmont, to Pottersville); MIDDLESEX COUNTY (does not include the Borough of Dunellen; Township of Edison (Town of Oak Tree); Township of Piscataway (Town of New Market); Borough of South Plainfield); SOMERSET COUNTY (south of a line drawn from the point where the Lamington River leaves the boundary line between Hunterdon and Somerset Counties; then, continuing along the Lamington River to where it becomes the North Branch of the Raritan River; then, continuing along the North Branch of the Raritan River to where it becomes Chambers Brook; then, continuing along Chambers Brook until it becomes the boundary line between the Townships of Bernards and Bridgewater; then, continuing along the boundary line between the Townships of Bernards and Bridgewater, until that boundary line intersects with Route 78; then, continuing along Route 78 until Route 78 intersects with Route 525; then, continuing along Route 525 until Route 525 intersects with the boundary line between the Townships of Bridgewater and Warren; then, continuing along the boundary line between the Townships of Bridgewater and Warren until that boundary line intersects with Route 22; then, continuing along Route 22 until Route 22 intersects with Sebrings Mills Rd. (also known as King George Rd.); then, continuing south along Sebrings Mills Rd. until it goes over Green Brook, which is the Middlesex County line):

| | Rates | Fringes |
|---|---|---|
| CEMENT MASON | $ 43.56 | 32.50 |

Cement mason:
Epoxy, acid and latex work: $.50 per hour additional.

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CARP0006-008 05/01/2025

| | Rates | Fringes |
|---|---|---|
| CARPENTER | $ 57.42 | 59.25%+$0.15 |

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CARP1556-001 05/01/2024

| | Rates | Fringes |
|---|---|---|
| Dock Builder & Piledrivermen | $ 52.98 | 52.44 |

Work on land pile driving, while handling and working with creosote and creosote-impregnated products: $.25 per hour additional.

Work on hazardous/toxic/contaminated waste removal, on a hazardous/toxic/contaminated waste site, where the worker comes into contact with hazardous/toxic/contaminated waste material, and when A, B or C personal protective equipment is required and used for respiratory, skin or eye protection: 20% per hour additional.

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ELEC0102-001 06/02/2025

HUNTERDON COUNTY (Townships of Alexandria and Bethlehem; Boroughs of Bloomsbury and Califon; Town of Clinton; Township of Clinton; Township of Delaware (west of a line following County Route 523 from the Delaware River north to the Raritan Township line); Township of East Amwell (east of State Hwy. 31); Township of Franklin; Boroughs of Frenchtown, Glen Gardner, Hampton and High Bridge; Townships of Holland and Kingwood; Borough of Lebanon; Township of Lebanon; Borough of Milford; Township of Raritan (east of State Hwy. 31 and north of County Route 523); Townships of Readington, Tewksbury and Union); MORRIS AND PASSAIC COUNTIES; SOMERSET COUNTY (does not include the Township of Franklin east of a line following Cedar Grove Lane from the Raritan River, in a southwesterly direction, to the Millstone Branch of the Pennsylvania Railroad; then, west along the railroad to the Delaware and Raritan Canal; then, south along the canal to the Middlesex County line; does not include the Township of Montgomery west and south of a line following U.S. Hwy. 206 (formerly State Hwy. 31) north from the Mercer County line to Harlingen Rd.; then, west along Harlingen Rd. and the Dutchtown-Zion road to the Hillsborough township line); SUSSEX, UNION AND WARREN COUNTIES:

| | Rates | Fringes |
|---|---|---|
| Line construction: | | |
| High-tension pipe-type cable installation: | | |
| Cable splicer | $ 61.82 | 55.75% |
| Ground person | $ 33.72 | 55.75% |
| Groundman | $ 33.72 | 55.75% |
| Line technician; equipment operator; x-ray technician; equipment repair person; equipment service person; hole-digging equipment operator; truck with winch or pole and steel hand; truck without winch | $ 56.20 | 55.75% |
| Line technician-welder | $ 59.01 | 55.75% |
| All other work: | | |
| Cable splicer | $ 71.97 | 64.5% |
| Groundman | $ 38.21 | 62.75% |
| Line technician; equipment operator | $ 65.43 | 64.5% |
| Line technician-welder | $ 66.86 | 62.75% |

Work with, or the removal of, asbestos materials: 112% times the journeyman rate.

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ELEC0102-002 06/02/2025

HUNTERDON COUNTY (Townships of Alexandria and Bethlehem; Boroughs of Bloomsbury and Califon; Town of Clinton; Township of Clinton; Township of Delaware (west of a line following County Route 523 from the Delaware River north to the Raritan Township line); Township of East Amwell (east of State Hwy. 31); Township of Franklin; Boroughs of Frenchtown, Glen Gardner, Hampton and High Bridge; Townships of Holland and Kingwood; Borough of Lebanon; Township of Lebanon; Borough of Milford; Township of Raritan (east of State Hwy. 31 and north of County Route 523); Townships of Readington, Tewksbury and Union); MORRIS AND PASSAIC COUNTIES; SOMERSET COUNTY (does not include the Township of Franklin east of a line following Cedar Grove Lane from the Raritan River, in a southwesterly direction, to the Millstone Branch of the Pennsylvania Railroad; then, west along the railroad to the Delaware and Raritan Canal; then, south along the canal to the Middlesex County line; does not include the Township of Montgomery west and south of a line following U.S. Hwy. 206 (formerly State Hwy. 31) north from the Mercer County line to Harlingen Rd.; then, west along Harlingen Rd. and the Dutchtown-Zion road to the Hillsborough township line); SUSSEX, UNION AND WARREN COUNTIES:

| | Rates | Fringes |
|---|---|---|
| Electricians: | | |
| All other work: | | |
| Cable Splicer | $ 71.97 | 64.5% |
| Electrician | $ 65.43 | 65.5% |

Work forty ft. or more above the ground or protective rigging (does not apply to pole work, or to use of a manlift or high reach-type lift): 10% per hour additional.

Work with, or the removal of, asbestos materials: 112% times the journeyman rate.

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ELEC0164-002 06/03/2024

BERGEN, ESSEX AND HUDSON COUNTIES:

| | Rates | Fringes |
|---|---|---|
| Electricians: | | |
| Electrician | $ 62.90 | 62.50% |
| All other work: | | |
| Cable splicer | $ 73.59 | 62.50% |

Work on line voltage of 440 or 480 volts: 10% per hour additional.

Work from trusses, scaffolds, frames, ladders and poles, 40 ft. or more above the ground or floor (does not include work from a manlift): 20% per hour additional.

Work on radio towers, transmission towers and smokestacks: 21% per hour additional.

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ELEC0164-010 06/03/2024

BERGEN, ESSEX AND HUDSON COUNTIES:

| | Rates | Fringes |
|---|---|---|
| Line construction: | | |
| Cable splicer | $ 73.59 | 62.5% |
| Groundman (includes empty conduit installations on roadways) | $ 30.75 | 54% |
| Layout Man | $ 50.03 | 54% |
| Lineman; lineman-welder; x-ray technician; equipment repairman; equipment serviceman | $ 45.90 | 54% |

Work on live wires of 440 or 480 volts: 10% per hour additional.

Work on radio towers, transmission towers and smokestacks: 21% per hour additional.

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* ELEC0269-010 01/05/2026

HUNTERDON COUNTY (Township of Delaware (east of a line following County Route 523 from the Delaware River north to the Raritan Township line); Township of East Amwell (west of State Hwy. 31); Borough of Flemington; City of Lambertville; Township of Raritan (west of State Hwy. 31 and south of County Route 523); Borough of Stockton; Township of West Amwell); SOMERSET COUNTY (Township of Montgomery (west and south of a line following U.S. Hwy. 206 (formerly State Hwy. 31) north from the Mercer County line to Harlingen Rd.; then, west along Harlingen Rd. and the Dutchtown-Zion road to the Hillsborough township line):

| | Rates | Fringes |
|---|---|---|
| Electrician | $ 63.82 | 65.80% |

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ELEC0269-013 10/01/2017

HUNTERDON COUNTY (Township of Delaware (east of a line following County Route 523 from the Delaware River north to the Raritan Township line); Township of East Amwell (west of State Hwy. 31); Borough of Flemington; City of Lambertville; Township of Raritan (west of State Hwy. 31 and south of County Route 523); Borough of Stockton; Township of West Amwell); SOMERSET COUNTY (Township of Montgomery (west and south of a line following U.S. Hwy. 206 (formerly State Hwy. 31) north from the Mercer County line to Harlingen Rd.; then, west along Harlingen Rd. and the Dutchtown-Zion road to the Hillsborough township line):

| | Rates | Fringes |
|---|---|---|
| Line construction: | | |
| Continuous pipe-type underground oil-filled transmission conduit installations: | | |
| Ground person; truck with winch operator | $ 39.83 | 60.93% |
| Line technician; cable | | |

splicer; heavy equipment operator.....$ 49.79 60.93%
All other work:
Ground person; truck with winch operator.....$ 39.83 60.93%
Line technician; cable splicer; heavy equipment operator.....$ 49.79 60.93%

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ELEC0456-001 06/02/2025

MIDDLESEX COUNTY; SOMERSET COUNTY (Township of Franklin (east of a line following Cedar Grove Lane from the Raritan River, in a southwesterly direction, to the Millstone Branch of the Pennsylvania Railroad; then, west along the railroad to the Delaware and Raritan Canal; then, south along the canal to the Middlesex County line)):

| | Rates | Fringes |
|---|---|---|
| Electricians: | | |
| Cable splicer | $ 65.35 | 71.25% |
| Electrician | $ 61.40 | 63.75% |

Work on line voltage of 440 volts and over: 10% per hour additional.

Work from trusses, scaffolds and ladders 40 ft. or more from the ground or floor; or under air pressure; or over conveyors or moving equipment or machinery: 10% per hour additional.

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ELEC0456-002 05/28/2018

MIDDLESEX COUNTY; SOMERSET COUNTY (Township of Franklin (east of a line following Cedar Grove Lane from the Raritan River, in a southwesterly direction, to the Millstone Branch of the Pennsylvania Railroad; then, west along the railroad to the Delaware and Raritan Canal; then, south along the canal to the Middlesex County line)):

| | Rates | Fringes |
|---|---|---|
| Line construction: | | |
| Continuous pipe-type underground oil-filled transmission conduit installations: | | |
| Cable splicer | $ 59.47 | 67.75% |
| Crane Operator | $ 59.47 | 67.75% |
| Groundman (when installing conduit on public roadways) | $ 31.03 | 67.75% |
| Groundman; winch operator | $ 50.92 | 67.75% |
| Line technician; x-ray technician; equipment repair person; equipment serviceperson; electrical installation worker; hole-digging equipment operator; truck operator with winch or pole; truck | | |

operator without winch.....$ 51.71 67.75%
All other work:
Cable splicer.....$ 59.46 67.75%
Crane Operator.....$ 58.44 67.75%
Line technician.....$ 51.71 67.75%
winch operator.....$ 50.92 67.75%

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ENGI0825-004 07/01/2025

| | Rates | Fringes |
|---|---|---|
| Power equipment operators: | | |
| Steel erection: | | |
| GROUP 1 | $ 70.24 | 37.50 |
| GROUP 2 | $ 68.58 | 37.50 |
| GROUP 3 | $ 61.29 | 37.50 |
| GROUP 4 | $ 58.63 | 37.50 |
| GROUP 5 | $ 57.10 | 37.50 |
| GROUP 6 | $ 53.34 | 37.50 |
| GROUP 7 | $ 65.74 | 37.50 |

Hazardous waste removal work:
Work on a state or federally designated hazardous waste site, where the worker is in direct contact with hazardous material, and when personal protective equipment is required for respiratory, skin and eye protection: 20% per hour additional.

PAID HOLIDAYS:
New Year's Day, Washington's Birthday observed, Memorial Day, Independence Day, Labor Day, Presidential Election Day, Veteran's Day, Thanksgiving Day and Christmas Day; provided 1) that the worker works three of the preceding five work days before the holiday; or, the work day before the holiday and the work day after the holiday; and, 2) that the worker works the work day before and the work day after the holiday.

DEFINITION OF GROUPS:

GROUP 1:
Cranes (all cranes, land or floating with boom including jib, 140 ft. and over, above ground); derricks (all derricks, land, floating or Chicago boom type with boom including jib, 140 ft. and over, above ground)

GROUP 2:
Cranes (all cranes, land or floating with boom including jib, less than 140 ft. above ground); derricks (all derricks, land, floating or Chicago boom type with boom including jib, less than 140 ft. above ground)

GROUP 3:
Helicopter pilot

GROUP 4:
""A"" frame; cherry picker (10 ton and under); hoist (all types of hoist, including steam, gas, diesel, electric, air, hydraulic, single and double drum, concrete, brick shaft caisson, or any other similar type of hoisting machine, portable or stationary, except Chicago boom type); jack (screw, air, hydraulic power-operated unit or console type (not hand jack or pile load test type); side boom;

straddle carrier

GROUP 5:
Aerial platform used as a hoist; compressor, two or three in battery; directional boring machine; elevator or house car; concrete cleaning/decontamination machine operator, decontamination and remediation work only; conveyor and tugger hoist; firefighter; forklift; generator, two or three in battery; heavy equipment robotic operator/technician, decontamination and remediation work only; maintenance, utility person; master environmental maintenance technician, decontamination and remediation work only; rod bending machine (power); ultra high-pressure waterjet cutting tool system operator/maintenance technician, decontamination and remediation work only; vacuum blasting machine operator/maintenance technician, decontamination and remediation work only; welding machine (gas or electric, two or three in battery, including diesel); captain, power boat; tug master, power boat; oiler, with either one compressor or one welding machine

GROUP 6:
Compressor, single; off-road back dump; welding machine (single, gas, diesel and electric converters of any type); welding system, multiple (rectifier, transformer type); generator, single

GROUP 7:
Oiler; deckhand

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ENGI0825-009 07/01/2025

| | Rates | Fringes |
|---|---|---|
| Power equipment operators: | | |
| GROUP 1 | $ 61.72 | 37.50 |
| GROUP 2 | $ 60.13 | 37.50 |
| GROUP 3 | $ 58.22 | 37.50 |
| GROUP 4 | $ 56.59 | 37.50 |
| GROUP 5 | $ 52.88 | 37.50 |
| GROUP 6 | $ 63.54 | 37.50 |

Hazardous waste removal work:
Work on a state or federally designated hazardous waste site, where the worker is in direct contact with hazardous material, and when personal protective equipment is required for respiratory, skin and eye protection: 20% per hour additional.

PAID HOLIDAYS:
New Year's Day, Washington's Birthday observed, Memorial Day, Independence Day, Labor Day, Presidential Election Day, Veteran's Day, Thanksgiving Day and Christmas Day; provided 1) that the worker works three of the preceding five work days before the holiday; or, the work day before the holiday and the work day after the holiday; and, 2) that the worker works the work day before and the work day after the holiday.

DEFINITION OF GROUPS:

GROUP 1:

Autograde - combination subgrader; base metal spreader and base trimmer (CMI and similar types); autograde placer - trimmer spreader combination (CMI and similar types); autograde slipform paver (CMI and similar types); backhoe; central power plant (all types); concrete paving machine; crane (all types, including overhead and straddle traveling type); crane, gantry; derrick (land, floating or Chicago boom type); drillmaster, quarrymaster (down-the-hole drill, rotary drill, self-propelled hydraulic drill, self-powered drill); dragline; elevating grader; front end loader (5 cu. yd. and over); gradall; grader, raygo; locomotive (large); mucking machine; pavement and concrete breaker (superhammer and hoe ram); pile driver (length of boom, including length of leads, shall determine premium rate applicable); roadway surface grinder; scooper (loader and shovel); shovel; tree chopper with boom; trench machine (cable plow)

GROUP 2:
""A"" frame/backhoe combination; boom attachment on loader (rate based on size of bucket, not applicable to pipehook); boring and drilling machine; brush chopper, shredder and tree shredder; carryall; concrete pump; concrete pumping system, pumpcrete and similar type; conveyor, 125 ft. and over; drill doctor, including dust collecting and maintenance work); front end loader (2 cu. yd. but less than 5 cu. yd.); grader (finish); groove cutting machine (ride-on type); heater planer; hoist (all types of hoist, shall also include steam, gas, diesel, electric, air, hydraulic, single and double drum, concrete, brick shaft caisson, snorkel roof, and/or any other similar type hoisting machine, portable or stationary, except Chicago boom type) (if hoist is ""outside material tower hoist"", long boom rate is to be applied); hydraulic crane, 10 tons and under; hydro-axe; hydro-blaster; jack (screw, air, hydraulic power-operated unit or console type (not hand jack or pile load test type); log skidder; pan; pavers (all) (concrete); plate and frame filter press; pumpcrete machine; squeezecrete; concrete pump (regardless of size); scraper; side boom; straddle carrier, Ross and similar type; whip hammer; winch truck (hoisting)

GROUP 3:
Asphalt curbing machine; asphalt plant engineer; asphalt spreader; autograde tube finishing and texturing machine (CMI and similar types); autograde curecrete machine (CMI and similar types); autograde curb trimmer and sidewalk, shoulder, slipform (CMI and similar types); bar bending machine (power); batcher; batching plant and crusher on site; belt conveyor system; boom-type skimmer machine; bridge deck finisher; bulldozers (all); car dumper (railroad); compressor and blower-type unit (used independently or mounted on dual-purpose truck, on jobsite or in conjunction with jobsite, in loading and unloading of concrete, cement, fly ash, instantcrete, or similar type materials); compressor (2 or 3) (in battery) (within 100 ft.); concrete cleaning/decontamination machine operator, when used for decontamination and remediation; concrete finishing machine; concrete saw and cutter (ride-on type); concrete spreader, hetzel, rexomatic and similar type; concrete vibrator; conveyor, under 125 ft.; crushing machine; directional boring machine; ditching machine, small (Ditchwitch, Vermeer or similar type); dope pot (mechanical with or without pump); dumpster; elevator; firefighter; forklift (Economobile, Lull and similar type of equipment); front end loader (1 cu. yd. and over but

less than 2 cu. yd.); generator (2 or 3) (in battery) (within 100 ft.); giraffe grinder; grader and motor patrol; gunite machine (does not include nozzle); hammer, vibratory (in conjunction with generator); heavy equipment robotic operator/technician, when used for decontamination and remediation; hoist (roof, tugger, aerial platform hoist and house cars); hopper; hopper door (power-operated); ladder (motorized); laddervator; locomotive, dinky type; maintenance, utility person; master environmental maintenance technician, when used for decontamination and remediation; mechanic; mixer (except paving mixer); pavement breaker, small, self-propelled ride-on type (also maintains compressor on hydraulic unit); pavement breaker, truck-mounted; pipe bending machine (power); pitch pump; plaster pump, regardless of size; posthole digger (post pounder and auger); rod bending machine (power); roller, blacktop; scale, power; seaman pulverizing mixer; shoulder widener; silo; skimmer machine (boom type); steel cutting machine, servicing and maintaining; tractor; captain, power boat; tug master, power boat; ultra high-pressure waterjet cutting tool system operator/maintenance technician, when used for decontamination and remediation; vacuum blasting machine operator/maintenance technician, when used for decontamination and remediation; vibrating plant (used in conjunction with unloading); welder and repair mechanic

GROUP 4:
Broom and sweeper; chipper; compressor (single); concrete spreader (small type); conveyor loader (does not include elevating grader); engine, large diesel (1620 H.P.) and staging pump; farm tractor; fertilizing equipment (operation and maintenance of); fine grade machine (small type); form line grader (small type); front end loader (under 1 cu. yd.); generator (single); grease, gas, fuel and oil supply truck; heater (Nelson or other type including propane, natural gas or flow-type unit); lights (portable generating light plant); mixer, concrete, small; mulching equipment (operation and maintenance of); off-road back dump; pump (4-in. suction and over, including submersible pump); pump (diesel engine and hydraulic) (immaterial of power); road finishing machine (small type); roller, grade, fill or stone base; seeding equipment (operation and maintenance of); sprinkler and water pump truck; steam jenny and boiler; stone spreader; tamping machine, vibrating ride-on; temporary heating plant (Nelson or other type, including propane, natural gas or flow-type unit); welding machine (gas, diesel, and/or electric converter of any type) (single, or two or three in a battery) (within 100 ft.); welding system, multiple (rectifier, transformer type); wellpoint system

GROUP 5:
Oiler; tire repair and maintenance

GROUP 6:
Helicopter pilot; helicopter engineer

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IRON0011-002 07/01/2025

BERGEN, ESSEX, HUDSON AND HUNTERDON COUNTIES; MIDDLESEX COUNTY (north half); MORRIS AND PASSAIC COUNTIES; SOMERSET COUNTY (north half); SUSSEX AND UNION COUNTIES:

| | Rates | Fringes |
|---|---|---|
| Ironworkers: | | |
| Reinforcing | $ 49.94 | 50.32 |
| Structural | $ 52.24 | 50.32 |

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IRON0011-004 07/01/2012

WARREN COUNTY

| | Rates | Fringes |
|---|---|---|
| Ironworkers: | $ 34.05 | 24.00 |

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IRON0399-014 07/01/2024

MIDDLESEX COUNTY (south half); SOMERSET COUNTY (south half):

| | Rates | Fringes |
|---|---|---|
| Ironworker | $ 54.24 | 38.40 |

Hazardous waste removal work, on a state or federally designated hazardous waste site, where the worker is required to wear Level A, B or C personal protection: $3.00 per hour additional.

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LABO0172-005 03/01/2025

| | Rates | Fringes |
|---|---|---|
| Laborers: | | |
| GROUP 1 | $ 50.95 | 38.53 |
| GROUP 2 | $ 51.65 | 38.53 |
| GROUP 3 | $ 51.90 | 38.53 |
| GROUP 4 | $ 55.45 | 38.53 |

Hazardous waste removal work:
Work on a state or federally designated hazardous waste site, where the worker is required to wear Level A, B or C personal protection: $3.00 per hour additional.

Work on a state or federally designated hazardous waste site, where the worker is not required to wear Level A, B, or C personal protection: $1.00 per hour additional.

PAID HOLIDAYS:
New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Presidential Election Day, Veteran's Day, Thanksgiving Day and Christmas Day; provided that the worker works three days for the same employer within a period of ten working days consisting of five working days before and five working days after the day upon which the holiday falls or is observed.

DEFINITION OF GROUPS:

GROUP 1:
Basic laborer; landscape laborer; railroad track laborer; utility meter installer; traffic director/flag person; salamander tender; pit person; dump person; asphalt laborer (only in Bergen, Essex, Hudson and Hunterdon Counties;

Middlesex County (north of the Raritan River); Morris, Passaic, Somerset, Sussex, Union and Warren Counties); slurry seal laborer (only in Bergen, Essex, Hudson and Hunterdon Counties; Middlesex County (north of the Raritan River); Morris, Passaic, Somerset, Sussex, Union and Warren Counties); raker and tamper on cold patch work; wrapper and coater of pipe; waterproofing laborer; timber person; powder carrier; magazine tender; signal person; power buggy operator; tree cutter; and the operation of such other basic power tools used to perform work usually done manually by laborers

GROUP 2:
Pipelayer; laser person; conduit and duct line layer; jackhammer; chipping hammer; pavement breaker; concrete cutter; asphalt cutter; sheet hammer operator; sandblasting, acetylene cutting and burning; wagon drill operator; directional drill operator; hydraulic drill operator; drill master; core driller; traffic control coordinator; asphalt raker/lute person (only in Bergen, Essex, Hudson and Hunterdon Counties; Middlesex County (north of the Raritan River); Morris, Passaic, Somerset, Sussex, Union and Warren Counties); walk-behind saw cutter

GROUP 3:
Finisher; rammer; setter of brick or stone pavers; hardscaping; gunite nozzle person; stonecutter; form setter; manhole; catch basin and inlet builder; asphalt screedperson (only in Bergen, Essex, Hudson and Hunterdon Counties; Middlesex County (north of the Raritan River); Morris, Passaic, Somerset, Sussex, Union and Warren Counties)

GROUP 4:
Blaster

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LABO0172-006 03/01/2025

MIDDLESEX COUNTY (south of the Raritan River):

| | Rates | Fringes |
|---|---|---|
| Laborers: | | |
| ASPHALT WORK: | | |
| GROUP 1 | $ 50.95 | 38.53 |
| GROUP 2 | $ 51.65 | 38.53 |
| GROUP 3 | $ 51.90 | 38.53 |
| GROUP 4 | $ 55.45 | 38.53 |

PAID HOLIDAYS:
New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Presidential Election Day, Veteran's Day, Thanksgiving Day and Christmas Day; provided that the worker works three days for the same employer within a period of ten working days, consisting of five working days before and five working days after the day upon which the holiday falls or is observed.

DEFINITION OF GROUPS:

GROUP 1:
Basic laborer; landscape laborer; railroad track laborer; utility meter installer; traffic director/flag person;

salamander tender; pit person; dump person; asphalt laborer (only in Monmouth County); slurry seal laborer (only in Monmouth County); raker and tamper on cold patch work; wrapper and coater of pipe; waterproofing laborer; timber person; powder carrier; magazine tender; signal person; power buggy operator; tree cutter; and the operation of such other basic power tools used to perform work usually done manually by laborers

GROUP 2:
Pipelayer; laser person; conduit and duct line layer; jackhammer; chipping hammer; pavement breaker; concrete cutter; asphalt cutter; sheet hammer operator; sandblasting, acetylene cutting and burning; wagon drill operator; directional drill operator; hydraulic drill operator; drill master; core driller; traffic control coordinator; asphalt raker/lute person (only in Monmouth County); walk-behind saw cutter

GROUP 3:
Finisher; rammer; setter of brick or stone pavers; hardscaping; gunite nozzle person; stonecutter; form setter; manhole; catch basin and inlet builder; asphalt screedperson (only in Monmouth County)

GROUP 4:
Blaster

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PAIN0711-009 02/01/2024

| | Rates | Fringes |
|---|---|---|
| Painters: | | |
| Work on bridges (all bridges that span major waterways, railroad bridges, bridges over canyons, overpasses) | $ 59.29 | 33.56 |

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PAIN0711-014 05/01/2025

| | Rates | Fringes |
|---|---|---|
| Painters: | | |
| All other work: | | |
| Brush and roller | $ 45.55 | 29.86 |
| Spray | $ 45.55 | 29.86 |

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PLAS0029-001 05/01/2025

BERGEN, ESSEX, HUDSON, MORRIS, PASSAIC, SUSSEX, UNION AND WARREN COUNTIES:

| | Rates | Fringes |
|---|---|---|
| CEMENT MASON | $ 54.64 | 30.95 |

Cement masons:
Work on suspended staging, not supported from the ground: $.50 per hour additional.

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PLAS0592-030 05/01/2025

HUNTERDON, MIDDLESEX, SOMERSET AND UNION COUNTIES:

| | Rates | Fringes |
|---|---|---|
| Cement mason | $ 53.21 | 33.42 |

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TEAM0408-001 05/01/2025

ESSEX, MORRIS, SUSSEX AND UNION COUNTIES:

| | Rates | Fringes |
|---|---|---|
| Truck drivers: | | |
| Group 1 | $ 46.61 | 31.82+a |
| Group 2 | $ 46.51 | 31.82+a |
| Group 3 | $ 46.41 | 31.82+a |
| Group 4 | $ 45.77 | 31.82+a |

a. Employer contributes $1472.15 per month per worker for health and welfare.

Hazardous waste removal work, where the worker is in direct contact with hazardous material, and when personal protective equipment is required for respiratory, skin and eye protection: $3.00 per hour additional.

Hazardous waste removal work, where the worker is working in a hazardous waste site, in a zone requiring Level A personal protection for any of the workers: $3.00 per hour additional.

Hazardous waste removal work, where the worker is not working in a zone requiring Level A, B or C personal protection: $1.00 per hour additional.

PAID HOLIDAYS:
New Year's Day, President's Day, Decoration Day, Independence Day, Labor Day, Presidential Election Day, Veteran's Day, Thanksgiving Day and Christmas Day; provided that the worker has been assigned to work, or, ""shapes"", one day of the calendar week during which the holiday occurs.

DEFINITION OF GROUPS:

GROUP 1:
Winch trailer driver

GROUP 2:
Drivers of all Euclid-type vehicles: Euclid, International Harvester, Wabco, Caterpillar, Koehring, tractor and wagon; dumpster; bottom, rear and side dump; carry-all and scraper (not self-loading, loading over the top); water sprinkler trailer; water pull and similar types of vehicle; driver of tractor and trailer-type vehicles: flat, float, I-beam, low bed, water sprinkler, bituminous, transit mix, road oil, fuel, bottom dump hopper, rear dump, office, shanty, epoxy, asphalt, agitator mixer, mulching, stringing, seeding, fertilizing, pole, spread bituminous distributor, water pull (entire unit), tractor trailer, reel trailer and similar types of vehicle

GROUP 3:
Driver on straight three-axle materials: truck and float

GROUP 4:
Truck driver; driver of the following types of vehicles: dump, flat, float, pick-up, container hauler, fuel, water sprinkler, road oil, stringer bead, hot pass, bus, dumpcrete, transit mixer, agitator mixer, half track, winch truck, side-o-matic, dynamite, powder, x-ray, welding, skid, jeep, station wagon, A-frame, dual purpose truck, truck with mechanical tailgate, asphalt distributor, batch truck, seeding, mulching, fertilizing, air compressor truck (in transit); parts chaser; escort; scissor; hi-lift; telescope; concrete breaker; gin pole; stone, sand, asphalt distributor and spreader; nipper; fuel truck (driver of fuel truck including handling of hose and nozzle - entire unit); team driver; vacuum or vac-all truck (entire unit); skid truck (debris container - entire unit); concrete mobile truck (entire unit); beltcrete truck; pumpcrete truck; line truck; reel truck; wrecker or tow truck; utility truck; tack truck; lift truuk; cardex person; drivers on the following types of vehicle: Broyhill coal tar epoxy truck, Littleford bituminous distributor, slurry seal truck or vehicle, thiokol track master pick-up (swamp cat pick-up), bucket loader, dump truck and any rubber-tired tractor used in pulling and towing farm wagons and trailers of any description; on-site repair shop

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TEAM0469-001 05/01/2025

HUNTERDON, MIDDLESEX AND SOMERSET COUNTIES; UNION COUNTY (south of Wood Ave.); WARREN COUNTY:

| | Rates | Fringes |
|---|---|---|
| Truck drivers: | | |
| Group 1 | $ 48.88 | 42.655 |
| Group 2 | $ 48.78 | 42.655 |
| Group 3 | $ 48.68 | 42.655 |
| Group 4 | $ 48.63 | 42.655 |

Hazardous waste removal work, where the worker is in direct contact with hazardous material, and when personal protective equipment is required for respiratory, skin and eye protection: $3.00 per hour additional.

Hazardous waste removal work, where the worker is working in a hazardous waste site, in a zone requiring Level A personal protection for any of the workers: $3.00 per hour additional.

Hazardous waste removal work, where the worker is not working in a zone requiring Level A, B or C personal protection: $1.00 per hour additional.

PAID HOLIDAYS:
New Year's Day, President's Day, Decoration Day, Independence Day, Labor Day, Presidential Election Day, Veteran's Day, Thanksgiving Day and Christmas Day; provided that the worker has been assigned to work, or, ""shapes"", one day of the calendar week during which the holiday falls.

DEFINITION OF GROUPS:

GROUP 1:
Winch trailer driver

GROUP 2:
Drivers of all Euclid-type vehicles: Euclid, International Harvester, Wabco, Caterpillar, Koehring, tractor and wagon; dumpster; bottom, rear and side dump; carry-all and scraper (not self-loading, loading over the top); water sprinkler trailer; water pull and similar types of vehicle; driver of tractor and trailer-type vehicles: flat, float, I-beam, low bed, water sprinkler, bituminous, transit mix, road oil, fuel, bottom dump hopper, rear dump, office, shanty, epoxy, asphalt, agitator mixer, mulching, stringing, seeding, fertilizing, pole, spread bituminous distributor, water pull (entire unit), tractor trailer, reel trailer and similar types of vehicle

GROUP 3:
Driver on straight three-axle materials: truck and float

GROUP 4:
Truck driver; driver of the following types of vehicles: dump, flat, float, pick-up, container hauler, fuel, water sprinkler, road oil, stringer bead, hot pass, bus, dumpcrete, transit mixer, agitator mixer, half track, winch truck, side-o-matic, dynamite, powder, x-ray, welding, skid, jeep, station wagon, A-frame, dual purpose truck, truck with mechanical tailgate, asphalt distributor, batch truck, seeding, mulching, fertilizing, air compressor truck (in transit); parts chaser; escort; scissor; hi-lift; telescope; concrete breaker; gin pole; stone, sand, asphalt distributor and spreader; nipper; fuel truck (driver of fuel truck including handling of hose and nozzle - entire unit); team driver; vacuum or vac-all truck (entire unit); skid truck (debris container - entire unit); concrete mobile truck (entire unit); beltcrete truck; pumpcrete truck; line truck; reel truck; wrecker or tow truck; utility truck; tack truck; lift truuk; cardex person; drivers on the following types of vehicle: Broyhill coal tar epoxy truck, Littleford bituminous distributor, slurry seal truck or vehicle, thiokol track master pick-up (swamp cat pick-up), bucket loader, dump truck and any rubber-tired tractor used in pulling and towing farm wagons and trailers of any description; on-site repair shop

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TEAM0560-001 05/01/2025

BERGEN, HUDSON AND PASSAIC COUNTIES:

| | Rates | Fringes |
|---|---|---|
| Truck drivers: | | |
| Group 1 | $ 47.36 | 44.17 |
| Group 2 | $ 47.41 | 44.17 |
| Group 3 | $ 47.51 | 44.17 |
| Group 4 | $ 47.61 | 44.17 |

Hazardous waste removal work:

Work on a state or federally designated hazardous waste site, where the worker is in direct contact with hazardous material, and when personal protective equipment is required for respiratory, skin and eye protection: $3.00

per hour additional.

Work on a state or federally designated hazardous waste site, in a zone requiring Level A personal protection for any workers other than the truck driver: $3.00 per hour additional.

Work on a state or federally designated hazardous waste site, in a zone requiring Level B, C or D personal protection for any workers other than the truck driver: $1.00 per hour additional.

PAID HOLIDAYS:

New Year's Day, President's Day, Decoration Day, Independence Day, Labor Day, Presidential Election Day, Veteran's Day, Thanksgiving Day and Christmas Day; provided that the employee has been assigned to work, or, ""shapes"", one day of the calendar week during which the holiday occurs.

DEFINITION OF GROUPS:

GROUP 1:

Driver of the following types of vehicle: dump; flat; float; pick-up; container hauler; fuel; water sprinkler; road oil; stringer bead; hot pass; bus; dumpcrete; transit mixer; agitator mixer; half track; winch truck; side-o-matic; dynamite; powder; x-ray; welding; skid; jeep; station wagon; stringer; A-frame; dual-purpose truck; truck with mechanical tailgate; asphalt distributor; batch truck; seeding; mulching; fertilizing; air compressor truck (in transit); parts chaser; escort; scissor; hi-lift; telescope; concrete breaker; gin pole; stone, sand, asphalt distributor and spreader; nipper; fuel truck (driver of fuel truck including handling of hose and nozzle - entire unit); team driver; vacuum or vac-all trucks (entire unit); skid truck (debris container - entire unit); concrete mobile truck (entire unit); beltcrete truck; pumpcrete truck; line truck; reel truck; wrecker; tow truck; utility truck; tack truck; cardex person; driver on the following types of vehicle: Broyhill coal tar epoxy truck, Littleford bituminous distributor, slurry seal truck or vehicle, thiokol track master pick-up (swamp cat pick-up); bucket loader dump truck and any rubber-tired tractor used in pulling and towing farm wagons and trailers of any description; on-site repair shop

GROUP 2:

Driver of 3-axle materials truck and float

GROUP 3:

Driver of all Euclid-type vehicles: Euclid; International Harvester; Wabco; Caterpillar; Koehring, tractor and wagon; dumpster; dump; bottom, rear and side dump; carry-all and scraper (not self-loading, loading over the top); water sprinkler trailer; water pull and similar types of vehicle; driver of tractor and trailer-type vehicle: flat, float, I-beam, low bed, water sprinkler, bituminous, transit mix, road oil, fuel, bottom dump hopper, rear dump, office, shanty, epoxy, asphalt, agitator mixer, mulching, stringing, seeding, fertilizing, pole, spread bituminous distributor, water pull (entire unit), tractor trailer, reel trailer, and similar types of vehicle

GROUP 4:
Winch trailer driver

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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at https://www.dol.gov/agencies/whd/government-contracts.

Note: Executive Order 13658 generally applies to contracts subject to the Davis-Bacon Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. Executive Order 13658 does not apply to contracts subject only to the Davis-Bacon Related Acts regardless of when they were awarded. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (iii)).

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The body of each wage determination lists the classifications and wage rates that have been found to be prevailing for the type(s) of construction and geographic area covered by the wage determination. The classifications are listed in alphabetical order under rate identifiers indicating whether the particular rate is a union rate (current union negotiated rate), a survey rate, a weighted union average rate, a state adopted rate, or a supplemental classification rate.

Union Rate Identifiers

A four-letter identifier beginning with characters other than ""SU"", ""UAVG"", ?SA?, or ?SC? denotes that a union rate was prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

Survey Rate Identifiers

The ""SU"" identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

?SU? wage rates typically remain in effect until a new survey is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

State Adopted Rate Identifiers

The ""SA"" identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an

internal number used in producing the wage determination. The date, 01/03/2024 in the example, reflects the date on which the classifications and rates under the ?SA? identifier took effect under state law in the state from which the rates were adopted.

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WAGE DETERMINATION APPEALS PROCESS

1) Has there been an initial decision in the matter? This can be:

a) a survey underlying a wage determination
b) an existing published wage determination
c) an initial WHD letter setting forth a position on a wage determination matter
d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to davisbaconinfo@dol.gov or by mail to:

Branch of Wage Surveys
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to BCWD-Office@dol.gov or by mail to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to dba.reconsideration@dol.gov or by mail to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board

U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210.

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END OF GENERAL DECISION"

# APPENDIX C

NEW JERSEY PREVAILING WAGE RATES

STATE OF NEW JERSEY
Department of Labor and Workforce Development
Division of Wage and Hour Compliance - Public Contracts Section
PO Box 389
Trenton, NJ 08625-0389

## PREVAILING WAGE RATE DETERMINATION

The New Jersey Prevailing Wage Act (N.J.S.A. 34:11-56.25 et seq.) requires that the Department of Labor and Workforce Development establish and enforce a prevailing wage level for workers engaged in public works in order to safeguard their efficiency and general well being and to protect them as well as their employers from the effects of serious and unfair competition.

Prevailing wage rates are wage and fringe benefit rates based on the collective bargaining agreements established for a particular craft or trade in the locality in which the public work is performed. In New Jersey, these rates vary by county and by the type of work performed.

Applicable prevailing wage rates are those wages and fringe benefits in effect on the date the contract is awarded. All pre-determined rate increases listed at the time the contract is awarded must also be paid, beginning on the dates specified. Rates that have expired will remain in effect until new rates are posted.

**Prevailing Wage Rate**

The prevailing wage rate for each craft will list the effective date of the rate and the following information:

**W** = Wage Rate per Hour **B** = Fringe Benefit Rate per Hour* **T** = Total Rate per Hour

* Fringe benefits are an integral part of the prevailing wage rate. Employers not providing such benefits must pay the fringe benefit amount directly to the employee each payday. Employers providing benefits worth less than the fringe benefit amount must pay the balance directly to the employee each payday.

Unless otherwise stated in the Prevailing Wage Rate Determination, the fringe benefit rate for overtime hours remains at the straight time rate.

When the Overtime Notes in the Prevailing Wage Rate Determination state that the overtime rates are "inclusive of benefits," the benefit rate is increased by the same factor as the wage rate (i.e. multiplied by 1.5 for time and one-half, multiplied by 2 for double time, etc.).

**Apprentice Rate Schedule**

An "apprentice" is an individual who is registered with the United States Department of Labor - Office of Apprenticeship and enrolled in a certified apprenticeship program during the period in which they are working on the public works project.

The apprentice wage rate is a percentage of the journeyman wage rate, unless otherwise indicated. The apprentice benefit rate is the full journeyman benefit rate, unless otherwise indicated.

If there is no apprentice rate schedule listed, the individual must be paid at least the journeyman rate even if that individual is in a certified apprentice program for that trade.

If there is no ratio of apprentices to journeymen listed for a particular craft, then the ratio shall be one (1) apprentice to every four (4) journeymen.

**Comments/Notes**

For each craft listed there will be comments/notes that cover the definition of the regular workday, shift differentials, overtime, recognized holidays, and any other relevant information.

**Public Works Contractor Registration**

The Public Works Contractor Registration Act (N.J.S.A. 34:11-56.48, et seq.) requires that **all** contractors, subcontractors, or lower tier subcontractors who are working on or who bid on public works projects register with the Department of Labor and Workforce Development. Applications are available at *www.nj.gov/labor* (click on Wage & Hour and then go to Registration & Permits).

Pursuant to N.J.S.A. 34:11-56.51:

*No contractor shall bid on any contract for public work as defined in section 2 of P.L.1963, c. 150 (C.34:11-56.26) unless the contractor is registered pursuant to this act. No contractor shall list a subcontractor in a bid proposal for the contract unless the subcontractor is registered pursuant to P.L.1999, c.238 (C.34:11-56.48 et seq.) at the time the bid is made. No contractor or subcontractor, including a subcontractor not listed in the bid proposal, shall engage in the performance of any public work subject to the contract, unless the contractor or subcontractor is registered pursuant to that act.*

**Snow Plowing**

Snow plowing contracts are <u>not</u> subject to the New Jersey Prevailing Wage Act or the Public Works Contractor Registration Act.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Air Conditioning & Refrigeration - Service and Repair** **PREVAILING WAGE RATE**

| | 03/07/25 |
|---|---|
| Journeyman (Mechanic) | W46.23<br>B31.42<br>T77.65 |

**Craft: Air Conditioning & Refrigeration - Service and Repair** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| As Shown | 1st Year | 2nd Year | 3rd Year | 4th Year | 5th Year | Wage = % | of Jnymn | Wage | | |
| Wage and Bene | 40% | 50% | 60% | 70% | 80% | Bene = % | of Jnymn | Bene | | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Air Conditioning & Refrigeration - Service and Repair** **COMMENTS/NOTES**

THESE RATES MAY BE USED FOR THE FOLLOWING:
- Service/Repair/Maintenance Work to EXISTING facilities.
- Replacement or Installation of air conditioning and refrigeration equipment when the combined tonnage does not exceed 15 tons for refrigeration, or 25 tons for air conditioning.
- Replacement or Installation of "packaged" or "unitary" rooftop-type units when the combined tonnage of the units does not exceed 75 tons.

NOTE: These rates may NOT be used for any work in new construction (including work on new additions).

The regular workday shall consist of 8 hours, starting between 6:00 AM and 10:00 AM, Monday through Friday.

SHIFT DIFFERENTIALS:
- The second and third shifts shall be paid an additional 15% of the hourly rate.
- All shifts must run for a minimum of 5 consecutive days.

OVERTIME:
Hours worked in excess of 8 per day or before or after the regular workday, that are not shift work, and all hours on Saturday shall be paid at time and one-half the hourly rate, inclusive of benefits. All hours on Sunday and holidays shall be paid at double the hourly rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Boilermaker** **PREVAILING WAGE RATE**

| | 01/12/24 |
|---|---|
| Foreman | W54.11<br>B47.08<br>T101.19 |
| General Foreman | W56.11<br>B48.14<br>T104.25 |
| Journeyman | W49.11<br>B45.31<br>T94.42 |

**Craft: Boilermaker** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 1000 Hours | 65% | 70% | 75% | 80% | 85% | 90% | 95% | | | |
| Benefit = | 38.33 | 39.30 | 40.32 | 41.31 | 42.32 | 43.32 | 44.30 | | | |

**Ratio of Apprentices to Journeymen - ***

* 1 apprentice will be allowed for the first 5 journeymen, 1 apprentice for the next 10 journeymen and 1 apprentice for each succeeding 20 journeymen up to a maximum of 5 apprentices per contractor on any one job.

**Craft: Boilermaker** **COMMENTS/NOTES**

HIGH WORK: All apprentices working on the erection, repair, or dismantling of smoke stacks, standpipes, or water towers shall be paid the Journeyman rate.

The regular workday shall consist of 8 hours, between 8:00 AM and 4:30 PM.

SHIFT DIFFERENTIALS:
- The second shift shall work 7.5 hours and receive 8 hours pay, at a rate equal to the regular hourly rate plus 10%.
- The third shift shall work 7 hours and receive 8 hours pay, at a rate equal to the regular hourly rate plus 20%.
- For "Municipal Water Works" projects only, the following shall apply: Two, four day, 10 hour shifts may be worked at straight time Monday through Thursday. The day shift shall work four days, at 10 hours, for 10 hours pay. The second shift shall work four days, at nine and a half hours, for 10 hours pay, plus 10% the hourly rate for new work and .25 cents on repair work. Friday may be used as a make-up day at straight time, due to weather conditions, hoilday or any other circumstances beyond the employer's control.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays (except Labor Day) shall be paid at double the hourly rate. All hours on Labor Day shall be paid at four times the hourly rate.
- If any other craft employed by the same contractor, or a subcontractor thereof, receives double time in lieu of time and one-half, then the Boilermaker shall receive double time in lieu of time and one-half.
- For "Municipal Water Works" projects only, the following shall apply: Four 10 hour days may be worked Monday through Thursday at straight time. Friday may be used as a make-up day for a day lost to inclement weather, holiday or other conditions beyond the control of the employer. Overtime shall be paid for any hours that exceed 10 hours per day or 40 hours per week.

RECOGNIZED HOLIDAYS: New Year's Day, Washington's Birthday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Boilermaker - Minor Repairs** **PREVAILING WAGE RATE**

| | 01/12/24 |
|---|---|
| Foreman | W35.88<br>B17.89<br>T53.77 |
| General Foreman | W36.38<br>B17.89<br>T54.27 |
| Mechanic | W34.38<br>B17.89<br>T52.27 |

**Craft: Boilermaker - Minor Repairs** **COMMENTS/NOTES**

NOTE: These rates apply to MINOR REPAIR WORK ONLY (repair work in the field for which the contract amount does not exceed $125,000.00), for boilers that do not produce electric or are not used in the heating of petroleum products.

OVERTIME:
Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays (except Labor Day) shall be paid at double the hourly rate. All hours on Labor Day shall be paid at four times the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Washington's Birthday, Good Friday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Thanksgiving Day, day after Thanksgiving, Christmas Day. Saturday holidays observed the preceding Friday, Sunday holidays observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**
**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Bricklayer, Stone Mason** **PREVAILING WAGE RATE**

| | 05/13/25 |
|---|---|
| Deputy Foreman | W52.60<br>B38.68<br>T91.28 |
| Foreman | W57.35<br>B38.68<br>T96.03 |
| Journeyman | W49.60<br>B38.68<br>T88.28 |

**Craft: Bricklayer, Stone Mason** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 40% | 50% | 55% | 60% | 65% | 70% | 75% | 80% | | |
| Benefits | 4.66 | 5.83 | 6.41 | 6.99 | 25.90 | 27.73 | 29.57 | 31.38 | | |

**Ratio of Apprentices to Journeymen - 1:5**

**Craft: Bricklayer, Stone Mason** **COMMENTS/NOTES**

The regular workday shall consist of 8 hours, between 6:00 AM and 4:30 PM.

SHIFT DIFFERENTIALS:
- When a 2 shift schedule (including a day shift) is established, the first, or day shift, shall be established on an 8 hour basis. The second shift shall be established on an 8 hour basis, and receive the regular rate plus 10%, inclusive of benefits.
- When a three shift schedule is established, the first shift shall be established on an 8 hour basis, the second shift on a 7.5 hour basis, and the third shift on a 7 hour basis. The first shift shall receive the regular hourly rate, the second shift shall receive the regular rate plus 10%, inclusive of benefits, and the third shift shall receive the regular rate plus 15%, inclusive of benefits.
- When there is no day shift, and a second or third shift is established, it shall be established on an 8 hour basis. The second shift shall receive the regular rate plus 10%, inclusive of benefits, and the third shift shall receive the regular rate plus 15%, inclusive of benefits.
- When an irregular shift must be established, this shift shall receive the regular rate plus 10%, inclusive of benefits.

OVERTIME:
- The first 2 hours in excess of 8 per day, or before or after the regular workday that are not shift work, Monday through Friday, shall be paid at time and one-half the regular rate, inclusive of benefits. Any additional overtime shall be paid at double the regular rate, inclusive of benefits. The first 10 hours on Saturday shall be paid at time and one-half the regular rate, inclusive of benefits. Any additional overtime shall be paid at double the regular rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the regular rate, inclusive of benefits.
- Saturday may be used as a make-up day for hours lost to inclement weather.
- When Bricklayers/Stone Masons work on Saturday with Laborers, and no other crafts are working on the project for the day, benefits may be paid at straight time. If other crafts are present, the applicable overtime rate for benefits shall be paid.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**
**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Carpenter** **PREVAILING WAGE RATE**

| | 05/08/26 |
|---|---|
| Foreman | W67.30<br>B40.45<br>T107.75 |
| General Foreman | W76.08<br>B45.65<br>T121.73 |
| Journeyman | W58.52<br>B35.25<br>T93.77 |

**Craft: Carpenter** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 40% | 55% | 65% | 80% | | | | | | |
| Benefit | 59.25% of | Appren | tice | Wage Rate | for all | intervals | + $0.58 | | | |

**Ratio of Apprentices to Journeymen - 1:3**

For Solar installation- all work on solar projects that fall under the jurisdiction of the carpenters, and does not require an electrician, the ratio of Apprentices to Journeymen shall be 1:1.

**Craft: Carpenter** **COMMENTS/NOTES**

FOREMAN REQUIREMENTS:
- When there are 2 or more Carpenters on a job, 1 shall be designated as a Foreman.
- When there are 21 or more Carpenters on a job, 2 shall be designated as Foremen.
- When there are 36 or more Carpenters on a job, there shall be 1 General Foreman and 2 Foremen. Thereafter, an additional Foreman shall be required for each additional 10 Carpenters on a job.

The regular workday shall consist of 8 hours, starting between 6:00 AM and 9:00 AM.

SHIFT DIFFERENTIALS:
- When a 2 shift schedule (including a day shift) is established, the day shift shall be established on an 8 hour basis. The second shift shall be established on an 8 hour basis, and receive the regular rate plus 10%, inclusive of benefits.
- When a three shift schedule is established, the first shift shall be established on an 8 hour basis, the second shift on a 7.5 hour basis, and the third shift on a 7 hour basis. The first shift shall receive the regular hourly rate, the second shift shall receive the regular rate plus 10% and the third shift shall receive the regular rate plus 15%, inclusive of benefits.
- When there is no day shift, and a second or third shift is established, it shall be established on an 8 hour basis. The second shift shall receive the regular rate plus 10% and the third shift shall receive the regular rate plus 15%, inclusive of benefits.
- When an irregular shift must be established, this shift shall receive the regular rate plus 15%, inclusive of benefits.
- All time worked before and after a regularly established shift shall be paid at the applicable overtime rate. When a portion of the regularly established shift works into Saturday, Sunday or a holiday, that time worked shall be paid at the established shift rate.

OVERTIME:
- All hours in excess of 8 per day, or before or after an established shift that are not shift work, and all hours on Saturdays shall be paid at time and one-half the hourly rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at

double the hourly rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday to Thursday, at straight time. Friday may be used as a make-up day for a day lost due to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. Veterans' Day may be substituted for the day after Thanksgiving.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Carpenter - Resilient Flooring** **PREVAILING WAGE RATE**

| | 05/08/26 |
|---|---|
| Foreman | W67.30<br>B40.37<br>T107.67 |
| Journeyman | W58.52<br>B35.17<br>T93.69 |

**Craft: Carpenter - Resilient Flooring** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 40% | 55% | 65% | 80% | | | | | | |
| Benefit | 59.25% | of | Appren | tice | Wage Rate | for all | intervals | + $0.50 | | |

**Ratio of Apprentices to Journeymen - ***

* 1 apprentice shall be allowed to every 2 journeymen or major fraction thereof. No more than 3 apprentices on any one job or project.

**Craft: Carpenter - Resilient Flooring** **COMMENTS/NOTES**

FOREMAN REQUIREMENTS:
- On any job where there are 4 or more Carpenters of Resilient Flooring, 1 must be designated a Foreman.

FOR SYNTHETIC TURF INSTALLATION ONLY:
- The rate shall be 90% of the wage and benefit rate.

The regular workday consists of 8 hours, starting between 6:00 AM and 9:00 AM.

SHIFT DIFFERENTIALS:
- When a 2 shift schedule (including a day shift) is established, the day shift, shall be established on an 8 hour basis. The second shift shall be established on an 8 hour basis, and receive the regular wage rate plus 10%.
- When a three shift schedule is established, the first shift shall be established on an 8 hour basis, the second shift on a 7.5 hour basis, and the third shift on a 7 hour basis. The first shift shall receive the regular wage rate, the second shift shall receive the regular wage rate plus 10% and the third shift shall receive the regular wage rate plus 15%.
- When there is no day shift, and a second or third shift is established, it shall be established on an 8 hour basis. The second shift shall receive the regular wage rate plus 10% and the third shift shall receive the regular wage rate plus 15%.
- When an irregular shift must be established, this shift shall receive the regular rate plus 15%, inclusive of benefits.

OVERTIME:
- Hours in excess of 8 per day or 40 per week, or before or after the regular workday, Monday through Friday, shall be paid at time and one-half the wage rate. Saturday may be used as a make-up day, at straight time, up to 8 hours, for hours lost to reasons beyond the control of the employer, up to a total of 40 hours per week; hours in excess of 8 on Saturday shall then be paid at time and one-half the wage rate. If Saturday is not a make-up day, all hours on Saturday shall be paid at time and one-half the wage rate. All hours on Sundays and holidays shall be paid at double the wage rate.
- Four 10-hour days may be worked, Monday to Thursday, at straight time. Friday may be used as a make-up day for hours lost to reasons beyond the control of the employer. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the wage rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday. Veterans' Day may be substituted for the day after Thanksgiving.

**County - ESSEX**

**Craft: Cement Mason** **PREVAILING WAGE RATE**

See "Bricklayer, Stone Mason" Rates

**Craft: Cement Mason** **COMMENTS/NOTES**

***See "Bricklayer, Stone Mason" Rates***

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Commercial Painter** **PREVAILING WAGE RATE**

| | 05/08/26 |
|---|---|
| Foreman | W51.43<br>B33.41<br>T84.84 |
| General Foreman | W56.10<br>B33.41<br>T89.51 |
| Journeyman | W46.75<br>B33.41<br>T80.16 |

**Craft: Commercial Painter** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 23.38 | 28.05 | 32.73 | 37.40 | | | | | | |
| Benefits | 18.35 | 18.35 | 18.35 | 18.35 | | | | | | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Commercial Painter** **COMMENTS/NOTES**

* Commercial Painters perform work on all commercial structures such as offices, schools, hotels, shopping malls, restaurants, condominiums, etc.

Spraying, sandblasting, lead abatement work on commercial buildings, work performed above 3 stories or 30 feet in height, or using swing scaffolds requires an additional 10% of the wage rate.

FOREMEN REQUIREMENTS:
- When there are 4 or more Painters on a job, 1 shall be designated a Foreman.
- When there are 15 or more Painters on a job, 1 shall be designated a General Foreman.

The regular workday shall consist of 8 hours between 7:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- The second shift shall receive an additional 10% of the hourly rate, per hour, and the third shift shall receive an additional 15% of the hourly rate, per hour.

OVERTIME:
- Hours in excess of 8 per day, or before or after the regular workday, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the regular rate. All hours on Sundays and holidays shall be paid at double the regular rate.
- Saturday or Sunday may be used to make up a day lost to inclement weather, at straight time.
- Four 10-hour days may be worked, at straight time, Monday through Friday.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day, July 4th, Labor Day, General Election Day,

Veterans' Day, Thanksgiving Day, Christmas Day.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Diver** **PREVAILING WAGE RATE**

| | 05/01/26 |
|---|---|
| Diver | W66.97<br>B54.49<br>T121.46 |
| Tender | W55.23<br>B54.49<br>T109.72 |

**Craft: Diver** **COMMENTS/NOTES**

NOTE: All dive crews must consist of a Tender, a Diver, and a standby Diver (standby Diver is the same rate as a Diver).

DEPTH & PENETRATION RATES: Divers shall be paid the following depth and penetration rates, in addition to the regular hourly rate, when applicable:

AIR DIVES:
0-59 feet: No additional wage
60-74 feet: + $0.25 per foot
75-125 feet: + $0.78 per foot

MIXED GAS DIVES:
0-74 feet: No additional wage
75-125 feet: + $1.00 per foot
126-200 feet: + $2.00 per foot

PENETRATION DIVES:
126-200 feet: + $1.50 per foot
201-275 feet: + $1.75 per foot
276-350 feet: + $2.00 per foot
351-425 feet: + $2.50 per foot

SHIFT DIFFERENTIAL:
- When a 2 shift schedule (including a day shift) is established, the day shift shall be established on an 8 hour basis. The second shift shall be established on an 8 hour basis and receive an additional 113% of the wage rate.
- When a three shift schedule is established, all three shifts shall be established on an 8 hour basis, but the second and third shifts shall receive an additional 113% of the wage rate.
- Benefits on shift work shall be paid at the straight-time rate.

OVERTIME:
Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Presidential Election Day, Thanksgiving Day, Christmas Day. Veterans' Day may be switched with the day after Thanksgiving.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Dockbuilder/Pile Driver** **PREVAILING WAGE RATE**

| | 05/01/26 |
|---|---|
| Foreman | W63.51<br>B54.49<br>T118.00 |
| Foreman (Concrete Form Work) | W62.41<br>B41.14<br>T103.55 |
| Journeyman | W55.23<br>B54.49<br>T109.72 |
| Journeyman (Concrete Form Work) | W54.27<br>B41.14<br>T95.41 |

**Craft: Dockbuilder/Pile Driver** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 22.09 | 27.62 | 35.90 | 44.18 | | | | | | |
| Benefits | 35.92 | for all | intervals | | | | | | | |

**Ratio of Apprentices to Journeymen - ***

* When there are 4 or fewer Dockbuilders/Pile Drivers on a job, no more than 1 may be an apprentice. When there are 5 or more Dockbuilders/Pile Drivers, there may be 1 apprentice for every 5 Dockbuilders/Pile Drivers.

**Craft: Dockbuilder/Pile Driver** **COMMENTS/NOTES**

APPRENTICE RATE SCHEDULE FOR CONCRETE FORM WORK ONLY:

INTERVAL PERIOD AND RATES
Yearly 21.71 27.14 35.28 43.42
Benefits 27.99 for all intervals

NOTE: The following shall be required for type of work indicated-
- There shall be one foreman and four journeymen on all land pile driving rigs. As part of the crew, one may be an apprentice.
- There shall be one foreman and two journeymen on self-contained hydraulic driving rigs. As part of the crew, one may be an apprentice.
- There shall be one foreman and two journeymen when driving sheeting with an excavator. As part of the crew, one may be an appprentice.
- When utilizing a drill rig to install Auger cast piles there shall be one foreman and two journeymen. As part of the crew, one may be an apprentice.
- There shall be one foreman and one journeyman on drilled or bored soldier piles.
- There shall be one foreman and not less than one journeyman per rig on all drilled shaft and caissons.
- There shall be one foreman and not less than one journeyman per rig on all earth retention tie-back and anchors.
- There shall be one foreman and three joruneymen for driving of piles 60 feet or less. As part of the crew, one may be an apprentice.

CREOSOTE HANDLING:
When handling creosote products on land piledriving, floating marine construction, and construction of wharves, the worker shall receive an additional $0.25 per hour.

HAZARDOUS WASTE WORK:
- Hazardous waste removal work on a state or federally designated hazardous waste site where Level A, B, or C personal protection is required: an additional 20% of the hourly rate, per hour.
- Hazardous waste removal work in Level D, or where personal protection is not required: an additional $1.00 per hour.

CERTIFIED WELDER: When required on the job by the project owner, a Certified Welder shall receive an additional $1.00 per hour.

FOREMAN REQUIREMENTS:
The first Dockbuilder/Pile Driver on the job shall be designated a Foreman.

SHIFT DIFFERENTIAL:
- When a 2 shift schedule (including a day shift) is established, the day shift shall be established on an 8 hour basis. The second shift shall be established on an 8 hour basis and receive an additional 113% of the wage rate.
- When a three shift schedule is established, all three shifts shall be established on an 8 hour basis, but the second and third shifts shall receive an additional 113% of the wage rate.
- Benefits on shift work shall be paid at the straight-time rate.

OVERTIME:
Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Presidential Election Day, Thanksgiving Day, Christmas Day. Veterans' Day may be switched with the day after Thanksgiving.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Drywall Finisher** **PREVAILING WAGE RATE**

| | 05/08/26 |
|---|---|
| Foreman | W50.63<br>B32.49<br>T83.12 |
| General Foreman | W52.93<br>B32.49<br>T85.42 |
| Journeyman | W46.03<br>B32.49<br>T78.52 |

**Craft: Drywall Finisher** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 23.02 | 29.92 | 36.82 | 41.43 | | | | | | |
| Benefits | 18.82 | 18.82 | 18.82 | 18.82 | | | | | | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Drywall Finisher** **COMMENTS/NOTES**

The regular workday shall consist of 8 hours between 7:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- The second shift shall receive an additional 10% of the hourly rate, per hour, and the third shift shall receive an additional 15% of the hourly rate, per hour.
- When 3 shifts are worked, the second shift shall receive 8 hours pay for 7.5 hours of work, and the third shift shall receive 8 hours pay for 7 hours of work.
- Shift work must run for a minimum of 5 consecutive workdays.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the regular rate, inclusive of benefits.
- Saturday or Sunday may be used to make up a day lost to inclement weather, at straight time.

RECOGNIZED HOLIDAYS: New Year's Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Saturday holiday observed the preceding Friday. Sunday holiday observed the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Electrician** **PREVAILING WAGE RATE**

| | 06/18/25 | 06/02/26 | 06/02/27 | 06/02/28 |
|---|---|---|---|---|
| Assistant General Foreman | W79.25<br>B50.32<br>T129.57 | W82.24<br>B52.22<br>T134.46 | W85.22<br>B54.11<br>T139.33 | W88.21<br>B56.01<br>T144.22 |
| Foreman | W76.00<br>B48.26<br>T124.26 | W78.87<br>B50.08<br>T128.95 | W81.72<br>B51.89<br>T133.61 | W84.59<br>B53.71<br>T138.30 |
| General Foreman (150 + Journeyman workers on job site) | W87.70<br>B55.69<br>T143.39 | W91.00<br>B57.79<br>T148.79 | W94.30<br>B59.88<br>T154.18 | W97.61<br>B61.98<br>T159.59 |
| General Foreman (23-149 Journeyman workers on job site) | W81.85<br>B51.97<br>T133.82 | W84.94<br>B53.94<br>T138.88 | W88.01<br>B55.89<br>T143.90 | W91.10<br>B57.85<br>T148.95 |
| Journeyman as a Crane Operator, as a Welder, as a Cable Splicer | W76.00<br>B48.26<br>T124.26 | W78.87<br>B50.08<br>T128.95 | W81.72<br>B51.89<br>T133.61 | W84.59<br>B53.71<br>T138.30 |
| Journeyman on Radio Tower Work | W79.25<br>B50.32<br>T129.57 | W82.24<br>B52.22<br>T134.46 | W85.22<br>B54.11<br>T139.33 | W88.21<br>B56.01<br>T144.22 |
| Journeyman Wireman | W64.96<br>B41.25<br>T106.21 | W67.41<br>B42.81<br>T110.22 | W69.85<br>B44.35<br>T114.20 | W72.30<br>B45.91<br>T118.21 |
| Layout Man | W70.81<br>B44.96<br>T115.77 | W73.48<br>B46.66<br>T120.14 | W76.14<br>B48.35<br>T124.49 | W78.81<br>B50.04<br>T128.85 |

**Craft: Electrician** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 20.79 | 27.28 | 33.78 | 40.28 | 46.77 | | | | | |
| Benefit = | 13.20 | 17.32 | 21.45 | 25.58 | 29.70 | | | | | |

**Ratio of Apprentices to Journeymen - 2:3**

**Craft: Electrician** **COMMENTS/NOTES**

APPRENTICE RATE SCHEDULE AS OF 6-2-26:

| INTERVAL | PERIOD AND RATES | | | | |
|---|---|---|---|---|---|
| Yearly | 21.57 | 28.31 | 35.05 | 41.79 | 48.54 |
| Benefits | 13.70 | 17.98 | 22.26 | 26.54 | 30.82 |

APPRENTICE RATE SCHEDULE AS OF 6-2-27:

| INTERVAL | PERIOD AND RATES | | | | |
|---|---|---|---|---|---|
| Yearly | 23.05 | 30.04 | 37.02 | 44.01 | 50.99 |
| Benefits | 14.87 | 19.38 | 23.88 | 28.39 | 32.89 |

APPRENTICE RATE SCHEDULE AS OF 6-2-28:

| INTERVAL | PERIOD AND RATES | | | | |
|---|---|---|---|---|---|
| Yearly | 23.86 | 31.09 | 38.32 | 45.55 | 52.78 |
| Benefits | 15.39 | 20.05 | 24.72 | 29.38 | 34.04 |

THESE RATES ALSO APPLY TO THE FOLLOWING TYPES OF WORK:
- All fire and burglar alarm work.
- All fiber optic work.
- Teledata work in new construction or involving 16 instruments or more.
- All residential construction (single family homes and apartments) of 5 units or more. Note: fire walls alone are not a determining criteria.

HIGH WORK:
- 40 feet above ground/floor: +22% of the Total Rate
- Transmission towers, and Smokestacks: +22% of the Total Rate

FOREMAN REQUIREMENTS:
- On any job where there is only 1 Journeyman electrician, who lays out his or her own job from plans, that electrician shall receive the Foreman rate.
- On any job where there are 2 or more electricians, 1 shall be a Foreman.
- On all jobs, every 10 electricians shall have 1 designated a Foreman.
- On any job where there are 23 or more electricians, 1 shall be a General Foreman.
- On any job where there are 50 or more electricians, 1 shall be an Assistant General Foreman, and 1 shall be a General Foreman.

The regular workday is 8 hours, between 8:00 AM and 4:30 PM. In addition, a "flex start time" can begin at 7:00 AM or 7:30 AM for 8 hours, just as long as the "flex start time" is for a minimum of 5 days.

SHIFT DIFFERENTIAL:
- Shift work must run for a minimum of 5 consecutive workdays.
- 1st Shift (between 8:00 AM and 4:30 PM)
- 2nd Shift (between 4:30 PM and 12:30 AM) shall receive 8 hours pay for 7.5 hours of work, plus an additional 10% of the hourly rate, per hour, inclusive of benefits.
- 3rd Shift: (between 12:30 AM and 8:00 AM) shall receive 8 hours pay for 7 hours of work, plus an additional 15% of the hourly rate, per hour, inclusive of benefits.

OVERTIME:
- Hours before or after the regular workday, Monday through Friday, that are not shift work, and all hours on Saturdays shall be paid at time and one-half the hourly rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the hourly rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday through Thursday, between 7:00 AM and 6:30 PM, at straight time.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Electrician - Teledata (15 Instruments and Less)** **PREVAILING WAGE RATE**

| | 12/11/25 |
|---|---|
| Journeyman Technician<br>(1-2 workers on job) | W49.48<br>B30.93<br>T80.41 |
| Master Tech./Gen.<br>Foreman<br>(over 25 workers on job) | W64.82<br>B40.51<br>T105.33 |
| Senior Tech./Asst. Gen.<br>Foreman<br>(16-25 workers on job) | W59.38<br>B37.11<br>T96.49 |
| Technician A/Foreman<br>(9-15 workers on job) | W56.90<br>B35.56<br>T92.46 |
| Technician B/Foreman<br>(4-8 workers on job) | W54.43<br>B34.02<br>T88.45 |
| Technician C/Foreman<br>(3 workers on job) | W51.95<br>B32.47<br>T84.42 |

**Craft: Electrician - Teledata (15 Instruments and Less)** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 37% | 38% | 41% | 44% | 48% | 54% | 61% | 67% | 74% | 81% |
| Benefit | | | 62.5% of | Journeyman | Tech. | wage | rate | | | |

**Ratio of Apprentices to Journeymen - 2:3**

**Craft: Electrician - Teledata (15 Instruments and Less)** **COMMENTS/NOTES**

NOTES:
1) These rates are for service, maintenance, moves and/or changes affecting 15 instruments or less. These rates may NOT be used for any new construction or any fiber optic work.
2) The number of workers on the jobsite is the determining factor for which Foreman category applies.

The regular workday is 8 hours, between 8:00 AM and 5:30 PM.

SHIFT DIFFERENTIAL:
- Shift work must run for a minimum of 5 consecutive workdays.
- 1st Shift (between 8:00 AM and 4:30 PM)
- 2nd Shift (between 4:30 PM and 12:30 AM) shall receive 8 hours pay for 7.5 hours of work, plus an additional 10% of the regular rate, per hour, inclusive of benefits.
- 3rd Shift: (between 12:30 AM and 8:00 AM) shall receive 8 hours pay for 7 hours of work, plus an additional 15% of the

regular rate, per hour, inclusive of benefits.

OVERTIME:
Hours before or outside the regular workday, Monday through Friday, that are not shift work, and the first 10 hours on Saturday shall be paid at time and one-half the regular rate, inclusive of benefits. Hours in excess of 10 on Saturday and all hours worked on Sunday and holidays shall be paid at double the regular rate, inclusive of benefits.
- Four 10-hour days may be worked between Monday and Friday, between the hours of 7:00 AM and 5:30 PM. A make-up day may be used for the day not being worked during the four 10-hour day schedule if a holiday occurs during the week or for any other conditions that prevent an employee from working during the four 10-hour day schedule.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday. Saturday holidays will be observed the preceding Friday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Electrician - Teledata (16 Instruments & More)** **PREVAILING WAGE RATE**

See "Electrician" Rates

**Craft: Electrician - Teledata (16 Instruments & More)** **COMMENTS/NOTES**

***See ELECTRICIAN Rates***

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Electrician- Outside Commercial** **PREVAILING WAGE RATE**

| | 07/02/25 | 06/01/26 | 05/31/27 | 05/29/28 |
|---|---|---|---|---|
| Assistant General Foreman, Journeyman on Radio Tower Work | W79.62<br>B49.96<br>T129.58 | W82.62<br>B51.84<br>T134.46 | W85.62<br>B53.73<br>T139.35 | W88.61<br>B55.60<br>T144.21 |
| Foreman, Cable Splicer, Crane Operator, Welder | W76.35<br>B47.92<br>T124.27 | W79.23<br>B49.72<br>T128.95 | W82.11<br>B51.52<br>T133.63 | W84.98<br>B53.32<br>T138.30 |
| General Foreman (150 + Journeyman workers on job site) | W88.10<br>B55.28<br>T143.38 | W91.42<br>B57.37<br>T148.79 | W94.74<br>B59.45<br>T154.19 | W98.05<br>B61.53<br>T159.58 |
| General Foreman (23-149 Journeyman workers on job site) | W82.23<br>B51.60<br>T133.83 | W85.33<br>B53.54<br>T138.87 | W88.43<br>B55.49<br>T143.92 | W91.51<br>B57.42<br>T148.93 |
| Groundman | W43.72<br>B27.44<br>T71.16 | W45.37<br>B28.47<br>T73.84 | W47.02<br>B29.51<br>T76.53 | W48.66<br>B30.54<br>T79.20 |
| Journeyman Layout Man | W71.13<br>B44.63<br>T115.76 | W73.81<br>B46.32<br>T120.13 | W76.50<br>B48.00<br>T124.50 | W79.17<br>B49.68<br>T128.85 |
| Journeyman Lineman, Equipment Repair, Serviceman | W65.26<br>B40.95<br>T106.21 | W67.72<br>B42.49<br>T110.21 | W70.18<br>B44.04<br>T114.22 | W72.63<br>B45.58<br>T118.21 |

**Craft: Electrician- Outside Commercial** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 39.81 | 43.07 | 46.33 | 49.60 | 52.86 | 56.12 | 59.39 | | | |
| Benefits | 62.75% | of | Appren | tice | Wage | Rate | | | | |

**Craft: Electrician- Outside Commercial** **COMMENTS/NOTES**

* FOR UTILITY WORK PLEASE SEE STATEWIDE RATES

APPRENTICE RATE SCHEDULE AS OF 6-1-26:

Interval Period and Rates
Yearly $41.31 $44.70 $48.08 $51.47 $54.85 $58.24 $61.63
Benefits 62.75% of apprentice wage rate

APPRENTICE RATE SCHEDULE AS OF 5-31-27:

Interval Period and Rates
Yearly $43.51 $47.02 $50.53 $54.04 $57.55 $61.06 $64.57

Benefits 63.75% of apprentice wage rate

APPRENTICE RATE SCHEDULE AS OF 5-29-28:

| Interval | Period and Rates | | | | | |
|---|---|---|---|---|---|---|
| Yearly | $45.03 | $48.66 | $52.29 | $55.93 | $59.56 | $63.19 | $66.82 |
| Benefits | 63.75% of apprentice wage rate | | | | | | |

The regular workday is 8 hours, between 8:00 AM and 4:30 PM. In addition, a "flex start time" can begin at 7:00 AM or 7:30 AM for 8 hours, just as long as the "flex start time" is for a minimum of 5 days.

HIGH WORK:
40 FEET ABOVE GROUND/FLOOR: +21% OF THE Total Rate.
Radio towers, Transmission towers and Smokestacks: +21% of the Total Rate.

FOREMAN REQUIREMENTS:
On any job where there is only 1 Journeyman electrician, who lays out his or her own job from plans, that electrician shall receive the Foreman rate.
On any job where there are 2 or more electricians, 1 shall be a Foreman.
On all jobs, every 11 electricians shall have 1 designated a Foreman.
On any job where there are 23 or more electricians, 1 shall be a General Foreman.

SHIFT DIFFERENTIALS:
2nd Shift (4:30 PM to 12:30 AM): 8 hrs. pay for 7.5 hrs. work + an additional 10% of the regular rate, inclusive of benefits.
3rd Shift (12:30 AM to 8:00 AM): 8 hrs. pay for 7 hrs. work + an additional 15% of the regular rate per hour, inclusive benefits.

OVERTIME:
Hours before or after the regular workday, Monday through Friday, that are not shift work, and all hours on Saturdays shall be paid at time and one-half the hourly rate, inclusive of benefits. All hours on Sundays and Holidays shall be paid at double the hourly rate, inclusive of benefits.

RECOGNIZED HOLIDAYS:
New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day and Christmas Day. Sunday holidays will be observed the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Electrician-Utility Work (North)** **PREVAILING WAGE RATE**

Rates are located in the "Statewide" rate package

**Craft: Electrician-Utility Work (North)** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| * 6 Months | 60% | 65% | 70% | 75% | 80% | 85% | 90% | | | |
| Benefits | 70% of | Appren | tice | Wage | Rate | for all | intervals | | | |

**Craft: Electrician-Utility Work (North)** **COMMENTS/NOTES**

Electrician-Utility Work (North) rates are located in the "Statewide" rate package.

* The apprentice wage rate is paid at the percentage of the Journeyman Lineman wage rate located in the "Statewide" rate package.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Electrician-Utility Work (South)** PREVAILING WAGE RATE

Rates are located in the "Statewide" rate package

**Craft: Electrician-Utility Work (South)** APPRENTICE RATE SCHEDULE

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 34.59 | 37.47 | 40.36 | 43.24 | 46.12 | 49.00 | 51.89 | | | |
| Benefits | 31.56 | 33.45 | 35.32 | 37.21 | 39.08 | 40.98 | 42.85 | | | |

**Craft: Electrician-Utility Work (South)** COMMENTS/NOTES

Electrician-Utility Work (South) rates are located in the "Statewide" rate package.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Elevator Constructor** **PREVAILING WAGE RATE**

| | 03/17/26 | 03/17/27 | 03/17/28 |
|---|---|---|---|
| Journeyman | W86.43<br>B48.96<br>T135.39 | W89.76<br>B50.27<br>T140.03 | W92.93<br>B51.92<br>T144.85 |

**Craft: Elevator Constructor** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 35.73 | 45.80 | 54.13 | 62.45 | | | | | | |
| Benefits | 36.90 | 37.99 | 39.70 | 41.40 | | | | | | |

**Ratio of Apprentices to Journeymen - 1:1**

**Craft: Elevator Constructor** **COMMENTS/NOTES**

APPRENTICE RATE SCHEDULE AS OF 3-17-26:

| INTERVAL | PERIOD AND RATES | | | |
|---|---|---|---|---|
| Yearly | 37.10 | 47.54 | 56.18 | 64.82 |
| Benefits | 37.66 | 38.80 | 40.60 | 42.39 |

APPRENTICE RATE SCHEDULE AS OF 3-17-27:

| INTERVAL | PERIOD AND RATES | | | |
|---|---|---|---|---|
| Yearly | 38.54 | 49.37 | 58.34 | 67.32 |
| Benefits | 38.42 | 39.62 | 41.50 | 43.39 |

APPRENTICE RATE SCHEDULE AS OF 3-17-28:

| INTERVAL | PERIOD AND RATES | | | |
|---|---|---|---|---|
| Yearly | 39.90 | 51.11 | 60.41 | 69.70 |
| Benefits | 39.67 | 40.91 | 42.86 | 44.81 |

The regular workday shall consist of either 7 or 8 hours to be established at the beginning of the project, between 7:00 AM and 4:30 PM.

OVERTIME:

For all hours worked before or after the regular workday, Monday through Friday, and all hours on Saturday and Sunday, shall be paid at double the hourly rate. Holiday pay is one days wages (8 hours) plus double the hourly rate for all hours worked.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Good Friday, Memorial Day, July 4th, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and the day after, Christmas Day. Saturday holidays shall be observed on the previous Friday and Sunday holidays shall be observed on the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Elevator Modernization & Service** **PREVAILING WAGE RATE**

| | 03/17/26 | 03/17/27 | 03/17/28 |
|---|---|---|---|
| Journeyman | W68.06<br>B47.73<br>T115.79 | W70.72<br>B49.00<br>T119.72 | W73.20<br>B50.61<br>T123.81 |

**Craft: Elevator Modernization & Service** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 35.73 | 36.05 | 42.60 | 49.16 | | | | | | |
| Benefits | 36.88 | 37.58 | 39.20 | 40.83 | | | | | | |

**Ratio of Apprentices to Journeymen - 1:1**

**Craft: Elevator Modernization & Service** **COMMENTS/NOTES**

APPRENTICE RATE SCHEDULE AS OF 3-17-26:

| INTERVAL | PERIOD AND RATES | | | |
|---|---|---|---|---|
| Yearly | 37.10 | 37.43 | 44.24 | 51.05 |
| Benefits | 37.63 | 38.37 | 40.09 | 41.81 |

APPRENTICE RATE SCHEDULE AS OF 3-17-27:

| INTERVAL | PERIOD AND RATES | | | |
|---|---|---|---|---|
| Yearly | 38.54 | 38.90 | 45.97 | 53.04 |
| Benefits | 38.39 | 39.17 | 40.98 | 42.79 |

APPRENTICE RATE SCHEDULE AS OF 3-17-28:

| INTERVAL | PERIOD AND RATES | | | |
|---|---|---|---|---|
| Yearly | 39.90 | 40.26 | 47.58 | 54.90 |
| Benefits | 39.65 | 40.45 | 42.32 | 44.18 |

MODERNIZATION (addition, replacement, refurbishing, relocation, or changes in design or appearance, of elevator equipment in existing buildings):

- The regular workday consists of 8 hours, between 7:00 AM and 4:30 PM.

- Overtime:
Hours in excess of 8 per day, or before or after the regular workday, Monday through Friday, and all hours on Saturday and Sunday shall be paid at time and one-half the hourly rate. Holiday pay is one days wages (8 hours) plus time and one-half the hourly rate for all hours worked.

**County - ESSEX**

SERVICE (repair or replacement of parts for the purpose of maintaining elevator equipment in good operating condition):

- The regular workday consists of 8 hours, between 6:00 AM and 6:00 PM.

- Overtime:
Hours in excess of 8 per day, or before or after the regular workday, Monday through Friday, and all hours on Saturday shall be paid at time and one-half the hourly rate. All hours on Sunday and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS (Modernization and Service): New Year's Day, Presidents' Day, Good Friday, Memorial Day, July 4th, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and the day after, Christmas Day. Saturday holidays shall be observed on the previous Friday and Sunday holidays shall be observed on the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Glazier** **PREVAILING WAGE RATE**

| | 05/08/26 |
|---|---|
| * Leadman | W55.93<br>B35.03<br>T90.96 |
| Foreman | W57.93<br>B35.27<br>T93.20 |
| General Foreman | W59.93<br>B35.51<br>T95.44 |
| Journeyman | W53.93<br>B34.79<br>T88.72 |

**Craft: Glazier** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 46% | 46% | 55% | 55% | 61% | 61% | 70% | 70% | | |
| Benefits | 15.25 | 15.25 | 17.07 | 17.07 | 20.06 | 20.06 | 21.82 | 21.82 | | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Glazier** **COMMENTS/NOTES**

Hazard/Height Pay: +$1.00 per hour

* When there are three (3) men working on a jobsite for three (3) days or longer, 1 Journeyman may be designated as a Leadman for the duration of the job, provided he has his OSHA certification.

FOREMAN REQUIREMENTS:
- When there are 4 or more Glaziers on a job, 1 must be designated a Foreman.
- When there are 15 or more Glaziers on a job, 1 must be designated a General Foreman.

The regular workday shall consist of 8 hours, between 7:00 AM and 5:30 PM, Monday to Friday.

SHIFT DIFFERENTIALS:
- Shift work must run for a minimum of 5 consecutive workdays.
- The second or third shift shall receive an additional 15% of the hourly rate.
- When 3 shifts are worked, the second shift shall receive 8 hours pay for 7.5 hours of work, and the third shift shall receive 8 hours pay for 7 hours of work.

OVERTIME:
Hours in excess of 8 per day, or before or after the regular workday Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the regular rate. All hours on Sundays and holidays shall be paid at double the regular

rate.

RECOGNIZED HOLIDAYS: New Year's Day, Memorial Day, July 4th, Labor Day, General Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Saturday holiday observed the preceding Friday. Sunday holiday observed the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Heat & Frost Insulator** **PREVAILING WAGE RATE**

| | 12/18/25 |
|---|---|
| Foreman | W63.27<br>B41.92<br>T105.19 |
| General Foreman | W65.61<br>B43.03<br>T108.64 |
| Journeyman | W60.74<br>B41.36<br>T102.10 |

**Craft: Heat & Frost Insulator** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 28.70 | 33.99 | 40.83 | 47.61 | | | | | | |
| Benefits | 25.32 | 28.78 | 31.53 | 34.39 | | | | | | |

**Ratio of Apprentices to Journeymen - 1:3**

**Craft: Heat & Frost Insulator** **COMMENTS/NOTES**

NOTE: These rates apply to the installing of insulation on hot and cold mechanical systems.

The regular workday shall be 8 hours between 7:00 AM and 3:30 PM. In addition, the regular workday may also be 8 hours between 6:00 AM and 2:30 PM.

SHIFT DIFFERENTIAL:
- Shift work must run for a minimum of 5 consecutive workdays.
- Second Shift shall work 7.5 hours and receive 8 hours pay, at the regular rate, plus 25% per hour.
- Third Shift shall work 7 hours and receive 8 hours pay, at the regular rate, plus 30% per hour.

OVERTIME:
The first 2 hours in excess of 8 per day, hours outside of the regular workday Monday through Friday that are not shift work, and the first 10 hours on Saturday, shall be paid at time and one-half the regular rate, inclusive of benefits. All hours in excess of 10 per day, and all hours on Sunday and holidays (except Labor Day) shall be paid at double the regular rate, inclusive of benefits. All hours on Labor Day shall be paid at triple the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Presidential Election Day, Thanksgiving Day and Christmas Day. Sunday holidays observed the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Heat & Frost Insulator - Asbestos Worker** **PREVAILING WAGE RATE**

| | 12/18/25 |
|---|---|
| Asbestos Helper Abatement | W36.89<br>B24.92<br>T61.81 |

**Craft: Heat & Frost Insulator - Asbestos Worker** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | SEE | HEAT & | FROST | INSULATOR | | | | | | |
| | | | | | | | | | | |

**Ratio of Apprentices to Journeymen - 1:3**

**Craft: Heat & Frost Insulator - Asbestos Worker** **COMMENTS/NOTES**

NOTE: These rates apply only to the removal of insulation materials/asbestos from mechanical systems, including containment erection and demolition, and placing material in appropriate containers.

The regular workday shall be 8 hours between 7:00 AM and 3:30 PM. In addition, the regular workday may also be 8 hours between 6:00 AM and 2:30 PM.

SHIFT DIFFERENTIALS:
- Shift work must run for a minimum of 5 consecutive workdays.
- The second shift shall work 7.5 hours and receive 8 hours pay at the regular rate, plus 25% per hour.
- The third shift shall work 7 hours and receive 8 hours pay at the regular rate, plus 30% per hour.

OVERTIME: The first 2 hours in excess of 8 per day, hours outside of the regular workday Monday through Friday that are not shift work, and the first 10 hours on Saturdays, shall be paid at time and one-half the regular rate, inclusive of benefits. All hours in excess of 10 per day, and all hours on Sunday and holidays (except Labor Day) shall be paid at double the regular rate, inclusive of benefits. All hours on Labor Day shall be paid at triple the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Presidential Election Day, Thanksgiving Day and Christmas Day. Sunday holidays observed the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Industrial Painter- Bridges** **PREVAILING WAGE RATE**

| | 02/20/26 |
|---|---|
| Foreman | W65.07<br>B39.13<br>T104.20 |
| General Foreman | W67.57<br>B39.13<br>T106.70 |
| Journeyman | W60.07<br>B39.13<br>T99.20 |

**Craft: Industrial Painter- Bridges** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 50% | 70% | 90% | | | | | | | |
| Benefits | 14.94 | 22.01 | 28.91 | | | | | | | |

**Ratio of Apprentices to Journeymen - 1:3**

**Craft: Industrial Painter- Bridges** **COMMENTS/NOTES**

* Industrial Painters perform work on all industrial structures, such as bridges.

These rates apply to: All bridges that span waterways, roadways, railways and canyons. All tunnels, overpasses, viaducts and all appurtenances.

FOREMEN REQUIREMENTS:
- When there are 4 or more Painters on a job, 1 shall be designated a Foreman.
- When there are 15 or more Painters on a job, 1 shall be designated a General Foreman.

The regular workday shall consist of 8 hours between 7:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- The second shift shall receive an additional 10% of the hourly rate, per hour, and the third shift shall receive an additional 15% of the hourly rate, per hour.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays and Sundays shall be paid at time and one-half the regular rate. All hours on holidays shall be paid at double the regular rate, except Veterans Day, which shall be paid at time and one-half the regular rate.
- During a regular work week schedule, Saturday may be used as a make-up day lost to inclement weather, paid at the regular rate.
- Four 10-hour days may be worked, at the regular rate, Monday through Thursday. When the four 10-hour day schedule is used, the 11th and 12th hours shall be paid at time and one-half the regular rate. After the 12th hour, a worker shall be paid at double the regular rate. Friday may be used as a make-up day lost to inclement weather, paid at the regular rate.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day. Saturday holiday observed the preceding Friday. Sunday holiday observed the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Industrial Painter- Structural Steel** **PREVAILING WAGE RATE**

| | 02/20/26 |
|---|---|
| Foreman | W53.81<br>B36.78<br>T90.59 |
| General Foreman | W56.31<br>B36.78<br>T93.09 |
| Journeyman | W48.81<br>B36.78<br>T85.59 |

**Craft: Industrial Painter- Structural Steel** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | SEE | INDUST | RIAL | PAINTER | BRIDGES | | | | | |
| | | | | | | | | | | |

**Ratio of Apprentices to Journeymen - 1:3**

**Craft: Industrial Painter- Structural Steel** **COMMENTS/NOTES**

* Industrial Painters perform work on all industrial structures, such as water tanks, waste water facilitites, refineries, any structural steel work, etc.

These rates apply to: All work in power plants (any aspect). On steeples, on dams, on hangers, transformers, substations, on all open steel, in refineries, tank farms, water/sewerage treatment facilities and on pipelines.

FOREMEN REQUIREMENTS:
- When there are 4 or more Painters on a job, 1 shall be designated a Foreman.
- When there are 15 or more Painters on a job, 1 shall be designated a General Foreman.

The regular workday shall consist of 8 hours between 7:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- The second shift shall receive an additional 10% of the hourly rate, per hour, and the third shift shall receive an additional 15% of the hourly rate, per hour.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays and Sundays shall be paid at time and one-half the regular rate. All hours on holidays shall be paid at double the regular rate, except for Veterans Day, which shall be paid at time and one-half the regular rate.
- During the regular work week schedule, Saturday may be used to make-up a day lost to inclement weather, paid at the regular rate.
- Four 10-hour days may be worked, at the regular rate, Monday through Thursday. When the four 10-hour day schedule is used, the 11th and 12th hours shall be paid at time and one-half the regular rate. After the 12th hour, a worker shall be paid at double the regular rate. Friday may be used as a make-up day lost to inclement weather, paid at the regular rate.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day. Saturday holiday observed the preceding Friday. Sunday holiday observed the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Industrial Painter- Water Tanks** — **PREVAILING WAGE RATE**

| | 02/20/26 |
|---|---|
| Foreman | W54.86<br>B36.43<br>T91.29 |
| General Foreman | W57.36<br>B36.43<br>T93.79 |
| Journeyman | W49.86<br>B36.43<br>T86.29 |

**Craft: Industrial Painter- Water Tanks** — **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 50% | 70% | 90% | | | | | | | |
| Benefits | 14.94 | 22.01 | 28.91 | | | | | | | |

**Ratio of Apprentices to Journeymen - 1:3**

**Craft: Industrial Painter- Water Tanks** — **COMMENTS/NOTES**

* Industrial Painters perform work on all industrial structures, such as water tanks, waste water facilitites, refineries, any structural steel work, etc.

These rates apply to: All new and repaint water tanks (interior and exterior).

FOREMEN REQUIREMENTS:
- When there are 4 or more Painters on a job, 1 shall be designated a Foreman.
- When there are 15 or more Painters on a job, 1 shall be designated a General Foreman.

The regular workday shall consist of 8 hours between 7:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- The second shift shall receive an additional 10% of the hourly rate, per hour, and the third shift shall receive an additional 15% of the hourly rate, per hour.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays and Sundays shall be paid at time and one-half the regular rate. All hours on holidays shall be paid at double the regular rate, except Veterans Day, which shall be paid at time and one-half the regular rate.
- During a regular work week schedule, Saturday may be used to make-up a day lost to inclement weather, paid at the regular rate.
- Four 10-hour days may be worked, at the regular rate, Monday through Thursday. When the four 10-hour day schedule is used, the 11th and 12th hours shall be paid at time and one-half the regular rate. After the 12th hour, a worker shall be paid at double the regular rate. Friday may be used as a make-up day lost to inclement weather, paid at the regular rate.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day. Saturday holiday observed the preceding Friday. Sunday holiday observed the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Ironworker** **PREVAILING WAGE RATE**

| | 07/01/25 |
|---|---|
| Rod/Fence Foreman | W54.94<br>B51.87<br>T106.81 |
| Rod/Fence Journeyman | W49.94<br>B51.87<br>T101.81 |
| Structural Foreman | W57.47<br>B51.87<br>T109.34 |
| Structural Journeyman | W52.24<br>B51.87<br>T104.11 |

**Craft: Ironworker** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 50% | 60% | | Yearly | 70% | 80% | 90% | | | |
| Benefits | same as | journeyman | amount | | | | | | | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Ironworker** **COMMENTS/NOTES**

HAZARDOUS WASTE WORK: On hazardous waste removal work on a state or federally designated hazardous waste site where the Ironworker is required to wear Level A,B, or C personal protection: + $3.00 per hour

The regular workday consists of 8 hours between 6:00 AM and 4:30 PM.

FOREMAN REQUIREMENTS:
When there are 2 or more Ironworkers on a job, 1 shall be designated a Foreman.

SHIFT DIFFERENTIALS:
- When a 2 shift schedule is established, the first, or day shift , shall be established on an 8 hour basis .The second shift shall be established on an 8 hour basis, and receive the regular rate plus 15%.
- When a three shift schedule is established, the first shift shall be established on an 8 hour basis, the second shift on a 7.5 hour basis, and the third shift on a 7 hour basis. The first shift shall receive the regular hourly rate, the second shift shall receive the regular rate plus 15%, and the third shift shall receive the regular rate plus 20%.
- When there is no day shift, and a second or third shift is established, it shall be established on an 8 hour basis.
- When an irregular shift is established for four days or less (unless working a four 10-day day shift) on all projects bid after July 1, 2024, that shift shall be paid time and one-half the regular rate, inclusive of benefits. However, when an irregular shift is established at five 8-hour days or more the shift premium shall be 15% above the regular rate. When an irregular shift is established at four 10-hour days or more the shift premium shall be 15% above the regular rate. When an irregular shift extends into Saturday, time and one-half shall be paid on the regular rate, inclusive of benefits, beginning at

midnight (12:00 am) for the duration of the shift. A Sunday shift that extends into Monday shall be paid at double the regular rate, inclusive of benefits, until 12:00 am on Monday, at which time the 15% shift differential will apply to the regular rate.

OVERTIME:
- All hours in excess of 8 per day, or before or after an established shift that are not shift work, and all hours on Saturday, shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sunday and holidays shall be paid at double the hourly rate, inclusive of benefits. Saturday may be used as a make-up day for a day lost to inclement weather. If Saturday is not a make-up day, all hours on Saturday shall be paid at time and one-half the hourly rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday to Thursday, at straight time. Friday may be used as a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Laborer - Asbestos & Hazardous Waste Removal** **PREVAILING WAGE RATE**

| | 03/11/26 |
|---|---|
| Foreman | W47.00<br>B26.71<br>T73.71 |
| Journeyman (Handler) | W41.78<br>B26.71<br>T68.49 |

**Craft: Laborer - Asbestos & Hazardous Waste Removal** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 24.47 | 28.55 | 32.62 | 36.70 | | | | | | |
| Benefits | 22.31 | for | all | intervals | | | | | | |

**Ratio of Apprentices to Journeymen - ***

* Ratio of apprentices to journeymen shall not be more than one apprentice for the first journeyman and no more than one (1) apprentice for each additional three (3) journeymen.

**Craft: Laborer - Asbestos & Hazardous Waste Removal** **COMMENTS/NOTES**

NOTE: These rates apply to work in connection with Asbestos, Radiation, Hazardous Waste, Lead, Chemical, Biological, Mold Remediation and Abatement.

The regular workday shall be 8 hours.

OVERTIME:
- Hours in excess of 8 per day, Monday through Saturday, and all hours on Sunday and holidays shall be paid at time and one-half the regular rate.
- Benefits on ALL overtime hours shall be paid at straight time.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Easter, Memorial Day, July 4th, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day. (Holidays start at 12:00 am).

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Laborer - Building** **PREVAILING WAGE RATE**

| | 06/18/25 |
|---|---|
| Class A Journeyman | W40.25<br>B33.87<br>T74.12 |
| Class B Journeyman | W39.25<br>B33.87<br>T73.12 |
| Class C Journeyman | W33.36<br>B33.87<br>T67.23 |
| Foreman | W45.28<br>B33.87<br>T79.15 |
| General Foreman | W50.31<br>B33.87<br>T84.18 |

**Craft: Laborer - Building** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 60% | 70% | 80% | 90% | of Class B | wage rate | | | | |
| Benefit | 30.62 | 30.62 | 30.62 | 30.62 | | | | | | |

**Ratio of Apprentices to Journeymen - ***

* Ratio of apprentices to journeymen shall not be more than one apprentice for the first journeyman and no more than one (1) apprentice for each additional three (3) journeymen.

**Craft: Laborer - Building** **COMMENTS/NOTES**

CLASS A: Specialist laborer including mason tender or concrete pour crew; scaffold builder (scaffolds up to 14 feet in height); operator of forklifts, Bobcats (or equivalent machinery), jack hammers, tampers, motorized tampers and compactors, vibrators, street cleaning machines, hydro demolition equipment, riding motor buggies, conveyors, burners; and nozzlemen on gunite work.
CLASS B: Basic laborer - includes all laborer work not listed in Class A or Class C.
CLASS C: Janitorial-type light clean-up work associated with the TURNOVER of a project, or part of a project, to the owner. All other clean-up work is Class B.

The regular workday shall be 8 hours between 6:00 AM and 6:00 PM.

SHIFT DIFFERENTIALS:
- Shift work must run for a minimum of 5 consecutive workdays.
- When a 2-shift schedule is worked, including a day shift, both shifts shall be established on the basis of 8 hours pay for 8 hours worked. The second shift shall receive the regular rate plus an additional 10%.
- When a 3-shift schedule is worked, the day shift shall be established on the basis of 8 hours pay for 8 hours worked, the second shift shall be established on the basis of 8 hours pay for 7.5 hours worked, and the third shift shall be established

on the basis of 8 hours pay for 7 hours worked. The day shift shall receive the regular rate, the second shift shall receive the regular rate plus an additional 10%, and the third shift shall receive the regular rate plus an additional 15%.
- When a second or third shift is worked with no day shift, the second or third shift shall be established on the basis of 8 hours pay for 8 hours worked. The second shift shall receive the regular rate plus an additional 10%, and the third shift shall receive the regular rate plus an additional 15%.
- When an irregular shift must be established this shift shall receive the regular rate plus an additional 10%.

OVERTIME:
- Hours in excess of 8 per day, or outside the regular workday that are not shift work, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the regular rate. Saturday may be used as a make-up day (paid at straight time) for a day lost to inclement weather, or for a holiday that is observed during the work week, Monday through Friday. All hours on Sundays and holidays shall be paid at double the regular rate.
- Four 10-hour days may be worked Monday to Thursday, at straight time, with Friday used a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the regular rate.
- Benefits on ALL overtime hours shall be paid at time and one-half.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Laborer - Heavy & General** PREVAILING WAGE RATE

Rates are located in the
"Statewide" rate package

**Craft: Laborer - Heavy & General** APPRENTICE RATE SCHEDULE

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 1000 Hours | 60% | 70% | 80% | 90% | | | | | | |
| Benefit | 25.08 | for | all | intervals | | | | | | |

**Ratio of Apprentices to Journeymen - ***

* No more than 1 apprentice for the first journeyman and no more than 1 apprentice for each additional 3 journeymen.

As of 3-1-25, benefits shall be 26.13.
As of 3-1-26, benefits shall be 27.13.

**Craft: Laborer - Heavy & General** COMMENTS/NOTES

Heavy & General Laborer rates are located in the "Statewide" rate package.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Laborer-Residential and Modular Construction** **PREVAILING WAGE RATE**

| | 04/01/26 | 04/01/27 |
|---|---|---|
| * Skilled Tradesman (only applies to Modular Construction) | W36.50<br>B5.45<br>T41.95 | W37.00<br>B5.45<br>T42.45 |
| Foreman (person directing crew, regardless of his skill classification) | W38.50<br>B5.45<br>T43.95 | W39.00<br>B5.45<br>T44.45 |
| Residential and Modular Construction Laborer | W32.50<br>B5.45<br>T37.95 | W33.00<br>B5.45<br>T38.45 |

**Craft: Laborer-Residential and Modular Construction** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| As shown | 800 hours | 600 hours | 600 hours | | | | | | | |
| wage & benefit | 70% | 80% | 90% | | | | | | | |

Ratio of Apprentices to Journeymen-

One (1) apprentice shall be allowed for the first journeyman on site and no more than one (1) additional apprentice for each additional three (3) journeymen on site.

**Craft: Laborer-Residential and Modular Construction** **COMMENTS/NOTES**

* SKILLED TRADESMAN-
any worker doing work not typically done by a Building Laborer. Some examples are installing interior doors, sheet rock, hooking up appliances, installing light fixtures, installing railing systems, etc. Please note where local building codes require that certain work be performed under the supervision of a licensed tradesman (i.e. Plumber, Electrician, etc.) Laborers shall work under such supervision.

RESIDENTIAL CONSTRUCTION- All residential construction (not commercial), single-family, stand-alone duplex houses, townhouses and multi-family buildings of not more than four (4) floors. Each housing unit must be fully and independently functional; each housing unit must have its own kitchen and bathroom. The definition includes all incidental items such as site work, parking areas, utilities, streets and sidewalks. Please note the construction must be Residential in nature. A First Floor at or below grade may contain commercial space not to exceed 50% square footage of the floor; at least 50% of the First Floor must contain living accommodations or related nonresidential uses (e.g. laundry space, recreation/hobby rooms, and/or corridor space). Basement stories below grade used for storage, parking, mechanical systems/equipment, etc., are considered basement stories which are not used in determining the building's height. An attic is an unfinished space located immediately below the roof. Such space is not used in determining a building's height even if used for storage purposes. In addition, barracks and dormitories are not considered residential projects.

MODULAR RESIDENTIAL CONSTRUCTION- all aspects of modular residential construction (not commercial) at the site of installation of structures of no more than four (4) stories, including all excavation and site preparation, footings and foundation systems whether poured on-site or prefabricated, all underground waterproofing, underground utilities, concrete slabs, sidewalks, driveways, paving, hardscape and landscaping. Please note the construction must be Residential as defined above. All work performed by the Set Crew (the crew of workers who set the modular boxes on the foundation), including the rigging, setting, attaching and assembly of all modules and structural members, preparation of the foundation

to accept modules, such as sill plates, connection of all in-module and under-module connections including, but not limited to, plumbing, electrical, HVAC, fire suppression, CAT5, telephone, television/internet, and fiber optic, the building or installation of any porches or decks regardless of material or method of construction, the on-site installation of, or completion of any roof system, doors, windows and fenestrations, including flashing, gutter and soffit systems, waterproofing, insulation and interior and exterior trim work, and painting. Please note that modular construction does not include on-site stick built construction, tip up construction or panel built construction.

The regular workday shall be 8 hours between 6:00 AM and 6:00 PM.

OVERTIME:
Hours worked in excess of 8 per day/40 per week, Monday through Saturday, and all hours worked on Sunday and holidays shall be paid at time and one-half the hourly rate.

RECOGNIZED HOILDAYS:
New Year's Day, Martin Luther King Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

**County - ESSEX**

**Craft: Millwright** **PREVAILING WAGE RATE**

| | 05/01/26 |
|---|---|
| Foreman | W68.93<br>B41.47<br>T110.40 |
| Journeyman | W59.94<br>B36.15<br>T96.09 |

**Craft: Millwright** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 40% | 55% | 65% | 80% | 90% | | | | | |
| Benefits | 59.25% of | Appren | tice | Wage | Rate | for all | intervals | + $0.63 | | |

**Ratio of Apprentices to Journeymen - 1:3**

**Craft: Millwright** **COMMENTS/NOTES**

FOREMAN REQUIREMENTS:
- When there are 2 or more Millwrights on a job, 1 shall be designated as a Foreman.

The regular workday shall consist of 8 hours, starting between 6:00 AM and 9:00 AM.

SHIFT DIFFERENTIALS:
- When a 2 shift schedule (including a day shift) is established, the day shift shall be established on an 8 hour basis. The second shift shall be established on an 8 hour basis, and receive the regular rate plus 15%, inclusive of benefits.
- When a three shift schedule is established, the first shift shall be established on an 8 hour basis, the second shift on a 7.5 hour basis, and the third shift on a 7 hour basis. The first shift shall receive the regular hourly rate, the second shift shall receive the regular rate plus 15% and the third shift shall receive the regular rate plus 20%, inclusive of benefits.
- When there is no day shift, and a second or third shift is established, it shall be established on an 8 hour basis. The second shift shall receive the regular rate plus 15% and the third shift shall receive the regular rate plus 20%, inclusive of benefits.
- When an irregular shift must be established, this shift shall receive the regular rate plus 15%, inclusive of benefits.

OVERTIME:
- All hours in excess of 8 per day, or before or after an established shift that are not shift work, and all hours on Saturdays shall be paid at time and one-half the hourly rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the hourly rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday to Thursday, at straight time. Friday may be used as a make-up day for a day lost due to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday. Veterans' Day may be substituted for the day after Thanksgiving.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Operating Engineer** **PREVAILING WAGE RATE**

Rates are located in the
"Statewide" rate package

**Craft: Operating Engineer** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 60% | 70% | 80% | 90% | | | | | | |
| | | | | | | | | | | |

**Ratio of Apprentices to Journeymen - ***

* 1 apprentice for each piece of heavy equipment. At least 10 pieces of heavy equipment or a minimum of 5 Operating Engineers must be on site.

**Craft: Operating Engineer** **COMMENTS/NOTES**

Operating Engineer rates are located in the "Statewide" rate package.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Operating Engineer - Field Engineer** **PREVAILING WAGE RATE**

Rates are located in the
"Statewide" rate package

**Craft: Operating Engineer - Field Engineer** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 70% | 75% | of Rod/ | Chainman | Wage | | | | | |
| Yearly | | | 80% | 90% | Transit/ | Instrument | man | Wage | | |

**Ratio of Apprentices to Journeymen - ***

* No more than 1 Field Engineer Apprentice per Survey Crew.

**Craft: Operating Engineer - Field Engineer** **COMMENTS/NOTES**

Operating Engineer - Field Engineer rates are located in the "Statewide" rate package.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Painter - Line Striping** **PREVAILING WAGE RATE**

| | 12/01/25 |
|---|---|
| Apprentice (1st year) | W32.04<br>B17.68<br>T49.72 |
| Apprentice (2nd year) | W36.55<br>B28.63<br>T65.18 |
| Foreman (Charge Person) | W46.12<br>B29.41<br>T75.53 |
| Journeyman 1 (at least 1 year of working exp. as a journeyman) | W41.35<br>B29.41<br>T70.76 |
| Journeyman 2 (at least 2 years of working exp. as a journeyman) | W45.12<br>B29.41<br>T74.53 |

**Craft: Painter - Line Striping** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | |
| | | | | | | | | | | |

**Ratio of Apprentices to Journeymen - 1:1**

**Craft: Painter - Line Striping** **COMMENTS/NOTES**

OVERTIME:
Hours in excess of 8 per day, Monday through Saturday, and all hours on Sundays and holidays shall be paid at time and one-half the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans Day, Thanksgiving Day and Christmas Day. Veterans Day may be substituted for the day after Thanksgiving.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

**County - ESSEX**

**Craft: Paperhanger** **PREVAILING WAGE RATE**

| | 05/08/26 |
|---|---|
| Foreman | W56.57<br>B33.41<br>T89.98 |
| General Foreman | W61.72<br>B33.41<br>T95.13 |
| Journeyman | W51.43<br>B33.41<br>T84.84 |

**Craft: Paperhanger** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 25.72 | 30.86 | 36.00 | 41.14 | | | | | | |
| Benefits | 18.35 | 18.35 | 18.35 | 18.35 | | | | | | |

**Craft: Paperhanger** **COMMENTS/NOTES**

FOREMEN REQUIREMENTS:
- When there are 4 or more Paperhangers on a job, 1 shall be designated a Foreman.

The regular workday shall consist of 8 hours between 7:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- The second shift shall receive an additional 10% of the hourly rate, per hour, and the third shift shall receive an additional 15% of the hourly rate, per hour.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the regular rate. All hours on Sundays and holidays shall be paid at double the regular rate.
- Saturday or Sunday may be used to make up a day lost to inclement weather, at straight time.
- Four 10-hour days may be worked, at straight time, Monday through Friday.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day, July 4th, Labor Day, General Election Day, Veterans Day, Thanksgiving Day, Christmas Day

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Pipefitter** **PREVAILING WAGE RATE**

| | 05/01/26 |
|---|---|
| Foreman | W62.99<br>B56.79<br>T119.78 |
| Journeyman | W58.49<br>B52.74<br>T111.23 |

**Craft: Pipefitter** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 35% | 45% | 55% | 65% | 75% | | | | | |
| Benefit | 29.83 | 33.34 | 36.85 | 40.36 | 43.87 | | | | | |

**Ratio of Apprentices to Journeymen - 1:5**

**Craft: Pipefitter** **COMMENTS/NOTES**

FOREMAN REQUIREMENTS:
- When there are 2 or more Journeyman Pipefitters on a job, 1 shall be designated a Foreman.
- There shall be a Foreman for every 8 Journeyman Pipefitters on a job.

The regular workday shall be 8 hours between 7:00 AM and 3:30 PM.

SHIFT DIFFERENTIAL:
- 2nd Shift (3:30 PM-11:30 PM) shall work 7.5 hours and receive 8 hours pay at the regular rate, plus 10% per hour on the total rate.
- 3rd Shift (11:30 PM-7:00 AM) shall work 7 hours and receive 8 hours pay at the regular rate, plus 15% per hour on the total rate.

OVERTIME:
- All hours worked in excess of 8 per day, Monday through Friday, and all hours worked on Saturday, shall be paid at time and one-half, inclusive of benefits. All hours on Sunday and holidays shall be paid at double time, inclusive of benefits.
- By mutual agreement, employees may work four 10-hour days, Monday to Thursday, at straight time rate. Friday may be used as a make-up day for a day lost to inclement weather, and may be paid at straight time. If Friday is not a make-up day, the first 8 hours shall be paid at time and one-half, inclusive of benefits; hours in excess of 8 shall be paid at double time, inclusive of benefits.

SHIFT DIFFERENTIAL (Maintenance Work Only):
- 2nd Shift (3:30 PM-11:30 PM) shall work 7.5 hours and receive 8 hours pay at the regular rate, plus 10% per hour on the total rate.
- 3rd Shift (11:30 PM-7:00 AM) shall work 7 hours and receive 8 hours pay at the regular rate, plus 15% per hour on the total rate.

OVERTIME (Maintenance Work Only):
- All hours in excess of 8 per day, Monday through Saturday, shall be paid at time and one-half, inclusive of benefits. All

hours on Sundays and holidays shall be paid at double time, inclusive of benefits.

NOTE: Maintenance work is work to repair, restore, or improve the efficiency of existing facilities. This does NOT apply to ANY new construction.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays are observed the following Monday.

County - ESSEX

**Craft: Plasterer** **PREVAILING WAGE RATE**

See Bricklayer, Stone Mason Rates

**Craft: Plasterer** **COMMENTS/NOTES**

***See BRICKLAYER, STONE MASON Rates***

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Plumber** **PREVAILING WAGE RATE**

| | 05/01/25 |
|---|---|
| Foreman | W67.06<br>B45.40<br>T112.46 |
| General Foreman | W71.40<br>B45.40<br>T116.80 |
| Journeyman | W62.09<br>B45.40<br>T107.49 |

**Craft: Plumber** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 35% | 45% | 55% | 65% | 75% | | | | | |
| Benefits | 19.23 | 25.20 | 27.57 | 29.95 | 32.32 | | | | | |

**Ratio of Apprentices to Journeymen - ***

* Employers may employ 1 apprentice on any job where 1 or 2 journeymen are employed. Thereafter, 1 apprentice may be employed for every 4 journeymen.

**Craft: Plumber** **COMMENTS/NOTES**

FOREMAN REQUIREMENTS:
- On any job having 2 or more Plumbers, 1 shall be designated as a Foreman.
- On any job having 9 or more Plumbers, 2 shall be designated as Foremen.

The regular workday consists of 8 hours, between 7:00 AM and 4:30 PM.

SHIFT DIFFERENTIALS:
- Shift work must continue for a minimum of 5 consecutive workdays.
- When two shifts are worked, the second shift shall work 7.5 hours and receive 8 hours pay, at a rate equal to the regular rate plus 10%, inclusive of benefits.
- When a third shift is worked, the third shift shall work 7 hours and receive 8 hours pay, at a rate equal to the regular rate plus 15%, inclusive of benefits.

OVERTIME:
- All hours in excess of 8 per day, or before or after the regular workday that are not shift work, Monday through Friday, and all hours on Saturday, shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sunday and holidays shall be paid at double the hourly rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday to Thursday, at straight time. Friday may be used as a make-up day for a lost day. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Roofer** **PREVAILING WAGE RATE**

| | 06/01/25 |
|---|---|
| Foreman | W48.77<br>B33.34<br>T82.11 |
| Journeyman | W45.77<br>B33.34<br>T79.11 |

**Craft: Roofer** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 17.80 | 22.26 | 26.71 | 28.94 | 31.16 | 33.39 | 35.62 | 40.07 | | |
| Benefits | 2.19 | 2.19 | 28.34 | 28.34 | 28.34 | 28.34 | 28.34 | 28.34 | | |

**Ratio of Apprentices to Journeymen - ***

* [A] For roofing jobs that are of the 1 or single ply nature: 1:2 or fraction thereof
[B] For roofing jobs on new built up roofs: 1:3 or fraction thereof
[C] For roofing jobs that are of a tear-off nature: 1:2 or fraction thereof
[D] For re-roofing jobs {not requiring complete removal of existing systems; installation done over existing roof}: 1:3 or fraction thereof

**Craft: Roofer** **COMMENTS/NOTES**

APPRENTICE RATE SCHEDULE AS OF 6-1-25:

| INTERVAL | PERIOD AND RATES | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 6 Months | 18.30 | 22.88 | 27.46 | 29.75 | 32.03 | 34.33 | 36.62 | 41.19 |
| Benefits | 2.44 | 2.44 | 29.09 | 29.09 | 29.09 | 29.09 | 29.09 | 29.09 |

Pitch: +.50 per hour

Mop Man: +.30 per hour

The regular workday consists of 8 hours between 8:00 AM and 4:30 PM.

OVERTIME:
Hours in excess of 8 per day, or before or after the regular workday, Monday through Friday, and all hours on Saturdays, Sundays, and holidays shall be paid at time and one-half the regular rate.

RECOGNIZED HOLIDAYS: New Year's Day, Good Friday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Sheet Metal Sign Installation** **PREVAILING WAGE RATE**

| | 04/03/25 |
|---|---|
| Foreman | W46.50<br>B46.30<br>T92.80 |
| Journeyman | W43.50<br>B46.30<br>T89.80 |

**Craft: Sheet Metal Sign Installation** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 1000 hours | 35% | 40% | 45% | 50% | 55% | 60% | 65% | 70% | 75% | 80% |
| Benefits | 15.35 | 17.52 | 19.67 | 21.83 | 24.51 | 26.71 | 28.93 | 31.12 | 33.34 | 35.53 |

**Ratio of Apprentices to Journeymen - 1:3**

**Craft: Sheet Metal Sign Installation** **COMMENTS/NOTES**

FOREMAN REQUIREMENT:
When there are 6 or more Sheet Metal Sign Installers on a job, 1 shall be designated a Foreman.

The regular workday consists of 8 hours, between 7:00 AM and 3:30 PM.

OVERTIME:
Hours before or after the regular workday, Monday though Friday, and all hours worked on Saturday shall be paid at time and one-half the hourly rate. All hours on Sunday and holidays shall be paid at double the hourly rate.

Four (4) 10 hour days may be worked, Monday through Friday, at straight time, for projects lasting at least one week in duration. The fifth day may be used as a make-up day at straight time for a day lost due to inclement weather. However, if the fifth day is not a make-up day, all hours worked will be paid at time and one-half the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Good Friday, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day and the day after, Christmas Day. Saturday holidays observed the preceding Friday, Sunday holidays observed the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Sheet Metal Worker** **PREVAILING WAGE RATE**

| | 07/02/25 |
|---|---|
| Foreman | W63.84<br>B51.93<br>T115.77 |
| General Foreman | W64.84<br>B51.93<br>T116.77 |
| Journeyman | W59.84<br>B51.93<br>T111.77 |

**Craft: Sheet Metal Worker** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 45% | 48% | 52% | 65% | of | Journey | man | Wage | Rate | |
| Benefit | 45% | 48% | 52% | 65% | of | Journey | man | Benefit | Rate | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Sheet Metal Worker** **COMMENTS/NOTES**

FOREMAN REQUIREMENTS:
- When there are 2 or more Sheet Metal Workers on a project, 1 must be designated a Foreman.
- When there are 17 or more Sheet Metal Workers on a project, 1 must be designated a General Foreman.
- When there is only 1 Sheet Metal Worker (1 Journeyman) on a project, he/she shall receive $1.00 more than the regular Journeyman's rate.

The regular workday is 8 hours between 7:00 AM and 4:30 PM.

SHIFT DIFFERENTIAL:
- 2nd Shift (3:30 PM - 12:00 AM) : +17% of regular hourly rate
- Shift work must run for a minimum of 5 consecutive workdays.

OVERTIME:
- Hours in excess of 8 per day, or before or after the regular workday, that are not shift work, and the first 10 hours on Saturdays shall be paid at time and one-half of the regular rate, inclusive of benefits. Hours in excess of 10 per day on Saturday, and all hours on Sundays and holidays shall be at double the regular rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday through Friday, at straight time, with hours in excess of 10 per day, and hours in excess of 40 per week paid at the overtime rates listed above.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Good Friday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Sprinkler Fitter** **PREVAILING WAGE RATE**

| | 01/09/26 |
|---|---|
| Foreman | W74.77<br>B43.55<br>T118.32 |
| General Foreman | W78.36<br>B43.55<br>T121.91 |
| Journeyman | W69.97<br>B43.55<br>T113.52 |

**Craft: Sprinkler Fitter** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 1000 hours | | | | | | | | | 80% | 85% |
| Benefits | | | | | | | Intervals | 9 to 10 | Jourymn | Ben. |

**Ratio of Apprentices to Journeymen - 1:3**

**Craft: Sprinkler Fitter** **COMMENTS/NOTES**

Apprentice rate schedule for those apprentices registered as of 7-1-13:

Interval Period and Rates
1000 Hrs. 25% 30% 40% 45% 55% 60% 70% 75% 85% 90%
Ben. 16.10 16.10 33.55 33.55 33.55 33.55 Intervals 7-10 Journy. Ben.

Apprentice rate schedule for those apprentices registered as of 7-1-22:

Interval Period and Rates
1000 Hrs. 30% 35% 40% 45% 50% 55% 60% 70% 85% 95%
Ben. 16.10 16.10 33.55 33.55 33.55 33.55 Intervals 7-10 Journy. Ben.

The regular workday consists of 8 consecutive hours between 6:00 AM and 4:30 PM.

FOREMAN REQUIREMENTS:
- The first Sprinkler Fitter on the job must be designated a Foreman.
- On any job having 12 or more Sprinkler Fitters, one must be designated a General Foreman.

SHIFT DIFFERENTIALS:
- Shift work must run for a minimum of 2 consecutive workdays.
- 2nd and 3rd shift shall receive an additional 15% of the regular rate, per hour.
- Any "off hours" shift starting at 8:00 PM or later shall receive an additional 25% of the regular rate, per hour.

OVERTIME:
The first 2 hours in excess of 8 per day, after the regular workday that are not shift work, Monday through Friday, shall be

paid at time and one-half the regular rate. Hours worked in excess of 10 per day, Monday through Friday, and all hours on Saturday, Sunday and holidays, shall be paid double the regular rate.
Four 10 hour days may be worked, Monday through Friday, at straight-time.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Tile Finisher-Marble** PREVAILING WAGE RATE

| | 01/09/26 |
|---|---|
| Finisher | W50.72<br>B38.40<br>T89.12 |

**Craft: Tile Finisher-Marble** APPRENTICE RATE SCHEDULE

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 750 Hours | 27.39 | 41.07 | 44.49 | 47.91 | 51.33 | 53.73 | 65.21 | | | |
| Benefits | 28.66 | 31.76 | 32.53 | 33.31 | 34.08 | 40.86 | 41.17 | | | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Tile Finisher-Marble** COMMENTS/NOTES

OVERTIME:
Hours in excess of 7 per day, Monday through Friday, and the first 7 hours on Saturdays shall be paid at time and one half the regular rate, inclusive of benefits. Hours in excess of 7 on Saturdays and all hours on Sundays and holidays shall be paid at double the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Martin Luther King Day, Presidents' Day, Good Friday, Memorial Day, July 4th, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and the day after, Christmas Day. Sunday holidays observed the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Tile Setter - Ceramic** **PREVAILING WAGE RATE**

| | 06/19/25 |
|---|---|
| Finisher | W50.05<br>B33.90<br>T83.95 |
| Setter | W64.90<br>B37.28<br>T102.18 |

**Craft: Tile Setter - Ceramic** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 750 hours | 35% | 40% | 50% | 55% | 60% | 65% | 70% | 75% | 80% | 90% |
| | | | | | | | | | | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Tile Setter - Ceramic** **COMMENTS/NOTES**

OVERTIME:
Hours in excess of 7 per day, and the first 10 hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Saturdays after 10 hours shall be paid double the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Christmas Day.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

**County - ESSEX**

**Craft: Tile Setter - Marble** PREVAILING WAGE RATE

| | 01/09/26 |
|---|---|
| Tile Setter | W65.21<br>B41.17<br>T106.38 |

**Craft: Tile Setter - Marble** APPRENTICE RATE SCHEDULE

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 750 Hours | 27.39 | 41.07 | 44.49 | 47.91 | 51.33 | 53.73 | 65.21 | | | |
| Benefits | 28.66 | 31.76 | 32.53 | 33.31 | 34.08 | 40.86 | 41.17 | | | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Tile Setter - Marble** COMMENTS/NOTES

OVERTIME:
Hours in excess of 7 per day, Monday through Friday, and the first 7 hours on Saturdays shall be paid at time and one-half the regular rate, inclusive of benefits. Hours in excess of 7 on Saturdays, and all hours on Sundays and holidays shall be paid at double the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Martin Luther King Day, Presidents' Day, Good Friday, Memorial Day, July 4th, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and the day after, Christmas Day. Sunday holidays observed the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Tile Setter - Mosaic & Terrazzo** **PREVAILING WAGE RATE**

| | 01/01/26 |
|---|---|
| Grinder or Assistant | W60.67<br>B43.36<br>T104.03 |
| Mechanic | W62.27<br>B43.38<br>T105.65 |
| Terrazzo Resinous Worker | W51.68<br>B35.61<br>T87.29 |

**Craft: Tile Setter - Mosaic & Terrazzo** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 1500 Hours | 35% | 45% | 60% | 70% | 80% | 90% | | | | |
| | | | | | | | | | | |

**Ratio of Apprentices to Journeymen - 1:5**

**Craft: Tile Setter - Mosaic & Terrazzo** **COMMENTS/NOTES**

The regular workday consists of 7 hours, between 8:00 AM and 3:30 PM.

OVERTIME:
- Hours in excess of 7 per day, or before or after the regular workday, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Martin Luther King Day, Presidents' Day, Good Friday, Easter Sunday, Memorial Day, July 4th, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and the day after, Christmas Day. Sunday holidays observed the following Monday.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Truck Driver** **PREVAILING WAGE RATE**

| | 05/01/26 | 05/01/27 |
|---|---|---|
| Bucket, Utility, Pick-up, Fuel Delivery trucks | W47.41<br>B47.28<br>T94.69 | W48.41<br>B49.03<br>T97.44 |
| Dump truck, Asphalt Distributor, Tack Spreader | W47.41<br>B47.28<br>T94.69 | W48.41<br>B49.03<br>T97.44 |
| Euclid-type vehicles (large, off-road equipment) | W47.51<br>B47.28<br>T94.79 | W48.51<br>B49.03<br>T97.54 |
| Helper on Asphalt Distributor truck | W47.41<br>B47.28<br>T94.69 | W48.41<br>B49.03<br>T97.44 |
| Low Boy Driver | W49.51<br>B47.28<br>T96.79 | W50.51<br>B49.03<br>T99.54 |
| Slurry Seal, Seeding/Fertilizing/ Mulching truck | W47.41<br>B47.28<br>T94.69 | W48.41<br>B49.03<br>T97.44 |
| Straight 3-axle truck | W47.41<br>B47.28<br>T94.69 | W48.41<br>B49.03<br>T97.44 |
| Tractor Trailer (all types) | W47.51<br>B47.28<br>T94.79 | W48.51<br>B49.03<br>T97.54 |
| Vacuum or Vac-All truck (entire unit) | W47.41<br>B47.28<br>T94.69 | W48.41<br>B49.03<br>T97.44 |
| Winch Trailer | W47.61<br>B47.28<br>T94.89 | W48.61<br>B49.03<br>T97.64 |

**Craft: Truck Driver** **COMMENTS/NOTES**

BLENDED RATE:
When a truck driver is performing work on the site and also serving as a material delivery driver, the driver shall be paid a "blended rate" which shall be 80% of the above-listed wage rates, plus the full benefit rate. This rate shall be used when the driver "round robins" for a minimum of 6 hours during the work day.

HAZARDOUS WASTE REMOVAL:
- On hazardous waste removal work on a State designated hazardous waste site where the driver is in direct contact with hazardous materials and when personal protective equipment is required for respiratory, skin, and eye protection, the driver shall receive an additional $3.00 per hour (with or without protective gear).
- A hazardous waste related certified worker at a designated hazardous waste site who is not working in a zone requiring level A, B or C personal protection shall receive an additional $1.00 per hour.

TRUCK FOREMAN: $1.00 per hour above regular rate. Overtime shall be increased accordingly.

The regular workday shall be 8 hours, starting between 6:00 AM and 8:00 AM.

SHIFT DIFFERENTIAL:
- Shifts starting at 4:00 PM (2nd Shift): + $5.00 per hour.
- Shifts starting at 12:00 AM (midnight/3rd Shift): time and one-half the hourly rate.
- Shifts starting at a time other than from 6:00 AM to 8:00 AM, when such hours are mandated by the project owner: + $5.00 per hour.

OVERTIME:
- Hours in excess of 8 per day, or before or after the regular workday, Monday through Friday, that are not shift work, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Employees may work four 10-hour days at straight time, Monday through Thursday, with Friday used as a make-up day for a lost day. If Friday is not a make-up day, then all hours on Friday shall be paid at time and one-half the hourly rate.
-Benefits on overtime shall be $45.03.
-Benefits on overtime on 5-1-26 shall be $47.03.
-Benefits on overtime on 5-1-27 shall be $48.78.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day (Decoration Day), July 4th, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday. The day after Thanksgiving may be substituted for Veterans Day.

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

County - ESSEX

**Craft: Truck Driver-Material Delivery Driver** **PREVAILING WAGE RATE**

| | 05/01/26 | 05/01/27 |
|---|---|---|
| Driver | W37.82<br>B47.28<br>T85.10 | W38.72<br>B49.03<br>T87.75 |

**Craft: Truck Driver-Material Delivery Driver** **COMMENTS/NOTES**

BLENDED RATE:
When a truck driver is performing work on the site and also serving as a material delivery driver, the driver shall be paid a "blended rate". See the "Truck Driver" craft for the blended rates.

Truck Foreman/Shop Steward: +$0.25 per hour

SHIFT DIFFERENTIALS:
- 2nd Shift shall receive an additional $0.50 per hour
- 3rd Shift shall receive time and one-half the hourly rate.

OVERTIME:
- Hours in excess of 8 per day, or before or after the regular workday that are not shift work, Monday through Friday, and all hours on Saturday shall be paid at time and one-half the hourly rate. All hours on Sunday and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day (Decoration Day), July 4th, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday. The day after Thanksgiving may be substituted for Veterans Day.

**Craft: Welder** **PREVAILING WAGE RATE**

Welder

**Craft: Welder** **COMMENTS/NOTES**

Welders rate is the same as the craft to which the welding is incidental.

# STATEWIDE RATES

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**
**PREVAILING WAGE RATE DETERMINATION**

**OPERATING ENGINEERS** **Rates Expiration Date :**

{For apprentice rates refer to "Operating Engineers" apprentice rates in any county rate package}

The regular workday consists of 8 hours, Monday to Friday, between 6:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- Shift work must be established for 5 consecutive workdays.
- Any work started outside of the allowed start time, 6:00 AM to 9:00 AM, except for * tidal work, shall be considered an irregular shift and paid at straight time, plus 15% for the first eight hours, inclusive of benefits.
- * FOR TIDAL WORK- a contractor can start their job according to tide schedules (tide schedules are the various high and low tides related to this work), providing the eight hour shift is completed between the hours of 5:00 AM and 6:30 PM.
- All time worked in excess of an established shift (an established shift is a shift that is determined at the time of the bid) shall be paid at the applicable overtime rate. When a portion of an established shift works into Saturday, Sunday or a holiday, that time worked shall be paid at the established shift rate.
- When working with other trades who receive a higher irregular shift differential, these employees shall also receive the higher differential rate.

OVERTIME:
- Hours in excess of 8 per day, or outside of the regular workday, Monday through Friday, that are not shift work, and all hours on Saturday shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sunday and holidays shall be paid at double the regular rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with all hours on Friday paid at time and one-half the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. When all trades on a particular job site agree, the day after Thanksgiving may be substituted for Veterans Day.

For projects bid after April 1, 2020, on hazardous waste removal work of any kind, including a state or federally designated site, where the operating engineer is required to wear level A, B, or C personal protection, the operating engineer shall receive an hourly wage rate of his regular hourly wage plus $5.00 per hour.
- An operating engineer working at a hazardous waste removal project or site at a task requiring hazardous waste related certification, but who is not working in a zone requiring level A, B, or C personal protection, shall receive an hourly wage rate of his regular rate plus $1.00 per hour.

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 60.13 | 40.40 | 100.53 |

**CLASSIFICATIONS:**

A-Frame

Backhoe (combination)

Boom Attachment on loaders (Except pipehook)

Boring & Drilling Machine

Brush Chopper, Brush Shredder, Tree Shredder, Tree Shearer

Bulldozer, finish grade

Cableway

Carryall

Concrete Pump

Concrete Pumping System (Pumpcrete & similar types)

Conveyor, 125 feet or longer

Drill Doctor (Duties include dust collector and maintenance)

Front End Loader (2 cu. yds. but less than 5 cu. yds.)

Grader, finish

Groove Cutting Machine (ride-on type)

Heater Planer

Hoist: Outside Material Tower Hoist (all types including steam, gas, diesel, electric, air hydraulic, single and double drum, concrete, brick shaft caisson, snorkle roof, and other similar types, Except Chicago-boom type) * receives an addtional $1.00 per hour on 100 ft. up to 199 ft. total height, and an additional $2.00 per hour on 200 ft. and over total height.

Hydraulic Crane (10 tons & under)

Hydraulic Dredge

Hydro-Axe

Hydro-Blaster

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 60.13 | 40.40 | 100.53 |

**CLASSIFICATIONS:**

Jack (screw, air hydraulic, power-operated unit, or console type, Except hand jack or pile load test type)

Log Skidder

Pan

Paver, concrete

Plate & Frame Filter Press

Pumpcrete (unit type)

Pumpcrete, Squeezecrete, or Concrete Pumping machine (regardless of size)

Scraper

Side Boom

Straddle Carrier (Ross and similar types)

Whiphammer

Winch Truck (hoisting)

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 58.22 | 40.40 | 98.62 |

**CLASSIFICATIONS:**

Asphalt Curbing Machine

Asphalt Plant Engineer

Asphalt Spreader

Autograde Curb Trimmer & Sidewalk Shoulder Slipform (CMI & similar types)

Autograde Curecrete Machine (CMI & similar types)

Autograde Tube Finisher & Texturing Machine (CMI & similar types)

Bar Bending Machines (Power)

Batcher, Batching Plant, & Crusher [On Site]

Belt Conveyor System

Boom-Type Skimmer Machine

Bridge Deck Finisher

Bulldozer (all sizes)

Captain (Power Boats)

Car Dumper (railroad)

Compressor & Blower unit for loading/unloading of concrete, cement, fly ash, or similar type materials (used independently or truck-mounted)

Compressor (2 or 3 battery)

Concrete Breaking Machine

Concrete Cleaning/Decontamination Machine

Concrete Finishing Machine

Concrete Saw or Cutter (ride-on type)

Concrete Spreader (Hetzel, Rexomatic & similar types)

Concrete Vibrator

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 58.22 | 40.40 | 98.62 |

**CLASSIFICATIONS:**

Conveyors - under 125 feet

Crane Signalman

Crushing Machine

Directional Boring Machine

Ditching Machine - Small (Ditchwitch, Vermeer or similar types)

Dope Pot - Mechanical (with or without pump)

Dumpster

Elevator

Fireman

Fork Lift (Economobile, Lull & similar types)

Front End Loader (1 cu. yd. and over but less than 2 cu. yds.)

Generator (2 or 3 battery)

Giraffe Grinder

Goldhofer/Hydraulic Jacking Trailer

Grader & Motor Patrols

Grout Pump

Gunnite Machine (Excluding nozzle)

Hammer - Vibratory (in conjunction with generator)

Heavy Equipment Robotics - Operator/Technician

Hoist (roof, tugger, aerial platform hoist, house car)

Hopper

Hopper Doors (power operated)

Ladder (motorized)

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 58.22 | 40.40 | 98.62 |

**CLASSIFICATIONS:**

Laddervator

Locomotive (Dinky-type)

Maintenance Utility Man

Master Environmental Maintenance Technician

Mechanic

Mixer (Except paving mixers)

Pavement Breaker (truck-mounted or small self-propelled ride-on type)

Pavement Breaker - maintenance of compressor or hydraulic unit

Pipe Bending Machine (power)

Pitch Pump

Plaster Pump (regardless of size)

Post Hole Digger (post pounder, auger)

Rod Bending Machines

Roller (black top)

Scale (power)

Seamen Pulverizing Mixer

Shoulder Widener

Silo

Skimmmer Machine (boom type)

Steel Cutting Machine (service & maintenance)

Tamrock Drill

Tractor

Transfer Machines

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 58.22 | 40.40 | 98.62 |

**CLASSIFICATIONS:**

Tug Captains

Tug Master (Power Boats)

Ultra High Pressure Waterjet Cutting Tool System - Operator/Maintenance Technician

Vacuum Blasting Machine - Operator/Maintenance Technician

Vibrating Plant (used with unloading)

Welder & Repair Mechanic

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 52.88 | 40.40 | 93.28 |

**CLASSIFICATIONS:**

Assistant Engineer/Oiler

Driller's Helper

Field Engineer - Transit man or Instrument man

Maintenance Apprentice (Deckhand)

Maintenance Apprentice (Oiler)

Mechanic's Helper

Off Road Back Dump

Tire Repair & Maintenance

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 50.30 | 40.40 | 90.70 |

**CLASSIFICATIONS:**

Field Engineer - Rodman or Chainman

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 60.46 | 40.40 | 100.86 |

**CLASSIFICATIONS:**

Lead Engineer, Foreman Engineer, Safety Engineer (minimum)

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 61.72 | 40.40 | 102.12 |

**CLASSIFICATIONS:**

Autograde Pavement Profiler (CMI & similar types)

Autograde Pavement Profiler - Recycle Type (CMI & similar types)

Autograde Placer/Trimmer/Spreader Combination (CMI & similar types)

Autograde Slipform Paver (CMI & similar types)

Backhoe (Excavator)

Central Power Plant

Concrete Paving Machine

Cranes, Derricks, Pile Drivers (all types), under 100 tons with a boom (including jib and/or leads) under 100 ft.

Draglines

Drill, Bauer, AMI and similar types

Drillmaster, Quarrymaster

Drillmaster/Quarrymaster (down-the-hole drill), rotary drill, self-propelled hydraulic drill, self-powered drill

Elevator Grader

Field Engineer-Chief of Party

Front End Loader (5 cu. yards or larger)

Gradall

Grader, Rago

Helicoptor Co-Pilot

Helicoptor Communications Engineer

Juntann Pile Driver

Locomotive (large)

Mucking Machine

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 61.72 | 40.40 | 102.12 |

**CLASSIFICATIONS:**

Pavement & Concrete Breaker (Superhammer & Hoe Ram)

Pile Driver

Prentice Truck

Roadway Surface Grinder

Scooper (loader & shovel)

Shovel (Excavator)

Trackhoe (Excavator)

Tree Chopper with boom

Trenching Machine (cable plow)

Tunnel Boring Machine

Vacuum Truck

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 56.59 | 40.40 | 96.99 |

**CLASSIFICATIONS:**

Chipper

Compressor (single)

Concrete Spreader (small type)

Conveyor Loader (Except elevator graders)

Engines, Large Diesel (1620 HP) & Staging Pump

Farm Tractor

Fertilizing Equipment (operation & maintenance)

Fine Grade Machine (small type)

Form Line Grader (small type)

Front End Loader (under 1 cubic yard)

Generator (single)

Grease, Gas, Fuel, & Oil Supply Trucks

Heaters (Nelson or other type)

Lights - portable generating light plant

Mixer, Concrete (small)

Mulching Equipment (operation & maintenance)

Power Broom or Sweeper

Pump (diesel engine & hydraulic - regardless of power)

Pump (larger than 2 inch suction, including submersible pumps)

Road Finishing Machine (small type)

Roller - grade, fill, or stone base

Seeding Equipment (operation & maintenance)

Sprinkler & Water Pump Trucks

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 56.59 | 40.40 | 96.99 |

**CLASSIFICATIONS:**

Steam Generator or Boiler

Stone Spreader

Tamping Machine (vibrating ride-on type)

Temporary Heating Plant (Nelson or other type, including proprane, natural gas, and flow-type units)

Water or Sprinkler Truck

Welding Machine (gas, diesel, or electric convertor, of any type)

Welding System - Multiple (rectifier transformer type)

Wellpoint Systems (including installation by bull gang and maintenance)

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 63.54 | 40.40 | 103.94 |

**CLASSIFICATIONS:**

Helicoptor Pilot/Engineer

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 68.22 | 40.40 | 108.62 |

**CLASSIFICATIONS:**

Cranes, Derricks, Pile Driver (all types), 100 tons and over and TOWER CRANE with boom (including jib and/or leads) 140 ft. and over

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 67.22 | 40.40 | 107.62 |

**CLASSIFICATIONS:**

Cranes, Derricks, Pile Driver (all types), 100 tons and over and TOWER CRANE with boom (including jib and/or leads) from 100 ft. to 139 ft.

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 63.72 | 40.40 | 104.12 |

**CLASSIFICATIONS:**

Cranes, Derricks, Pile Driver (all types) , under 100 tons with a boom (including jib and/or leads) 140 ft. and over

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 66.22 | 40.40 | 106.62 |

**CLASSIFICATIONS:**

Cranes, Derricks, Pile Driver (all types), 100 tons and over and TOWER CRANE with a boom (including jib and/or leads) under 100 ft.

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 62.72 | 40.40 | 103.12 |

**CLASSIFICATIONS:**

Cranes, Derricks, Pile Driver (all types), under 100 tons with a boom (including jib and/or leads) from 100 ft. to 139 ft.

**STRUCTURAL STEEL ERECTION** **Rates Expiration Date :**

{For apprentice rates refer to "Operating Engineers" apprentice rates in any county rate package}

The regular workday consists of 8 hours, Monday to Friday, between 6:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- Shift work must be established for 5 consecutive workdays.
- Any work started outside of the allowed start time, 6:00 AM to 9:00 AM, except for * tidal work, shall be considered an irregular shift and paid at straight time, plus 15% for the first eight hours, inclusive of benefits.
- * FOR TIDAL WORK- a contractor can start their job according to tide schedules (tide schedules are the various high and low tides related to this work), providing the eight hour shift is completed between the hours of 5:00 AM and 6:30 PM.
- All time worked in excess of an established shift (an established shift is a shift that is determined at the time of the bid) shall be paid at the applicable overtime rate. When a portion of an established shift works into Saturday, Sunday or a holiday, that time worked shall be paid at the established shift rate.
- When working with other trades who receive a higher irregular shift differential, these employees shall also receive the higher differential rate.

OVERTIME:
- Hours in excess of 8 per day, or outside of the regular workday, Monday through Friday, that are not shift work, and all hours on Saturday shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sunday and holidays shall be paid at double the regular rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with all hours on Friday paid at time and one-half the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. When all trades on a particular job site agree, the day after Thanksgiving may be substituted for Veterans Day.

For projects bid after April 1, 2020, on hazardous waste removal work of any kind, including a state or federally designated site, where the operating engineer is required to wear level A, B, or C personal protection, the operating engineer shall receive an hourly wage rate of his regular hourly wage plus $5.00 per hour.
- An operating engineer working at a hazardous waste removal project or site at a task requiring hazardous waste related certification, but who is not working in a zone requiring level A, B, or C personal protection, shall receive an hourly wage rate of his regular rate plus $1.00 per hour.

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 65.35 | 40.40 | 105.75 |

**CLASSIFICATIONS:**

Helicopter Co-Pilot & Communications Engineer

**STRUCTURAL STEEL ERECTION** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 61.29 | 40.40 | 101.69 |

**CLASSIFICATIONS:**

A-Frame

Cherry Picker -10 tons or less (Over 10 tons use crane rate)

Hoist (all types Except Chicago-boom)

Jack (screw, air hydraulic, power-operated unit or console type, Except hand jack or pile load test type)

Side Boom

Straddle Carrier

**STRUCTURAL STEEL ERECTION** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 58.63 | 40.40 | 99.03 |

**CLASSIFICATIONS:**

Aerial Platform Used On Hoists

Apprentice Engineer/Oiler with Compressor or Welding Machine

Captain (Power Boats)

Compressor (2 or 3 in battery)

Concrete Cleaning/Decontamination Machine Operator

Conveyor or Tugger Hoist

Directional Boring Machine

Elevator or House Car

Fireman

Forklift

Generator (2 or 3)

Heavy Equipment Robotics, Operator/Technician

Maintenance Utility Man

Master Environmental Maintenance Technician

Tug Master (Power Boats)

Ultra High Pressure Waterjet Cutting Tool System Operator/Maintenance Technician

Vacuum Blasting Machine Operator/Maintenance Technician

Welding Machines, Gas or Electric Converters on any type-2 or 3 in battery including diesels

**STRUCTURAL STEEL ERECTION** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 57.10 | 40.40 | 97.50 |

**CLASSIFICATIONS:**

Compressor (Single)

Generators

Welding Machines, Gas, Diesel, Or Electric Converters of any type-single

Welding System, Multiple (Rectifier Transformer Type)

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 53.34 | 40.40 | 93.74 |

**CLASSIFICATIONS:**

Assistant Engineer/Oiler

Drillers Helper

Field Engineer - Transit/Instrument Man

Maintenance Apprentice (Deckhand)

Maintenance Apprentice (Oiler)

Off Road Back Dump

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 60.91 | 40.40 | 101.31 |

**CLASSIFICATIONS:**

Lead Engineer, Foreman Engineer, Safety Engineer (Minimum)

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 50.30 | 40.40 | 90.70 |

**CLASSIFICATIONS:**

Field Engineer - Rodman or Chainman

**STRUCTURAL STEEL ERECTION** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 62.05 | 40.40 | 102.45 |

**CLASSIFICATIONS:**

Field Engineer-Chief of Party

Vacuum Truck

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 70.24 | 40.40 | 110.64 |

**CLASSIFICATIONS:**

Cranes (all cranes, land or floating with booms, including jib, 140 ft. and over, above ground). Derricks (all derricks, land, floating or Chicago Boom type with booms including jib, 140 ft. and over, above ground), and Pile Drivers (all types) 100 tons and over and Tower Cranes.

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 68.58 | 40.40 | 108.98 |

**CLASSIFICATIONS:**

Cranes (all cranes, land or floating with booms including jib, less than 140 ft. abovr ground), Derricks (all derricks. land, floating or Chicago Boom type with booms including jib, less than 140 ft. above ground), Pile Drivers (all types), 100 tons and over and Tower Crane.

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 65.74 | 40.40 | 106.14 |

**CLASSIFICATIONS:**

Cranes (all cranes, land or floating with booms including jib, 140 ft. and over, above ground), Derricks (all derricks, land, floating or Chicago Boom type with booms including jib, 140 ft. and over, above ground), Pile Drivers (all types), under 100 tons.

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 64.08 | 40.40 | 104.48 |

**CLASSIFICATIONS:**

Cranes (all cranes, land or floating with booms including jib, less than 140 ft. above ground), Derricks (all derricks, land, floating or Chicago Boom type with booms including jib, less than 140 ft. above ground), Pile Drivers (all types), under 100 tons.

**STRUCTURAL STEEL ERECTION** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 65.74 | 40.40 | 106.14 |

**CLASSIFICATIONS:**

Helicopter Pilot & Engineer

**TEST BORING PRELIMINARY TO CONSTRUCTION-SOUTH/WEST** **Rates Expiration Date :**

THESE RATES APPLY IN THE FOLLOWING COUNTIES ONLY:
Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Hunterdon, Mercer, Monmouth, Ocean, Salem, Sussex, Warren

The regular workday consists of 8 hours, Monday to Friday, between 6:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- Shift work must be established for 5 consecutive workdays.
- Any work started outside of the allowed start time, 6:00 AM to 9:00 AM, except for * tidal work, shall be considered an irregular shift and paid at straight time, plus 15% for the first eight hours, inclusive of benefits.
- * FOR TIDAL WORK- a contractor can start their job according to tide schedules (tide schedules are the various high and low tides related to this work), providing the eight hour shift is completed between the hours of 5:00 AM and 6:30 PM.
- All time worked in excess of an established shift (an established shift is a shift that is determined at the time of the bid) shall be paid at the applicable overtime rate. When a portion of an established shift works into Saturday, Sunday or a holiday, that time worked shall be paid at the established shift rate.
- When working with other trades who receive a higher irregular shift differential, these employees shall also receive the higher differential rate.

OVERTIME:
- Hours in excess of 8 per day, or outside of the regular workday, Monday through Friday, that are not shift work, and all hours on Saturday shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sunday and holidays shall be paid at double the regular rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with all hours on Friday paid at time and one-half the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. When all trades on a particular job site agree, the day after Thanksgiving may be substituted for Veterans Day.

For projects bid after April 1, 2020, on hazardous waste removal work of any kind, including a state or federally designated site, where the operating engineer is required to wear level A, B, or C personal protection, the operating engineer shall receive an hourly wage rate of his regular hourly wage plus $5.00 per hour.
- An operating engineer working at a hazardous waste removal project or site at a task requiring hazardous waste related certification, but who is not working in a zone requiring level A, B, or C personal protection, shall receive an hourly wage rate of his regular rate plus $1.00 per hour.

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 61.72 | 40.40 | 102.12 |

**CLASSIFICATIONS:**

Driller

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 54.88 | 40.40 | 95.28 |

**CLASSIFICATIONS:**

Driller's Helper

**FREE AIR TUNNEL JOBS** **Rates Expiration Date :**

{For apprentice rates refer to "Heavy & General" apprentice rates in any county rate package}

The regular workday consists of 8 hours, starting at 7:00 AM or 8:00 AM.

SHIFT DIFFERENTIALS:
- Shifts must start at 3:00 PM, 4:00 PM, 12:00 AM, or 1:00 AM, to be considered shift work, except when the project owner mandates special hours of work in the job specifications, in which case those hours may be considered shift work.
- When such hours are mandated by the project owner, a shift that begins before midnight on Friday and ends on Saturday morning, or that begins at or after 8:00 PM on Sunday and ends on Monday morning may be paid at the shift differential rate.
- Shifts shall receive an additional $3.00 per hour.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, or outside of the regular workday that are not shift work, and all hours on Saturdays, shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with Friday used as a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. Veterans Day may be substituted for the day after Thanksgiving. However, in the trading of Veterans Day for the day after Thanksgiving, if overtime is worked on Veterans Day, it shall be paid at double the hourly rate.

Hazardous Waste Work:
-where Level A, B, or C protection is required: + $5.00/hr
-other Hazardous Waste site: + $1.00/hr

Traffic Control Coordinator: When either of the work classifications found below are working as a Traffic Control Coordinator they are to receive $.75 above their current rate of pay.

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 69.31 | 40.63 | 109.94 |

**CLASSIFICATIONS:**

Walking Boss & Superintendent

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 68.94 | 40.63 | 109.57 |

**CLASSIFICATIONS:**

Heading Foreman, Shaft Foreman, Rod Foreman, Electrician Foreman, Rigging Foreman

**FREE AIR TUNNEL JOBS** **Rates Expiration Date :**

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 68.31 | 40.63 | 108.94 |

**CLASSIFICATIONS:**

Iron Foreman, Caulking Foreman, Form Foreman, Cement Finishing Foreman, Concrete Foreman, Track Foreman, Cleanup Foreman, Grout Foreman

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 71.44 | 40.63 | 112.07 |

**CLASSIFICATIONS:**

Blaster

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 67.63 | 40.63 | 108.26 |

**CLASSIFICATIONS:**

Top Labor Foreman

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 67.19 | 40.63 | 107.82 |

**CLASSIFICATIONS:**

Skilled Men (including Caulker, Powder Carrier, all other skilled men)

Skilled Men (including Miner, Drill Runner, Iron Man, Conveyor Man, Manitenance Man, Safety Miner, Rigger, Block Layer, Cement Finisher, Tod Man)

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 67.00 | 40.63 | 107.63 |

**CLASSIFICATIONS:**

Semi-Skilled Men (including Bell or Signal Man Top or Bottom, Form Worker & Mover, Concrete Worker, Shaft Man, Tunnel Laborer, Caulker's Helper, all other semi-skilled)

Semi-Skilled Men (including Miner's Helper, Chuck Tender, Track Man, Nipper, Brake Man, Derail Man, Cable Man, Hose Man, Gravel Man, Form Man)

**FREE AIR TUNNEL JOBS** **Rates Expiration Date :**

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 66.50 | 40.63 | 107.13 |

**CLASSIFICATIONS:**

All Others (including Powder Watchman, Change House Attendant, Top Laborer)

**DRILL FOR GROUND WATER SUPPLY** **Rates Expiration Date :**

The well driller and/or helper may perform all work relative to the construction, finishing, and servicing of wells, pumps and borings for ground water supply. The present methods of well drilling entailing as they do, many diverse job operations calling for drilling, pump discharge, piping, and the operation of various types of related power equipment, shall all be within the job duties and functions of the well driller and/or helper. In the event that an extension of work should occur beyond water well drilling functions, into the field of general construction work, such extension of work would come under the appropriate rates listed elsewhere in this wage determination.

- For Work Hours, Shift Differentials, Overtime Rates, and Recognized Holidays see the "Operating Engineers" section of this wage determination.

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 60.47 | 40.40 | 100.87 |

**CLASSIFICATIONS:**

Driller

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 53.63 | 40.40 | 94.03 |

**CLASSIFICATIONS:**

Driller's Helper

**OPERATING ENGINEERS MARINE-DREDGING** **Rates Expiration Date :**

NOTE: These wage rates only apply to dredging and other marine construction activities occurring in navigable waters and their tributaries.
Boat crews carrying explosive material (dynamite, pourfex, and other similar materials) shall be paid at 120% of the hourly wage rate for hours engaged in handling of said materials. Employees required to possess a Hazardous Material Certification as a condition of employment shall be compensated at 120% of the hourly wage rate.
OVERTIME:
Hours in excess of 40 per week, and all hours on Saturdays and Sundays, shall be paid at time and one-half the hourly rate. All hours on holidays shall be paid at double the hourly rate.
RECOGNIZED HOLIDAYS: New Year's Day, Martin Luther King Day, Good Friday, Memorial Day, July 4th, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday.

**Effective Dates:**

| | 10/01/2025 | | 10/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 48.48 | 15.44 | 63.92 | 65.74 |

**CLASSIFICATIONS:**

Lead Dredgerman, Operator, Leverman

Licensed Tug Operator with MOTV, Deck Captain

**Effective Dates:**

| | 10/01/2025 | | 10/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 41.93 | 14.99 | 56.92 | 58.47 |

**CLASSIFICATIONS:**

Derrick Operator, Spider/Spill Barge Operator

Engineer, Electrician, Chief Welder, Chief Mate

Fill Placer, Operator II

Licensed Boat Operator

Maintenance Engineer

**Effective Dates:**

| | 10/01/2025 | | 10/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 39.46 | 14.81 | 54.27 | 55.75 |

**CLASSIFICATIONS:**

Certified Welder

**OPERATING ENGINEERS MARINE-DREDGING** **Rates Expiration Date :**

**Effective Dates:**

| 10/01/2025 | | | 10/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 38.38 | 14.74 | 53.12 | 54.54 |

**CLASSIFICATIONS:**

Mate, Drag Barge Operator, Steward, Assistant Fill Placer

Welder

**Effective Dates:**

| 10/01/2025 | | | 10/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 37.15 | 14.65 | 51.80 | 53.18 |

**CLASSIFICATIONS:**

Boat Operator

**Effective Dates:**

| 10/01/2025 | | | 10/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 30.86 | 14.21 | 45.07 | 46.22 |

**CLASSIFICATIONS:**

Shoreman, Deckhand, Rodman, Scowman

**Effective Dates:**

| 10/01/2025 | | | 10/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 43.20 | 15.07 | 58.27 | 59.89 |

**CLASSIFICATIONS:**

Crane Operator

**MICROSURFACING/SLURRY SEAL** **Rates Expiration Date :**

THESE RATES APPLY IN THE FOLLOWING COUNTIES ONLY:
Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Mercer, Ocean, Salem
***IN ALL OTHER COUNTIES use the Heavy and General Laborers - North "Slurry Seal Laborer" rates.***

SHIFT DIFFERENTIALS:
Any shift starting at 3:30 PM or later shall receive an additional $0.35/hr

OVERTIME:
Hours in excess of 8 per day or 40 per week shall be paid at time and one-half the hourly rate. All hours on holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Washington's Birthday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day.

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 53.80 | 29.95 | 83.75 |

**CLASSIFICATIONS:**

Foreman

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 51.85 | 29.95 | 81.80 |

**CLASSIFICATIONS:**

Box man, Hopper, CM Controller

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 50.15 | 29.95 | 80.10 |

**CLASSIFICATIONS:**

Microsurface/Slurry Preparation

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 50.80 | 29.95 | 80.75 |

**CLASSIFICATIONS:**

Squeegee man

**MICROSURFACING/SLURRY SEAL** **Rates Expiration Date :**

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 48.70 | 29.95 | 78.65 |

**CLASSIFICATIONS:**

Cleaner, Taper

**ASPHALT LABORERS - SOUTH** **Rates Expiration Date :**

"THESE RATES APPLY IN THE FOLLOWING COUNTIES ONLY: Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Mercer, Ocean, Salem
{For apprentice rates refer to "Laborer - Heavy & General" apprentice rates in any county rate package}
The regular workday consists of 8 hours, starting at 7:00 AM or 8:00 AM.
SHIFT DIFFERENTIALS:
- Shifts must start at 3:00 PM, 4:00 PM, 12:00 AM, or 1:00 AM, to be considered shift work, except when the project owner mandates special hours of work in the job specifications, in which case those hours may be considered shift work.
- When such hours are mandated by the project owner, a shift that begins before midnight on Friday and ends on Saturday morning, or that begins at or after 8:00 PM on Sunday and ends on Monday morning may be paid at the shift differential rate.
- Shifts shall receive an additional $3.00 per hour.
OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, or outside of the regular workday that are not shift work, and all hours on Saturdays, shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with Friday used as a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate.
RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. Veterans Day may be substituted for the day after Thanksgiving. However, in the trading of Veterans Day for the day after Thanksgiving, if overtime is worked on Veterans Day, it shall be paid at double the hourly rate.
Hazardous Waste Work:
-where Level A, B, or C protection is required: + $5.00/hr
-other Hazardous Waste site: + $1.00/hr
FOR TIDE WORK (pertains to tidal water): A contractor can start their job according to tide schedules (tide schedules are the various high and low tides related to this work) providing the eight (8) hour shift is completed between the hours of 5:00 AM and 6:30 PM.

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 56.95 | 40.63 | 97.58 |

**CLASSIFICATIONS:**

Paving Foreman

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 53.50 | 40.63 | 94.13 |

**CLASSIFICATIONS:**

Head Raker

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 53.65 | 40.63 | 94.28 |

**CLASSIFICATIONS:**

Screedman

**ASPHALT LABORERS - SOUTH** **Rates Expiration Date :**

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 53.10 | 40.63 | 93.73 |

**CLASSIFICATIONS:**

Tampers, Smoothers, Kettlemen, Painters, Shovelers, Roller Boys

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 53.20 | 40.63 | 93.83 |

**CLASSIFICATIONS:**

Milling Controller

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 53.40 | 40.63 | 94.03 |

**CLASSIFICATIONS:**

Traffic Control Coordinator

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 53.35 | 40.63 | 93.98 |

**CLASSIFICATIONS:**

Raker, Luteman

**Effective Dates:**

| Rate | Fringe | Total |
|---|---|---|

**CLASSIFICATIONS:**

Certified Paving Foreman

**TEST BORING PRELIMINARY TO CONSTRUCTION-NORTH** **Rates Expiration Date :**

THESE RATES APPLY IN THE FOLLOWING COUNTIES ONLY:
Bergen, Essex, Hudson, Middlesex, Morris, Passaic, Somerset, Union

SHIFT DIFFERENTIAL:
Employees on a shift other than between the hours of 8:00 AM and 5:00 PM shall receive an additional $2.00 per hour.

OVERTIME:
Hours in excess of 8 per day, Monday through Friday, and all hours on Saturday shall be paid at time and one-half the regular rate. All hours on Sundays and holidays shall be paid at double the regular rate.

RECOGNIZED HOLIDAYS: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, and Christmas Day. Sunday holidays observed the following Monday.

Hazardous Waste Pay (for Levels A, B, and C): an additional 15% of the hourly rate, per hour.

A newly hired Helper with no experience in the industry shall be paid as follows:
1st year on the job - 70% of Helper wage rate
2nd year on the job - 80% of Helper wage rate
3rd year on the job - 90% of Helper wage rate
All helpers receive full fringe benefit rate.

**Effective Dates:**

**10/21/2025**

| Rate | Fringe | Total |
|---|---|---|
| 38.15 | 36.22 | 74.37 |

**CLASSIFICATIONS:**

Helper (4th year helper)

**Effective Dates:**

**10/21/2025**

| Rate | Fringe | Total |
|---|---|---|
| 48.78 | 36.22 | 85.00 |

**CLASSIFICATIONS:**

Driller

**Effective Dates:**

**10/21/2025**

| Rate | Fringe | Total |
|---|---|---|
| 55.61 | 36.22 | 91.83 |

**CLASSIFICATIONS:**

Foreman

**HEAVY & GENERAL LABORERS - NORTH** **Rates Expiration Date :**

THESE RATES APPLY IN THE FOLLOWING COUNTIES ONLY:
Bergen, Essex, Hudson, Hunterdon, Middlesex, Monmouth, Morris, Passaic, Somerset, Sussex, Union, Warren

{For apprentice rates refer to "Laborer - Heavy & General" apprentice rates in any county rate package}

The regular workday consists of 8 hours, starting at 7:00 AM or 8:00 AM.

SHIFT DIFFERENTIALS:
- Shifts must start at 3:00 PM, 4:00 PM, 12:00 AM, or 1:00 AM, to be considered shift work, except when the project owner mandates special hours of work in the job specifications, in which case those hours may be considered shift work.
- When such hours are mandated by the project owner, a shift that begins before midnight on Friday and ends on Saturday morning, or that begins at or after 8:00 PM on Sunday and ends on Monday morning may be paid at the shift differential rate.
- Shifts shall receive an additional $3.00 per hour.
FOR TIDE WORK (pertains to tidal water): A contractor can start their job according to tide schedules (tide schedules are the various high and low tides related to this work) providing the eight (8) hour shift is completed between the hours of 5:00 AM and 6:30 PM.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, or outside of the regular workday that are not shift work, and all hours on Saturdays, shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with Friday used as a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. Veterans Day may be substituted for the day after Thanksgiving. However, in the trading of Veterans Day for the day after Thanksgiving, if overtime is worked on Veterans Day, it shall be paid at double the hourly rate.

Hazardous Waste Work:
-where Level A, B, or C protection is required: + $5.00/hr
-other Hazardous Waste site: + $1.00/hr

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 52.70 | 40.63 | 93.33 |

**CLASSIFICATIONS:**

"D" Rate:
basic, landscape, asphalt, slurry seal, or railroad track laborer; utility meter installer; flagman; salamander tender; pitman; dumpman; rakers or tampers on cold patch work; wrappers or coaters of pipe; waterproofer; timberman; wagon drill or drill master helper; powder carrier; magazine tender; signal man; power buggy operator; tree cutter; operator of basic power tools

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 53.40 | 40.63 | 94.03 |

**CLASSIFICATIONS:**

"C" Rate:
pipe layer; laser man; conduit or duct line layer; operator of jack hammer, chipping hammer, pavement breaker, concrete cutter, asphalt cutter, sheet hammer, or walk-behind saw cutter; sandblaster; acetylene cutting or burning; wagon drill, directional drill, or hydraulic drill operator; drill master; core driller; asphalt raker or lute man

**HEAVY & GENERAL LABORERS - NORTH** **Rates Expiration Date :**

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 53.65 | 40.63 | 94.28 |

**CLASSIFICATIONS:**

"B" Rate:
concrete finisher; setter of brick or stone pavers; stone cutter; form setter; manhole, catch basin, or inlet builder; asphalt screedman; rammer; hardscaping; gunite nozzle man

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 57.20 | 40.63 | 97.83 |

**CLASSIFICATIONS:**

"A" Rate:
blaster

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 56.95 | 40.63 | 97.58 |

**CLASSIFICATIONS:**

"FOREMAN" Rate:
labor foreman, asphalt foreman, drill foreman, pipe foreman, grade foreman, finisher foreman, concrete foreman

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 57.95 | 40.63 | 98.58 |

**CLASSIFICATIONS:**

"GENERAL FOREMAN" Rate

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 54.15 | 40.63 | 94.78 |

**CLASSIFICATIONS:**

TRAFFIC CONTROL COORDINATOR Rate

**HEAVY & GENERAL LABORERS - NORTH** **Rates Expiration Date :**

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 59.45 | 40.63 | 100.08 |

**CLASSIFICATIONS:**

" CERTIFIED FOREMAN Rate" :

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 60.45 | 40.63 | 101.08 |

**CLASSIFICATIONS:**

" CERTIFIED GENERAL FOREMAN Rate" :

**HEAVY & GENERAL LABORERS - SOUTH** **Rates Expiration Date :**

THESE RATES APPLY IN THE FOLLOWING COUNTIES ONLY:
Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Mercer, Ocean, Salem

{For apprentice rates refer to "Laborer - Heavy & General" apprentice rates in any county rate package}

The regular workday consists of 8 hours, starting at 7:00 AM or 8:00 AM.

SHIFT DIFFERENTIALS:
- Shifts must start at 3:00 PM, 4:00 PM, 12:00 AM, or 1:00 AM, to be considered shift work, except when the project owner mandates special hours of work in the job specifications, in which case those hours may be considered shift work.
- When such hours are mandated by the project owner, a shift that begins before midnight on Friday and ends on Saturday morning, or that begins at or after 8:00 PM on Sunday and ends on Monday morning may be paid at the shift differential rate.
- Shifts shall receive an additional $3.00 per hour.

FOR TIDE WORK (pertains to tidal water): A contractor can start their job according to tide schedules (tide schedules are the various high and low tides related to this work) providing the eight (8) hour shift is completed between the hours of 5:00 AM and 6:30 PM.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, or outside of the regular workday that are not shift work, and all hours on Saturdays, shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with Friday used as a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. Veterans Day may be substituted for the day after Thanksgiving. However, in the trading of Veterans Day for the day after Thanksgiving, if overtime is worked on Veterans Day, it shall be paid at double the hourly rate.

Hazardous Waste Work:
-where Level A, B, or C protection is required: + $5.00/hr
-other Hazardous Waste site: + $1.00/hr

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 52.70 | 40.63 | 93.33 |

**CLASSIFICATIONS:**

"D" Rate:
basic, landscape, asphalt, slurry seal, or railroad track laborer; utility meter installer; flagman; salamander tender; pitman; dumpman; rakers or tampers on cold patch work; wrappers or coaters of pipe; waterproofer; timberman; wagon drill or drill master helper; powder carrier; magazine tender; signal man; power buggy operator; tree cutter; operator of basic power tools

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 53.40 | 40.63 | 94.03 |

**CLASSIFICATIONS:**

"C" Rate:
pipe layer; laser man; conduit or duct line layer; operator of jack hammer, chipping hammer, pavement breaker, concrete cutter, asphalt cutter, sheet hammer, or walk-behind saw cutter; sandblaster; acetylene cutting or burning; wagon drill, directional drill, or hydraulic drill operator; drill master; core driller; asphalt raker or lute man

**HEAVY & GENERAL LABORERS - SOUTH** **Rates Expiration Date :**

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 57.20 | 40.63 | 97.83 |

**CLASSIFICATIONS:**

"A" Rate:
blaster

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 56.95 | 40.63 | 97.58 |

**CLASSIFICATIONS:**

"FOREMAN" Rate:
labor foreman, asphalt foreman, drill foreman, pipe foreman, grade foreman, finisher foreman, concrete foreman

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 57.95 | 40.63 | 98.58 |

**CLASSIFICATIONS:**

"GENERAL FOREMAN" Rate

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 54.15 | 40.63 | 94.78 |

**CLASSIFICATIONS:**

TRAFFIC CONTROL COORDINATOR Rate

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 60.45 | 40.63 | 101.08 |

**CLASSIFICATIONS:**

" CERTIFIED GENERAL FOREMAN Rate" :

**HEAVY & GENERAL LABORERS - SOUTH** **Rates Expiration Date :**

**Effective Dates:**

**03/03/2026**

| Rate | Fringe | Total |
|---|---|---|
| 59.45 | 40.63 | 100.08 |

**CLASSIFICATIONS:**

" CERTIFIED FOREMAN Rate" :

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 53.65 | 40.63 | 94.28 |

**CLASSIFICATIONS:**

"B" Rate:
concrete finisher; setter of brick or stone pavers; stone cutter; form setter; manhole, catch basin, or inlet builder; asphalt screedman; rammer; hardscaping; gunite nozzle man

**PIPELINE - MAINLINE TRANSMISSION** **Rates Expiration Date :**

These rates apply to the following: welding on Transportation Mainline pipe lines (cross-country pipe lines, or any segments thereof, transporting coal, gas, oil, water or other transportable materials, vapors or liquids, including portions of such pipe lines within private property boundaries up to the final metering station or connection - the point where a valve, consumer connection, or town border station divides mainline transmission lines or higher pressure lateral and branch lines from lower pressure distribution systems).

PER DIEM PAYMENT:
In addition to the total wage rate paid for each craft, the following per diem (per day) amounts must also be paid - Pipeline Journeyman: $80.50; Pipeline Journeyman Welder: $140.50; and Pipeline Helper: $64.50. Note: in order to receive the per diem payment an employee must work a minimum of 8 hours in a 24 hour period.

NOTES:
- Journeymen employed as "stringer bead" welders and journeymen who are regularly employed as "hot-pass" welders shall receive $1.00 per hour more than other journeymen.
- Welders running "stringer bead" or "hot-pass" on "cutouts" or "tie-ins" on a production basis shall be paid $1.00 per hour above the journeymen rate.
- Whenever a welder helper is employed using a power buffer or power grinder immediately behind the stringer bead and /or hot-pass welders, and the pipe gang is set on a production basis, the helper shall be paid $2.00 per hour above the helper rate.
- If back welding is performed inside a pipe under either or both of the following conditions, the welder engaged in the welding will receive $3.00 per hour above the regular rate for the job only for the days on which such back welding is performed:
  - The employer elects, as a regular procedure, to back weld each line-up. This condition is not intended to apply to occasional back welding performed by the pipe gang to repair a bead, to rectify a "high-lo" condition or wall thickness, etc.
  - A welder is required to back weld a completed weld behind the firing line.
- If the welder helper is required to go inside the pipe for the purpose of brushing, buffing and grinding the weld, they shall receive a wage rate $1.00 per hour above the regular helper rate for the days involved.
- Welders working on "hot work" shall be paid $2.00 per hour above the regular rate for each day engaged in such work. "Hot work' is defined as work on lines in service where there is the danger of fire or explosion.

The regular workday shall be 8 hours, between 8:00 AM and 4:30 PM.

OVERTIME:
Hours in excess of 8 per day, and all hours on Sundays shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on holidays shall be paid at double the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, July 4th, Labor Day, Thanksgiving Day, and Christmas Day. Sunday holidays observed the following Monday.

**Effective Dates:**

**06/18/2025**

| Rate | Fringe | Total |
|---|---|---|
| 58.89 | 36.35 | 95.24 |

**CLASSIFICATIONS:**

Pipeline Journeyman Welder

**Effective Dates:**

**06/18/2025**

| Rate | Fringe | Total |
|---|---|---|
| 58.89 | 36.35 | 95.24 |

**CLASSIFICATIONS:**

Pipeline Journeyman

**PIPELINE - MAINLINE TRANSMISSION** **Rates Expiration Date :**

**Effective Dates:**

**06/18/2025**

| Rate | Fringe | Total |
|---|---|---|
| 33.84 | 25.47 | 59.31 |

**CLASSIFICATIONS:**

Pipeline Helper

**PIPELINE - GAS DISTRIBUTION** **Rates Expiration Date :**

These rates apply to the following: welding on gas line distribution systems (that portion of the gas distribution system placed in streets, roads, subways, tunnels, viaducts, highways and easements which serves the users of gas).

SHIFT DIFFERENTIALS:
An "irregular" shift may start any time from 5:00 PM to 12:00 AM, Monday through Friday, and shall receive an additional 15% of the regular rate per hour, inclusive of benefits.

OVERTIME:
Hours in excess of forty per week, and all hours on Saturdays shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, and Christmas Day. Sunday holidays observed the following Monday.

**Effective Dates:**

**11/05/2025**

| Rate | Fringe | Total |
|---|---|---|
| 66.32 | 36.10 | 102.42 |

**CLASSIFICATIONS:**

Pipeline Journeyman Welder

**Effective Dates:**

**11/05/2025**

| Rate | Fringe | Total |
|---|---|---|
| 66.32 | 36.10 | 102.42 |

**CLASSIFICATIONS:**

Pipeline Journeyman

**Effective Dates:**

**11/05/2025**

| Rate | Fringe | Total |
|---|---|---|
| 43.28 | 25.22 | 68.50 |

**CLASSIFICATIONS:**

Pipeline Helper

**ASPHALT LABORERS- NORTH** **Rates Expiration Date :**

THESE RATES APPLY IN THE FOLLOWING COUNTIES ONLY:
Bergen, Essex, Hudson, Hunterdon, Middlesex, Monmouth, Morris, Passaic, Somerset, Sussex, Union, Warren
{For apprentice rates refer to "Laborer - Heavy & General" apprentice rates in any county rate package}
The regular workday consists of 8 hours, starting at 7:00 AM or 8:00 AM.
SHIFT DIFFERENTIALS:
- Shifts must start at 3:00 PM, 4:00 PM, 12:00 AM, or 1:00 AM, to be considered shift work, except when the project owner mandates special hours of work in the job specifications, in which case those hours may be considered shift work.
- When such hours are mandated by the project owner, a shift that begins before midnight on Friday and ends on Saturday morning, or that begins at or after 8:00 PM on Sunday and ends on Monday morning may be paid at the shift differential rate.
- Shifts shall receive an additional $3.00 per hour.
OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, or outside of the regular workday that are not shift work, and all hours on Saturdays, shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with Friday used as a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate.
RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. Veterans Day may be substituted for the day after Thanksgiving. However, in the trading of Veterans Day for the day after Thanksgiving, if overtime is worked on Veterans Day, it shall be paid at double the hourly rate.
Hazardous Waste Work:
-where Level A, B, or C protection is required: + $5.00/hr
-other Hazardous Waste site: + $1.00/hr
FOR TIDE WORK (pertains to tidal water): A contractor can start their job according to tide schedules (tide schedules are the various high and low tides related to this work) providing the eight (8) hour shift is completed between the hours of 5:00 AM and 6:30 PM.

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 56.95 | 40.63 | 97.58 |

**CLASSIFICATIONS:**

Asphalt Foreman

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 53.65 | 40.63 | 94.28 |

**CLASSIFICATIONS:**

Asphalt Screedman

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 53.40 | 40.63 | 94.03 |

**CLASSIFICATIONS:**

Asphalt Raker or Lute Man

**ASPHALT LABORERS- NORTH** **Rates Expiration Date :**

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 52.70 | 40.63 | 93.33 |

**CLASSIFICATIONS:**

Asphalt Laborer

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 59.45 | 40.63 | 100.08 |

**CLASSIFICATIONS:**

Certified Asphalt Foreman

**ELECTRICIAN- UTILITY WORK (NORTH)** **Rates Expiration Date :**

Electrician-Utility Work (North)
(For apprentice rates refer to Electrician-Utility Work (North) in any county rate package).
These rates apply to work contracted for by the following utility companies:
Public Service Electric & Gas Co. of NJ, GPU Energy, Borough of Madison Electric Department, Sussex Rural Electric Cooperative, Rockland Utilities, and Butler Municipal Electric Co.
These rates do not apply to work on substations or switching stations.
For Utility work contracted for by a utility company other than those listed above or those listed under "Electrician-Utility Work (South), see the "Outside Commercial Rates" for the county in which the jobsite is located.

* FOR OUTSIDE COMMERCIAL RATES PLEASE SEE COUNTY RATES

The regular workday is 8 hours, between 6:00 AM and 6:00 PM.
FOR EMERGENCY WORK ONLY: (emergency work is defined as work caused by storm, catastrophe, act of god, and circumstances beyond the control of the employer)-all hours of work shall be paid at double the hourly rate.
SHIFT DIFFERENTIALS:
Shift work must run for a minimum of 5 consecutive workdays.
2nd shift (between the hours of 4:30 PM and 1:00 AM): 8 hours of work + 17.3% of the regular rate, inclusive of benefits.
3rd shift (between the hours of 12:30 AM and 9:00 AM): 8 hours of work + 31.4% of the regular rate per hour, inclusive of benefits.

OVERTIME:
Hours in excess of 8 per day, or before or after the regular wokday Monday through Friday, that is not shift work, and all hours on Saturday shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the hourly rate, inclusive of benefits.
Four 10-hour days may worked, at straight time, between 6:00 AM and 6:00 PM, Monday through Thursday.

RECOGNIZED HOLIDAYS:
New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day and Christmas Day, or day on which they are legally observed.

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 69.55 | 48.68 | 118.23 | 122.97 | 127.89 | 132.99 |

**CLASSIFICATIONS:**

Chief Lineman

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 63.23 | 44.26 | 107.49 | 111.79 | 116.26 | 120.90 |

**CLASSIFICATIONS:**

Journeyman Lineman

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 63.23 | 44.26 | 107.49 | 111.79 | 116.26 | 120.90 |

**CLASSIFICATIONS:**

Special License Operator

**ELECTRICIAN- UTILITY WORK (NORTH)** **Rates Expiration Date :**

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 66.39 | 46.47 | 112.86 | 117.38 | 122.07 | 126.95 |

**CLASSIFICATIONS:**

Journeyman Lineman when welding, splicing, hot stick, barehand and helicopter work

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 60.70 | 42.49 | 103.19 | 107.32 | 111.60 | 116.07 |

**CLASSIFICATIONS:**

Line Equipment Operator

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 47.42 | 33.19 | 80.61 | 83.84 | 87.19 | 90.67 |

**CLASSIFICATIONS:**

Groundman

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 80.93 | 56.65 | 137.58 | 143.08 | 148.81 | 154.75 |

**CLASSIFICATIONS:**

General Foreman

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 74.61 | 52.22 | 126.83 | 131.92 | 137.19 | 142.66 |

**CLASSIFICATIONS:**

Assistant General Foreman

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 72.71 | 50.89 | 123.60 | 128.55 | 133.70 | 139.04 |

**CLASSIFICATIONS:**

Line Foreman

**ELECTRICIAN- UTILITY WORK (NORTH)** **Rates Expiration Date :**

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 50.58 | 35.40 | 85.98 | 89.43 | 93.00 | 96.73 |

**CLASSIFICATIONS:**

GTO (Groundman Truck Operator) with CDL A

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 47.42 | 33.19 | 80.61 | 83.84 | 87.19 | 90.67 |

**CLASSIFICATIONS:**

First Responder

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 50.58 | 35.40 | 85.98 | 89.43 | 93.00 | 96.73 |

**CLASSIFICATIONS:**

Line Equipment Mechanic

**ELECTRICIAN- UTILITY WORK (SOUTH)** **Rates Expiration Date :**

Electrician-Utility Work (South)
(For apprentice rates refer to Electrician-Utility Work (South) in any county rate package).
These rates apply to work contracted for by the following utility company:
Atlantic City Electric.
These rates do not apply to work on substations or switching stations.
For utility work contracted for by a utility company other than the one listed above or those listed under "Electrician-Utility Work (North), see the "Outside Commercial Rates" for the county in which the jobsite is located.

* FOR OUTSIDE COMMERCIAL RATES PLEASE SEE COUNTY RATES

The regular workday is 8 hours, between 7:00 AM and 4:30 PM.
FOR EMERGENCY WORK ONLY: (emergency work is defined as work caused by storm, catastrophe, act of god, and circumstances beyond the control of the employer)- all hours of work shall be paid at double the hourly rate.
SHIFT DIFFERENTIALS:
Shift work must run for a minimum of 5 consecutive workdays.
When two (2) or three (3) shifts are worked the following shall apply:
1st shift (between the hours of 8:00 AM and 4:30 PM)
2nd shift (between the hours of 4:30 PM and 12:30 AM): 8 hours of work + 10% of the regular rate of pay for 7.5 hours worked.

3rd shift (between the hours of 12:30 AM and 8:00 AM): 8 hours of work + 15% of the regular rate of pay for 7 hours worked.

OVERTIME:
Hours in excess of 8 per day, or before or after the regular wokday Monday through Friday, that is not shift work, and all hours on Saturday shall be paid at time and one-half the regular rate. All hours on Sundays and Holidays shall be paid double the hourly rate.

Four 10-hour days may be worked, at straight time, between 6:00 AM and 6:00 PM, Monday through Thursday with Friday used as a make-up day.

RECOGNIZED HOLIDAYS:
New Year's Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day or on days celebrated.

WORKING RULES:
There shall be a Foreman in charge of each work crew. No crews are to exceed twelve (12) men, including Foremen.

There shall be a General Foreman designated for transmission work when three (3) or more crews are on the same job and for distribution work where there are are more than twenty (20) employees on site.

A small job crew shall consist of five (5) or less employees, one (1) of the Journeyman Linemen in the crew shall be designated as a Small Job Foreman.
Work performed from ladders and/or mechanical lift equipment shall be the work of Linemen and/or Apprentices.
On new construction, fitting and framing poles, towers or structures may be done by Journeymen and/ or Apprentices.
Groundmen may assist, but may not perform any work which would be performed by Linemen if assembled in the air.

There shall be a Journeyman Lineman in each pole setting, erection, grounding, wire and cable-pulling crew of more than three (3) men.

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 73.79 | 62.52 | 136.31 |

**CLASSIFICATIONS:**

General Foreman

**ELECTRICIAN- UTILITY WORK (SOUTH)** **Rates Expiration Date :**

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 65.72 | 57.24 | 122.96 |

**CLASSIFICATIONS:**

Foreman

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 62.26 | 55.01 | 117.27 |

**CLASSIFICATIONS:**

Small Job Foreman

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 57.65 | 51.98 | 109.63 |

**CLASSIFICATIONS:**

Heavy Equipment Operator

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 60.53 | 53.85 | 114.38 |

**CLASSIFICATIONS:**

Cable Splicer

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 57.65 | 51.98 | 109.63 |

**CLASSIFICATIONS:**

Journeyman Lineman

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 60.53 | 53.85 | 114.38 |

**CLASSIFICATIONS:**

Journeyman Welder

ELECTRICIAN- UTILITY WORK (SOUTH) Rates Expiration Date :

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 57.65 | 51.98 | 109.63 |

**CLASSIFICATIONS:**

Journeyman Painter

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 46.12 | 44.49 | 90.61 |

**CLASSIFICATIONS:**

Light Equipment Operator

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 40.36 | 40.72 | 81.08 |

**CLASSIFICATIONS:**

Groundman Truck Driver

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 37.47 | 38.85 | 76.32 |

**CLASSIFICATIONS:**

Groundman 3rd Year

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 34.59 | 36.96 | 71.55 |

**CLASSIFICATIONS:**

Groundman 2nd Year

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 31.71 | 35.09 | 66.80 |

**CLASSIFICATIONS:**

Groundman 1st Year

**ELECTRICIAN- UTILITY WORK (SOUTH)** **Rates Expiration Date :**

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 25.37 | 30.96 | 56.33 |

**CLASSIFICATIONS:**

Flagman

**HEAVY & GENERAL LABORERS- NEW TRANS HUDSON TUNNELS** **Rates Expiration Date :**

**THESE RATES APPLY TO CONSTRUCTION ON NEW TRANS HUDSON TUNNELS ONLY**

{For apprentice rates refer to "Laborer - Heavy & General" apprentice rates in any county rate package}

The regular workday consists of 8 hours, starting at 7:00 AM or 8:00 AM.

SHIFT DIFFERENTIALS:
- Shifts must start at 3:00 PM, 4:00 PM, 12:00 AM, or 1:00 AM, to be considered shift work, except when the project owner mandates special hours of work in the job specifications, in which case those hours may be considered shift work.
- When such hours are mandated by the project owner, a shift that begins before midnight on Friday and ends on Saturday morning, or that begins at or after 8:00 PM on Sunday and ends on Monday morning may be paid at the shift differential rate.
- Shifts shall receive an additional $3.00 per hour.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, or outside of the regular workday that are not shift work, and all hours on Saturdays, shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with Friday used as a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. Veterans Day may be substituted for the day after Thanksgiving. However, in the trading of Veterans Day for the day after Thanksgiving, if overtime is worked on Veterans Day, it shall be paid at double the hourly rate.

Hazardous Waste Work:
-where Level A, B, or C protection is required: + $5.00/hr
-other Hazardous Waste site: + $1.00/hr

Traffic Control Coordinator: When either of the work classifications found below are working as a Traffic Control Coordinator they are to receive $.75 above their current rate of pay.

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 83.18 | 40.63 | 123.81 |

**CLASSIFICATIONS:**

Walking Boss & Superintendent

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 82.73 | 40.63 | 123.36 |

**CLASSIFICATIONS:**

Heading Foreman, Shaft Foreman, Rod Foreman, Electrical Foreman, Rigging Foreman

**HEAVY & GENERAL LABORERS- NEW TRANS HUDSON TUNNELS** **Rates Expiration Date :**

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 81.98 | 40.63 | 122.61 |

**CLASSIFICATIONS:**

Iron Foreman, Caulking Foreman, Form Foreman, Cement Finishing Foreman, Concrete Foreman, Track Foreman, Clean-up Foreman, Grout Foreman

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 85.73 | 40.63 | 126.36 |

**CLASSIFICATIONS:**

Blaster

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 81.15 | 40.63 | 121.78 |

**CLASSIFICATIONS:**

Top Labor Foreman

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 80.63 | 40.63 | 121.26 |

**CLASSIFICATIONS:**

Skilled Men (including Caulker, Powder Carrier, all other skilled men)
Skilled Men (including Miner, Drill Runner, Iron Man, Conveyor Man, Maintenance Man, Safety Miner, Rigger, Block Layer, Cement Finisher, Rod Man)

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 80.40 | 40.63 | 121.03 |

**CLASSIFICATIONS:**

Semi-Skilled Men (including Bell or Signal Man top or bottom, Form Worker & Mover, Concrete Worker, Shaft Man, Tunnel Laborer, Caulker's Helper, all other semi-skilled)
Semi-Skilled Men (including Miner's Helper, Chuck Tender, Track Man, Nipper, Brake Man, Derail Man, Cable Man, Hose Man,
Gravel Man, Form Man)

TERRITORY

ENTIRE STATE

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

PREVAILING WAGE RATE DETERMINATION

**HEAVY & GENERAL LABORERS- NEW TRANS HUDSON TUNNELS** **Rates Expiration Date :**

**Effective Dates:**

**03/01/2026**

| Rate | Fringe | Total |
|---|---|---|
| 79.80 | 40.63 | 120.43 |

**CLASSIFICATIONS:**

All others (including Powder Watchman, Change House Attendant, Top Laborer, Job Steward)

180-26

2025 CDBG Road Rehab. Stanlish

**A & J Contractors Group, Inc.**
**105 Federal Road**
**Monroe Twp. NJ 08831**

SHIP TO: Twp of West Orange
66 main Street
West Orange, NJ

es day
23, 2026
10 Am

2026 JUN 23 AM 9:41
TOWNSHIP OF WEST ORANGE

## BID BOND

KNOW ALL MEN BY THESE PRESENTS, that we, the undersigned, A & J Contractors Group Inc. as Principal, and Bondex Insurance Company as Surety, is hereby held and firmly bound unto the Township of West Orange, in the County of Essex as Owner, in the

Penal Sum of $ Ten Percent of the Amount Bid Not to Exceed twenty thousand and 00/100 dollars (10% of the Amount Bid Not To Exceed $20,000.00) (the penal sum shall be equal to ten percent (10%) of the Base Bid, but not more than $20,000) for the payment of which, well and truly to be made, we hereby jointly and severally bind ourselves, successors and assigns.

Signed this 23rd day of June , 2026

The condition of the above obligation is such that whereas the Principal has submitted to the Township of West Orange, in the County of Essex, New Jersey

a certain bid, attached hereto and hereby made a part of hereof, to enter into a contract in writing for the

**2025 CDBG ROAD REHABILITATION**
**STANDISH AVENUE AND FREMONT STREET**

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.

BY: _____
Witness

A & J Contractors Group Inc.
Principal

_____

Bondex Insurance Company
Surety

BY: _____
Witness Loreen Aponte, Witness As to Surety

_____
Attorney-in-Fact Philip S. Tobey, Attorney-in-Fact

## CONSENT OF SURETY

In consideration of the premises and of One Dollar ($1.00) lawful money of the United States, to it is hand paid by the Contractor, the receipt whereof is hereby acknowledged, the undersigned surety consents and agrees that if the contract, for which the preceding 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 equals to one hundred percent (100%) of the contract price, and will execute it as party of the third part thereto when required so to do by the Owner, and if the said Contractor shall omit or refuse to execute such Contract, remand to the Owner any increase between the sum to which the said Contract would have been entitled upon the completion of the said Contract and the sum which the said Owner may afterwards be awarded, the amount in such case to be determined by the bids plus the cost, if any, of readvertising the 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 23rd day of June, 2026.

A corporate acknowledgment and statement of authority to be here attached by the surety company.

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:

To: Township Of West Orange (Owner)

Re: A & J Contractors Group Inc.
(Contractor)

2025 CDBG Road Rehabilitation - Standish Ave and Fremont Street
(Project Description)

This is to certify that the Bondex Insurance Company
(Surety Company)

will provide to Township Of West Orange a performance bond in the full amount
(Owner)
of awarded contract in the event that said contractor is awarded a contract for the above project.

A & J Contractors Group Inc.
(CONTRACTOR)

Bondex Insurance Company
(Authorized Agent of Surety Company) Philip S. Tobey, Attorney-in-Fact

Date: June 23, 2026

**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.**

## ACKNOWLEDGEMENT OF PRINCIPAL, IF A CORPORATION

STATE OF NJ ) ss:
COUNTY Middlesex )

On the 22nd day of June in the year 20 26
Before me personally came _____ to me known, who, being by me duly sworn, did depose and say that (s) he resides at _____, that (s) he is the President of _____ the corporation described in and which executed the above instrument; and that (s) he signed her/his name thereto by order of the Board of Directors of said corporation.

Jose P. Mota
BST

My commission expires: _____

KUMARASAMY SELVAM
Commission # 2279403
Notary Public, State of New Jersey
My Commission Expires
09/20/2026

K. Selvam
Notary Public

## ACKNOWLEDGEMENT OF PRINCIPAL, IF A PARTNERSHIP

STATE OF _____ ) ss:
COUNTY OF _____ )

On the _____ day of _____ in the year 20 ___,
Before me personally came _____ to me known and known to me to be a member of the firm _____, described in and who executed the foregoing instrument; and (s) he duly acknowledged to me that (s) he executed the same for and in behalf of said firm for the uses and purpose mentioned therein.

My commission expires: _____ _____
Notary Public

## ACKNOWLEDGEMENT OF PRINCIPAL, IF AN INDIVIDUAL

STATE OF _____ ) ss:
COUNTY OF _____ )

On the _____ day of _____ in the year 20 ____,
Before me personally came _____ to me known and known to me to be the person described in and who executed the foregoing instrument and (s) he duly acknowledged that (s) he executed the same.

My commission expires: _____ _____
Notary Public

# ACKNOWLEDGEMENT OF SURETY

State of New Jersey -
]-ss.
County of Morris -

On **June 23, 2026** before me personally came **Philip S. Tobey** to me known, who, being by me duly sworn, did depose and say that he is an **Attorney-in-Fact** of **Bondex Insurance Company** the corporation described in and which executed the within instrument; that he knows the corporate seal, and that he signed that the said instrument and affixed the said seal as Attorney-in-Fact by authority of the Board of Directors of said corporation and by authority of this office under the Standing Resolutions thereof.

CAROL A. DECAPUA
Notary Public, State of New Jersey
Comm. # 2359307
My Commission Expires 05/02/2027

My commission expires: _____

Carol DeCapua
Notary Public

**POWER OF ATTORNEY**

# Bondex Insurance Company

Bond Number **BID BOND**

**KNOW ALL MEN BY THESE PRESENTS:** That **Bondex Insurance Company**, a corporation duly organized under the laws of the State of New Jersey, and having its principal office in Atlanta, County of Cobb, State of Georgia, does hereby appoint:

**Philip S. Tobey, Lionel D. Jorge, Jeffrey R. Bauman, Claudia Pereira, Brenda Turiello, Jaclyn Murphy, Loreen Aponte, Destiny Perez**

its true and lawful Attorney(s)-in Fact, with full power and authority to execute on its behalf bonds, undertakings, including but not limited to, consents of surety, bid bonds, performance bonds, payments bonds, maintenance bonds, lien discharge bonds, and renewals of any of the foregoing, recognizances, and other contracts of indemnity and writings obligatory in nature thereof, issued in the course of its business and to bind the Company in an amount not to exceed Fifteen Million and 00/100 Dollars ($15,000,000.00).

This Power of Attorney is granted and is signed and sealed by the authority of the following Resolution adopted by the Board of Directors of Bondex Insurance Company at a meeting duly called and held on the 7th day of March, 2007.
*RESOLVED that the Chief Executive Officer, President, Vice President or Secretary, shall have the power and authority*

1. *To appoint Attorney(s)-in-Fact and to authorize them to execute on behalf of the Company, and attach the seal of the Company thereto, bonds and undertakings, contracts of indemnity and other writing obligatory in the nature thereof and,*

2. *To remove, at any time, any such Attorney-in-Fact and revoke any authority given.*

*RESOLVED FURTHER, that the signatures of such officers and the seal of the Company may be affixed to any such Power of Attorney or certificate relating thereto by facsimile, and any such Power of Attorney or certificate bearing such facsimile signatures or facsimile seal shall be valid and binding upon the Company and any such power so executed and certified by facsimile signatures and facsimile seal shall be valid and binding upon the Company in the future with respect to any bond or undertaking to which it is attached as though manually affixed.*

IN WITNESS WHEREOF, **BONDEX INSURANCE COMPANY** has caused its seal to be affixed hereto and executed by its President on the 6th day of February, 2026.

**BONDEX INSURANCE COMPANY**

BY Antonio R. Barner
Antonio R. Barner, President

State of GEORGIA
County of COBB

## ACKNOWLEDGEMENT

On this 6th day of February, 2026, before me, a notary public, personally appeared Antonio R. Barner, personally known to me, who being duly sworn did say that he is the President of Bondex Insurance Company, the Corporation described in the foregoing instrument, and that the Seal affixed to said instrument is the said Corporate Seal and that he executed the same in his authorized capacity, and that said instrument was signed and sealed on behalf of said Corporation by authority of its Board of Directors.

In Testimony Whereof I have set my hand and affixed my official Seal, the day and year first written above,

MARA BUFFINGTON NOTARY EXPIRES GEORGIA 04/03/2027 PUBLIC FULTON COUNTY

BY Mara Buffington
Name: Mara Buffington
Notary Public

## CERTIFICATE

I, Antonio R. Barner, Secretary of Bondex Insurance Company, do hereby certify that the Power of Attorney and the resolution adopted by the Board of Directors of said company as set forth above, are true and correct transcripts thereof and that neither the said Power of Attorney nor the resolution have been revoked and they are now in full force and effect.

Signed and Sealed at Atlanta, Georgia this **23rd** day of **June, 2026**.

BONDEX INSURANCE COMPANY CORPORATE SEAL 2007 NEW JERSEY

BY Antonio R. Barner
Antonio R. Barner, Secretary

**WARNING: Any person who knowingly and with intent to defraud any insurance company or other person, files and application for insurance of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties.**

DLG

PROPOSAL AND SCHEDULE OF BIDS

## BID DOCUMENT SUBMISSION CHECKLIST - TOWNSHIP OF WEST ORANGE

2025 CDBG ROAD REHABILITATION STANDISH AVENUE & FREMONT STREET
*(Name of Construction/Public Works Project)*

**A. Failure to submit the following documents is a mandatory cause for the bid to be rejected. (NJSA 40A:11-23.2)**

| Required With Submission of Bid (Owner's checkmarks) | | Initial Each Item Submitted With Bid (Bidder's initials) |
|---|---|---|
| X | • Bid guarantee as required, by N.J.S.A. 40A: 11-21 | |
| X | • Certificate from a surety company, pursuant to N.J.S.A. 40A: 11-22 | |
| X | • Statement of corporate ownership, pursuant to N.J.S.A. 52:25-24.2 | |
| X | • Listing of Subcontractors as required by N.J.S.A. 40A: 11- 16 | |
| X | • If applicable, Bidder's acknowledgment of receipt of any notice(s) or re-vision(s) or addenda to an advertisement, specifications or bid document(s) | |

**B. Failure to submit the following documents may be a cause for the bid to be rejected. (NJSA 40A: 11-23.1b.)**

| Required with Submission of Bid (Owner's checkmarks) | | Initial Each Item Submitted with Bid (Bidder's initials) | Required with Submission of Bid (Owner's checkmark) | | Initial Each Item Submitted with Bid (Bidder's initials) |
|---|---|---|---|---|---|
| X | A Certified Financial Statement prepared within the last 12 months and certification showing ability to perform contract | | | Consent of surety as to maintenance bond as required by N.J.S.A. 40: 11 - 16.3b | |
| | Consent of Surety as to a Labor and material Payment Bond | | X | Submission of a Non-Collusion Affidavit (this form must be Notarized) | |
| | Statement of compliance with N.J.S.A. 45: 14C-2(h) (licensed master plumber) | | X | Certification of Bidder showing that Bidder owns, leases or controls any necessary equipment | |
| X | Affirmative Action Program Information | | X | Qualification Questionnaire | |
| X | Disclosure of Political Contributions | | X | Disclosure of Investment Activities in Iran pursuant to PL 2012, c.25 | |
| X | Business Registration Certificate (must be valid at time of Bid Opening) and all Subcontractors, Public Work Contractor Registration for General and Subcontractor | | X | Certificate of Registration required if this is a "Public Work" project as defined in the Public Work Contractor Registration Act (PL 1999,C.238) | |
| X | Statement of Non-Debarment for Federal Government Contracts (shall be provided to contract award) | | X | Certification of Non-Involvement in Prohibited Activities in Russia or Belarus | |
| X | Lowest Bidder Prevailing Wage Certification | | X | SAM Number, Cage Code Number and DUNS Numbers | |
| X | Certificate of Insurance - All parties to the Contract must be named as additional insured/co-insured (this is provided after the award) | | X | Americans With Disabilities Act of 1990 | |
| X | Bid Documents Submission Checklist (Signed Below) | | X | Bid Proposal Form | |
| X | Hold Harmless Agreement | | | | |

**C. SIGNATURE: The undersigned hereby acknowledges and has submitted the above listed requirements.**

Name of Bidder: T & T Contractors

By Authorized Representative:

Signature:

Print Name and Title: Jose P. Mota Pres.

Date: 06/22/2026

**THIS FORM MUST BE EXECUTED BY THE BIDDER (ALL ITEMS MUST BE COMPLETED IN INK.)**

## TOWNSHIP OF WEST ORANGE

ACKNOWLEDGMENT OF RECEIPT OF ADDENDA

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

| Addendum Number | Dated | Acknowledge Receipt (Initial) |
|---|---|---|
| 1 | 06/08/26 | JM |
| | | |
| | | |
| | | |

☐ No addenda were received. (Please check off if no addenda received)

Acknowledged for: J & J Contractors
(Company Name)

By: _____
(Signature of Authorized Representative)

Name: Jose D. Mota
(Print)

Title: President

Date: 06/22/26

TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

**2025 CDBG ROAD REHABILITATION**
**STANDISH AVENUE AND FREMONT STREET**

SCHEDULE OF PRICES

**BASE BID**

ITEM 1 PERFORMANCE BOND AND PAYMENT BOND

1 DOLL @ $ 10,000 – Per DOLL $ 10,000.00

Ten Thousand –

Write UNIT Price for Item 1 in Words and Numbers

ITEM 2 MOBILIZATION

1 LS @ $ 10,000 – Per LS $ 10,000.00

Ten Thousand –

Write LUMP SUM Price for Item 2 in Words and Numbers

ITEM 3 CONSTRUCTION LAYOUT STANDISH AVENUE

1 LS @ $ 8,000.00 Per LS $ 8,000.00

Eight Thousand –

Write LUMP SUM Price for Item 3 in Words and Numbers

ITEM 4 SOIL EROSION & SEDIMENT CONTROL MEASURES

1 LS @ $ 2,000.00 Per LS $ 2,000.00

Two Thousand –

Write LUMP SUM Price for Item 4 in Words and Numbers

ITEM 5 BREAKAWAY BARRICADE

13 UNIT @ $ 1.00 Per UNIT $ 13.00

One Dollar –

Write UNIT Price for Item 5 in Words and Numbers

ITEM 6 DRUM

16 UNIT @ $ 1.00 Per UNIT $ 16.00

One Dollar-

Write UNIT Price for Item 6 in Words and Numbers

ITEM 7 TRAFFIC CONE

112 UNIT @ $ 1.00 Per UNIT $ 112.00

One Dollar-

Write UNIT Price for Item 7 in Words and Numbers

ITEM 8 CONSTRUCTION SIGNS

50 SF @ $ 1.00 Per SF $ 50.00

One Dollar-

Write UNIT Price for Item 8 in Words and Numbers

ITEM 9 TRAFFIC DIRECTOR, POLICE

50,000 DOLL @ $ 1.00 Per DOLL $ 50,000.00

ONE DOLLAR AND ZERO CENTS

Write UNIT Price for Item 9 in Words and Numbers

ITEM 10 FUEL PRICE ADJUSTMENT

7,500 DOLL @ $ 1.00 Per DOLL $ 7,500.00

ONE DOLLAR AND ZERO CENTS

Write UNIT Price for Item 10 in Words and Numbers

ITEM 11 ASPHALT PRICE ADJUSTMENT

18,000 DOLL @ $ 1.00 Per DOLL $ 18,000.00

ONE DOLLAR AND ZERO CENTS

Write UNIT Price for Item 11 in Words and Numbers

ITEM 12 CLEARING SITE

1 LS @ $ 10,000.00 Per LS $ 10,000.00

Ten Thousand-

Write LUMP SUM Price for Item 12 in Words and Numbers

ITEM 13 RESET MONITORING WELL WITH CONCRETE ENCASING AROUND THE WELL BY LICENSED NJDEP DRILLER (IF AND WHERE DIRECTED)

4 UNIT @ $ 1000.00 Per UNIT $ 4,000.00

One Thousand-

Write UNIT Price for Item 14 in Words and Numbers

ITEM 14 EXCAVATION, UNCLASSIFIED (IF AND WHERE DIRECTED)

100 CY @ $ 1.00 Per CY $ 100.00

One Dollar

Write UNIT Price for Item 14 in Words and Numbers

ITEM 15 EXCAVATION, TEST PIT (IF AND WHERE DIRECTED)

110 CY @ $ 1.00 Per CY $ 110.00

One Dollar-

Write UNIT Price for Item 15 in Words and Numbers

ITEM 16 REMOVAL OF PAVEMENT UP TO 6" DEEP (IF AND WHERE DIRECTED)

1,600 SY @ $ 1.00 Per SY $ 1600.00

One Dollar-

Write UNIT Price for Item 16 in Words and Numbers

ITEM 17 ROCK EXCAVATION (IF AND WHERE DIRECTED)

100 CY @ $ 1.00 Per CY $ 100.00

One Dollar-

Write UNIT Price for Item 17 in Words and Numbers

ITEM 18 EXCAVATION, BASE REPAIR 12" DEEP (IF AND WHERE DIRECTED)

100 SY @ $ 1.00 Per SY $ 100.00

One Dollar-

Write UNIT Price for Item 18 in Words and Numbers

ITEM 19 LOAD, HAUL & DISPOSE OF CONTAMINATED SOIL (IF AND WHERE DIRECTED)

100 TON @$ 100.00 Per TON $ 10,000.00

One Hundred-

Write UNIT Price for Item 19 in Words and Numbers

ITEM 20 DENSE-GRADED AGGREGATE BASE COURSE, 6" THICK (IF AND WHERE DIRECTED)

3,000 SY @ $ 1.00 Per CY $ 3,000.00

One Dollar-

Write UNIT Price for Item 20 in Words and Numbers

ITEM 21 HMA MILLING, 3" OR LESS

5,150 SY @ $ 5.00 Per SY $ 25,750.00

Five Dollars-

Write UNIT Price for Item 21 in Words and Numbers

ITEM 22 HOT MIX ASPHALT 9.5 M 64 SURFACE COURSE, 2" THICK

800 TONS @ $ 130.00 Per TON $ 104,000.00

One Hundred & Thirty-

Write UNIT Price for Item 22 in Words and Numbers

ITEM 23 HOT MIX ASPHALT 19 M 64 BASE COURSE, 4" THICK (IF AND WHERE DIRECTED)

1,200 TONS @ $ 1.00 Per TON $ 1200.00

One Dollar

Write UNIT Price for Item 23 in Words and Numbers

ITEM 24 12" REINFORCED CONCRETE PIPE, CLASS V (IF AND WHERE DIRECTED)

425 LF @ $ 80.00 Per LF $ 34,000.00

Eighty Dollars-

Write UNIT Price for Item 24 in Words and Numbers

ITEM 25 PVC, SDR-35 LEADER DRAIN EXTENSION OR RECONSTRUCTION

20 UNIT @ $ 500.00 Per UNIT $ 10,000.00

Five Hundred-

Write UNIT Price for Item 25 in Words and Numbers

ITEM 26 PIPE CLEANING & VIDEO (IF AND WHERE DIRECTED)

3 DAY @ $ 6000.00 Per DAY $ 18,000.00

Six Thousand-

Write UNIT Price for Item 26 in Words and Numbers

ITEM 27 RESET EXISTING CASTING

4 UNIT @ $ 500.00 Per UNIT $ 2000.00

Five Hundred

Write UNIT Price for Item 27 in Words and Numbers

ITEM 28 INLET TYPE "A" (IF AND WHERE DIRECTED)

3 UNITS @ $ 3000.00 Per UNIT $ 9,000.00

Three Thousand-

Write UNIT Price for Item 28 in Words and Numbers

ITEM 29 INLET TYPE "B" (IF AND WHERE DIRECTED)

1 UNITS @ $ 3000.00 Per UNIT $ 3,0000.00

Three Thousand-

Write UNIT Price for Item 29 in Words and Numbers

ITEM 30 INLET TYPE "D" (IF AND WHERE DIRECTED)

2 UNITS @ $ 3000.00 Per UNIT $ 6,000.00

Three Thousand

Write UNIT Price for Item 30 in Words and Numbers

ITEM 31 RECONSTRUCT MANHOLE, INCLUDING NEW CASTING, FRAME, AND COVER

1 UNIT @ $ 2000.00 Per UNIT $ 2000.00

Two Thousand

Write UNIT Price for Item 31 in Words and Numbers

ITEM 32 RECONSTRUCT INLET TYPE "A", INLCUDING NEW CASTING, FRAME AND GRATE

1 UNIT @ $ 2000.00 Per UNIT $ 2,000.00

Two Thousand

Write UNIT Price for Item 32 in Words and Numbers

ITEM 33 RECONSTRUCT INLET TYPE "B", INCLUDING NEW CASTING, FRAME, GRATE AND CURB PIECE

9 UNITS @ $ 3000.00 Per UNIT $ 27,000.00

Three Thousand

Write UNIT Price for Item 33 in Words and Numbers

ITEM 34 BICYCLE SAFE GRATE (IF AND WHERE DIRECTED)

2 UNITS @ $ 300.00 Per UNIT $ 600.00

Three Hundred

Write UNIT Price for Item 34 in Words and Numbers

ITEM 35 CURB PIECE (IF AND WHERE DIRECTED)

2 UNITS @ $ 300.00 Per UNIT $ 600.00

Three Hundred

Write UNIT Price for Item 35 in Words and Numbers

ITEM 36 CLEANING DRAINAGE STRUCTURE (IF AND WHERE DIRECTED)

13 UNITS @ $ 100.00 Per UNIT $ 1300.00

One Hundred

Write UNIT Price for Item 36 in Words and Numbers

ITEM 37 CONCRETE SIDEWALK, 4" THICK (IF AND WHERE DIRECTED)

550 SY @ $ 90.00 Per SY $ 49,500.00

Ninety Dollars

Write UNIT Price for Item 37 in Words and Numbers

ITEM 38 CONCRETE SIDEWALK, REINFORCED, 6" THICK (IF AND WHERE DIRECTED)

450 SY @ $ 100.00 Per SY $ 45,000.00

One Hundred

Write UNIT Price for Item 38 in Words and Numbers

ITEM 39 HOT MIX ASPHALT DRIVEWAY, 2" THICK (IF AND WHERE DIRECTED)

1,250 SY @ $ 45.00 Per SY $ 56,250.00

Forty Five

Write UNIT Price for Item 39 in Words and Numbers

ITEM 40 DETECTABLE WARNING SURFACE

4 UNIT @ $ 300.00 Per UNIT $ 1200.00

Three Hundred

Write UNIT Price for Item 40 in Words and Numbers

ITEM 41 9"X18" CONCRETE VERTICAL CURB

65 LF @ $ 80.00 Per LF $ 5,200.00

Eighty Dollars

Write UNIT Price for Item 41 in Words and Numbers

ITEM 42 GRANITE CURB

3,050 LF @ $ 80.00 Per LF $ 244,000.00

Eighty Dollars

Write UNIT Price for Item 42 in Words and Numbers

ITEM 43 NON-VEGETATIVE SURFACE, HOT MIX ASPHALT

5 SY @ $ 200.00 Per LF $ 1,000.00

Two Hundred

Write UNIT Price for Item 43 in Words and Numbers

ITEM 44 BEAM GUIDE RAIL, BRIDGE

25 LF @ $ 300.00 Per LF $ 7500.00

Three Hundred

Write UNIT Price for Item 44 in Words and Numbers

ITEM 45 CONTROLLED RELASE TERMINAL (CRT)

2 UNIT @$ 2000.00 Per UNIT $ 4,000.00

Two Thousand

Write UNIT Price for Item 45 in Words and Numbers

ITEM 46 REMOVAL OF BEAM GUIDE RAIL

25 LF @$ 50.00 Per LF $ 1,250.00

Fifty Dollars

Write UNIT Price for Item 46 in Words and Numbers

ITEM 47 TRAFFIC MARKING LINES, 4" (IF AND WHERE DIRECTED)

350 LF @ $ 4.00 Per LF $ 1400.00

Four Dollars

Write UNIT Price for Item 47 in Words and Numbers

ITEM 48 TRAFFIC MARKING LINES, 6" (IF AND WHERE DIRECTED)

300 LF @ $ 6.00 Per LF $ 1800.00

Six Dollars

Write UNIT Price for Item 48 in Words and Numbers

ITEM 49 TRAFFIC MARKING LINES, 8" (IF AND WHERE DIRECTED)

70 LF @ $ 8.00 Per LF $ 560.00

Eight Dollars

Write UNIT Price for Item 49 in Words and Numbers

ITEM 50 TRAFFIC MARKING LINES, 12" (IF AND WHERE DIRECTED)

60 LF @ $ 10.00 Per LF $ 600.00

Ten Dollars

Write UNIT Price for Item 50 in Words and Numbers

ITEM 51 TRAFFIC MARKING LINES, 24" (IF AND WHERE DIRECTED)

60 LF @ $ 12.00 Per LF $ 720.00

Twelve Dollars

Write UNIT Price for Item 51 in Words and Numbers

ITEM 52 TRAFFIC MARKING SYMBOLS (IF AND WHERE DIRECTED)

325 SF @ $ 10.00 Per LF $ 3250.00

Ten Dollars

Write UNIT Price for Item 52 in Words and Numbers

ITEM 53 REGULATORY AND WARNING SIGN

100 SF @ $ 50.00 Per SF $ 5000.00

Fifty Dollars

Write UNIT Price for Item 53 in Words and Numbers

ITEM 54 GUIDE SIGN, TYPE GA, STEEL "U" AND SQUARE TUBE POST SUPPORTS

16 UNITS @ $ 50.00 Per UNIT $ 800.00

Fifty Dollars-

Write UNIT Price for Item 54 in Words and Numbers

ITEM 55 RECONSTRUCT MANHOLE, SANITARY MANHOLE INCLUDING NEW CASTING, FRAME AND COVER

18 UNITS @ $ 1000.00 Per UNIT $ 18,000.00

One Thousand-

Write UNIT Price for Item 55 in Words and Numbers

ITEM 56 TRIMMING EXISTING TREE, OVER 6" TO 12" DIAMETER (IF AND WHERE DIRECTED)

3 UNITS @ $ 500.00 Per UNIT $ 1500.00

Five Hundred-

Write UNIT Price for Item 56 in Words and Numbers

ITEM 57 TRIMMING EXISTING TREE, OVER 12" TO 18" DIAMETER (IF AND WHERE DIRECTED)

1 UNIT @ $ 1000.00 Per UNIT $ 1000.00

One Thousand-

Write UNIT Price for Item 57 in Words and Numbers

ITEM 58 TRIMMING EXISTING TREE, OVER 30" TO 36" DIAMETER (IF AND WHERE DIRECTED)

1 UNIT @ $ 2000.00 Per UNIT $ 2000.00

Two Thousand-

Write UNIT Price for Item 58 in Words and Numbers

ITEM 59 TREE REMOVAL, OVER 12" TO 18" DIA. (IF AND WHERE DIRECTED)

1 UNITS @ $ 1000.00 Per UNIT $ 1000.00

One Thousand-

Write UNIT Price for Item 59 in Words and Numbers

ITEM 60 TOPSOILING, 4" THICK, INCLUDING FINE GRADING (IF AND WHERE DIRECTED)

1,600 SY @ $ 6.00 Per UNIT $ 9,600.00

Six Dollars
Write UNIT Price for Item 60 in Words and Numbers

ITEM 61 FERTILIZING AND SEEDING, TYPE A-3 (IF AND WHERE DIRECTED)

1,600 SY @ $ 2.00 Per UNIT $ 3,200.00

Two Dollars
Write UNIT Price for Item 61 in Words and Numbers

ITEM 62 SMALL DECIDUOUS TREE, 2.5" – 4" DIA. (IF AND WHERE DIRECTED)

6 UNITS @ $ 800.00 Per UNIT $ 4,800.00

Eight Hundred Dollars
Write UNIT Price for Item 62 in Words and Numbers

ITEM 63 CONTRACT ALLOWANCE

1 LS @ $ 30,000.00 Per LS $ 30,000.00

THIRTY THOUSAND DOLLARS AND ZERO CENTS
Write UNIT Price for Item 63 in Words and Numbers

**TOTAL BASE BID (Items 1 – 63)** $ 881,281.00

Eight Hundred & Eighty one
(Write Total Base Bid in Words)
Thousand, Two Hundred & Eighty one Dollars and No cents

ITEM 60 TOPSOILING, 4" THICK, INCLUDING FINE GRADING (IF AND WHERE DIRECTED)

1,600 SY @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 60 in Words and Numbers

ITEM 61 FERTILIZING AND SEEDING, TYPE A-3 (IF AND WHERE DIRECTED)

1,600 SY @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 61 in Words and Numbers

ITEM 62 SMALL DECIDUOUS TREE, 6" DIA.

6 UNITS @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 62 in Words and Numbers

ITEM 63 CONTRACT ALLOWANCE

1 LS @ $ 30,000.00 Per LS $ 30,000.00

THIRTY THOUSAND DOLLARS AND ZERO CENTS
Write UNIT Price for Item 63 in Words and Numbers

**TOTAL BASE BID (Items 1 – 63)** $ _____

_____
(Write Total Base Bid in Words)

BID PROPOSAL FORM

2025 CDBG Road Rehab.
(Contract Title and Bid Number, if applicable)

(Description of goods/services being bid)

The undersigned, being authorized, proposes to furnish and deliver the above goods/services pursuant to the bid specification and made part hereof:

Amount in words Eight Hundred & Eighty one Thousand, Two Hundred & Eighty one Dollars

$ Amount in numbers 881,281.00

Company Name AJ Contractors Group Inc

Address 100 Federal Road, Monroe, NJ 08831

Signature of Authorized Agent

Jose P. Mota
Type or Print Name

Title: Pres.

732-522-9821
Telephone Number

06/22/26
Date

Fax Number n/a

KSAMYSGLMM@yahoo.com
Email address

Accompanying this Proposal is a Certified Check or Bid Bond payable to the Township of West Orange, New Jersey in the sum of $ 20,000.00 — which the undersigned agrees 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 furnish the Performance Bond required within the stipulated time. Otherwise, the check or bid bond will be returned to the undersigned.

Has the undersigned bidder, or has any person, firm, corporation or partnership having an interest in the undersigned bidder, ever been listed or barred from the performance of public work by any department or agency of the State of New Jersey by reason of the violation of any law, rule or regulation of the State?

No X Yes _____

If yes, state full details including the dates of all occurrences.

_____

_____

_____

The undersigned Bidder is a partnership / corporation / individual under the laws. of the State of N J having its principal office at 105 Federal Road, Monroe, NJ 08831

with a telephone number of (732) 522-9821 for purposes of receiving telephone communications in connection with the performance of the Contract.

## RESOLUTION OF AUTHORIZATION IF BIDDER IS A CORPORATION

RESOLVED that Josemoja be authorized to sign and submit the bid or proposal of this corporation for this project, and to include in such bid or proposal the certificate as to non-collusion as the act and deed of such corporation, and for any inaccuracies or misstatements in such certificate this corporate bidder shall be liable under the penalties of perjury. If awarded the contract(s), said individual is also authorized to sign and execute the Contract Agreement as the act and deed of such corporation.

The foregoing is a true and correct copy of the resolution adopted by

Marcia AEJ at a meeting of its Board of Directors held on the 23rd day of March, 2000

SEAL OF CORPORATION

Secretary

STATEMENT OF OWNERSHIP DISCLOSURE
N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

**This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.**

**Name of Organization:** _____

**Organization Address:** _____

**Part I Check the box that represents the type of business organization:**

☐ Sole Proprietorship (skip Parts II and III, execute certification in Part IV)

☐ Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)

☒ For-Profit Corporation (any type) ☐ Limited Liability Company (LLC)

☐ Partnership ☐ Limited Partnership ☐ Limited Liability Partnership (LLP)

☐ Other (be specific): _____

## Part II

☒ The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

**OR**

☐ No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

| Name of Individual or Business Entity | Address |
|---|---|
| Jose P. Mota | 105 Federal Road Marne, NJ 08831 |
| K. Samy Selim | 5 Rogen Court Voorhees, NJ 08043 |
| | |

## Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

**If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing,** ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

| Website (URL) containing the last annual SEC (or foreign equivalent) filing | Page #'s |
|---|---|
| | |
| | |
| | |

**Please list** the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above.** The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

| Stockholder/Partner/Member and Corresponding Entity Listed in Part II | Address |
|---|---|
| Jose P. Mota | SAME |
| K. Samy SELIM | SAME |
| | |

## 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): | Jose P. Mota | Title: | Pres. |
| Signature: | | Date: | 06/22/26 |

## BIDDER'S AFFIDAVIT

State of New Jersey )
) ss:
County of )

Jose P. Mota, being of full age and being duly sworn, upon his oath deposes and says:

1. I reside at 105 Federal Road, Monroe, NJ

2. I am President of the firm of AET
(Name of Bidder)

3. I am the person who signed the foregoing Bid and I was duly authorized to execute such Bid. The Bid is a true offer of the Bidder. If the Bidder has a seal, then such seal is affixed to the Bid. All of the statements and declarations contained in the Bid are true to the best of my knowledge and belief.

(Signature) (Seal)

Subscribed and sworn to
before me this 22nd day
of June, 2026.

Notary Public of the State
of New Jersey

KUMARASAMY SELVAM
Commission # 2279403
Notary Public, State of New Jersey
My Commission Expires
09/20/2026

My Commission expires 09/20/2026
(Notary Seal)

## AFFIDAVIT OF NON-COLLUSION

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

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

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

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

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

Date: 06/22/26 _____ (Signature)

Jose P. Mota (Name and Title)

AJT Contractors (Company Name)

105 Federal Road (Address)

Monroe, NJ 08831

(Corporate Seal)

Subscribed and sworn to before me

this 22nd day of June, 2026

Notary Seal

KUMARASAMY SELVAM
Commission # 2279403
Notary Public, State of New Jersey
My Commission Expires
09/20/2026

## BID SECURITY

This Proposal is accompanied by bid security in accordance with the conditions stated in the Invitation to Bid.

The bid security in the form of:

A. Surety Bid Bond _____

B. Certified/Treasurer's check _____

C. Cash _____

the amount of ($ 20,000 —) Twenty Thousand Dollars

payable to Township of West Orange

The Bidder hereby agrees that if this Proposal shall be accepted by the Owner and the Bidder shall fail to execute and deliver the Contract and the required Performance Bond or other required documents in accordance with the requirements of this Proposal and other sections of the Contract Documents within the time specified, then the Bidder shall be deemed to have abandoned the Contract and thereupon the Proposal and acceptance shall be null and void and the security accompanying the Proposal shall be forfeited to and retained by the Owner, as liquidated damages for such failure or neglect, and to indemnify the Owner for any loss which may be sustained by failure of the Bidder to execute the Contract and furnish documents as aforesaid.

In compliance with the Laws of the State the Bidder is:

An Individual _____
A Partnership _____
A Corporation X

ASJ of 105 Federal Road having principal offices at Monroe, NJ 08831,

# NOTICE OF AWARD

Dated: _____

TO: _____
(Bidder)

ADDRESS: _____

_____

OWNER'S PROJECT NO. _____

PROJECT: _____

OWNER'S CONTRACT NO. _____

CONTRACT FOR _____

---

You are notified that your Bid dated _____ for the above Contract has been considered. You are the successful bidder and have been awarded a contract for **2025 CDBG ROAD REAHBILITATION STANDISH AVENUE AND FREMONT STREET** The Contract Price of your contract is $_____.

Three copies of each of the proposed Contract Documents (except Drawings) accompany this Notice of Award. Drawings will be delivered separately or otherwise made available to you immediately.

You must comply with the following conditions precedent within ten days of the date of this Notice of Award, that is by _____.

1. You must deliver to the OWNER three (3) fully executed counterparts of the Agreement including all the Contract Documents.
2. You must deliver with the executed Agreement the Contract Security (Bonds) as specified in the Instructions to Bidders (paragraphs 8 and 9), General Conditions (Section 18), and Supplementary Specifications (Section 151).
3. Other conditions:
   A. Certificates of insurance in not less than the required amounts, types, and form per Paragraph 11 of the Instructions to Bidders.
   B. Progress schedule per Section 19 of the General Conditions.

Failure to comply with these conditions within the time specified will entitle OWNER to consider your bid abandoned, to annul this Notice of Award and to declare your Bid Security forfeited.

Within ten days after you comply with those conditions, OWNER will return to you one fully signed counterpart of the Agreement with the Contract Documents attached.

TOWNSHIP OF WEST ORANGE, NEW JERSEY
(Owner)

_____

Receipt of this "Notice of Award" is acknowledged.

Contractor:_____

By:_____ _____ _____
Printed Name Signature Date

_____
Title

Copy to ENGINEER
(Use Certified Mail,
Return Receipt Requested)

# PERFORMANCE & PAYMENT BOND NOTICE TO PROCEED

## NEW JERSEY STATUTORY FORM OF PERFORMANCE BOND

KNOW ALL MEN BY THESE PRESENTS, that we, the undersigned_____

_____

_____ as Principal and_____

_____ as Sureties, are hereby held and firmly bound unto the Township of West Orange in the penal sum of _____ Dollars, for the payment of which will and truly to be made, we hereby jointly and severally bind ourselves, our heirs, executors, administrators, successors and assigns.

Signed this _____ day of _____, 20 _____.

The Condition of the above obligation is such that whereas the above named principal did on the _____ day of _____20 _____, enter into a contract with Township of West Orange which said contract is made a part of this bond the same as though set forth herein:

NOW, if the said principal shall well and faithfully do and perform the things agreed by said principal to be done and performed according to the terms of said Contract, and shall pay all lawful claims of subcontractors, materialmen, laborers, persons, firms or corporations for labor performed or materials, provisions, provender or other supplies or teams, fuels, oils, implements or machinery furnished, used or consumed in the carrying forward, performing or completing of said contract, we agreeing and assenting that this undertaking shall be for the benefit of any subcontractor, materialman, laborer, person, firm or corporation having a just claim, as well as for the obligee herein; 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 said surety hereby stipulates and agrees that no modifications, omissions or additions in or to the terms of said Contract or in or to the plans and specifications therefore shall in anywise affect the obligation of said surety on its bond.

Recovery of any claimant under the bond shall be subject to the conditions and provisions of NJSA 2A:44-143 et. seq., to the same extent as if such conditions and provisions were fully incorporated in the form set forth herein.

IN WITNESS WHEREOF, this instrument is executed in _____ counterparts, each one of which shall be deemed an original, this _____ day of _____, 20_____.

ATTEST:

_____
(Principal) Secretary
or Witness as to Principal

_____
Principal (Contractor)

BY:_____(S)

_____
(Typed Name)

_____
(Address)

_____

ATTEST:

_____
(Surety) Secretary
or Witness as to Surety

(SEAL)

_____
Surety

BY:_____(S)
Attorney-in-Fact

_____
(Typed Name)

_____
(Address)

_____

NOTE: Date of Bond must not be prior to date of Contract. If CONTRACTOR is a partnership, all partners must execute bond and signature sheets, as necessary. A corporate acknowledgment and statement of authority to be attached by the Surety Company.

APPROVAL OF BOND

The foregoing Bond approved this _____ day of _____, 20_____.

SIGNED BY_____

SIGNATURE_____(S)

TITLE_____

NOTE: The attorney-in-fact signing the Performance Bond on behalf of the surety should attach a valid power of attorney to the Performance Bond.

## NEW JERSEY STATUTORY FORM OF LABOR AND MATERIALS PAYMENT BOND

KNOW ALL PERSONS BY THESE PRESENTS, that we, the undersigned _____ _____as Principal and _____ _____ as Surety, are hereby held and firmly bound unto the Township of West Orange in the penal sum of _____ Dollars, for the payment of which will and truly to be made, we hereby jointly and severally bind ourselves, our heirs, executors, administrators, successors and assigns.

Signed this ____ day of _____, 20_____.

The Condition of the above obligation is such that whereas the above named principal did on the _____ day of 20 _____, enter into a contract with the Township of West Orange which said contract is made a part of this bond the same as though set forth herein:

NOW, if the said Principal shall promptly make payment to all persons, firms, subcontractors and corporations furnishing materials for or performing labor in the prosecution of the work provided for in such Contract, and any authorized extension or modification thereof, including all amounts due for material, lubricants, oil, gasoline, repairs on machinery, equipment and tools, consumed or used in connection with such work, and all insurance premiums on said work, and for all labor performed in such work, whether by subcontractors or otherwise, we agreeing and assenting that this undertaking shall be for the benefit of the obligee herein; 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 said surety hereby stipulates and agrees that no modifications, omissions or additions in or to the terms of said Contract or in or to the plans and specifications therefore shall in any way affect the obligations of said surety on its bond.

_____
Principal

_____
Surety

(seal)
(acknowledgments)

NOTE: The attorney-in-fact signing the Labor and Materials Payment Bond on behalf of the surety should attach a valid power of attorney to the Labor and Materials Payment Bond.

NOTICE TO PROCEED

Dated _____

TO:

_____
(Contractor)

ADDRESS:

_____

_____

CONTRACT FOR

2025 CDBG Road Rehabilitation Standish Avenue and Fremont Street

_____
(Indicate name of Contract as it appears in the Bidding Documents)

You are notified that the Contract Time under the above contract will commence to run on _____, 20_____. By that date, you are to start performing your obligations under the Contract Documents. In accordance with Article 3 of the Agreement the dates of Substantial Completion and Final Completion are _____, 20_____ and _____, 20_____, respectively.

Before you may start any Work at the site, paragraph 2.7 of the General Conditions provides that you must deliver to the Owner (with copies to ENGINEER) certificates of insurance which each is required to purchase and maintain in accordance with the Contract Documents.

Also before you may start any Work at the site, you must

Provide Project Schedule

Initial Project Workforce Report

Shop Drawings

_____

_____

_____
(Owner)

By:_____
(Authorized Signature)

_____
(Title)

## REQUIRED EVIDENCE (AFFIRMATIVE ACTION)

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

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

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or

2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or

3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

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

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

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

The following questions must be answered by all Bidders:

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

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

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

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

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: AJ Contractors NAME: Jose P. Mota

SIGNATURE: _____ TITLE: pres.

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.

STATEMENT OF BIDDER'S RESPONSIBILITY
(This Statement must accompany the Bid)

1. Name under which Bidder conducts business: AJ Contractors

2. Business address: 105 Federal Road
Monroe, NJ 08831

3. Form of Bidder's business: Individual

(Corporation)

Partnership

If Bidder is a joint venture, all questions must be answered by each venturer.

If a corporation, state

Date of incorporation 03/23/2000

State of incorporation NJ

Address of principal office in New Jersey 105 Federal Road
Monroe, NJ 08831

If a partnership, state

Date of organization _____

Is partnership general or limited? _____

Names and addresses of general partners:

_____

_____

_____

_____

4. State the number of years during which the Bidder has engaged in business under the name set forth above:

26

5. If within the last five (5) years the Bidder conducted business under another name, or if the Bidder was the successor to another business within the last five (5) years, state the former name and address and the period during which such business was operated:

Prior name: ASJ Contractors

Prior address: _____

_____

Period of operation: _____

6. Has the Bidder or any officer, director or partner thereof been adjudicated bankrupt in the past ten (10) years? NO

If so, give full details, including the name and address of such person and present position with the Bidder:

_____

_____

_____

_____

_____

_____

_____

_____

_____

7 List each piece of equipment which is available to the Bidder and intended to be used by the Bidder In the performance of the Contract. State whether the equipment is owned by the Bidder or will be leased, and if to be leased, the name of the lessor.

| Equipment of Vehicle | Body | Type | Owned or Leased | Lessor |
|---|---|---|---|---|
| | | | | |
| | | | | |
| | | Attached | | |
| | | | | |

8. Has the Bidder or any predecessor thereof ever failed to complete any work under any contract or subcontract?

NO

If so, give full details: _____

9. Has the Bidder or any predecessor thereof every failed to execute a contract awarded to the Bidder or any predecessor?

NO

If so, give full details: _____

10. List all companies which have written performance bonds for the Bidder or any predecessor thereof within the last five (5) years.

OHIO Casualty

Date: 06/22/26 AET Contractors Group
(Name of Bidder)

By: _____
Jose D. Mota, Pres
(Printed name and title of person signing above)

## EQUIPMENT CERTIFICATION

The undersigned Bidder hereby certifies as follows:

The bidder owns, controls, or has proof of lease of all the necessary equipment required to accomplish the work described in the specifications. To the extent that said equipment is not currently owned or under lease by the bidder, attached hereto is documentation from that owner or leasing organization that states the equipment will be available as required by the bidder upon award of a contract.

☒ Check here if documentation is attached.

| | |
|---|---|
| Name of Bidder: | AJT Contractors |
| By: | |
| (Signature of Authorized Representative) | |
| Name: | Jose P. Mota |
| Title: | pres. |
| Date: | 06/22/26 |

## CERTIFICATE OF BIDDER SHOWING ABILITY TO PERFORM CONTRACT

PURSUANT TO N.J.S.A. 40A: 11-20

The undersigned Bidder hereby certifies as follows:

The undersigned bidder hereby certifies to the Township of West Orange that he owns, leases or controls all the necessary equipment required by the plans, specifications, and advertisements under which bids are asked for. To the extent that the undersigned is not the actual owner or lessee of any such equipment, I have completed and attached hereto the Equipment Source List showing the source from which the equipment will be obtained together with a certificate from the owner or person in control of the equipment granting to the undersigned the control of the equipment required during such time as may be necessary for the completion of that portion of the contract for which the equipment is required and necessary.

Signed _____

Date 06/22/26

## STATUS OF PRESENT CONTRACTS

Give full information about all of your contracts; whether private or government contracts; whether prime or sub-contracts; whether in progress or awarded but not yet begun; or where you are low bidder pending formal award of contract.

| OWNER | PHONE # | LOCATION | DESCRIPTION | ADJUSTED CONTRACT AMOUNT | DATE OF COMPLETION |
|---|---|---|---|---|---|
| | | | Attached | | |

## LOWEST BIDDER PREVAILING WAGE CERTIFICATION

In the matter of an award of a TOWNSHIP OF WEST ORANGE contract for public work

Certification of Lowest Bidder

A&T Contr. ; of full age and under oath, duly provides the following sworn statement:

(1). I am the owner and/or highest-ranking official or officer of a company or firm named _____, which holds a currently valid public works contractor registration pursuant to the New Jersey Public Works Contractor Registration Act, N.J.S.A. 34:11-56.48 et seq., certificate number _____.

(2). I submitted a bid for a contract award in the above identified project and the public body has informed me that I am the lowest bidder by 10 percent or more as compared to the next lowest bid submitted. (3). The amount of my bid does include paying the prevailing wage rate to all workers who perform work on the project at rates of pay, including both base wage and fringe benefits, set forth in applicable Wage Determinations, (1) for the appropriate locality, (2) for the appropriate work classification (e.g., carpenter, electrician, mason, plumber), and (3) for the appropriate job title (e.g., Apprentice, Journeyman, Foreman), published by the New Jersey Department of Labor and Workforce Development (NJDOL) pursuant to the New Jersey Prevailing Wage Act (NJPWA), N.J.S.A. 34:11-56.25 et seq., and corresponding NJDOL rules, N.J.A.C. 12:60. I certify under penalty of perjury that the foregoing statements made by me are true. I am aware that if any of the foregoing statements made by me are false, I am subject to punishment. See N.J.S.A. 2C:28-1 et seq., specifically, N.J.S.A. 2C:28-3, within the New Jersey Code of Criminal Justice.

Dated: 06/28/2024

Signature: _____

Title: President

## HOLD HARMLESS AGREEMENT

BETWEEN THE **TOWNSHIP OF WEST ORANGE**

AND

A3J Contractors
Company Name

105 Federal Road, Monroe, NJ 08831
Address (Not Post Office Box)

732-522-9821
Telephone Number

Corp.
Organization Type (Individual, Partnership, Non-Profit Corporation, Corporation, Public Entity)

The bidder awarded the contract under the bid specifications shall indemnify and hold harmless the Township of West Orange, its officers, employees, agents and servants from and against any and all claims, demands, suits, actions, recoveries, judgments, costs and expenses including attorney's fees incurred or suffered on account of property damage or loss and/or personal injury, including loss of life, of any person, agency, corporation or governmental entity which shall arise out of the course of or in consequence to any acts or omissions of the bidder, its employees, agents, servants or subcontractors in the performance of the work to be reimbursed pursuant to these specifications or the failure of the bidder, its employees, agents, servants or subcontractors to comply with any term or condition of these specifications. The bidder further agrees that this indemnification by the bidder shall continue after completion of the contract for all claims, demands, suits, actions, recoveries, judgments, costs and expenses, including attorney's fees resulting from acts or omissions of the bidder, its employees, agents, servants or subcontractors which occur prior to the completion of the contract.

Signed this 22nd day of Jan 2026 as
The binding act in deed of A3J
Business Name

Authorized Signature

Jose P. Mota
Type or Print Name

Witness

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 |
|---|---|---|
| S. Brothers | Manalapan | milling |
| | | Paving |
| Attached | | |

DATE: 06/22/26

# 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 o of that county in which that public entity is located o 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 | AST Logistics | | | |
| Address: | 105 Federal Road | | | |
| City: | Monroe | State: | NJ | Zip: 08831 |

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

Signature | Printed Name: Jose P. Mota | Title: VP Ops

**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 |
|---|---|---|---|
| | | | $ |
| | | | |
| | | | |
| | | | |
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☐ Check here if the information is continued on subsequent page(s)

**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

| STANDARD BID DOCUMENT REFERENCE | | | | | | |
|---|---|---|---|---|---|---|
| **Name of Form** | **DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN** | | | | | |
| **Statutory Reference** | N.J.S.A. 52:32-55 et seq.<br>N.J.S.A. 40A:11-2.1<br>N.J.S.A. 18A:18A-49.4 | | | | | |
| **Applicability** | | **Y/N** | | **Mandatory** | **Optional** | **N/A** |
| | **LPCL** | **Y** | Goods and Services | **X** | | |
| | **PSCL** | **Y** | Construction | | | **X** |
| **Instructions Reference** | | | | | | |
| **Description** | P.L. 2012, c.25 prohibits the awarding of State and local public contracts for goods and services with persons or entities engaging in certain investment activities in energy or finance sectors of Iran. Prior to contract award, vendors and contractors must certify that neither they nor any parent entity, subsidiary, or affiliate is listed on the New Jersey Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List"). | | | | | |

The Certification form requires the insertion of contracting unit identification information which should be filled in (in italics on the form) prior to its use.

# 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 **TOWNSHIP OF WEST ORANGE** is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the **TOWNSHIP OF WEST ORANGE** to notify the **TOWNSHIP** in writing of any changes to the answers of information contained herein.*

*I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the **TOWNSHIP OF WEST ORANGE** and that the **TOWNSHIP** at its option may declare any contract(s) resulting from this certification void and unenforceable.*

| | | | |
|---|---|---|---|
| **Full Name (Print)** | Jose P. Mota | **Title** | Pres. |
| **Signature** | | **Date** | 06/22/26 |

## CERTIFICATION OF NON-INVOLVEMENT IN PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS

Pursuant to N.J.S.A. 52:32-60.1, et seq. and N.J.S.A. 40A:11-2.2 (L. 2022, c. 3) any person or entity (hereinafter "Vendor") that seeks to enter into or renew a contract with a local contracting unit subject to the Local Public Contracts Law for the provision of goods or services, or the purchase of bonds or other obligations, must complete the certification below indicating whether or not the Vendor is identified on the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, available here: https://sanctionssearch.ofac.treas.gov/. If the Department of the Treasury finds that a Vendor has made a certification in violation of the law, it shall take any action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

I, the undersigned, certify that I have read the definition of "Vendor" below, and have reviewed the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, and having done so certify:

*(Check the Appropriate Box)*

☒ A. That the Vendor is not identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

*OR*

☐ B. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

*OR*

☐ C. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list. However, the Vendor is engaged in activity related to Russia and/or Belarus consistent with federal law, regulation, license or exemption. A detailed description of how the Vendor's activity related to Russia and/or Belarus is consistent with federal law is set forth below.

*(Attach Additional Sheets If Necessary.)*

| | |
|---|---|
| Signature of Vendor's Authorized Representative | Date 06/22/26 |
| Print Name and Title of Vendor's Authorized Representative A S T | Vendor's FEIN 22-3788021 |
| Vendor's Name Jose P. Mota | Vendor's Phone Number 732-522-9821 |
| Vendor's Address (Street Address) 105 Federal Road | Vendor's Fax Number N/A |
| Vendor's Address (City/State/Zip Code) Monroe, NJ 08831 | Vendor's Email Address KSAmuse Wam@Yahoo.com |

[i] Vendor means: (1) A natural person, corporation, company, limited partnership, limited liability partnership, limited liability company, business association, sole proprietorship, joint venture, partnership, society, trust, or any other nongovernmental entity, organization, or group; (2) Any governmental entity or instrumentality of a government, including a multilateral development institution, as defined in Section 1701(c)(3) of the International Financial Institutions Act, 22 U.S.C. 262r(c)(3); or (3) Any parent, successor, subunit, direct or indirect subsidiary, or any entity under common ownership or control with, any entity described in paragraph (1) or (2).

NJ Rev. 1.22.2024

Date: 06/22/26

**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

# A&J CONTRACTORS GROUP, INC.

**105 Federal Road, Monroe Twp., New Jersey 08831**
**Phone: (732) 446-1894 Fax: (732) 446-1895**


## LIST OF COMPLETED PROJECTS

OWNER : City of Union City
PROJECT : Bergenline Avenue Improvements Ph III
AMOUNT : $ 2,132,360.33
COMPLETED : December 2024
CONTACT : Mr. Carl P. O'Brien P.E., P.P., C.M.E.,

OWNER : City of Union City
PROJECT : 2023 CDA Road Improvements to 8th, 17th and 46th
AMOUNT : $ 1,041,127.47
COMPLETED : August 2024
CONTACT : Mr. Carl P. O'Brien P.E., P.P., C.M.E.,

OWNER : City of Union City
PROJECT : 2024 Street Tree Planting Program
AMOUNT : $ 144,040.00
COMPLETED : May 2024
CONTACT : Mr. Carl P. O'Brien P.E., P.P., C.M.E.,

OWNER : City of Union City
PROJECT : 2023 Street Sign Replacement
AMOUNT : $ 157,000.00
COMPLETED : April 2024
CONTACT : Mr. Carl P. O'Brien P.E., P.P., C.M.E.,

OWNER : Township of West Orange
PROJECT : Nance, Warren and King Road Improvements
AMOUNT : $ 1,345,661.63
COMPLETED : July 2024
CONTACT : Ms. Zayibeth Y. Carballo P.E., Director/Municipal Engineer

OWNER : City of Union City
PROJECT : Hudson Avenue Improvements
AMOUNT : $ 2,287,120.00
COMPLETED : May 2025
CONTACT : Mr. Carl P. O'Brien P.E., P.P., C.M.E.,

# A&J CONTRACTORS GROUP, INC.

**105 Federal Road, Monroe Twp., New Jersey 08831**
**Phone: (732) 446-1894 Fax: (732) 446-1895**

OWNER : City of Union City
PROJECT : Bergenline Avenue Improvements Ph I
AMOUNT : $ 2,469,300.43
COMPLETED : March 2023
CONTACT : Mr. Carl P. O'Brien P.E., P.P., C.M.E.,

OWNER : City of Union City
PROJECT : NJDOT FY 2022 – 13th, 42nd and 47th Street Improvements
AMOUNT : $ 1,202,639.00
COMPLETED : March 2023
CONTACT : Mr. Carl P. O'Brien P.E., P.P., C.M.E.,

OWNER : City of Union City
PROJECT : Bergenline Avenue Improvements Ph II
AMOUNT : $ 1,647,983.00
COMPLETED : December 2023
CONTACT : Mr. Carl P. O'Brien P.E., P.P., C.M.E.,

OWNER : Town of Harrison
PROJECT : Various Streets 2022 – Davis, William and Cross Streets
AMOUNT : $ 805,369.94
COMPLETED : May 2024
CONTACT : Mr.Rocco Russomanno P.E.,

OWNER : City of Union City
PROJECT : NJDOT FY 2023 – 13th, 37th and 38th Streets
AMOUNT : $ 504,603.00
COMPLETED : November 2023
CONTACT : Mr. Carl P. O'Brien P.E., P.P., C.M.E.,

OWNER : City of Union City
PROJECT : Improvements to Palisade Avenue Phase III
AMOUNT : $ 4,365,378.92
COMPLETED : August 2022
CONTACT : Mr. Carl P. O'Brien P.E., P.P., C.M.E.,

OWNER : City of Union City
PROJECT : Central Avenue Corridor
AMOUNT : $ 3,109,173.64
COMPLETED : November 2022
CONTACT : Mr. Carl P. O'Brien P.E., P.P., C.M.E.,

# LIST OF EQUIPMENTS

| YEAR | MODEL | CONDITION |
|---|---|---|
| 2006 | JD 315 Excavater | Excellent |
| 2005 | 450 JD Dozer | Excellent |
| 2003 | Mack Dump Truck | Excellent |
| 2006 | 410 John Deere Backhoe | Excellent |
| 2004 | 410 John Deere Backhoe | Excellent |
| 2002 | Roller Bomag | Excellent |
| 2002 | F750 Flat Bed Truck | Excellent |
| 2002 | Utility Van | Excelle |
| 2000 | Utility Van | Excellent |
| 2000 | Utility Pick up | Excellent |
| 2000 | Trailer – Flat Bed | Excellent |
| 1999 | Dump Truck Small | Excellent |

STATE OF NEW JERSEY

BUSINESS REGISTRATION CERTIFICATE

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

TAXPAYER NAME:

**A & J CONTRACTORS GROUP INC.**

TRADE NAME:

TAXPAYER IDENTIFICATION#:

**223-788-021/000**

SEQUENCE NUMBER:

**0777621**

ADDRESS:

**9 EMERSON ST**
**CARTERET NJ 07008**

ISSUANCE DATE:

**09/10/04**

EFFECTIVE DATE:

**03/07/01**

Acting Director

FORM-BRC(08-01)

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

Certificate Number
616844

Registration Date: 10/21/2025
Expiration Date: 10/20/2027

# 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:

A & J CONTRACTORS GROUP INC.

2025

**Responsible Representative(s):**
Jose Mota, President

**Responsible Representative(s):**
Kumarasamy Selvam, 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.

# STATE OF NEW JERSEY
# BUSINESS REGISTRATION CERTIFICATE

| | |
|---|---|
| Taxpayer Name: | STRAIGHT EDGE STRIPING LIMITED LIABILITY COMPANY |
| Trade Name: | |
| Address: | 201 WILTON AVE<br>MIDDLESEX, NJ 08846 |
| Certificate Number: | 1241139 |
| Effective Date: | June 05, 2006 |
| Date of Issuance: | May 13, 2019 |

For Office Use Only:

20190513095529551

Certificate Number
653443

Registration Date: 09/28/2024
Expiration Date: 09/27/2026

# State of New Jersey

## Department of Labor and Workforce Development
### Division of Wage and Hour Compliance

## Public Works Contractor Registration Act

Pursuant to N.J.S.A. 34:11-56.48, et seq. of the Public Works Contractor Registration Act, this certificate of registration is issued for purposes of bidding on any contract for public work or for engaging in the performance of any public work to:

STRAIGHT EDGE STRIPING, LLC

2024

**Responsible Representative(s):**
Andrew Altobelli, President

Robert Asaro-Angelo, Commissioner
Department of Labor and Workforce Development

NON TRANSFERABLE

This certificate may not be transferred or assigned and may be revoked for cause by the Commissioner of Labor and Workforce Development.

STATE OF NEW JERSEY

BUSINESS REGISTRATION CERTIFICATE

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

TAXPAYER NAME:

S BROS., INC.

TRADE NAME:

ADDRESS:

16 SOBECHKO ROAD
MANALAPAN NJ 07726

SEQUENCE NUMBER:

0608985

EFFECTIVE DATE:

10/07/93

ISSUANCE DATE:

03/04/10

Director
New Jersey Division of Revenue

FORM-BRC

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

D205345V

Certificate Number
617718

Registration Date: 07/17/2024
Expiration Date: 07/16/2026

# State of New Jersey

## Department of Labor and Workforce Development
### Division of Wage and Hour Compliance

## Public Works Contractor Registration Act

Pursuant to N.J.S.A. 34:11-56.48, et seq. of the Public Works Contractor Registration Act, this certificate of registration is issued for purposes of bidding on any contract for public work or for engaging in the performance of any public work to:

S Brothers Inc

2024

**Responsible Representative(s):**
Paulo Santos, 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.

S. BROTHERS
General Contractors
*Paving the roads ahead!*

P.O. Box 317 • South River, NJ 08882

S. Brothers Inc.
PO Box 317
South River, NJ 08882
732-446-3390
Fax: 732-446-0076

# List of References

Township of Clark
430 Westfield Avenue
Clark, NJ 07066

Engineer: Grotto Engineering – 340 North Avenue East, Cranford, NJ 07016 – David Testa 908-272-8901

Class of work: Excavation, curbs, sidewalks, aprons, storm sewer, bicycle safe grates, ADA, milling and paving

Project: 2021 Capital Roads & School Parking lot Improvements

was work complete on time? – Yes

Work was completed – 09/2021

Contract Amount - $1,239,274.79

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**Township of Colts Neck**
**124 Cedar Drive**
**Colts Neck, NJ, 07722**

Engineer: T&M Associates – 1144 Hooper Avenue, Toms River, NJ 08753 – Glenn Gerken 732-473-3400

Project: FY 2019 Capital Road Improvement Program

Class of work: Excavation, RCP Pipe, Belgium block curb, Storm Sewer, Milling and Paving

Was work completed on time? – Yes

Work was completed – 09/2020

Contract Amount: 318,855.05

---

Township of Hazlet
1766 Union Avenue
Hazlet, NJ 07730

Engineer: T&M Associates – 11 Tindall Road, Middletown, NJ 07748 – Andrew Denbigh 732-865-9532

Project: Lynn Boulevard Area Improvements

Class of work: Excavation, RCP Pipe, Bicycle safe grates, Castings, Storm sewer, concrete curbs and sidewalks/aprons, Milling and Paving

Was work complete on time? – Yes

Work was complete – 10/2021

Contract Amount: $2,301,717.65

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Township of Livingston
357 S. Livingston Ave
Livingston, NJ 07039

Engineer: Livingston Engineering Department – Jeannette Harduby – 973-990-5000

Project: 2021 Road Improvement Program

Class of work: Excavation, RCP Pipe, Bicycle safe grates, Castings, Storm sewers, Belgium block curbs, Driveway aprons, Sidewalks, Milling, and Paving

Was work complete on time? – Yes

Work was complete – 09/2021

Contract Amount: $1,987,364.05

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City of New Brunswick
75 Bayard Street
New Brunswick, NJ 08901

Engineer: RVE – Remington & Vernick Engineers – 3 Jocama Boulevard, Old Bridge, NJ 088857 – William Dempsey 732-955-8000 ext: 1713

Project: Middlesex County – Borough of Sayreville – Main Street Improvements (Brookside Ave to Burnet Ave)

Class of work: Concrete curbs, Sidewalks, Aprons, Bicycle safe grates, Castings, Storm sewer, Milling and Paving, ADAS

Was work completed on time? – Yes

Work was completed – 07/2021 Contract Amount: $1,014,054.50

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Municipality of Princeton
400 Witherspoon Street
Princeton, NJ 08540

Engineer: Municipality of Princeton Engineering – 400 Witherspoon Street, Princeton, NJ 08540 – Ian Baker 609-921-7077
Class of work: Curbs, Sidewalks, Excavation, Aprons, Storm Sewer, Milling and Paving

Project: Hearthstone Improvements

Was work completed on time? – Yes

Work was completed – 03/2021 Contract amount: $767,288.34

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Township of Springfield
100 Mountain Avenue
Springfield, NJ,07081

Engineer: Keller & Kirckpatrick (GPI) - 301 Gibraltar Dr Suite 2A, Morris Plains, NJ 07950 – Art Alias 973-434-8345

Class of work: Excavation, curbs, sidewalks, aprons, storm sewer, Bicycle safe grates, ADA, Milling and Paving

Project: Improvements to Benjamin Drive and New Brook Lane Contract # sp-2020-01

Was work completed on time? – Yes

Work was completed – 01/2021

Contract Amount: $365,868.70

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FEDERAL NON-DEBARMENT CERTIFICATION

**CERTIFICATION OF NON-DEBARMENT**
**FOR FEDERAL GOVERNMENT CONTRACTS**
N.J.S.A. 52:32-44.1 (P.L. 2019, c.406)

**This certification shall be completed, certified to, and submitted to the contracting unit prior to contract award, except for emergency contracts where submission is required prior to payment.**

| PART I: VENDOR INFORMATION | |
|---|---|
| Individual or Organization Name | AJ Contractors |
| Physical Address of Individual or Organization | 105 Federal Rd, Monroe NJ |
| Unique Entity ID (if applicable) | |
| CAGE/NCAGE Code (if applicable) | 4448227 / 8DRA0 |

**Check the box that represents the type of business organization:**

☐Sole Proprietorship (skip Parts III and IV) ☐Non-Profit Corporation (skip Parts III and IV)

☐For-Profit Corporation (any type) ☐Limited Liability Company (LLC) ☐Partnership

☐Limited Partnership ☐Limited Liability Partnership (LLP)

☐Other (be specific): _____

**PART II – CERTIFICATION OF NON-DEBARMENT: Individual or Organization**

I hereby certify that the **individual or organization listed above in Part I** is not debarred by the federal government from contracting with a federal agency. I further acknowledge: that I am authorized to execute this certification on behalf of the above-named organization; 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 date of contract award by ***the 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 ***Township of West Orange*** permitting the ***Township of West Orange*** to declare any contract(s) resulting from this certification void and unenforceable.

| | | | |
|---|---|---|---|
| Full Name (Print): | Jose P. Mota | Title: | Pres. |
| Signature: | | Date: | 06/22/26 |

| PART III – CERTIFICATION OF NON-DEBARMENT: Individual or Entity Owning Greater than 50 Percent of Organization | |
|---|---|
| **Section A (Check the Box that applies)** | |
| ☒ | Below is the name and address of the stockholder in the corporation who owns more than 50 percent of its voting stock, or of the partner in the partnership who owns more than 50 percent interest therein, or of the member of the limited liability company owning more than 50 percent interest therein, as the case may be. |
| **Name of Individual or Organization** | AJ Contra. |
| **Physical Address** | 105 Federal Rd, Monroe, NJ |
| **OR** | |
| ☐ | No one stockholder in the corporation owns more than 50 percent of its voting stock, or no partner in the partnership owns more than 50 percent interest therein, or no member in the limited liability company owns more than 50 percent interest therein, as the case may be. |
| **Section B (Skip if no Business entity is listed in Section A above)** | |
| ☐ | Below is the name and address of the stockholder in the corporation who owns more than 50 percent of the voting stock of the organization's parent entity, or of the partner in the partnership who owns more than 50 percent interest in the organization's parent entity, or of the member of the limited liability company owning more than 50 percent interest in organization's parent entity, as the case may be. |
| **Stockholder/Partner/Member Owning Greater Than 50 Percent of Parent Entity** | |
| **Physical Address** | |
| **OR** | |
| ☐ | No one stockholder in the parent entity corporation owns more than 50 percent of its voting stock, no partner in the parent entity partnership owns more than 50 percent interest therein, or no member in the parent entity limited liability company owns more than 50 percent interest therein, as the case may be. |

| Section C – Part III Certification | | | |
|---|---|---|---|
| I hereby certify that no individual or organization that is debarred by the federal government from contracting with a federal agency owns greater than 50 percent of the **Organization listed above in Part I** or, if applicable, owns greater than 50 percent of a parent entity of _____. I further acknowledge: that I am authorized to execute this certification on behalf of the abovenamed organization; 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 date of contract award by ***the Township*** to notify the ***Township*** 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 **Township** permitting the ***Township*** to declare any contract(s) resulting from this certification void and unenforceable. | | | |
| Full Name (Print): | Jose D. Mota | Title: | Pres. |
| Signature: | | Date: | 06/22/26 |

| Part IV – CERTIFICATION OF NON-DEBARMENT: Contractor – Controlled Entities | |
|---|---|
| **Section A** | |
| ☒ | Below is the name and address of the corporation(s) in which the **Organization listed in Part I** owns more than 50 percent of voting stock, or of the partnership(s) in which the **Organization listed in Part I** owns more than 50 percent interest therein, or of the limited liability company or companies in which the **Organization listed above in Part I** owns more than 50 percent interest therein, as the case may be. |

| Name of Business Entity | Physical Address |
|---|---|
| A3J Contra. | 105 Federal Rd<br>Monroe, NJ 08831 |
| | |

**Add additional sheets if necessary**

**OR**

| | |
|---|---|
| ☐ | The **Organization listed above in Part I** does not own greater than 50 percent of the voting stock in any corporation and does not own greater than 50 percent interest in any partnership or any limited liability company. |

| Section B (skip if no business entities are listed in Section A of Part IV) | |
|---|---|
| ☐ | Below are the names and addresses of any entities in which an entity listed in Part III A owns greater than 50 percent of the voting stock (corporation) or owns greater than 50 percent interest (partnership or limited liability company). |

| Name of Business Entity Controlled by Entity Listed in Section A of Part IV | Physical Address |
|---|---|
| | |
| | |
| | |

**Add additional Sheets if necessary**

**OR**

| | |
|---|---|
| ☐ | No entity listed in Part III A owns greater than 50 percent of the voting stock in any corporation or owns greater than 50 percent interest in any partnership or limited liability company. |

**Section C – Part IV Certification**

I hereby certify that the **Organization listed above in Part I** does not own greater than 50 percent of any entity that that is debarred by the federal government from contracting with a federal agency and, if applicable, does not own greater than 50 percent of any entity that in turns owns greater than 50 percent of any entity debarred by the federal government from contracting with a federal agency. I further acknowledge: that I am authorized to execute this certification on behalf of the above-named organization; 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 date of contract award by ***Township*** to notify the ***Township*** 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 **Township** permitting the ***Township*** to declare any contract(s) resulting from this certification void and unenforceable.

| | | | |
|---|---|---|---|
| Full Name (Print): | Jake P. Mota | Title: | Pres. |
| Signature: | | Date: | 06/22/26 |

## DUNS / FEDERAL ID NUMBER

The undersigned Bidder hereby affirms the following to be their DUNS / Federal ID number as issued by the United States Federal Government.

DUNS No. 4448227

Federal ID No. 8DRAO

Dated: 06/22/26

AEG Contractors
(Bidder's Firm Name)

(Authorized Signature)

Jose D. Mota, Pres.
(Name and Title)

# INITIAL PROJECT WORKFORCE REPORT - CONSTRUCTION

*STATE OF NEW JERSEY*
*DIVISION OF CONTRACT COMPLIANCE*
*EQUAL EMPLOYMENT OPPORTUNITY IN PUBLIC CONTRACTS*

*FORM AA-201*
*Revised 10/03*

INITIAL PROJECT WORKFORCE REPORT CONSTRUCTION

**Official Use Only**
*Assignment*
*Code*

READ INSTRUCTIONS ON THE BACK CAREFULLY BEFORE THE COMPLETION AND DISTRIBUTION OF THIS FORM.
PLEASE TYPE OR PRINT IN BLACK OR BLUE INK.

1. FID NUMBER
2. CONTRACTOR ID NUMBER
3. NAME AND ADDRESS OF PRIME CONTRACTOR
(Name)
(Street Address)
(City) (State) (Zip Code)
4. IS THIS COMPANY MINORITY OWNED [ ] OR WOMAN OWNED [ ]
5. NAME AND ADDRESS OF PUBLIC AGENCY AWARDING CONTRACT
CONTRACT NUMBER DATE OF AWARD DOLLAR AMOUNT OF AWARD
6. NAME AND ADDRESS OF PROJECT
COUNTY
7. PROJECT NUMBER
8. IS THIS PROJECT COVERED BY A PROJE
LABOR AGREEMENT (PLA)? ☐ YES ☐ NO

| 9. TRADE OR CRAFT | PROJECTED TOTAL EMPLOYEES | | | | PROJECTED MINORITY EMPLOYEES | | | | PROJECTED PHASE - IN DATE | PROJECTED COMPLETION DATE |
|---|---|---|---|---|---|---|---|---|---|---|
| | MALE | | FEMALE | | MALE | | FEMALE | | | |
| | J | AP | J | AP | J | AP | J | AP | | |
| 1. ASBESTOS WORKER | | | | | | | | | | |
| 2. BRICKLAYER OR MASON | | | | | | | | | | |
| 3. CARPENTER | | | | | | | | | | |
| 4. ELECTRICIAN | | | | | | | | | | |
| 5. GLAZIER | | | | | | | | | | |
| 6. HVAC MECHANIC | | | | | | | | | | |
| 7. IRONWORKER | | | | | | | | | | |
| 8. OPERATING ENGINEER | | | | | | | | | | |
| 9. PAINTER | | | | | | | | | | |
| 10. PLUMBER | | | | | | | | | | |
| 11. ROOFER | | | | | | | | | | |
| 12. SHEET METAL WORKER | | | | | | | | | | |
| 13. SPRINKLER FITTER | | | | | | | | | | |
| 14. STEAMFITTER | | | | | | | | | | |
| 15. SURVEYOR | | | | | | | | | | |
| 16. TILER | | | | | | | | | | |
| 17. TRUCK DRIVER | | | | | | | | | | |
| 18. LABORER | | | | | | | | | | |
| 19. OTHER | | | | | | | | | | |
| 20. OTHER | | | | | | | | | | |

I hereby certify that the foregoing statements made by me are true. I am aware that if any of the foregoing statements are willfully false, I am subject to punishment.

(Signature)

10. (Please Print Your Name) (Title)

(Area Code) (Telephone Number) (Ext.) (Date)

## INSTRUCTIONS FOR COMPLETING THE INITIAL PROJECT WORKFORCE REPORT – CONSTRUCTION (AA201)

DO NOT COMPLETE THIS FORM FOR GOODS AND/OR SERVICE CONTRACTS

1. Enter the Federal Identification Number assigned to the contractor by the Internal Revenue Service, or if a Federal Employer Identification Number has been applied for but not yet issued, or if your business is such that you have not or will not receive a Federal Identification Number, enter the social security number assigned to the single owner or one partner, in the case of a partnership.

2. Note: The Division of CC/EEO will assign a contractor ID number to your company. This number will be your permanently assigned contractor ID number that must be on all correspondence and reports submitted to this office.

3. Enter the prime contractor's name, address and zip code number.

4. Check box if Company is Minority Owned or Woman Owned

5. Enter the complete name and address of the Public Agency awarding the contract. Include the contract number, date of award and dollar amount of the contract.

6. Enter the name and address of the project, including the county in which the project is located.

7. Note: A project contract ID number will be assigned to your firm upon receipt of the completed Initial Project Workforce Report (AA201) for this contract. This number must be indicated on all correspondence and reports submitted to this office relating to this contract.

8. Check "Yes" or "No" to indicate whether a Project Labor Agreement (PLA) was established with the labor organization(s) for this project.

9. Under the Projected Total Number of Employees in each trade or craft and at each level of classification, enter the total composite workforce of the prime contractor and all subcontractors projected to work on the project. Under Projected Employees enter total minority and female employees of the prime contractor and all subcontractors projected to work on the project. Minority employees include Black, Hispanic, American Indian and Asian. (J=Journeyworker, AP=Apprentice). Include projected phase-in and completion dates.

10. Print or type the name of the company official or authorized Equal Employment Opportunity (EEO) official include signature and title, phone number and date the report is submitted.

This report must be submitted to the Public Agency that awards the contract and the Division of Contract Compliance and Equal Employment Opportunity in Public Contracts no later than three (3) days after the contractor signs the contract.

THE CONTRACTOR IS TO RETAIN THE FOURTH AND FINAL COPY MARKED "CONTRACTOR", SUBMIT THE THIRD COPY MARKED "PUBLIC AGENCY" TO THE PUBLIC AGENCY AWARDING THE CONTRACT AND FORWARD THE REMAINING TWO (2) COPIES TO:

NEW JERSEY DEPARTMENT OF THE TREASURY
DIVISION OF CONTRACT COMPLIANCE & EQUAL EMPLOYMENT OPPORTUNITY IN PUBLIC CONTRACTS
P.O. BOX 209
TRENTON, NJ 08625-0209
(609) 292-9550

# FORM W-9

Form **W-9**
(Rev. October 2018)
Department of the Treasury
Internal Revenue Service

## Request for Taxpayer Identification Number and Certification

▶ Go to *www.irs.gov/FormW9* for instructions and the latest information.

**Give Form to the requester. Do not send to the IRS.**

Print or type. See Specific Instructions on page 3.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.

2 Business name/disregarded entity name, if different from above

3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only **one** of the following seven boxes.

☐ Individual/sole proprietor or single-member LLC ☐ C Corporation ☐ S Corporation ☐ Partnership ☐ Trust/estate

☐ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶ _____

**Note:** Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is not disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.

☐ Other (see instructions) ▶

4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any) _____

Exemption from FATCA reporting code (if any) _____

(Applies to accounts maintained outside the U.S.)

5 Address (number, street, and apt. or suite no.) See instructions.

Requester's name and address (optional)

6 City, state, and ZIP code

7 List account number(s) here (optional)

### Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

**Note:** If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

**Social security number**

___ - ___ - ____

or

**Employer identification number**

__ - _____

### Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

**Certification instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

**Sign Here** Signature of U.S. person ▶ Date ▶

## General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

**Future developments.** For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to *www.irs.gov/FormW9*.

### Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)
- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

*If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See* What is backup withholding, *later.*

STATE OF NEW JERSEY

BUSINESS REGISTRATION CERTIFICATE

## Business Registration Certification and Public Works Contractor Registration Certification

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

Contractors are responsible for notifying subcontractors.

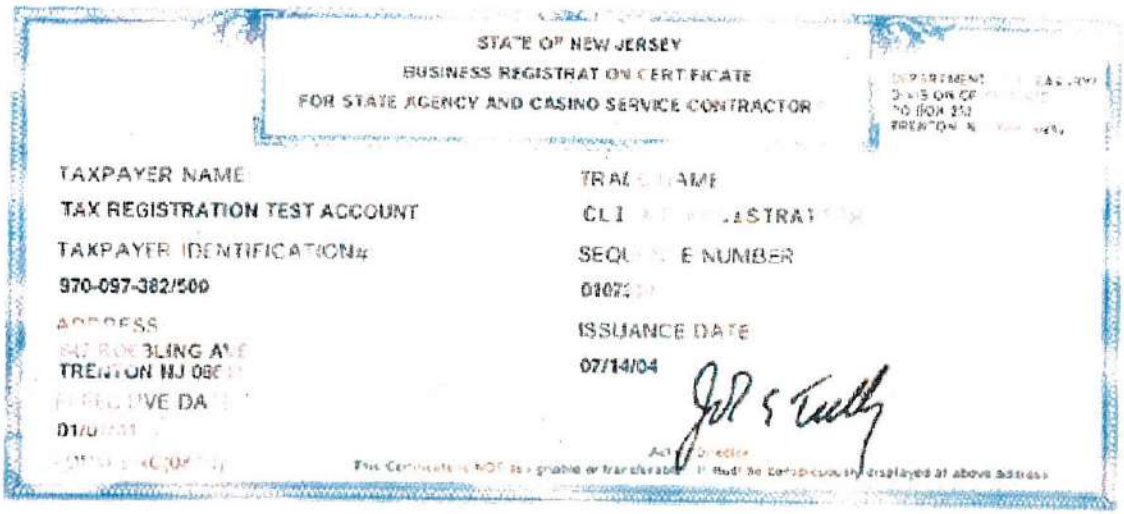
Further information and registration can be obtained online from the NJ Treasury, Division of Revenue or by calling (609) 292-1730.

**********

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

Labor.

SAMPLE CERTIFICATE



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
ADDRESS
847 ROEBLING AVE
TRENTON NJ 08611
EFFECTIVE DATE
01/01/01
TRADE NAME
CLI ASTRA
SEQUENCE NUMBER
0107
ISSUANCE DATE
07/14/04

# STATE OF NEW JERSEY
# BUSINESS REGISTRATION CERTIFICATE

**Taxpayer Name:** TAX REG TEST ACCOUNT

**Trade Name:**

**Address:** 847 ROEBLING AVE
TRENTON, NJ 08611

**Certificate Number:** 1093907

**Date of Issuance:** October 14, 2004

**For Office Use Only:**

20041014112823533

Certificate Number
######

Registration Date: 11/16/2023
Expiration Date: 11/15/2025

# 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:

SAMPLE

**2023**

**Responsible Representative(s):**
NAME, TITLE

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.

P-59

PUBLIC WORKS CONTRACTOR REGISTRATION

☐ Inactive

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GSA

⚠ **WARNING**

This is a U.S. General Services Administration Federal Government computer system that is **"FOR OFFICIAL USE ONLY."** This system is subject to monitoring. Individuals found performing unauthorized activities are subject to disciplinary action including criminal prosecution.

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- Any Words
- All Words
- Exact Phrase

e.g. 1606N020Q02

Federal Organizations

Enter Code or Name

Status

Active

Sort by

Date Modified/Updated

Showing 1 - 1 of 1 results

**A & J CONTRACTORS GROUP INC.** Active Registration

Entity

Unique Entity ID
U5E6HMEHNVF7

CAGE Code
8DRA0

Physical Address
105 Federal Rd, Monroe Township, NJ 08831
USA

Expiration Date
May 28, 2027

Purpose of Registration
All Awards

page 1 of 1

results per page 25

**EXHIBIT C**

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

**GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS**

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

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

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

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

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

The contractor or subcontractor agrees to make good faith efforts to employ minority and women workers consistent with the applicable county employment goals established in accordance with N.J.A.C. l7:27-5.2, or a binding determination of the applicable county employment goals determined by the Division, pursuant to N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

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

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

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

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA302

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

# REQUIRED EVIDENCE

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

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

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or

2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or

3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

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

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

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

The following questions must be answered by all Bidders:

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

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

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

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

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

COMPANY: _____ NAME: _____

SIGNATURE:_____ TITLE:_____

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

# 2025 CDBG ROAD REHABILITATION
# STANDISH AVENUE AND FREMONT STREET
## ENGINEER'S TABULATION OF BASE BIDS
### BIDS RECEIVED: JUNE 23, 2026

180-26

| BASE BID | | | | 1<br>A & J CONTRACTORS<br>CONTRACTOR NAME<br>105 FEDERAL ROAD<br>ADRESS<br>MONROE TWP. NJ 08831<br>CITY STATE/ZIP | | 2<br>CROSSROADS PAVING<br>CONTRACTOR NAME<br>386 SOUTH STREET, SUITE 169<br>ADRESS<br>NEWARK NJ 07105<br>CITY STATE/ZIP | | 3<br>GRANADA CONSTRUCTION CO.<br>CONTRACTOR NAME<br>147 THOMAS STREET<br>ADRESS<br>NEWARK NJ 07114<br>CITY STATE/ZIP | | 4<br>D.L.S. CONTRACTING<br>CONTRACTOR NAME<br>76 MONTESANO ROAD<br>ADRESS<br>FAIRFIELD NJ 07110<br>CITY STATE/ZIP | | 5<br>D&L PAVING CONTRACTORS, INC<br>CONTRACTOR NAME<br>675 FRANKLIN AVENUE<br>ADRESS<br>NUTLEY NJ 07110<br>CITY STATE/ZIP | | 6<br>CIFELLI & SON GENERAL CONTRACTING<br>CONTRACTOR NAME<br>4 COPPOLA STREET<br>ADRESS<br>NUTLEY NJ 07110<br>CITY STATE/ZIP | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Item # | Description | Quantity | Unit | Unit Price | Amount | Unit Price | Amount | Unit Price | Amount | Unit Price | Amount | Unit Price | Amount | Unit Price | Amount | Unit Price | Amount |
| 1 | PERFORMANCE BOND AND PAYMENT BOND | 1 | DOLL | $ 10,000.00 | $ 10,000.00 | $ 21,000.00 | $ 21,000.00 | $ 20,000.00 | $ 20,000.00 | $ 7,500.00 | $ 7,500.00 | $ 10,000.00 | $ 10,000.00 | $ 50,000.00 | $ 50,000.00 |
| 2 | MOBILIZATION | 1 | LS | $ 10,000.00 | $ 10,000.00 | $ 2,500.00 | $ 2,500.00 | $ 65,000.00 | $ 65,000.00 | $ 10,429.00 | $ 10,429.00 | $ 10,000.00 | $ 10,000.00 | $ 5,000.00 | $ 5,000.00 |
| 3 | CONSTRUCTION LAYOUT STANDISH AVENUE | 1 | LS | $ 8,000.00 | $ 8,000.00 | $ 10,000.00 | $ 10,000.00 | $ 35,000.00 | $ 35,000.00 | $ 12,000.00 | $ 12,000.00 | $ 10,000.00 | $ 10,000.00 | $ 40,000.00 | $ 40,000.00 |
| 4 | SOIL EROSION & SEDIMENT CONTROL MEASURES | 1 | LS | $ 2,000.00 | $ 2,000.00 | $ 100.00 | $ 100.00 | $ 0.01 | $ 0.01 | $ 2,500.00 | $ 2,500.00 | $ 5,000.00 | $ 5,000.00 | $ 10,000.00 | $ 10,000.00 |
| 5 | BREAKAWAY BARRICADE | 13 | UNIT | $ 1.00 | $ 13.00 | $ 0.01 | $ 0.13 | $ 0.01 | $ 0.13 | $ 1.00 | $ 13.00 | $ 1.00 | $ 13.00 | $ 1.00 | $ 13.00 |
| 6 | DRUM | 16 | UNIT | $ 1.00 | $ 16.00 | $ 0.01 | $ 0.16 | $ 0.01 | $ 0.16 | $ 1.00 | $ 16.00 | $ 1.00 | $ 16.00 | $ 1.00 | $ 16.00 |
| 7 | TRAFFIC CONE | 112 | UNIT | $ 1.00 | $ 112.00 | $ 0.01 | $ 1.12 | $ 0.01 | $ 1.12 | $ 1.00 | $ 112.00 | $ 1.00 | $ 112.00 | $ 1.00 | $ 112.00 |
| 8 | CONSTRUCTION SIGNS | 50 | SF | $ 1.00 | $ 50.00 | $ 0.01 | $ 0.50 | $ 30.00 | $ 1,500.00 | $ 1.00 | $ 50.00 | $ 1.00 | $ 50.00 | $ 1.00 | $ 50.00 |
| 9 | TRAFFIC DIRECTOR, POLICE | 50000 | DOLL | $ 1.00 | $ 50,000.00 | $ 1.00 | $ 50,000.00 | $ 1.00 | $ 50,000.00 | $ 1.00 | $ 50,000.00 | $ 1.00 | $ 50,000.00 | $ 1.00 | $ 50,000.00 |
| 10 | FUEL PRICE ADJUSTMENT | 7500 | DOLL | $ 1.00 | $ 7,500.00 | $ 1.00 | $ 7,500.00 | $ 1.00 | $ 7,500.00 | $ 1.00 | $ 7,500.00 | $ 1.00 | $ 7,500.00 | $ 1.00 | $ 7,500.00 |
| 11 | ASPHALT PRICE ADJUSTMENT | 18000 | DOLL | $ 1.00 | $ 18,000.00 | $ 1.00 | $ 18,000.00 | $ 1.00 | $ 18,000.00 | $ 1.00 | $ 18,000.00 | $ 1.00 | $ 18,000.00 | $ 1.00 | $ 18,000.00 |
| 12 | CLEARING SITE | 1 | LS | $ 10,000.00 | $ 10,000.00 | $ 10,000.00 | $ 10,000.00 | $ 25,000.00 | $ 25,000.00 | $ 250,000.00 | $ 250,000.00 | $ 20,000.00 | $ 20,000.00 | $ 800,000.00 | $ 800,000.00 |
| 13 | RESET MONITORING WELL WITH CONCRETE ENCASING AROUND THE WELL BY LICENSED NJDEP DRILLER (IF AND WHERE DIRECTED) | 4 | UNIT | $ 1,000.00 | $ 4,000.00 | $ 3,500.00 | $ 14,000.00 | $ 500.00 | $ 2,000.00 | $ 3,500.00 | $ 14,000.00 | $ 3,000.00 | $ 12,000.00 | $ 10,000.00 | $ 40,000.00 |
| 14 | EXCAVATION, UNCLASSIFIED (IF AND WHERE DIRECTED) | 100 | CY | $ 1.00 | $ 100.00 | $ 35.00 | $ 3,500.00 | $ 0.01 | $ 1.00 | $ 1.00 | $ 100.00 | $ 75.00 | $ 7,500.00 | $ 5.00 | $ 500.00 |
| 15 | EXCAVATION, TEST PIT (IF AND WHERE DIRECTED) | 110 | CY | $ 1.00 | $ 110.00 | $ 1.00 | $ 110.00 | $ 25.00 | $ 2,750.00 | $ 1.00 | $ 110.00 | $ 200.00 | $ 22,000.00 | $ 5.00 | $ 550.00 |
| 16 | REMOVAL OF PAVEMENT UP TO 6" DEEP (IF AND WHERE DIRECTED) | 1600 | SY | $ 1.00 | $ 1,600.00 | $ 20.00 | $ 32,000.00 | $ 6.00 | $ 9,600.00 | $ 1.00 | $ 1,600.00 | $ 20.00 | $ 32,000.00 | $ 2.00 | $ 3,200.00 |
| 17 | ROCK EXCAVATION (IF AND WHERE DIRECTED) | 100 | CY | $ 1.00 | $ 100.00 | $ 100.00 | $ 10,000.00 | $ 12.00 | $ 1,200.00 | $ 1.00 | $ 100.00 | $ 300.00 | $ 30,000.00 | $ 100.00 | $ 10,000.00 |
| 18 | EXCAVATION, BASE REPAIR 12" DEEP (IF AND WHERE DIRECTED) | 100 | SY | $ 1.00 | $ 100.00 | $ 40.00 | $ 4,000.00 | $ 45.00 | $ 4,500.00 | $ 1.00 | $ 100.00 | $ 275.00 | $ 27,500.00 | $ 40.00 | $ 4,000.00 |
| 19 | LOAD, HAUL & DISPOSE OF CONTAMINATED SOIL (IF AND WHERE DIRECTED) | 100 | TON | $ 100.00 | $ 10,000.00 | $ 100.00 | $ 10,000.00 | $ 125.00 | $ 12,500.00 | $ 1.00 | $ 100.00 | $ 100.00 | $ 10,000.00 | $ 50.00 | $ 5,000.00 |
| 20 | DENSE-GRADED AGGREGATE BASE COURSE, 6" THICK (IF AND WHERE DIRECTED) | 3000 | SY | $ 1.00 | $ 3,000.00 | $ 20.00 | $ 60,000.00 | $ 7.00 | $ 21,000.00 | $ 1.00 | $ 3,000.00 | $ 20.00 | $ 60,000.00 | $ 2.00 | $ 6,000.00 |
| 21 | HMA MILLING, 3" OR LESS | 5150 | SY | $ 5.00 | $ 25,750.00 | $ 8.00 | $ 41,200.00 | $ 7.00 | $ 36,050.00 | $ 6.00 | $ 30,900.00 | $ 6.50 | $ 33,475.00 | $ 6.50 | $ 33,475.00 |
| 22 | HOT MIX ASPHALT 9.5 M 64 SURFACE COURSE, 2" THICK | 800 | TONS | $ 130.00 | $ 104,000.00 | $ 110.00 | $ 88,000.00 | $ 115.00 | $ 92,000.00 | $ 100.00 | $ 80,000.00 | $ 105.00 | $ 84,000.00 | $ 105.00 | $ 84,000.00 |
| 23 | HOT MIX ASPHALT 19 M 64 BASE COURSE, 4" THICK (IF AND WHERE DIRECTED) | 1200 | TONS | $ 1.00 | $ 1,200.00 | $ 110.00 | $ 132,000.00 | $ 115.00 | $ 138,000.00 | $ 50.00 | $ 60,000.00 | $ 115.00 | $ 138,000.00 | $ 5.00 | $ 6,000.00 |
| 24 | 12" REINFORCED CONCRETE PIPE, CLASS V (IF AND WHERE DIRECTED) | 425 | LF | $ 80.00 | $ 34,000.00 | $ 125.00 | $ 53,125.00 | $ 185.00 | $ 78,625.00 | $ 125.00 | $ 53,125.00 | $ 350.00 | $ 148,750.00 | $ 165.00 | $ 70,125.00 |
| 25 | PVC, SDR-35 LEADER DRAIN EXTENSION OR RECONSTRUCTION | 20 | UNIT | $ 500.00 | $ 10,000.00 | $ 300.00 | $ 6,000.00 | $ 150.00 | $ 3,000.00 | $ 1,000.00 | $ 20,000.00 | $ 100.00 | $ 2,000.00 | $ 100.00 | $ 2,000.00 |
| 26 | PIPE CLEANING & VIDEO (IF AND WHERE DIRECTED) | 3 | DAY | $ 6,000.00 | $ 18,000.00 | $ 6,000.00 | $ 18,000.00 | $ 6,500.00 | $ 19,500.00 | $ 7,500.00 | $ 22,500.00 | $ 6,500.00 | $ 19,500.00 | $ 2,000.00 | $ 6,000.00 |
| 27 | RESET EXISTING CASTING | 4 | UNIT | $ 500.00 | $ 2,000.00 | $ 400.00 | $ 1,600.00 | $ 500.00 | $ 2,000.00 | $ 1.00 | $ 4.00 | $ 500.00 | $ 2,000.00 | $ 1.00 | $ 4.00 |
| 28 | INLET TYPE "A" (IF AND WHERE DIRECTED) | 3 | UNIT | $ 3,000.00 | $ 9,000.00 | $ 3,000.00 | $ 9,000.00 | $ 4,000.00 | $ 12,000.00 | $ 3,500.00 | $ 10,500.00 | $ 3,000.00 | $ 9,000.00 | $ 4,000.00 | $ 12,000.00 |
| 29 | INLET TYPE "B" (IF AND WHERE DIRECTED) | 1 | UNIT | $ 3,000.00 | $ 3,000.00 | $ 3,500.00 | $ 3,500.00 | $ 5,000.00 | $ 5,000.00 | $ 3,500.00 | $ 3,500.00 | $ 4,000.00 | $ 4,000.00 | $ 4,500.00 | $ 4,500.00 |
| 30 | INLET TYPE "D" (IF AND WHERE DIRECTED) | 2 | UNIT | $ 3,000.00 | $ 6,000.00 | $ 3,000.00 | $ 6,000.00 | $ 4,500.00 | $ 9,000.00 | $ 3,500.00 | $ 7,000.00 | $ 5,000.00 | $ 10,000.00 | $ 4,000.00 | $ 8,000.00 |
| 31 | RECONSTRUCT MANHOLE, INCLUDING NEW CASTING, FRAME, AND COVER | 1 | UNIT | $ 2,000.00 | $ 2,000.00 | $ 1,400.00 | $ 1,400.00 | $ 1,500.00 | $ 1,500.00 | $ 1,500.00 | $ 1,500.00 | $ 2,400.00 | $ 2,400.00 | $ 800.00 | $ 800.00 |
| 32 | RECONSTRUCT INLET TYPE "A", INCLUDING NEW CASTING, FRAME AND GRATE | 1 | UNIT | $ 2,000.00 | $ 2,000.00 | $ 1,200.00 | $ 1,200.00 | $ 2,000.00 | $ 2,000.00 | $ 1,500.00 | $ 1,500.00 | $ 2,400.00 | $ 2,400.00 | $ 2,000.00 | $ 2,000.00 |
| 33 | RECONSTRUCT INLET TYPE "B", INCLUDING NEW CASTING, FRAME, GRATE AND CURB PIECE | 9 | UNIT | $ 3,000.00 | $ 27,000.00 | $ 1,600.00 | $ 14,400.00 | $ 2,400.00 | $ 21,600.00 | $ 1,500.00 | $ 13,500.00 | $ 3,000.00 | $ 27,000.00 | $ 2,200.00 | $ 19,800.00 |
| 34 | BICYCLE SAFE GRATE (IF AND WHERE DIRECTED) | 2 | UNIT | $ 300.00 | $ 600.00 | $ 100.00 | $ 200.00 | $ 500.00 | $ 1,000.00 | $ 350.00 | $ 700.00 | $ 500.00 | $ 1,000.00 | $ 300.00 | $ 600.00 |
| 35 | CURB PIECE (IF AND WHERE DIRECTED) | 2 | UNIT | $ 300.00 | $ 600.00 | $ 100.00 | $ 200.00 | $ 500.00 | $ 1,000.00 | $ 350.00 | $ 700.00 | $ 500.00 | $ 1,000.00 | $ 400.00 | $ 800.00 |
| 36 | CLEANING DRAINAGE STRUCTURE (IF AND WHERE DIRECTED) | 13 | UNIT | $ 100.00 | $ 1,300.00 | $ 300.00 | $ 3,900.00 | $ 750.00 | $ 9,750.00 | $ 500.00 | $ 6,500.00 | $ 500.00 | $ 6,500.00 | $ 500.00 | $ 6,500.00 |
| 37 | CONCRETE SIDEWALK, 4" THICK (IF AND WHERE DIRECTED) | 550 | SY | $ 90.00 | $ 49,500.00 | $ 72.00 | $ 39,600.00 | $ 77.00 | $ 42,350.00 | $ 95.00 | $ 52,250.00 | $ 125.00 | $ 68,750.00 | $ 100.00 | $ 55,000.00 |
| 38 | CONCRETE SIDEWALK, REINFORCED, 6" THICK (IF AND WHERE DIRECTED) | 450 | SY | $ 100.00 | $ 45,000.00 | $ 81.00 | $ 36,450.00 | $ 84.00 | $ 37,800.00 | $ 100.00 | $ 45,000.00 | $ 135.00 | $ 60,750.00 | $ 102.00 | $ 45,900.00 |
| 39 | HOT MIX ASPHALT DRIVEWAY, 2" THICK (IF AND WHERE DIRECTED) | 1250 | SY | $ 45.00 | $ 56,250.00 | $ 40.00 | $ 50,000.00 | $ 60.00 | $ 75,000.00 | $ 40.00 | $ 50,000.00 | $ 55.00 | $ 68,750.00 | $ 10.00 | $ 12,500.00 |
| 40 | DETECTABLE WARNING SURFACE | 4 | UNIT | $ 300.00 | $ 1,200.00 | $ 300.00 | $ 1,200.00 | $ 250.00 | $ 1,000.00 | $ 300.00 | $ 1,200.00 | $ 300.00 | $ 1,200.00 | $ 500.00 | $ 2,000.00 |
| 41 | 9"X18" CONCRETE VERTICAL CURB | 65 | LF | $ 80.00 | $ 5,200.00 | $ 40.00 | $ 2,600.00 | $ 36.00 | $ 2,340.00 | $ 50.00 | $ 3,250.00 | $ 100.00 | $ 6,500.00 | $ 40.00 | $ 2,600.00 |
| 42 | GRANITE CURB | 3050 | LF | $ 80.00 | $ 244,000.00 | $ 40.00 | $ 122,000.00 | $ 36.00 | $ 109,800.00 | $ 45.00 | $ 137,250.00 | $ 40.00 | $ 122,000.00 | $ 40.00 | $ 122,000.00 |
| 43 | NON-VEGETATIVE SURFACE, HOT MIX ASPHALT | 5 | SY | $ 200.00 | $ 1,000.00 | $ 200.00 | $ 1,000.00 | $ 100.00 | $ 500.00 | $ 150.00 | $ 750.00 | $ 100.00 | $ 500.00 | $ 200.00 | $ 1,000.00 |

# 2025 CDBG ROAD REHABILITATION
# STANDISH AVENUE AND FREMONT STREET
## ENGINEER'S TABULATION OF BASE BIDS
### BIDS RECEIVED: JUNE 23, 2026

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 44 | BEAM GUIDE RAIL, BRIDGE | 25 | LF | $ 300.00 | $ 7,500.00 | $ 500.00 | $ 12,500.00 | $ 250.00 | $ 6,250.00 | $ 500.00 | $ 12,500.00 | $ 500.00 | $ 12,500.00 | $ 450.00 | $ 11,250.00 |
| 45 | CONTROLLED RELEASE TERMINAL (CRT) | 2 | UNIT | $ 2,000.00 | $ 4,000.00 | $ 2,000.00 | $ 4,000.00 | $ 1,500.00 | $ 3,000.00 | $ 4,200.00 | $ 8,400.00 | $ 3,000.00 | $ 6,000.00 | $ 4,000.00 | $ 8,000.00 |
| 46 | REMOVAL OF BEAM GUIDE RAIL | 25 | LF | $ 50.00 | $ 1,250.00 | $ 5.00 | $ 125.00 | $ 100.00 | $ 2,500.00 | $ 10.00 | $ 250.00 | $ 1.00 | $ 25.00 | $ 6.00 | $ 150.00 |
| 47 | TRAFFIC MARKING LINES, 4" (IF AND WHERE DIRECTED) | 350 | LF | $ 4.00 | $ 1,400.00 | $ 2.00 | $ 700.00 | $ 2.00 | $ 700.00 | $ 2.25 | $ 787.50 | $ 3.00 | $ 1,050.00 | $ 3.00 | $ 1,050.00 |
| 48 | TRAFFIC MARKING LINES, 6" (IF AND WHERE DIRECTED) | 300 | LF | $ 6.00 | $ 1,800.00 | $ 2.50 | $ 750.00 | $ 3.00 | $ 900.00 | $ 3.25 | $ 975.00 | $ 4.00 | $ 1,200.00 | $ 4.00 | $ 1,200.00 |
| 49 | TRAFFIC MARKING LINES, 8" (IF AND WHERE DIRECTED) | 70 | LF | $ 8.00 | $ 560.00 | $ 3.25 | $ 227.50 | $ 4.00 | $ 280.00 | $ 4.25 | $ 297.50 | $ 5.00 | $ 350.00 | $ 5.00 | $ 350.00 |
| 50 | TRAFFIC MARKING LINES, 12" (IF AND WHERE DIRECTED) | 60 | LF | $ 10.00 | $ 600.00 | $ 5.00 | $ 300.00 | $ 5.00 | $ 300.00 | $ 5.25 | $ 315.00 | $ 6.00 | $ 360.00 | $ 6.00 | $ 360.00 |
| 51 | TRAFFIC MARKING LINES, 24" (IF AND WHERE DIRECTED) | 60 | LF | $ 12.00 | $ 720.00 | $ 10.00 | $ 600.00 | $ 7.00 | $ 420.00 | $ 6.25 | $ 375.00 | $ 7.00 | $ 420.00 | $ 7.00 | $ 420.00 |
| 52 | TRAFFIC MARKING SYMBOLS (IF AND WHERE DIRECTED) | 325 | SF | $ 10.00 | $ 3,250.00 | $ 12.50 | $ 4,062.50 | $ 9.00 | $ 2,925.00 | $ 8.50 | $ 2,762.50 | $ 9.25 | $ 3,006.25 | $ 9.00 | $ 2,925.00 |
| 53 | REGULATORY AND WARNING SIGN | 100 | SF | $ 50.00 | $ 5,000.00 | $ 50.00 | $ 5,000.00 | $ 65.00 | $ 6,500.00 | $ 60.00 | $ 6,000.00 | $ 75.00 | $ 7,500.00 | $ 65.00 | $ 6,500.00 |
| 54 | GUIDE SIGN, TYPE GA, STEEL "U" AND SQUARE TUBE POST SUPPORTS | 16 | UNIT | $ 50.00 | $ 800.00 | $ 300.00 | $ 4,800.00 | $ 150.00 | $ 2,400.00 | $ 200.00 | $ 3,200.00 | $ 250.00 | $ 4,000.00 | $ 160.00 | $ 2,560.00 |
| 55 | RECONSTRUCT MANHOLE, SANITARY MANHOLE INCLUDING NEW CASTING, FRAME AND COVER | 18 | UNIT | $ 1,000.00 | $ 18,000.00 | $ 2,500.00 | $ 45,000.00 | $ 750.00 | $ 13,500.00 | $ 1,500.00 | $ 27,000.00 | $ 1,800.00 | $ 32,400.00 | $ 700.00 | $ 12,600.00 |
| 56 | TRIMMING EXISTING TREE, OVER 6" TO 12" DIAMETER (IF AND WHERE DIRECTED) | 3 | UNIT | $ 500.00 | $ 1,500.00 | $ 300.00 | $ 900.00 | $ 750.00 | $ 2,250.00 | $ 350.00 | $ 1,050.00 | $ 550.00 | $ 1,650.00 | $ 200.00 | $ 600.00 |
| 57 | TRIMMING EXISTING TREE, OVER 12" TO 18" DIAMETER (IF AND WHERE DIRECTED) | 1 | UNIT | $ 1,000.00 | $ 1,000.00 | $ 400.00 | $ 400.00 | $ 850.00 | $ 850.00 | $ 400.00 | $ 400.00 | $ 650.00 | $ 650.00 | $ 300.00 | $ 300.00 |
| 58 | TRIMMING EXISTING TREE, OVER 30" TO 36" DIAMETER (IF AND WHERE DIRECTED) | 1 | UNIT | $ 2,000.00 | $ 2,000.00 | $ 800.00 | $ 800.00 | $ 1,000.00 | $ 1,000.00 | $ 850.00 | $ 850.00 | $ 850.00 | $ 850.00 | $ 500.00 | $ 500.00 |
| 59 | TREE REMOVAL, OVER 12" TO 18" DIA. (IF AND WHERE DIRECTED) | 1 | UNIT | $ 1,000.00 | $ 1,000.00 | $ 1,800.00 | $ 1,800.00 | $ 1,000.00 | $ 1,000.00 | $ 1,900.00 | $ 1,900.00 | $ 2,000.00 | $ 2,000.00 | $ 1,200.00 | $ 1,200.00 |
| 60 | TOPSOILING, 4" THICK, INCLUDING FINE GRADING (IF AND WHERE DIRECTED) | 1600 | SY | $ 6.00 | $ 9,600.00 | $ 5.00 | $ 8,000.00 | $ 4.00 | $ 6,400.00 | $ 3.00 | $ 4,800.00 | $ 6.00 | $ 9,600.00 | $ 2.00 | $ 3,200.00 |
| 61 | FERTILIZING AND SEEDING, TYPE A-3 (IF AND WHERE DIRECTED) | 1600 | SY | $ 2.00 | $ 3,200.00 | $ 2.00 | $ 3,200.00 | $ 2.00 | $ 3,200.00 | $ 1.00 | $ 1,600.00 | $ 1.00 | $ 1,600.00 | $ 2.00 | $ 3,200.00 |
| 62 | SMALL DECIDUOUS TREE, 6" DIA | 6 | UNIT | $ 800.00 | $ 4,800.00 | $ 800.00 | $ 4,800.00 | $ 1,000.00 | $ 6,000.00 | $ 1,000.00 | $ 6,000.00 | $ 1,000.00 | $ 6,000.00 | $ 1,500.00 | $ 9,000.00 |
| 63 | CONTRACT ALLOWANCE | 1 | LS | $ 30,000.00 | $ 30,000.00 | $ 30,000.00 | $ 30,000.00 | $ 30,000.00 | $ 30,000.00 | $ 30,000.00 | $ 30,000.00 | $ 30,000.00 | $ 30,000.00 | $ 30,000.00 | $ 30,000.00 |
| | TOTAL BASE BID AMOUNT | | | | $ 881,281.00 | | $ 1,013,251.91 | | $ 1,066,742.42 | | $ 1,088,321.50 | | $ 1,272,327.25 | | $ 1,642,910.00 |

**181-26**
**July 7, 2026**

# RESOLUTION

**WHEREAS**, the Township of West Orange (the "Township") advertised for bids on May 26, 2026, pursuant to the New Jersey Local Public Contracts Law (N.J.S.A 40A: 11-1), for the NJDOT 2025-MA-00109 Helen Avenue, Lawrence Avenue, Florence Place and Lowell Avenue Improvements Project ; and

**WHEREAS,** on June 23, 2026, the Township did receive six bids

1. REGGIO CONSTRUCTION, INC.
   416 East Central Boulevard
   Palisades Park, N.J. 07650

2. A & J CONTRACTORS GROUP, INC.
   105 Federal Road
   Monroe Township, N.J. 08831

3. MIDWEST CONSTRUCTION, INC.
   19 Dead River Road
   Warren, N.J. 07059

4. PORTOFINO BUILDERS, INC
   69 Irwin Street
   Springfield, N.J. 07081

5. CROSSROAD PAVING COMPANY
   386 South Street
   Newark, N.J. 07105

6. GRANADA CONSTRUCTION
   147 Thomas Street
   Newark, N.J. 07105

7. CIFELLI & SON GENERAL CONSTRUCTION
   4 Coppola Street
   Nutley, Nj 07110

8. D.L.S. CONTRACTING
   36 Montesano Road
   Fairfield, N.J. 07004

9. D&L PAVING CONTRACTORS, INC.
   675 Franklin Avenue
   Nutley, N.J. 07110

; and

**WHEREAS,** the Purchasing agent reported that the successful bidder has strictly complied with the bid specifications and is the lowest responsible bidder; and

**WHEREAS,** the Township Council of the Township of West Orange has considered said bids and has further considered the recommendation of the Township Engineer as to the award of said bid; and

**WHEREAS**, The Township received a NJDOT Grant in the amount of $498,984.00 for this project, and funds for this project were appropriated in the 2025 Capital Budget.

**NOW, THEREFORE BE IT RESOLVED** by the Township Council of the Township of West Orange that the contract for the NJDOT 2025-MA-00109 Helen Avenue, Lawrence Avenue, Florence Place and Lowell Avenue Improvements Project be awarded to:

**REGGIO CONSTRUCTION, INC.**
**416 East Central Boulevard**
**Palisades Park, N.J. 07650**

in an amount not to exceed **1,384,952.50;** and

**BE IT FURTHER RESOLVED** that Certified Checks and/or Bid Bonds of all except the lowest responsible bidder be forthwith returned, and the Mayor and Township Clerk be and they hereby are respectively authorized to execute and attest a contract for the foregoing.

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

**Susan Scarpa, Council President**

**(Affix Seal)**

**Adopted: July 7, 2026**

**I hereby certify funds ae available from:**

**John C. Ditinyak, Chief Financial Officer**

**Grant Account No. 03-2915-25-0500-051**
**$498,984.00**
**Capital Account No. 03-2915-25-0500-050**
**Grant Account No. 03-2915-25-0500-051**
**$498,984.00**
**Capital Account No. 03-2915-25-0500-050**
**$810,308.50**
**Escrow Account No. 12-6730-00-0160**
**$75,660.00**

**181-26**

**PROFESSIONAL SERVICES AGREEMENT**

**AGREEMENT BETWEEN THE TOWNSHIP OF WEST ORANGE AND REGGIO CONSTRUCTION, INC, FOR THE:**

**HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT (2025-MA-00109 NJDOT MUNICIPAL AID FUNDED)**

THIS AGREEMENT, made this 7th day of July, 2026

BETWEEN: Township of West Orange
66 Main Street
West Orange, New Jersey 07052
Hereinafter Referred to as the "Township"

AND: REGGIO CONSTRUCTION, INC.
416 East Central Boulevard
Palisades Park, NJ 07650

**W I T N E S S E T H:**

**WHEREAS,** the Township recognizes the need for a Contractor to provide road reconstruction improvements services; and

**WHEREAS**, in that connection **REGGIO CONSTRUCTION, INC.** is qualified to provide said services; and

**WHEREAS**, the Township desires to engage **REGGIO CONSTRUCTION, INC.** to serve as a "Contractor" and 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; and

**WHEREAS**, on May 26, 2026, the Township issued a set of Bid Specifications for the: **HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT (2025-MA-00109 NJDOT MUNICIPAL AID FUNDED)** (the "Initial Specifications") is annexed hereto as Exhibit "A"; and

WHEREAS, the Initial Specifications set forth the scope of the work to be performed stating:

> The work included within the Base Bid generally consists of approximately 6,500 linear feet of new curb, approximately 12,000

SY of pavement milling, installation of approximately 1,700 tons of hot mix asphalt overlay, approximately 2,200 SY of concrete sidewalk, pavement markings, ADA compliant ramps, and regulatory and warning signage; all in accordance with the form of proposal, contract and specifications prepared Greenman-Pedersen, Inc. (GPI), 301 Gibraltar Drive, Suite 2A, Morris Plains, New Jersey.

and

**WHEREAS**, on June 23, 2026, Contractor submitted the lowest bid for the combined base bid and alternate bid at an amount totaling **$1,384,952.50**, a copy of Contractor's bid submission is annexed hereto as Exhibit **"B."**

**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

Contractor shall provide the services, including both the Base Bid and the Alternate Bid, set forth in the Bid Specifications pursuant to the terms, conditions, and requirements as set forth therein and annexed hereto as Exhibit **"A,"** and incorporated by reference herein.

To the extent of any inconsistency between the Contractor's Bid Submission and the Bid Specifications, the Bid Specifications shall govern as to that inconsistency over the Contractor's Bid Submission.

2. CONSIDERATION

The Township shall compensate the Contractor as follows:

**$1,384,952.50** pursuant to the Contractor's Bid Submission, annexed hereto as Exhibit **"B,"** and incorporate by reference herein.

3. PAYMENT

Payment shall be made by the Township within thirty (30) days of the receipt and approval of itemized bills and vouchers. No payments may be made in advance of services pursuant to N.J.S.A. 40A:5-16.

Contractor acknowledges and agrees that a portion of the funding for this Agreement is from grant funding from the New Jersey Department of Transportation (the "NJDOT") and that it shall comply with all requirements pertaining to the grant award from the NJDOT. In addition, Contractor agrees that is shall not act in any manner to affect the Township's eligibility for the grant award from the NJDOT.

4. NOT-TO EXCEED AMOUNT

Total compensation under this Agreement shall not exceed **$1,378,907.50** (the "Not-to-Exceed Amount") without a further written encumbrance and additional authorization by resolution of the Township Council.

5. TERM

The term of this agreement shall commence on _____, and all construction shall be completed within ninety (90) days, unless earlier terminated in accordance with the provisions set forth in Section 16, below.

6. 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.

7. 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 Contractor for the Township.

8. NO ASSIGNMENT

The Contractor 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.

9. 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.

10. 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 the Township and the Contractor.

11. 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.

12. 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.

13. OWNERSHIP OF 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 Contractor will retain such information as is necessary to maintain a complete work record. The Contractor shall not use such information or data except for the performance of the service hereunder, without the prior written permission of the Township.

14. INSURANCE

The Contractor performing work for or on behalf of the Township 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. The Township reserves the right to accept, amend or modify any of the conditions listed. The Township must be notified within three (3) days of an offense, which may result in a claim. The Contractor 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 Contractor 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 Contractor 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 $2,000,000.00 General Aggregate will be maintained in full force during the life of the contract by the Contractor. The policy will include Contractor'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 $1,000,000.00 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 Contractor.

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 Contractor.

15. INDEMNIFICATION AND HOLD HARMLESS

The Contractor performing work agrees, at its sole coast and expense, to release, indemnify, defend and satisfy all judgments, and hold harmless the Township 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 Contractor or any person employed by it. The Contractor 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.

16. TERMINATION

The Township may terminate the Agreement upon twenty (20) days written notice to the other party. Upon such termination, the Township shall pay the Contractor 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 Contractor in effecting the termination, including, but not limited to non-cancelable commitments and demobilization costs.

17. 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.

18. 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 Chief Financial Officer certifies to the availability of funds if applicable pursuant to N.J.AC. 5:30-5.4

19. FAIR AND OPEN

This Agreement has been awarded to the Contractor based on the Contractor'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.

20. PAY TO PLAY REQUIREMENT

The Contractor 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-20.8 (P.L. 2004, c.19, s.7, amended 2005, ch.51, s.15) if the Contractor received contracts in excess of $50,000 from public entities in a calendar year. It is the Contractor's responsibility to determine if filing is necessary. Additional information on this requirement is available from ELEC at 888-313-3532 or at www.elec.state.nj.us.

By executing this Agreement, the Contractor certifies that it is in compliance with N.J.S.A. 19:44A-20.26 (P.L. 2025, c.176 and J.R. 12). The Contractor further certifies that it has neither made or solicited nor will make or cause to be solicited a prohibited political contribution in violation of any applicable federal, state or local laws. Any such failure to comply shall constitute a breach of the Contract.

21. 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 5:30-5.3.

22. CONFLICT OF INTEREST

The Contractor acknowledges that the nature of the service to be performed requires that the Contractor must not have or appear to have a conflict of interest with any potentially adversarial party. The Contractor 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 Contractor 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 Contractor and the Township 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.

23. INDEPENDENT CONTRACTOR

The Contractor 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 Contractor 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 Contractor agrees to indemnify and save harmless the Township from any such contributions or taxes or liability therefore.

24. EQUAL EMPLOYMENT OPPORTUNITY

The Contractor 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 C entitled "Mandatory Equal Employment Opportunity Language."

25. STATE REQUIRED RECORD RETENTION N.J.S.A. 52:15C-14(d) and N.J.A.C. 17:44-2.2

The Contractor 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 Contractor 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, the Township and the Contractor have executed this Agreement as of the date first written above.

ATTEST: TOWNSHIP OF WEST ORANGE

_____ BY: _____
KAREN CARNEVALE, SUSAN McCARTNEY,
MUNICIPAL CLERK MAYOR

ATTEST: REGGIO CONSTRUCTION, INC.

_____ BY: _____

181-26

TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

# NJDOT MA 2025
# HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT

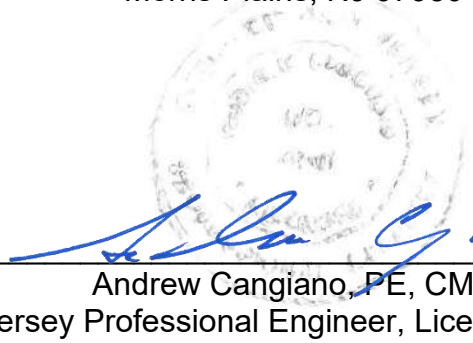
## 2025-MA-00109

CONTRACT DOCUMENTS
AND
SPECIFICATIONS

MAY 2026

PREPARED BY:

GREENMAN-PEDERSEN, INC.
301 Gibraltar Drive, Suite 2A
Morris Plains, NJ 07950



Andrew Cangiano, PE, CME
New Jersey Professional Engineer, License No. 43111

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PREVAILING WAGE RATES
SUPPLEMENTAL SPECIFICATIONS

TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

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**NJDOT MA 2025**
**HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT**

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# NOTICE TO BIDDERS

NOTICE is hereby given that sealed bids for HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT, in the Township of West Orange, Essex County, New Jersey will be received at the Township of West Orange, Township Council Chambers, 66 Main Street, West Orange, New Jersey on **TUESDAY, JUNE 23, 2026, AT 11:00 AM** prevailing time.

The work generally consists of road reconstruction improvements, approximately 6,500 LF of new curb, approximately 12,000 SY of pavement milling, installation of approximately 1,700 tons of hot mix asphalt overlay, approximately 2,200 SY of concrete sidewalk, pavement markings, ADA compliant ramps, and regulatory and warning signage; all in accordance with the form of proposal, contract and specifications prepared by Greenman-Pedersen, Inc. (GPI), 301 Gibraltar Drive, Suite 2A, Morris Plains, New Jersey.

Copies of the Plans and Specifications and other proposed Contract Documents are on file and open to public inspection at the office of the Purchasing Department, 66 Main Street, West Orange, New Jersey, and may be examined and obtained by properly qualified Contractors at this address on and after **TUESDAY, MAY 26, 2026,** between the hours of 8:30 a.m. and 4:30 p.m., Monday through Friday, excluding legal holidays, upon a non-refundable payment of $50.00. An additional $20.00 non-refundable fee will be required in advance for all prospective Bidders requesting that the bidding documents be mailed. There is no additional charge should a prospective Bidder request the documents be forwarded by FedEx or UPS (using the Bidder's own account number).

Bidders are notified that they must comply with the New Jersey Prevailing Wage Act (Chapter 150 of the Laws of 1963, as amended) and that award will not be made to any bidder whom the Commissioner of Labor and Industry does not certify.

Bids shall be submitted on the forms provided, in the manner designated therein and required by the Specifications. They must be enclosed in sealed envelopes, bearing the name and address of the bidder and the name of the project on the outside, addressed to the Township Clerk, Township of West Orange, Essex County, New Jersey, and must be accompanied by a certified check, cashier's check, or bid bond in the form provided of not less than 10% of the amount of bid. Said check or bid bond may not be less than $500 nor shall it be more than $20,000 and must be accompanied by a Consent of Surety statement in the form provided from a Surety Company stating that the Surety Company will provide the bidder with a bond for 100% of the Contract amount in the event that the Contract is awarded to the bidder. A Non-Collusion Affidavit and a Record of Recent Contract Awards must also accompany the proposal on the forms provided.

**PROPOSAL FORMS SHALL NOT BE REMOVED FROM THE FORM OF PROPOSAL. PROPOSALS MUST BE MADE UPON THE BLANK FORMS PROVIDED AND SUBMITTED IN THE BOUND BOOK, WHICH SHALL BE LEFT WHOLE AND INTACT IN EVERY RESPECT.**

Bidders must have at the time of bid, a Business Registration Certificate issued by the New Jersey Department of Treasury.

Bidders are required to comply with the requirements of NJSA 10:5-31 et seq. and NJAC 17:27 for an affirmative action program for equal employment opportunity.

If awarded a contract, your company/firm will be required to comply with the requirements of NJSA 10:5-31 et seq. and NJAC 17:27.

Bidders must also comply with the requirements of PL 1977, Chapter 33 amending the Local Public Contracts Law. Bidders must submit a statement setting forth the names and addresses of all the stockholders in the corporation or members of the partnership who own ten percent (10%) or more of its stock, or have a ten percent (10%) or greater interest in the case of partnership.

No bid may be withdrawn for sixty (60) days after the opening of bids. A Contract will be awarded to the lowest responsible bidder or all proposals will be rejected within sixty (60) days after the opening of bids.

The Mayor and Township Council of the Township of West Orange reserves the right to reject all bids, to reject unbalanced bids, and to waive any informality in any bid.

As of March 1, 2026, pursuant to the provisions of P.L. 2025, c.72, all Township of West Orange current legal notices will be published on the Township's official website for at least one week, or other time period as required by law, before transferring the publication to the Legal notice Archive. Notices shall be published at the following link: https://westorange.org/2141/Current-Legal-Notices The NJ Secretary of State will create a centralized portal linking to the public notice pages of all public entities. Once completed, the hyperlink will be shared on all Township of West Orange legal notices: https://nj.gov/state/statewide-legal-notices-list.shtml

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Panayiota Reynolds, QPA
Purchasing Agent

TOWNSHIP OF WEST ORANGE
COUNTY OF ESSEX, NEW JERSEY

**NJDOT MA 2025**
**HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT**

# INSTRUCTIONS TO BIDDERS

## 1. PROPOSALS RECEIVED

The Township of West Orange, Essex County, New Jersey (hereinafter called the OWNER), will receive proposals for the HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT, at the time and place and under the conditions stated in the NOTICE TO BIDDERS.

## 2. WORK INCLUDED

The work generally consists of road reconstruction improvements, approximately 6,500 LF of new curb, approximately 12,000 SY of pavement milling, installation of approximately 1,700 tons of hot mix asphalt overlay, approximately 2,200 SY of concrete sidewalk, pavement markings, ADA compliant ramps, and regulatory and warning signage; all in accordance with the form of proposal, contract and specifications prepared by Greenman-Pedersen, Inc. (GPI), 301 Gibraltar Drive, Suite 2A, Morris Plains, New Jersey.

## 3. PROPOSAL

Each proposal must be made upon forms contained herein. The proposal, as submitted, shall not be separated from the volume containing the other contract documents which are bound with it. The blank spaces in the proposal must be filled correctly where indicated for each and every item and the bidder must state, both in words and numerals written or printed in ink, the prices for which he proposes to do each item of the work contemplated. In case of discrepancy between the words and numerals, the words shall govern. Ditto marks are not considered writing or printing and shall not be used.

The bidder shall sign their proposal correctly. If the proposal is made by an individual, their name and post office address must be shown. If made by a firm or partnership or by a corporation, the proposal must be signed by an official of the firm, partnership or corporation authorized to sign contracts, and must also show the post office address of the firm, partnership or corporation.

Bidders are instructed to submit the following properly completed documents with their proposal: (1) a Non-Collusion Affidavit, (2) a Consent of Surety, and (3) Record of Recent Contract Awards, all on the forms contained herein. A copy of the Bidder's Business Registration Certificate must be submitted with the bid.

**Please provide one hard copy and one additional copy of your proposal which should be on an external storage device (example USB flash drive/or CD).**

**In the event the Township decides to award this contract; Contractor is herein advised that he/she will be required to attend the Council meeting at which it is scheduled to be awarded on to answer questions by the governing body at no additional charge to the**

**Township.**

4. BUSINESS REGISTRATION CERTIFICATE

Chapter 57, PL 2004 requires that all business organizations (except non-profit entities and other government agencies) that do business with a public entity must provide a copy of its Business Registration Certificate issued by the New Jersey Department of the Treasury (Division of Revenue) prior to the issuance of a contract and/or purchase order. A business registration form may be obtained by calling the New Jersey Department of the Treasury at 609-292-0252 or online at www.nj.gov/treasury/revenue/taxreg.htm. The Business Registration Certificate does not need to be submitted with the bid, but must be valid at the time of opening.

5. CONTRACTOR REGISTRATION

The Public Works Contractor Registration Act, NJSA 34:11-56.48 et seq., which became effective on April 11, 2000, provides generally that no contractors or subcontractors shall bid on or engage in any public work contract (or part thereof) for the construction, reconstruction, demolition, alteration, repair or maintenance of a public building regularly open to or used by the general public unless they are registered with the Commissioner of Labor of the State of New Jersey. **The Contractor Registration Certificate does not need to be submitted with the bid, but must be valid at the time of opening.**

Registration application forms and copies of the Public Works Contractor Registration Act may be obtained by contacting:

Contractor Registration Unit
New Jersey Department of Labor
Division of Wage & Hour Compliance
P.O. Box 389
Trenton, New Jersey 08625-0389
Telephone: 609-292-9464
Fax: 609-633-8591
E-mail: contreg@dol.state.nj.us

6. IRREGULAR PROPOSALS

Proposals may be rejected if they show any omissions, alterations of form, additions not called for, conditional or alternate bids, or irregularities of any kind. Bids which are considered to be unbalanced or unreasonable as to the amount bid for any lump sum or unit price item may be rejected. The Owner reserves the right to waive any informality in proposals as submitted.

7. COMPETENCY OF BIDDERS

Bidders shall be experienced in the kind of work to be performed and shall have the necessary equipment therefore and sufficient capital to properly execute the work within the time allowed.

8. CERTIFIED CHECK, CASHIER'S CHECK OR BID BOND

Each bid must be accompanied by a certified check, cashier's check, or bid bond in the sum of ten percent (10%) of the amount of the bid, satisfactory to and payable to the order of the Owner. The certified check, cashier's check or bid bond submitted by the bidder to whom a contract is awarded shall be retained until a contract is executed and the required performance bond furnished. Certified checks, cashier's checks, or bid bonds submitted by other bidders shall be returned within three (3) business days after the award of the contract.

In the event that the Owner shall reject all bids or shall not award a contract within sixty (60) days after the opening of bids, all certified checks, cashier's checks and bid bonds shall be returned within three (3) days after such rejection or the expiration of such period, as the case may be.

9. PERFORMANCE AND MAINTENANCE BOND

The successful bidder at the time of the execution of the Contract must deposit with the Owner a surety company bond for the satisfactory completion of the work in an amount equal to the amount of the contract award. The form of the bond and the surety shall be acceptable to the Owner. Surety companies shall be only those authorized to transact business in New Jersey.

Prior to the payment of the final estimate, the Contractor shall furnish a certificate from their surety stating that the performance bond covers the one-year defective workmanship and materials guarantee period or if it does not, the Contractor shall provide a separate Maintenance Bond. The Maintenance Bond shall include the following: "In case of default under this obligation, it is understood that the Owner has the option of taking the cash or of having the Surety do the work."

10. EXECUTION OF CONTRACT

The party to whom Contract is awarded or their authorized representative will be required to execute the Contract within ten (10) business days from the date of Notice of Award, and, in case of their failure or neglect to do so, the Owner may, at its option, determine that the bidder has abandoned the Contract, and thereupon the proposal and acceptance shall be null and void, and the security accompanying the proposal shall be forfeited to the Owner.

11. CONTRACTOR'S INSURANCE

The Contractor shall secure and maintain such insurance from insurance company authorized to write casualty insurance in the State as will protect themself, their subcontractors, and the Owner from claims for bodily injury, death or property damage which may arise from operations under this Contract. The Contractor shall not commence work under this Contract until they have obtained all insurance required under this section and until he has filed a certificate of insurance with the Owner prior to award of bid. Each insurance policy shall contain a clause providing that it shall not be canceled by the insurance company without ten (10) days written notice to the Owner of intention to cancel. An endorsement showing the Township of West Orange to be additionally insured shall be included in all policies as follows: "The Township of West Orange, its officers, agents, servants, and employees as their interest may appear are covered by this policy". All parties to the Contract must be named in the Certificate of Insurance as additional insured/co-insured. The amounts of such insurance shall not be less than the following:

a) Workmen's Compensation and Employer's Liability Insurance shall be secured and maintained as required by the State.

b) Public Liability, Bodily and Property Damage:

| | | |
|---|---|---|
| 1. | Injury or death | $1,000,000 occurrence/<br>$2,000,000 aggregate |
| 2. | Property Damage | $ 250,000 occurrence/<br>$ 500,000 aggregate |
| 3. | Fire and Extended Coverage | Equal to bid price |

c) Automobile and Truck Public Liability

Bodily Injury and Property Damage:

| | | |
|---|---|---|
| 1. | Injury or death | $1,000,000 occurrence/<br>$2,000,000 aggregate |
| 2. | Property Damage | $ 250,000 occurrence/<br>$ 500,000 aggregate |

d) Contractors General Liability including completed operations — $1,000,000 occurrence/ $2,000,000 aggregate

Approval of the insurance by the Owner shall not relieve or decrease the liability of the Contractor.

12. RESPONSIBILITY OF CONTRACTOR

Attention here is particularly directed to the provisions of the Contract and Specifications whereby the Contractor shall be responsible for any loss or damage that may happen to the work or any part thereof during its progress; and also whereby the Contractor shall make good any defects or faults that may occur within one (1) year after its completion and acceptance. He shall indemnify and save harmless the Owner from any damages or costs to which it may be put by reason of injury to the person or property of another resulting from negligence or carelessness in the performance of the work under this Contract.

13. FAMILIARITY WITH THE WORK

Bidders are advised to carefully examine all Contract Drawings and Specifications and to make a thorough investigation of conditions at the location of the proposed work. It is the obligation of the bidder to ascertain for themself all the facts concerning conditions to be found at the location of the project, including all physical characteristics above, on and below the surface of the ground; to consider fully these and all other matters which can, in any way, affect the work under this Contract and to make necessary investigations relating thereto, and he agrees to this obligation in signing the Contract. The Owner assumes no responsibility whatsoever with respect to ascertaining for the Contractor such facts concerning physical characteristics at the site of the project. The Contractor agrees that they will make no claim for, and has no right to, additional payment or extension of time for completion of the work or any other concessions because of any misinterpretation or misunderstanding on their part of this Contract or because of any failure on their part to fully acquaint themself with all conditions relating to the work.

In the event that any easements or rights-of-way are necessary for the performance of the Contract, the bidder shall be responsible for ascertaining the status of any such easement or right-of-way acquisition and the bidder shall examine the provisions of agreements between the Township and property owners that may relate to their bid or to the work to be performed. Copies of the aforesaid documents and information regarding the status of easement and right-of-way acquisition are available at the office of the Township Engineer. The Contractor shall also confer with the Township Engineer in the above-mentioned matters immediately after award of the Contract and at such other times thereafter as may be necessary or advisable. The Contractor shall be governed by the provisions of easement, right-of-way and other agreements between the Township and property owners. The Contractor shall make no claim for additional compensation or for damages on account of delays or necessary alterations in the procedure of their work that may be caused by delays in the acquisition of any easement or right-of-way.

14. INTERPRETATIONS

If any person contemplating submitting bids for the proposed work is in doubt as to the true

meaning of any part of these proposed contract documents, he may submit to the Purchasing Agent, Panayiota Reynolds, QPA, a written request for an interpretation thereof. Any interpretation of such document will be made only in writing and copy of each interpretation will be mailed or delivered to each person receiving a set of said documents. The Owner will not be

responsible for any other explanations or interpretations of such documents which anyone presumes to make on behalf of the Owner before expiration of the time set for the receipt of bids.

15. RIGHT TO REJECT

The Township of West Orange reserves the right to reject any bids in accordance with the reasons set forth in 40A:11-13.2 and or reject all bids at its discretion.

16. NONDISCRIMINATION IN EMPLOYMENT

Contracts for work under this proposal will obligate the contractors and subcontractors not to discriminate in employment practices and specifically to comply with the provisions of Chapter 127 of the Laws of 1975, effective July 23, 1975. Successful bidders must be prepared to comply in all respects with the contract provisions regarding nondiscrimination, a copy of which is set forth in the General Conditions of Contract. In the event that the Owner shall award a contract for the proposed construction, such award shall be made conditioned upon the subsequent approval by the State Treasurer of an affirmative action program as submitted by the successful bidder in accordance with Chapter 127. The Contractor is also obliged to comply with PL 1934, c. 34, s. 9.2.

17. AFFIRMATIVE ACTION PLAN REQUIREMENTS

This Contract is subject to the provisions of Chapter 127 of the New Jersey Public Laws of 1975 and Regulations promulgated thereunder as NJAC 17:27-1 et seq. with respect to Affirmative Action Plans for employment opportunity. Detailed provisions are set forth in Sec. 26 - AFFIRMATIVE ACTION PROVISIONS of the General Conditions of Contract.

18. NEW JERSEY PREVAILING WAGE ACT REQUIREMENTS

The New Jersey Prevailing Wage Act, Chapter 150 of the Laws of 1963 as amended by Chapter 64 of the Laws of 1974, applies to this Contract. Accordingly, the Contract must set forth the prevailing wage rate in the locality of the Owner for each craft or trade or classification of all workers needed to perform the Contract during its performance period. The Owner has ascertained from the Commissioner of Labor and Industry of the State of New Jersey the prevailing wages in the locality of the Owner which shall be paid by the Contractor to workers employed in the performance of the Contract, and a copy of such prevailing wages shall be incorporated in the Contract and binding on the Contractor. In the event that any such prevailing wage is increased prior to the award of the Contract, then the increased prevailing wage or wages shall apply and supersede those issued as of an earlier date.

In accordance with the New Jersey Prevailing Wage Act, the Contractor and any subcontractor shall pay to workers wages which are not less than the prevailing wages set forth for the locality of the owner and made a part of the Contract.

19. INELIGIBLE BIDDERS

Prior to the awarding of a Contract for the project, the Owner is required by law to obtain from

the Commissioner of Labor and Industry the names of contractors and subcontractors who have failed to pay the prevailing wages. The Contract will not be awarded to any bidder whose name appears on such list unless a period of three (3) years has elapsed since the date of the listing of the bidder by the Commissioner. The aforesaid ineligibility shall extend to and include any bidder in which any person, firm, corporation, or partnership, which has been listed by the Commissioner within the last three (3) years, has an interest.

20. NON-COLLUSION AFFIDAVIT

As noted under No. 3, PROPOSAL, above, the bidder shall accompany their proposal with a Non-Collusion Affidavit certifying that the bid has been arrived at independently and without collusion with any other bidder. Further, that no persons or agency has been employed to solicit such bid except as provided under NJSA 52:34-15.

This affidavit will be completed on the form provided and shall be signed and notarized as required.

21. CONSENT OF SURETY

Each bid must be accompanied by a Consent of Surety furnished by a surety company authorized to do business in the State of New Jersey to the effect that a performance bond in the form annexed hereto will be furnished to the Owner in the full amount of the Contract in the event that a contract is awarded to the bidder.

The Consent of Surety shall be completed on the form provided and shall be executed and attested to as required.

22. STATEMENT OF BIDDER'S RESPONSIBILITY

Every bid shall be accompanied by a statement of bidder's responsibility on the form provided covering the experience of the bidder in the performance of similar work as well as the bidder's financial responsibility. Bidders shall be experienced in the satisfactory performance of work of the nature and extent to be performed under the contract and shall have sufficient capital to properly execute the work within the time allowed, as well as sufficient equipment therefore.

23. BASIS FOR COMPARING BIDS

Comparison of bids will be made on the basis of lump sum price or on the basis of the total for the various items as shown in the Proposal.

Whenever alternate bids are requested, the Owner reserves the right to select the nature and type of construction deemed by it to be most advantageous to its interests.

Whenever estimated quantities are shown in the Proposal, such estimated quantities are not to be considered by bidders as actual quantities required to complete the work, since such estimated quantities are included solely to serve as a basis for the comparison of bids.

24. EXECUTION OF CONTRACT; DAMAGES FOR FAILURE

A bidder to whom the Contract is awarded shall execute and deliver the Contract within ten (10) days after the Contract is presented to the bidder for execution. If the bidder shall fail to do so, the bidder shall be deemed to have abandoned the Contract and thereupon the proposal and its acceptance may be declared null and void by the Owner and the amount of the certified check or cashier's check or bid bond accompanying the bid as bid security shall be due and payable

to the Owner as liquidated damages, provided, however, that such damages shall not exceed the difference between the amount bid and the amount which the Owner may be obligated to pay to the person to whom the Contract may afterwards be awarded, the amount in each case to be determined by the bids. The items as set forth in the proposal forms in some cases included work not shown in the title of the item and in other cases the item refers to work that is specifically ordered by the Engineer although similar work may be required under the terms of the Contract to be performed as part of another item and paid for under the price bid for that item. The attention of the Contractor is specifically called to that section of this Contract that described the subdivision of work for Payment, and the Contractor shall understand that any work performed under the terms of this Contract, and that is not classified as Extra Work by the Engineer, shall be paid for solely and wholly by these terms.

25. CONSTRUCTION ACCESS

The Contractor is herein advised that during construction traffic should be maintain unless otherwise authorized by the Township. The Contractor will be required to coordinate traffic safety provisions with the Township of West Orange Police Department prior to construction. The Contractor shall provide a Traffic Plan to the West Orange Traffic Bureau of the Police Department for review and approval and **the cost of same shall be included in the bid items requiring the same**.

During construction operations, the Contractor may utilize the local Police Department to provide assistance in maintenance and protection of traffic. The inclusion of local police does not relieve the Contractor of its duties with regard to traffic control in the project. The contractor shall be fully responsible for the set-up and maintenance of the Traffic Control Patterns (TCP) except as required by Local and State law or as specifically set forth in the contract. The use of police in the providing of traffic safety services is supplemental to the TCP and their presence shall not relieve the Contractor of its responsibility to maintain the TCP and safety on the Project.

Accordingly, the contractor shall be responsible to provide routine sweeping, maintenance, and restoration of the access road, especially as it relates to the tracking of mud and/or soil onto the access roads, and shall allow for the passage of public traffic at all times during the performance of the work. At a minimum, all access roadways shall be swept once a week.

26. NOTICE OF CONSTRUCTION

The contractor shall provide a minimum of 72 hours notice to the Township and the Engineer prior to the start of construction and prior to changes that affect existing traffic patterns and high school access.

27. SPECIAL SITE CONDITIONS

This project is partially funded by NJDOT and it is the intention of the Township to have the HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECTconstruction completed by **December 31, 2026**. Accordingly, special care shall be exercised to provide adequate safety to the general public at all times.

## 28. TRAFFIC CONTROL & STAGING/SCHEDULING

i) Detouring of traffic shall not be permitted without permission from the relevant governing authority (i.e. county, state, municipality and the Township of West Orange Police Department). Other affected services must also be notified such as fire and rescue squad, school, etc. All affected services must be given sufficient notice of any proposed detours disturbances, work schedule and/or road closures.

ii) Reference is made to the publication "Manual on Uniform Traffic Control Devices for Streets and Highways" by the U.S. Department of Transportation, Federal Highway Administration, Washington D.C. 11th Edition (MUTCD 2023).

iii) Traffic control shall be the sole responsibility of the contractor. The Contractor is responsible to schedule uniformed police traffic directors using the Department's third party scheduling service, Extra Duty Solutions. The contact information for Extra Duty Solutions is provided below:

Extra Duty Solutions
West Orange PD NJ
p: (973) 568-8838
w: extradutysolutions.com

iv) Should the Contractor fail to complete the job within the timeframe established in the contract, the Contractor shall be responsible to pay for any additional uniformed police traffic control directors needed beyond the contract time. The cost for this item if needed, will be paid directly by the Contractor. It is the requirement of the Contractor to contact the police department to obtain the costs prior to commencing work beyond the stipulated time of completion.

**It is the Contractor's sole responsibility to make payments to Extra Duty solutions on time as the police hours invoices are received. Contractor is herein advised that proof of paid invoices is to be submitted for reimbursement at the time of payment(s) request.**

v) The Contractor is responsible for coordinating all work with the Township Police Department.

vi) During non-working hours, trenches shall not be left open and contractor's equipment shall not be parked in the roadway, driveways or the sidewalk area or any other area which will obstruct vehicular or pedestrian traffic.

vii) At all times the Contractor shall maintain access to all businesses and residences within the project limits. The Contractor shall coordinate with the property owners and/or tenants to ensure vehicles are not stranded in driveways or parking lots while aprons are being poured and curing.

viii) While Uniformed Officers are not anticipated, the Contractor is still responsible to coordinate all work with the West Orange Police Department.

29. **PUBLIC WORK CERTIFIED PAYROLL RECORD SUBMIT ONLINE STARTS AUG. 15, 2024**

**The New Jersey Department of Labor announced that Public Works Contractors are required to report certified payroll records online, via New Jersey Wage Hub starting August 15, 2024. All registered public works contractors are required to create a NJ Wage Hub account prior to August 15, 2024.**

TOWNSHIP OF WEST ORANGE
(Owner)

_____
Township Engineer

CONSULTING ENGINEERS
Greenman-Pedersen, Inc.
301 Gibraltar Drive, Suite 2A
Morris Plains, NJ 07950
(973) 377-8500

PROPOSAL AND SCHEDULE OF BIDS

BID DOCUMENT SUBMISSION CHECKLIST - TOWNSHIP OF WEST ORANGE

**NJDOT MA 2025**
**HELEN AVE., LAWRENCE AVE., FLORENCE PL,**
**AND LOWELL AVE. IMPROVEMENT PROJECT**
*(Name of Construction/Public Works Project)* *(Project Or Bid Number)*

**A. Failure to submit the following documents is a mandatory cause for the bid to be rejected. (NJSA 40A:11-23.2)**

| Required With Submission of Bid (Owner's checkmarks) | | Initial Each Item Submitted With Bid (Bidder's initials) |
|---|---|---|
| X | • Bid guarantee as required, by NJSA 40A: 11-21 | |
| X | • Certificate from a surety company, pursuant to NJSA 40A: 11-22 | |
| X | • Statement of corporate ownership, pursuant to NJSA 52:25-24.2 | |
| X | • Listing of Subcontractors as required by NJSA 40A: 11- 16 | |
| X | • If applicable, Bidder's acknowledgment of receipt of any notice(s) or re-vision(s) or addenda to an advertisement, specifications or bid document(s) | |

**B. Failure to submit the following documents may be a cause for the bid to be rejected. (NJSA 40A: 11-23.1b.)**

| Required with Submission of Bid (Owner's checkmarks) | | Initial Each Item Submitted with Bid (Bidder's initials) | | Required with Submission of Bid (Owner's checkmark) | | Initial Each Item Submitted with Bid (Bidder's initials) |
|---|---|---|---|---|---|---|
| | A Certified Financial Statement prepared within the last 12 months | | | | Consent of surety as to maintenance bond as required by NJSA 40: 11 - 16.3b | |
| | Consent of Surety as to a Labor and Material Payment Bond | | | X | Submission of a Non-Collusion Affidavit (this form must be notarized) | |
| | Statement of compliance with NJSA 45: 14C-2(h) (licensed master plumber) | | | X | Certification of Bidder showing that Bidder owns, leases, or controls any necessary equipment | |
| X | Affirmative Action Program Information | | | X | Qualification Questionnaire | |
| | Disclosure of Political Contributions | | | X | Disclosure of Investment Activities in Iran | |
| X | Business Registration Certificate | | | X | Certificate of Registration required if this is a "Public Work" project as defined in the Public Work Contractor Registration Act (PL 1999,C.238) | |
| X | Business Registration Certificate for all subcontractors | | | X | Certificate of Registration required if this is a "Public Work" project as defined in the Public Work Contractor Registration Act (PL 1999,C.238) for all subcontractors | |
| X | Statement of Non-Debarment for Federal Government Contracts | | | X | Certification of Non-Involvement in Prohibited Activities in Russia or Belarus | |
| | Lowest Bidder Prevailing Wage Certification | | | X | SAM Number, Cage Code Number and DUNS Numbers | |
| X | Certificate of Insurance - All parties to the Contract must be named as additional insured/co-insured | | | X | Americans with Disabilities Act of 1990 Acknowledgement | |

**C. SIGNATURE: The undersigned hereby acknowledges and has submitted the above listed requirements.**

Name of Bidder: _____

By Authorized Representative:

Signature: _____

Print Name and Title: _____

Date: _____

**THIS FORM MUST BE EXECUTED BY THE BIDDER (ALL ITEMS MUST BE COMPLETED IN INK.)**

# TOWNSHIP OF WEST ORANGE

## ACKNOWLEDGMENT OF RECEIPT OF ADDENDA

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

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

☐ No addenda were received. (Please check off if no addenda received)

Acknowledged for:_____
(Company Name)

By:_____
(Signature of Authorized Representative)

Name: _____
(Print)

Title: _____

Date: _____

TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

**NJDOT MA 2025**
**HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT**

SCHEDULE OF PRICES

## BASE BID

ITEM 1 PERFORMANCE BOND AND PAYMENT BOND

1 DOLL @ $ _____ Per DOLL $ _____

Write UNIT Price for Item 1 in Words and Numbers

ITEM 2 MOBILIZATION

1 LS @ $ _____ Per LS $ _____

Write LUMP SUM Price for Item 2 in Words and Numbers

ITEM 3 INLET FILTER TYPE 1

100 SF @ $ _____ Per SF $ _____

Write UNIT Price for Item 3 in Words and Numbers

ITEM 4 BREAKAWAY BARRICADE

10 UNIT @ $ _____ Per UNIT $ _____

Write UNIT Price for Item 4 in Words and Numbers

ITEM 5 DRUM

30 UNIT @ $ _____ Per UNIT $ _____

Write UNIT Price for Item 5 in Words and Numbers

ITEM 6 TRAFFIC CONE

50 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 6 in Words and Numbers

ITEM 7 CONSTRUCTION SIGNS

300 SF @ $ _____ Per SF $ _____

_____
Write UNIT Price for Item 7 in Words and Numbers

ITEM 8 POLICE TRAFFIC DIRECTORS

1 LS @ $ 250,000.00 Per LS $ 250,000.00

TWO HUNDRED FIFTY THOUSAND DOLLARS AND ZERO CENTS
Write LUMP SUM Price for Item 8 in Words and Numbers

ITEM 9 FUEL PRICE ADJUSTMENT

5000 DOLL @ $ 1.00 Per DOLL $ 5,000.00

ONE DOLLAR AND ZERO CENTS
Write UNIT Price for Item 9 in Words and Numbers

ITEM 10 ASPHALT PRICE ADJUSTMENT

15000 DOLL @ $ 1.00 Per DOLL $ 15,000.00

ONE DOLLAR AND ZERO CENTS
Write UNIT Price for Item 10 in Words and Numbers

ITEM 11 CLEARING SITE

1 LS @ $ _____ Per LS $ _____

_____
Write LUMP SUM Price for Item 11 in Words and Numbers

ITEM 12 EXCAVATION, TEST PIT (IF & WHERE DIRECTED)

20 CY @ $ _____ Per CY $ _____

_____
Write UNIT Price for Item 12 in Words and Numbers

ITEM 13 ROCK EXCAVATION, UNCLASSIFIED (IF & WHERE DIRECTED)

100 CY @ $ _____ Per CY $ _____

_____
Write UNIT Price for Item 13 in Words and Numbers

ITEM 14 EXCAVATION, BASE REPAIR, 12" DEEP

260 CY @ $ _____ Per CY $ _____

_____
Write UNIT Price for Item 14 in Words and Numbers

ITEM 15 SELECT FILL (IF AND WHERE DIRECTED)

250 CY @ $ _____ Per CY $ _____

_____
Write UNIT Price for Item 15 in Words and Numbers

ITEM 16 DENSE-GRADED AGGREGATE BASE COURSE, 6" THICK

735 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item 16 in Words and Numbers

ITEM 17 HMA MILLING, 3" OR LESS

11150 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item 17 in Words and Numbers

ITEM 18 HOT MIX ASPHALT 12.5 M 64 SURFACE COURSE

1630 TON @ $ _____ Per TON $ _____

_____
Write UNIT Price for Item 18 in Words and Numbers

ITEM 19 HOT MIX ASPHALT 19 M 64 BASE COURSE

205 TON @ $ _____ Per TON $ _____

_____
Write UNIT Price for Item 19 in Words and Numbers

ITEM 20 UNDERDRAIN, 6" PERFORATED HIGH DENSITY POLYETHYLENE PIPE

160 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item 20 in Words and Numbers

ITEM 21 6" POLYVINYL CHLORIDE PIPE

60 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item 21 in Words and Numbers

ITEM 22 CURB DRAIN CONNECTION, INCLUDING CLEANOUT

10 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 22 in Words and Numbers

ITEM 23 15" REINFORCED CONCRETE PIPE, CLASS V

450 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item 23 in Words and Numbers

ITEM 24 INLET, TYPE A (IF & WHERE DIRECTED)

1 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 24 in Words and Numbers

ITEM 25 INLET, TYPE B (IF & WHERE DIRECTED)

1 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 25 in Words and Numbers

ITEM 26 INLET, TYPE D

4 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 26 in Words and Numbers

ITEM 27 RECONSTRUCTED MANHOLE, USING NEW CASTING

3 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 27 in Words and Numbers

ITEM 28 PARGING MANHOLE (FULL DEPTH OF WALLS)
(IF AND WHERE DIRECTED)

21 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 28 in Words and Numbers

ITEM 29 RESET EXISTING CASTING (IF AND WHERE DIRECTED)

21 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 29 in Words and Numbers

ITEM 30 RECONSTRUCTED INLET, TYPE A, USING EXISTING CASTING
(IF & WHERE DIRECTED)

1 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 30 in Words and Numbers

ITEM 31 RECONSTRUCTED INLET, TYPE B, USING EXISTING CASTING
(IF & WHERE DIRECTED)

1 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 31 in Words and Numbers

ITEM 32 RECONSTRUCTED INLET, TYPE D, USING EXISTING CASTING

9 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 32 in Words and Numbers

ITEM 33 RECONSTRUCTED INLET, TYPE A, USING NEW CASTING

2 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 33 in Words and Numbers

ITEM 34 RECONSTRUCTED INLET, TYPE B, USING NEW CASTING

2 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 34 in Words and Numbers

ITEM 35 RECONSTRUCTED INLET, TYPE D, USING NEW CASTING

8 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 35 in Words and Numbers

ITEM 36 BICYCLE SAFE GRATE

12 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 36 in Words and Numbers

ITEM 37 CURB PIECE

10 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 37 in Words and Numbers

ITEM 38 CLEANING DRAINAGE STRUCTURE

21 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 38 in Words and Numbers

ITEM 39 CONCRETE SIDEWALK, 4" THICK

1615 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item 39 in Words and Numbers

ITEM 40 CONCRETE SIDEWALK, REINFORCED 6" THICK

600 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item 40 in Words and Numbers

ITEM 41 HOT MIX ASPHALT DRIVEWAY, 2" THICK

410 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item 41 in Words and Numbers

ITEM 42 DETECTABLE WARNING SURFACE

7 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item 42 in Words and Numbers

ITEM 43 RESET PAVERS

75 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item 43 in Words and Numbers

ITEM 44 9"X18" CONCRETE VERTICAL CURB

65 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item 44 in Words and Numbers

ITEM 45 GRANITE BLOCK CURB

6028 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item 45 in Words and Numbers

ITEM 46 TRAFFIC MARKING LINES, 4"

700 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item 46 in Words and Numbers

ITEM 47 TRAFFIC MARKING LINES, 6" (IF & WHERE DIRECTED)

500 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item 47 in Words and Numbers

ITEM 48 TRAFFIC MARKING LINES, 8"

300 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item 48 in Words and Numbers

ITEM 49 TRAFFIC MARKING LINES, 12" (IF & WHERE DIRECTED)

100 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item 49 in Words and Numbers

ITEM 50 TRAFFIC MARKING LINES, 24"

105 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item 50 in Words and Numbers

ITEM 51 TRAFFIC MARKINGS SYMBOLS (IF & WHERE DIRECTED)

100 SF @ $ _____ Per SF $ _____

_____
Write UNIT Price for Item 51 in Words and Numbers

ITEM 52 REGULATORY AND WARNING SIGN

129.75 SF @ $ _____ Per SF $ _____

_____
Write UNIT Price for Item 52 in Words and Numbers

ITEM 53 GUIDE SIGN, TYPE GA, STEEL "U" AND SQUARE TUBE POST SUPPORTS

28 SF @ $ _____ Per SF $ _____

_____
Write UNIT Price for Item 53 in Words and Numbers

ITEM 54 RECONSTRUCTED MANHOLE, SANITARY SEWER, USING EXISTING CASTING

1 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 54 in Words and Numbers

ITEM 55 RECONSTRUCTED MANHOLE, SANITARY SEWER, USING NEW CASTING

18 UNIT @ $ _____ Per UNIT $ _____

_____

Write UNIT Price for Item 55 in Words and Numbers

ITEM 56 STUMP REMOVAL (IF AND WHERE DIRECTED)

5 UNIT @ $ _____ Per UNIT $ _____

_____

Write UNIT Price for Item 56 in Words and Numbers

ITEM 57 TREE REMOVAL, OVER 6" TO 12" DIAMETER (IF & WHERE DIRECTED)

2 UNIT @ $ _____ Per UNIT $ _____

_____

Write UNIT Price for Item 57 in Words and Numbers

ITEM 58 TREE REMOVAL, OVER 12" TO 18" DIAMETER

3 UNIT @ $ _____ Per UNIT $ _____

_____

Write UNIT Price for Item 58 in Words and Numbers

ITEM 59 TREE REMOVAL, OVER 18" TO 24" DIAMETER (IF & WHERE DIRECTED)

1 UNIT @ $ _____ Per UNIT $ _____

_____

Write UNIT Price for Item 59 in Words and Numbers

ITEM 60 TREE REMOVAL, OVER 24" TO 30" DIAMETER (IF & WHERE DIRECTED)

1 UNIT @ $ _____ Per UNIT $ _____

_____

Write UNIT Price for Item 60 in Words and Numbers

ITEM 61 TREE REMOVAL, OVER 30" TO 36" DIAMETER (IF & WHERE DIRECTED)

1 UNIT @ $ _____ Per UNIT $ _____

_____

Write UNIT Price for Item A61 in Words and Numbers

ITEM 62 TREE REMOVAL, OVER 36" DIAMETER (IF & WHERE DIRECTED)

1 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 62 in Words and Numbers

ITEM 63 SMALL DECIDUOUS TREE, 2.0-2.5" CAL., B&B

50 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item 63 in Words and Numbers

ITEM 64 CONTRACT ALLOWANCE

1 LS @ $ 50,000.00 Per LS $ 50,000.00

FIFTY THOUSAND DOLLARS AND ZERO CENTS
Write LUMP SUM Price for Item 64 in Words and Numbers

**TOTAL BASE BID (Items 1 – 64)** $ _____

_____
(Write Total Base Bid in Words)

# ALTERNATE BID 'A'

ITEM A1 HMA MILLING, 3" OR LESS

565 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item A1 in Words and Numbers

ITEM A2 HOT MIX ASPHALT 12.5M64 SURFACE COURSE

75 TON @ $ _____ Per TON $ _____

_____
Write UNIT Price for Item A2 in Words and Numbers

ITEM A3 RECONSTRUCTED MANHOLE, USING NEW CASTING

1 UNIT @ $ _____ Per UNIT $ _____

_____

Write UNIT Price for Item A3 in Words and Numbers

ITEM A4 PARGING MANHOLE (FULL DEPTH OF WALLS)
(IF AND WHERE DIRECTED)

2 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item A4 in Words and Numbers

ITEM A5 RESET EXISTING CASTING (IF AND WHERE DIRECTED)

4 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item A5 in Words and Numbers

ITEM A6 RECONSTRUCTED INLET, TYPE B, USING NEW CASTING

2 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item A6 in Words and Numbers

ITEM A7 RECONSTRUCTED INLET, TYPE D, USING NEW CASTING

1 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item A7 in Words and Numbers

ITEM A8 BICYCLE SAFE GRATE

3 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item A8 in Words and Numbers

ITEM A9 CURB PIECE

3 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item A9 in Words and Numbers

ITEM A10 CLEANING DRAINAGE STRUCTURE

4 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item A10 in Words and Numbers

ITEM A11 CONCRETE SIDEWALK, 4" THICK

40 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item A11 in Words and Numbers

ITEM A12 HOT MIX ASPHALT DRIVEWAY, 2" THICK

67 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item A12 in Words and Numbers

ITEM A13 DETECTABLE WARNING SURFACE

2 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item A13 in Words and Numbers

ITEM A14 RESET PAVERS

22 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item A14 in Words and Numbers

ITEM A15 9"X18" CONCRETE VERTICAL CURB

14 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item A15 in Words and Numbers

ITEM A16 GRANITE CURB

445 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item A16 in Words and Numbers

ITEM A17 TRAFFIC MARKING LINES, 8"

70 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item A17 in Words and Numbers

ITEM A18 TRAFFIC MARKING LINES, 24"

30 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item A18 in Words and Numbers

ITEM A19 REGULATORY AND WARNING SIGN

12.5 SF @ $ _____ Per SF $ _____

_____
Write UNIT Price for Item A19 in Words and Numbers

ITEM A20 GUIDE SIGN, TYPE GA, STEEL "U" AND SQUARE TUBE POST SUPPORTS

4 SF @ $ _____ Per SF $ _____

_____
Write UNIT Price for Item A20 in Words and Numbers

ITEM A21 RECONSTRUCTED MANHOLE, SANITARY SEWER, USING NEW CASTING

1 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item A21 in Words and Numbers

ITEM A22 TREE REMOVAL, OVER 6" TO 12" DIAMETER

1 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item A22 in Words and Numbers

**TOTAL ALTERNATE BID (Items A1 – A22)**

$ _____

_____
(Write Total Alternate Bid in Words)

# ALTERNATE BID 'B'

ITEM B1 EXCAVATION, BASE REPAIR, 12" DEEP

45 CY @ $ _____ Per CY $ _____

_____
Write UNIT Price for Item B1 in Words and Numbers

ITEM B2 HMA MILLING, 3" OR LESS

540 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item B2 in Words and Numbers

ITEM B3 HOT MIX ASPHALT 12.5M64 SURFACE COURSE

67 TON @ $ _____ Per TON $ _____

_____
Write UNIT Price for Item B3 in Words and Numbers

ITEM B4 INLET, TYPE D

2 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item B4 in Words and Numbers

ITEM B5 RECONSTRUCTED MANHOLE, USING NEW CASTING

1 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item B5 in Words and Numbers

ITEM B6 PARGING MANHOLE (FULL DEPTH OF WALLS)
(IF AND WHERE DIRECTED)

2 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item B6 in Words and Numbers

ITEM B7 RESET EXISTING CASTING (IF AND WHERE DIRECTED)

4 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item B7 in Words and Numbers

ITEM B8 RECONSTRUCTED INLET, TYPE B, USING NEW CASTING

1 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item B8 in Words and Numbers

ITEM B9 INLET CONVERTED TO MANHOLE

2 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item B9 in Words and Numbers

ITEM B10 BICYCLE SAFE GRATE

2 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item B10 in Words and Numbers

ITEM B11 CURB PIECE

2 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item B11 in Words and Numbers

ITEM B12 CLEANING DRAINAGE STRUCTURE

4 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item B12 in Words and Numbers

ITEM B13 CONCRETE SIDEWALK, 4" THICK

122 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item B13 in Words and Numbers

ITEM B14 CONCRETE SIDEWALK, REINFORCED 6" THICK

22 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item B14 in Words and Numbers

ITEM B15 HOT MIX ASPHALT DRIVEWAY, 2" THICK

124 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item B15 in Words and Numbers

ITEM B16 DETECTABLE WARNING SURFACE

2 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item B16 in Words and Numbers

ITEM B17 RESET PAVERS

24 SY @ $ _____ Per SY $ _____

_____
Write UNIT Price for Item B17 in Words and Numbers

ITEM B18 9"X18" CONCRETE VERTICAL CURB

14 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item B18 in Words and Numbers

ITEM B19 GRANITE CURB

500 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item B19 in Words and Numbers

ITEM B20 TRAFFIC MARKING LINES, 8"

50 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item B20 in Words and Numbers

ITEM B21 TRAFFIC MARKING LINES, 24"

20 LF @ $ _____ Per LF $ _____

_____
Write UNIT Price for Item B21 in Words and Numbers

ITEM B22 REGULATORY AND WARNING SIGN

77.25 SF @ $ _____ Per SF $ _____

_____
Write UNIT Price for Item B22 in Words and Numbers

ITEM B23 GUIDE SIGN, TYPE GA, STEEL "U" AND SQUARE TUBE POST SUPPORTS

4 SF @ $ _____ Per SF $ _____

_____
Write UNIT Price for Item B23 in Words and Numbers

ITEM B24 RECONSTRUCTED MANHOLE, SANITARY SEWER, USING NEW CASTING

1 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item B24 in Words and Numbers

ITEM B25 TREE REMOVAL, OVER 6" TO 12" DIAMETER

1 UNIT @ $ _____ Per UNIT $ _____

_____
Write UNIT Price for Item B25 in Words and Numbers

**TOTAL ALTERNATE BID (Items B1 – B25)**

$ _____

_____
(Write Total Alternate Bid in Words)

# BID PROPOSAL FORM

_____

(Contract Title and Bid Number, if applicable)

_____

(Description of goods/services being bid)

The undersigned, being authorized, proposes to furnish and deliver the above goods/services pursuant to the bid specification and made part hereof:

_____

Amount in words

$_____

Amount in numbers

_____

Company Name

_____

Address

_____ _____

Signature of Authorized Agent Type or Print Name

Title:_____

_____ _____

Telephone Number Date

_____ _____

Fax Number Email address

Accompanying this Proposal is a Certified Check or Bid Bond payable to the Township of West Orange, New Jersey in the sum of $_____ which the undersigned agrees 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 furnish the Performance Bond required within the stipulated time. Otherwise, the check or bid bond will be returned to the undersigned.

Has the undersigned bidder, or has any person, firm, corporation or partnership having an interest in the undersigned bidder, ever been listed or barred from the performance of public work by any department or agency of the State of New Jersey by reason of the violation of any law, rule or regulation of the State?

No_____ Yes _____

If yes, state full details including the dates of all occurrences.

_____
_____
_____

partnership
The undersigned Bidder is a corporation under the laws.
individual

of the State of _____ having its principal office at

_____

with a telephone number of ( ) for purposes of receiving telephone communications in connection with the performance of the Contract.

# RESOLUTION OF AUTHORIZATION IF BIDDER IS A CORPORATION

RESOLVED that _____ be authorized to sign and submit the bid or proposal of this corporation for this project, and to include in such bid or proposal the certificate as to non-collusion as the act and deed of such corporation, and for any inaccuracies or misstatements in such certificate this corporate bidder shall be liable under the penalties of perjury. If awarded the contract(s), said individual is also authorized to sign and execute the Contract Agreement as the act and deed of such corporation.

The foregoing is a true and correct copy of the resolution adopted by

_____ at a meeting of its Board of

Directors held on the _____ day of _____ , 20___.

SEAL OF CORPORATION

_____

Secretary

STATEMENT OF OWNERSHIP DISCLOSURE
N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

**This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.**

**Name of Organization:** _____

**Organization Address:** _____

## Part I Check the box that represents the type of business organization:

☐ Sole Proprietorship (skip Parts II and III, execute certification in Part IV)

☐ Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)

☐ For-Profit Corporation (any type) ☐ Limited Liability Company (LLC)

☐ Partnership ☐ Limited Partnership ☐ Limited Liability Partnership (LLP)

☐ Other (be specific): _____

## Part II

☐ The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. (**COMPLETE THE LIST BELOW IN THIS SECTION**)

**OR**

☐ No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. (**SKIP TO PART IV**)

(Please attach additional sheets if more space is needed):

| Name of Individual or Business Entity | Address |
|---|---|
| | |
| | |
| | |
| | |

## Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

**If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing,** ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed**.

| Website (URL) containing the last annual SEC (or foreign equivalent) filing | Page #'s |
|---|---|
| | |
| | |
| | |

**Please list** the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above**. The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

| Stockholder/Partner/Member and Corresponding Entity Listed in Part II | Address |
|---|---|
| | |
| | |
| | |

## Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the ***Township of West Orange*** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with ***Township of West Orange*** to notify the ***Township of West Orange*** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the ***Township of West Orange*** to declare any contract(s) resulting from this certification void and unenforceable.

| | | | |
|---|---|---|---|
| Full Name (Print): | | Title: | |
| Signature: | | Date: | |

# BIDDER'S AFFIDAVIT

State of New Jersey )
) ss:
County of )

_____, being of full age and being duly sworn, upon their oath deposes and says:

1. I reside at
_____

2. I am _____ of the firm of

_____
(Name of Bidder)

3. I am the person who signed the foregoing Bid and I was duly authorized to execute such Bid. The Bid is a true offer of the Bidder. If the Bidder has a seal, then such seal is affixed to the Bid. All of the statements and declarations contained in the Bid are true to the best of my knowledge and belief.

_____(Seal)
(Signature)

Subscribed and sworn to

before me this _____ day

of _____, 2026.

_____

Notary Public of the State
of New Jersey

My Commission expires _____
(Notary Seal)

# AFFIDAVIT OF NON-COLLUSION

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

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

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

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

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

Date: _____ _____

**(Signature)**

_____

**(Name and Title)**

_____

**(Company Name)**

_____

**(Address)**

_____

(Corporate Seal)

Subscribed and sworn to before me

this _____ day of _____ , 20____

Notary Seal

# BID BOND

KNOW ALL MEN BY THESE PRESENTS, that we, the undersigned, _____ as Principal, and _____as Surety, is hereby held and firmly bound unto the Township of West Orange, in the County of Essex as Owner, in the

Penal Sum of $_____(the penal sum shall be equal to ten percent (10%) of the Base Bid, but not more than $20,000) for the payment of which, well and truly to be made, we hereby jointly and severally bind ourselves, successors and assigns.

Signed this_____day of_____, 2026

The condition of the above obligation is such that whereas the Principal has submitted to the Township of West Orange, in the County of Essex, New Jersey

a certain bid, attached hereto and hereby made a part of hereof, to enter into a contract in writing for the

**HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT**

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

# CONSENT OF SURETY

In consideration of the premises and of One Dollar ($1.00) lawful money of the United States, to it is hand paid by the Contractor, the receipt whereof is hereby acknowledged, the undersigned surety consents and agrees that if the contract, for which the preceding 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 equals to one hundred percent (100%) of the contract price, and will execute it as party of the third part thereto when required so to do by the Owner, and if the said Contractor shall omit or refuse to execute such Contract, remand to the Owner any increase between the sum to which the said Contract would have been entitled upon the completion of the said Contract and the sum which the said Owner may afterwards be awarded, the amount in such case to be determined by the bids plus the cost, if any, of readvertising the 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 _____, 2026.

A corporate acknowledgment and statement of authority to be here attached by the surety company.

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:

To: _____
(Owner)

Re: _____
(Contractor)

_____
(Project Description)

This is to certify that the _____
(Surety Company)

will provide to _____a performance bond in the full amount
(Owner)
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.**

## BID SECURITY

This Proposal is accompanied by bid security in accordance with the conditions stated in the Invitation to Bid.

The bid security in the form of:

A. Surety Bid Bond _____

B. Certified/Treasurer's check _____

C. Cash _____

the amount of _____
($_____)

payable to Township of West Orange

The Bidder hereby agrees that if this Proposal shall be accepted by the Owner and the Bidder shall fail to execute and deliver the Contract and the required Performance Bond or other required documents in accordance with the requirements of this Proposal and other sections of the Contract Documents within the time specified, then the Bidder shall be deemed to have abandoned the Contract and thereupon the Proposal and acceptance shall be null and void and the security accompanying the Proposal shall be forfeited to and retained by the Owner, as liquidated damages for such failure or neglect, and to indemnify the Owner for any loss which may be sustained by failure of the Bidder to execute the Contract and furnish documents as aforesaid.

In compliance with the Laws of the State the Bidder is:

An Individual _____
A Partnership _____
A Corporation _____

of _____ having principal offices at

_____

# NOTICE OF AWARD

Dated: _____

TO: _____
(Bidder)

ADDRESS: _____

_____

OWNER'S PROJECT NO. _____

PROJECT: _____

OWNER'S CONTRACT NO. _____

CONTRACT FOR _____

---

You are notified that your Bid dated _____ for the above Contract has been considered. You are the successful bidder and have been awarded a contract for **Helen Ave, Lawrence Ave, Florence Pl and Lowell Ave, Improvements Project**. The Contract Price of your contract is $_____.

Three copies of each of the proposed Contract Documents (except Drawings) accompany this Notice of Award. Drawings will be delivered separately or otherwise made available to you immediately.

You must comply with the following conditions precedent within ten days of the date of this Notice of Award, that is by _____.

1. You must deliver to the OWNER three (3) fully executed counterparts of the Agreement including all the Contract Documents.

2. You must deliver with the executed Agreement the Contract Security (Bonds) as specified in the Instructions to Bidders (paragraph B1.3.6) General Conditions (paragraph F5.1) and Supplementary Conditions (paragraph G5.1).

3. Other conditions:

   A. Certificates of insurance in not less than the required amounts, types and form per F5.3 and G5.3.7, inclusive.

   B. Owners and Engineer's Co-Insurance Certificate in proper form and substance per G5.3.2.

   C. Progress schedule per F2.6, G2.6.4 and 1-2.6.

Failure to comply with these conditions within the time specified will entitle OWNER to consider your bid abandoned, to annul this Notice of Award and to declare your Bid Security forfeited.

Within ten days after you comply with those conditions, OWNER will return to you one fully signed counterpart of the Agreement with the Contract Documents attached.

TOWNSHIP OF WEST ORANGE, NEW JERSEY
(Owner)

_____

Receipt of this "Notice of Award" is acknowledged.

Contractor:_____

By:_____ _____ _____
Printed Name Signature Date

_____
Title

Copy to ENGINEER
(Use Certified Mail,
Return Receipt Requested)

# PERFORMANCE & PAYMENT BOND NOTICE TO PROCEED

## NEW JERSEY STATUTORY FORM OF PERFORMANCE BOND

KNOW ALL MEN BY THESE PRESENTS, that we, the undersigned_____

_____

_____ as Principal and_____

_____ as Sureties, are hereby held and firmly bound unto the Township of West Orange in the penal sum of _____ Dollars, for the payment of which will and truly to be made, we hereby jointly and severally bind ourselves, our heirs, executors, administrators, successors and assigns.

Signed this _____ day of _____, 20 _____.

The Condition of the above obligation is such that whereas the above named principal did on the _____ day of _____20 _____, enter into a contract with Township of West Orange which said contract is made a part of this bond the same as though set forth herein:

NOW, if the said principal shall well and faithfully do and perform the things agreed by said principal to be done and performed according to the terms of said Contract, and shall pay all lawful claims of subcontractors, materialmen, laborers, persons, firms or corporations for labor performed or materials, provisions, provender or other supplies or teams, fuels, oils, implements or machinery furnished, used or consumed in the carrying forward, performing or completing of said contract, we agreeing and assenting that this undertaking shall be for the benefit of any subcontractor, materialman, laborer, person, firm or corporation having a just claim, as well as for the obligee herein; 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 said surety hereby stipulates and agrees that no modifications, omissions or additions in or to the terms of said Contract or in or to the plans and specifications therefore shall in anywise affect the obligation of said surety on its bond.

Recovery of any claimant under the bond shall be subject to the conditions and provisions of NJSA 2A:44-143 et. seq., to the same extent as if such conditions and provisions were fully incorporated in the form set forth herein.

IN WITNESS WHEREOF, this instrument is executed in _____ counterparts, each one of which shall be deemed an original, this _____ day of _____, 20_____.

ATTEST:

_____
(Principal) Secretary
or Witness as to Principal

_____
Principal (Contractor)

BY:_____(S)

_____
(Typed Name)

_____
(Address)

_____

ATTEST:

_____
Surety

BY:_____(S)
Attorney-in-Fact

_____
(Surety) Secretary
or Witness as to Surety

(SEAL)

_____
(Typed Name)

_____
(Address)

_____

NOTE: Date of Bond must not be prior to date of Contract. If CONTRACTOR is a partnership, all partners must execute bond and signature sheets, as necessary. A corporate acknowledgment and statement of authority to be attached by the Surety Company.

APPROVAL OF BOND

The foregoing Bond approved this _____ day of _____, 20_____.

SIGNED BY_____

SIGNATURE_____(S)

TITLE_____

NOTE: The attorney-in-fact signing the Performance Bond on behalf of the surety should attach a valid power of attorney to the Performance Bond.

NEW JERSEY STATUTORY FORM OF LABOR AND MATERIALS PAYMENT BOND

KNOW ALL PERSONS BY THESE PRESENTS, that we, the undersigned _____ _____as Principal and _____ _____ as Surety, are hereby held and firmly bound unto the Township of West Orange in the penal sum of _____ Dollars, for the payment of which will and truly to be made, we hereby jointly and severally bind ourselves, our heirs, executors, administrators, successors and assigns.

Signed this ____ day of _____, 20_____.

The Condition of the above obligation is such that whereas the above named principal did on the _____ day of 20 _____, enter into a contract with the Township of West Orange which said contract is made a part of this bond the same as though set forth herein:

NOW, if the said Principal shall promptly make payment to all persons, firms, subcontractors and corporations furnishing materials for or performing labor in the prosecution of the work provided for in such Contract, and any authorized extension or modification thereof, including all amounts due for material, lubricants, oil, gasoline, repairs on machinery, equipment and tools, consumed or used in connection with such work, and all insurance premiums on said work, and for all labor performed in such work, whether by subcontractors or otherwise, we agreeing and assenting that this undertaking shall be for the benefit of the obligee herein; 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 said surety hereby stipulates and agrees that no modifications, omissions or additions in or to the terms of said Contract or in or to the plans and specifications therefore shall in any way affect the obligations of said surety on its bond.

_____
Principal

_____
Surety

(seal)
(acknowledgments)

NOTE: The attorney-in-fact signing the Labor and Materials Payment Bond on behalf of the surety should attach a valid power of attorney to the Labor and Materials Payment Bond.

NOTICE TO PROCEED

Dated _____

TO:

_____
(Contractor)

ADDRESS:

_____

_____

OWNER'S PROJECT NO. _____

PROJECT HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT

OWNER'S CONTRACT NO. _____

CONTRACT FOR _____

_____
(Indicate name of Contract as it appears in the Bidding Documents)

You are notified that the Contract Time under the above contract will commence to run on _____, 20_____. By that date, you are to start performing your obligations under the Contract Documents. In accordance with Article 3 of the Agreement the dates of Substantial Completion and Final Completion are _____, 20_____ and _____, 20_____, respectively.

Before you may start any Work at the site, paragraph 2.7 of the General Conditions provides that you must deliver to the Owner (with copies to ENGINEER) certificates of insurance which each is required to purchase and maintain in accordance with the Contract Documents.

Also before you may start any Work at the site, you must

Provide Project Schedule

Initial Project Workforce Report

Shop Drawings

_____

_____

_____
(Owner)

By:_____
(Authorized Signature)

_____
(Title)

## REQUIRED EVIDENCE (AFFIRMATIVE ACTION)

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

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

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or

2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or

3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

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

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

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

The following questions must be answered by all Bidders:

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

   Yes_____(If yes, submit a copy of such approval.) No_____

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

   Yes_____(If yes, submit a copy of such approval.) No_____

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

COMPANY: _____ NAME: _____

SIGNATURE:_____ TITLE: _____

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

STATEMENT OF BIDDER'S RESPONSIBILITY
(This Statement must accompany the Bid)

1. Name under which Bidder conducts business: _____

_____

2. Business address: _____

_____

3. Form of Bidder's business: Individual

Corporation

Partnership

If Bidder is a joint venture, all questions must be answered by each venturer.

If a corporation, state

Date of incorporation_____

State of incorporation_____

Address of principal office in New Jersey _____

_____

If a partnership, state

Date of organization_____

Is partnership general or limited? _____

Names and addresses of general partners:

_____

_____

_____

_____

4. State the number of years during which the Bidder has engaged in business under the name set forth above:

_____

5. If within the last five (5) years the Bidder conducted business under another name, or if the Bidder was the successor to another business within the last five (5) years, state the former name and address and the period during which such business was operated:

Prior name: _____

Prior address: _____

_____

Period of operation: _____

6. Has the Bidder or any officer, director or partner thereof been adjudicated bankrupt in the past ten (10) years? _____

If so, give full details, including the name and address of such person and present position with the Bidder:

_____

_____

_____

_____

_____

_____

_____

_____

_____

7. List each piece of equipment which is available to the Bidder and intended to be used by the Bidder in the performance of the Contract. State whether the equipment is owned by the Bidder or will be leased, and if to be leased, the name of the lessor.

| Equipment of Vehicle | Body | Type | Owned or Leased | Lessor |
|---|---|---|---|---|
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |

8. Has the Bidder or any predecessor thereof ever failed to complete any work under any contract or subcontract?

_____

If so, give full details: _____

_____

_____

_____

9. Has the Bidder or any predecessor thereof every failed to execute a contract awarded to the Bidder or any predecessor?

_____

If so, give full details:_____

_____

10. List all companies which have written performance bonds for the Bidder or any predecessor thereof within the last five (5) years.

_____

_____

_____

_____

_____

_____

Date: _____ _____
(Name of Bidder)

By: _____

_____
(Printed name and title of person signing above)

# EQUIPMENT CERTIFICATION

The undersigned Bidder hereby certifies as follows:

The bidder owns, controls, or has proof of lease of all the necessary equipment required to accomplish the work described in the specifications. To the extent that said equipment is not currently owned or under lease by the bidder, attached hereto is documentation from that owner or leasing organization that states the equipment will be available as required by the bidder upon award of a contract.

☐ Check here if documentation is attached.

| | |
|---|---|
| Name of Bidder: | |
| By: | |
| (Signature of Authorized Representative) | |
| Name: | |
| Title: | |
| Date: | |

CERTIFICATE OF BIDDER SHOWING ABILITY TO PERFORM CONTRACT

PURSUANT TO N.J.S.A. 40A: 11-20

The undersigned Bidder hereby certifies as follows:

The undersigned bidder hereby certifies to the Township of West Orange that he owns, leases or controls all the necessary equipment required by the plans, specifications, and advertisements under which bids are asked for. To the extent that the undersigned is not the actual owner or lessee of any such equipment, I have completed and attached hereto the Equipment Source List showing the source from which the equipment will be obtained together with a certificate from the owner or person in control of the equipment granting to the undersigned the control of the equipment required during such time as may be necessary for the completion of that portion of the contract for which the equipment is required and necessary.

Signed _____

Date _____

## STATUS OF PRESENT CONTRACTS

Give full information about all of your contracts; whether private or government contracts; whether prime or sub-contracts; whether in progress or awarded but not yet begun; or where you are low bidder pending formal award of contract.

| OWNER | PHONE # | LOCATION | DESCRIPTION | ADJUSTED CONTRACT AMOUNT | DATE OF COMPLETION |
|---|---|---|---|---|---|
| | | | | | |
| | | | | | |
| | | | | | |
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# LOWEST BIDDER PREVAILING WAGE CERTIFICATION

In the matter of an award of a TOWNSHIP OF WEST ORANGE contract for public work

Certification of Lowest Bidder

_____, of full age and under oath, duly provides the following sworn statement:

(1). I am the owner and/or highest-ranking official or officer of a company or firm named _____, which holds a currently valid public works contractor registration pursuant to the New Jersey Public Works Contractor Registration Act, N.J.S.A. 34:11-56.48 et seq., certificate number _____.

(2). I submitted a bid for a contract award in the above identified project and the public body has informed me that I am the lowest bidder by 10 percent or more as compared to the next lowest bid submitted. (3). The amount of my bid does include paying the prevailing wage rate to all workers who perform work on the project at rates of pay, including both base wage and fringe benefits, set forth in applicable Wage Determinations, (1) for the appropriate locality, (2) for the appropriate work classification (e.g., carpenter, electrician, mason, plumber), and (3) for the appropriate job title (e.g., Apprentice, Journeyman, Foreman), published by the New Jersey Department of Labor and Workforce Development (NJDOL) pursuant to the New Jersey Prevailing Wage Act (NJPWA), N.J.S.A. 34:11-56.25 et seq., and corresponding NJDOL rules, N.J.A.C. 12:60. I certify under penalty of perjury that the foregoing statements made by me are true. I am aware that if any of the foregoing statements made by me are false, I am subject to punishment. See N.J.S.A. 2C:28-1 et seq., specifically, N.J.S.A. 2C:28-3, within the New Jersey Code of Criminal Justice.

Dated:_____

Signature:_____

Title: _____

# HOLD HARMLESS AGREEMENT

BETWEEN THE **TOWNSHIP OF WEST ORANGE**

AND

_____
Company Name

_____
Address (Not Post Office Box)

_____
Telephone Number

_____
Organization Type (Individual, Partnership, Non-Profit Corporation, Corporation, Public Entity)

The bidder awarded the contract under the bid specifications shall indemnify and hold harmless the Township of West Orange, its officers, employees, agents and servants from and against any and all claims, demands, suits, actions, recoveries, judgments, costs and expenses including attorney's fees incurred or suffered on account of property damage or loss and/or personal injury, including loss of life, of any person, agency, corporation or governmental entity which shall arise out of the course of or in consequence to any acts or omissions of the bidder, its employees, agents, servants or subcontractors in the performance of the work to be reimbursed pursuant to these specifications or the failure of the bidder, its employees, agents, servants or subcontractors to comply with any term or condition of these specifications. The bidder further agrees that this indemnification by the bidder shall continue after completion of the contract for all claims, demands, suits, actions, recoveries, judgments, costs and expenses, including attorney's fees resulting from acts or omissions of the bidder, its employees, agents, servants or subcontractors which occur prior to the completion of the contract.

Signed this _____ day of _____ 20___ as

The binding act in deed of _____
Business Name

_____
Authorized Signature

_____
Type or Print Name

_____
Witness

## 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** |
|---|---|---|
| | | |
| | | |
| | | |
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| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |

DATE:_____

# C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

## Contractor Instructions

Business entities (contractors) receiving contracts from a public agency that are NOT awarded pursuant to a "fair and open" process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of N.J.S.A. 19:44A-20.26. This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
  - of the public entity awarding the contract
  - of that county in which that public entity is located
  - of another public entity within that county
  - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed $200 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an "interest" ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, "a contribution by that person's spouse or child, residing therewith, shall be deemed to be a contribution by the business entity." [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor's responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor's submission and is disclosable to the public under the Open Public Records Act.

The contractor must also complete the attached Ownership Disclosure Certification. This will assist the agency in meeting its obligations under the law. **NOTE: This section does not apply to Board of Education contracts.**

# C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

**This form or its permitted facsimile must be submitted to the local unit no later than 10 days prior to the award of the contract.**

**Part I – Vendor Information**

| | | | |
|---|---|---|---|
| Vendor Name: | | | |
| Address: | | | |
| City: | | State: | Zip: |

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

| Signature | Printed Name | Title |
|---|---|---|

**Part II – Contribution Disclosure**

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than $200 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

☐ Check here if disclosure is provided in electronic form.

| Contributor Name | Recipient Name | Date | Dollar Amount |
|---|---|---|---|
| | | | $ |
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☐ Check here if the information is continued on subsequent page(s)

**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

| STANDARD BID DOCUMENT REFERENCE | | | | | | |
|---|---|---|---|---|---|---|
| **Name of Form** | **DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN** | | | | | |
| **Statutory Reference** | N.J.S.A. 52:32-55 et seq.<br>N.J.S.A. 40A:11-2.1<br>N.J.S.A. 18A:18A-49.4 | | | | | |
| **Applicability** | | **Y/N** | | **Mandatory** | **Optional** | **N/A** |
| | **LPCL** | **Y** | Goods and Services | **X** | | |
| | **PSCL** | **Y** | Construction | | | **X** |
| **Instructions Reference** | | | | | | |
| **Description** | P.L. 2012, c.25 prohibits the awarding of State and local public contracts for goods and services with persons or entities engaging in certain investment activities in energy or finance sectors of Iran. Prior to contract award, vendors and contractors must certify that neither they nor any parent entity, subsidiary, or affiliate is listed on the New Jersey Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List"). | | | | | |

The Certification form requires the insertion of contracting unit identification information which should be filled in (in italics on the form) prior to its use.

# 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 **TOWNSHIP OF WEST ORANGE** is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the **TOWNSHIP OF WEST ORANGE** to notify the **TOWNSHIP** in writing of any changes to the answers of information contained herein.*

*I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the **TOWNSHIP OF WEST ORANGE** and that the **TOWNSHIP** at its option may declare any contract(s) resulting from this certification void and unenforceable.*

| | | | |
|---|---|---|---|
| **Full Name (Print)** | | **Title** | |
| **Signature** | | **Date** | |

## CERTIFICATION OF NON-INVOLVEMENT IN PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS

Pursuant to N.J.S.A. 52:32-60.1, et seq. and N.J.S.A. 40A:11-2.2 (L. 2022, c. 3) any person or entity (hereinafter "Vendor") that seeks to enter into or renew a contract with a local contracting unit subject to the Local Public Contracts Law for the provision of goods or services, or the purchase of bonds or other obligations, must complete the certification below indicating whether or not the Vendor is identified on the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, available here: https://sanctionssearch.ofac.treas.gov/. If the Department of the Treasury finds that a Vendor has made a certification in violation of the law, it shall take any action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

I, the undersigned, certify that I have read the definition of "Vendor" below, and have reviewed the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, and having done so certify:

*(Check the Appropriate Box)*

○ A. That the Vendor is not identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

***OR***

○ B. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

***OR***

○ C. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list. However, the Vendor is engaged in activity related to Russia and/or Belarus consistent with federal law, regulation, license or exemption. A detailed description of how the Vendor's activity related to Russia and/or Belarus is consistent with federal law is set forth below.

_____

_____

_____

_____

_____

_____

*(Attach Additional Sheets If Necessary.)*

| | |
|---|---|
| Signature of Vendor's Authorized Representative | Date |
| Print Name and Title of Vendor's Authorized Representative | Vendor's FEIN |
| Vendor's Name | Vendor's Phone Number |
| Vendor's Address (Street Address) | Vendor's Fax Number |
| Vendor's Address (City/State/Zip Code) | Vendor's Email Address |

[i] Vendor means: (1) A natural person, corporation, company, limited partnership, limited liability partnership, limited liability company, business association, sole proprietorship, joint venture, partnership, society, trust, or any other nongovernmental entity, organization, or group; (2) Any governmental entity or instrumentality of a government, including a multilateral development institution, as defined in Section 1701(c)(3) of the International Financial Institutions Act, 22 U.S.C. 262r(c)(3); or (3) Any parent, successor, subunit, direct or indirect subsidiary, or any entity under common ownership or control with, any entity described in paragraph (1) or (2).

NJ Rev. 1.22.2024

Date: _____

**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

**CERTIFICATION OF NON-DEBARMENT**
**FOR FEDERAL GOVERNMENT CONTRACTS**
N.J.S.A. 52:32-44.1 (P.L. 2019, c.406)

**This certification shall be completed, certified to, and submitted to the contracting unit prior to contract award, except for emergency contracts where submission is required prior to payment.**

| **PART I: VENDOR INFORMATION** | |
|---|---|
| Individual or Organization Name | |
| Physical Address of Individual or Organization | |
| Unique Entity ID (if applicable) | |
| CAGE/NCAGE Code (if applicable) | |
| **Check the box that represents the type of business organization:** | |

☐Sole Proprietorship (skip Parts III and IV) ☐Non-Profit Corporation (skip Parts III and IV)

☐For-Profit Corporation (any type) ☐Limited Liability Company (LLC) ☐Partnership

☐Limited Partnership ☐Limited Liability Partnership (LLP)

☐Other (be specific): _____

| **PART II – CERTIFICATION OF NON-DEBARMENT: Individual or Organization** | | | |
|---|---|---|---|
| I hereby certify that the **individual or organization listed above in Part I** is not debarred by the federal government from contracting with a federal agency. I further acknowledge: that I am authorized to execute this certification on behalf of the above-named organization; 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 date of contract award by ***the 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 ***Township of West Orange*** permitting the ***Township of West Orange*** to declare any contract(s) resulting from this certification void and unenforceable. | | | |
| Full Name (Print): | | Title: | |
| Signature: | | Date: | |

| PART III – CERTIFICATION OF NON-DEBARMENT: Individual or Entity Owning Greater than 50 Percent of Organization | |
|---|---|
| | |
| **Section A (Check the Box that applies)** | |
| ☐ | Below is the name and address of the stockholder in the corporation who owns more than 50 percent of its voting stock, or of the partner in the partnership who owns more than 50 percent interest therein, or of the member of the limited liability company owning more than 50 percent interest therein, as the case may be. |
| **Name of Individual or Organization** | |
| **Physical Address** | |
| **OR** | |
| ☐ | No one stockholder in the corporation owns more than 50 percent of its voting stock, or no partner in the partnership owns more than 50 percent interest therein, or no member in the limited liability company owns more than 50 percent interest therein, as the case may be. |
| **Section B (Skip if no Business entity is listed in Section A above)** | |
| ☐ | Below is the name and address of the stockholder in the corporation who owns more than 50 percent of the voting stock of the organization's parent entity, or of the partner in the partnership who owns more than 50 percent interest in the organization's parent entity, or of the member of the limited liability company owning more than 50 percent interest in organization's parent entity, as the case may be. |
| **Stockholder/Partner/Member Owning Greater Than 50 Percent of Parent Entity** | |
| **Physical Address** | |
| **OR** | |
| ☐ | No one stockholder in the parent entity corporation owns more than 50 percent of its voting stock, no partner in the parent entity partnership owns more than 50 percent interest therein, or no member in the parent entity limited liability company owns more than 50 percent interest therein, as the case may be. |

| Section C – Part III Certification | | | |
|---|---|---|---|
| I hereby certify that no individual or organization that is debarred by the federal government from contracting with a federal agency owns greater than 50 percent of the **Organization listed above in Part I** or, if applicable, owns greater than 50 percent of a parent entity of **_____**. I further acknowledge: that I am authorized to execute this certification on behalf of the above-named organization; 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 date of contract award by ***the Township*** to notify the ***Township*** 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 **Township** permitting the ***Township*** to declare any contract(s) resulting from this certification void and unenforceable. | | | |
| Full Name (Print): | | Title: | |
| Signature: | | Date: | |

| Part IV – CERTIFICATION OF NON-DEBARMENT: Contractor – Controlled Entities | | |
|---|---|---|
| **Section A** | | |
| ☐ | Below is the name and address of the corporation(s) in which the **Organization listed in Part I** owns more than 50 percent of voting stock, or of the partnership(s) in which the **Organization listed in Part I** owns more than 50 percent interest therein, or of the limited liability company or companies in which the **Organization listed above in Part I** owns more than 50 percent interest therein, as the case may be. | |
| **Name of Business Entity** | | **Physical Address** |
| | | |
| | | |
| | | |
| **Add additional sheets if necessary** | | |
| **OR** | | |
| ☐ | The **Organization listed above in Part I** does not own greater than 50 percent of the voting stock in any corporation and does not own greater than 50 percent interest in any partnership or any limited liability company. | |

| Section B (skip if no business entities are listed in Section A of Part IV) | |
|---|---|
| ☐ | Below are the names and addresses of any entities in which an entity listed in Part III A owns greater than 50 percent of the voting stock (corporation) or owns greater than 50 percent interest (partnership or limited liability company). |

| Name of Business Entity Controlled by Entity Listed in Section A of Part IV | Physical Address |
|---|---|
| | |
| | |
| | |

**Add additional Sheets if necessary**

**OR**

| | |
|---|---|
| ☐ | No entity listed in Part III A owns greater than 50 percent of the voting stock in any corporation or owns greater than 50 percent interest in any partnership or limited liability company. |

**Section C – Part IV Certification**

I hereby certify that the **Organization listed above in Part I** does not own greater than 50 percent of any entity that that is debarred by the federal government from contracting with a federal agency and, if applicable, does not own greater than 50 percent of any entity that in turns owns greater than 50 percent of any entity debarred by the federal government from contracting with a federal agency. I further acknowledge: that I am authorized to execute this certification on behalf of the above-named organization; 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 date of contract award by ***Township*** to notify the ***Township*** 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 **Township** permitting the ***Township*** to declare any contract(s) resulting from this certification void and unenforceable.

| | | | |
|---|---|---|---|
| Full Name (Print): | | Title: | |
| Signature: | | Date: | |

# INITIAL PROJECT WORKFORCE REPORT - CONSTRUCTION

*FORM AA-201*
*Revised 10/03*

*STATE OF NEW JERSEY*
*DIVISION OF CONTRACT COMPLIANCE*
*EQUAL EMPLOYMENT OPPORTUNITY IN PUBLIC CONTRACTS*

**INITIAL PROJECT WORKFORCE REPORT CONSTRUCTION**

**Official Use Only**
*Assignment*
*Code*

READ INSTRUCTIONS ON THE BACK CAREFULLY BEFORE THE COMPLETION AND DISTRIBUTION OF THIS FORM.
PLEASE TYPE OR PRINT IN BLACK OR BLUE INK.

1. FID NUMBER
2. CONTRACTOR ID NUMBER
3. NAME AND ADDRESS OF PRIME CONTRACTOR
(Name)
(Street Address)
(City) (State) (Zip Code)
4. IS THIS COMPANY MINORITY OWNED [ ] OR WOMAN OWNED [ ]
5. NAME AND ADDRESS OF PUBLIC AGENCY AWARDING CONTRACT
CONTRACT NUMBER DATE OF AWARD DOLLAR AMOUNT OF AWARD
6. NAME AND ADDRESS OF PROJECT
7. PROJECT NUMBER
COUNTY
8. IS THIS PROJECT COVERED BY A PROJE
LABOR AGREEMENT (PLA)? ☐ YES ☐ NO

| 9. TRADE OR CRAFT | PROJECTED TOTAL EMPLOYEES | | | | PROJECTED MINORITY EMPLOYEES | | | | PROJECTED PHASE - IN DATE | PROJECTED COMPLETION DATE |
|---|---|---|---|---|---|---|---|---|---|---|
| | MALE | | FEMALE | | MALE | | FEMALE | | | |
| | J | AP | J | AP | J | AP | J | AP | | |
| 1. ASBESTOS WORKER | | | | | | | | | | |
| 2. BRICKLAYER OR MASON | | | | | | | | | | |
| 3. CARPENTER | | | | | | | | | | |
| 4. ELECTRICIAN | | | | | | | | | | |
| 5. GLAZIER | | | | | | | | | | |
| 6. HVAC MECHANIC | | | | | | | | | | |
| 7. IRONWORKER | | | | | | | | | | |
| 8. OPERATING ENGINEER | | | | | | | | | | |
| 9. PAINTER | | | | | | | | | | |
| 10. PLUMBER | | | | | | | | | | |
| 11. ROOFER | | | | | | | | | | |
| 12. SHEET METAL WORKER | | | | | | | | | | |
| 13. SPRINKLER FITTER | | | | | | | | | | |
| 14. STEAMFITTER | | | | | | | | | | |
| 15. SURVEYOR | | | | | | | | | | |
| 16. TILER | | | | | | | | | | |
| 17. TRUCK DRIVER | | | | | | | | | | |
| 18. LABORER | | | | | | | | | | |
| 19. OTHER | | | | | | | | | | |
| 20. OTHER | | | | | | | | | | |

I hereby certify that the foregoing statements made by me are true. I am aware that if any of the foregoing statements are willfully false, I am subject to punishment.

(Signature)

10. (Please Print Your Name) (Title)

(Area Code) (Telephone Number) (Ext.) (Date)

## INSTRUCTIONS FOR COMPLETING THE INITIAL PROJECT WORKFORCE REPORT – CONSTRUCTION (AA201)

**DO NOT COMPLETE THIS FORM FOR GOODS AND/OR SERVICE CONTRACTS**

1. Enter the Federal Identification Number assigned to the contractor by the Internal Revenue Service, or if a Federal Employer Identification Number has been applied for but not yet issued, or if your business is such that you have not or will not receive a Federal Identification Number, enter the social security number assigned to the single owner or one partner, in the case of a partnership.

2. Note: The Division of CC/EEO will assign a contractor ID number to your company. This number will be your permanently assigned contractor ID number that must be on all correspondence and reports submitted to this office.

3. Enter the prime contractor's name, address and zip code number.

4. Check box if Company is Minority Owned or Woman Owned

5. Enter the complete name and address of the Public Agency awarding the contract. Include the contract number, date of award and dollar amount of the contract.

6. Enter the name and address of the project, including the county in which the project is located.

7. Note: A project contract ID number will be assigned to your firm upon receipt of the completed Initial Project Workforce Report (AA201) for this contract. This number must be indicated on all correspondence and reports submitted to this office relating to this contract.

8. Check "Yes" or "No" to indicate whether a Project Labor Agreement (PLA) was established with the labor organization(s) for this project.

9. Under the Projected Total Number of Employees in each trade or craft and at each level of classification, enter the total composite workforce of the prime contractor and all subcontractors projected to work on the project. Under Projected Employees enter total minority and female employees of the prime contractor and all subcontractors projected to work on the project. Minority employees include Black, Hispanic, American Indian and Asian, (J=Journeyworker, AP=Apprentice). Include projected phase-in and completion dates.

10. Print or type the name of the company official or authorized Equal Employment Opportunity (EEO) official include signature and title, phone number and date the report is submitted.

    This report must be submitted to the Public Agency that awards the contract and the Division of Contract Compliance and Equal Employment Opportunity in Public Contracts no later than three (3) days after the contractor signs the contract.

THE CONTRACTOR IS TO RETAIN THE FOURTH AND FINAL COPY MARKED "CONTRACTOR", SUBMIT THE THIRD COPY MARKED "PUBLIC AGENCY" TO THE PUBLIC AGENCY AWARDING THE CONTRACT AND FORWARD THE REMAINING TWO (2) COPIES TO:

NEW JERSEY DEPARTMENT OF THE TREASURY
DIVISION OF CONTRACT COMPLIANCE & EQUAL EMPLOYMENT OPPORTUNITY IN PUBLIC CONTRACTS
P.O. BOX 209
TRENTON, NJ 08625-0209
(609) 292-9550

# FORM W-9

Form **W-9**
(Rev. October 2018)
Department of the Treasury
Internal Revenue Service

## Request for Taxpayer Identification Number and Certification

▶ **Go to *www.irs.gov/FormW9* for instructions and the latest information.**

**Give Form to the requester. Do not send to the IRS.**

**Print or type.** See **Specific Instructions** on page 3.

**1** Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.

**2** Business name/disregarded entity name, if different from above

**3** Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only **one** of the following seven boxes.

☐ Individual/sole proprietor or single-member LLC ☐ C Corporation ☐ S Corporation ☐ Partnership ☐ Trust/estate

☐ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶ _____

**Note:** Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is **not** disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.

☐ Other (see instructions) ▶

**4** Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any) _____

Exemption from FATCA reporting code (if any) _____

*(Applies to accounts maintained outside the U.S.)*

**5** Address (number, street, and apt. or suite no.) See instructions.

Requester's name and address (optional)

**6** City, state, and ZIP code

**7** List account number(s) here (optional)

### Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

**Note:** If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

**Social security number**

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | | – | | | – | | | | |

**or**

**Employer identification number**

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | – | | | | | | | |

### Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

**Certification instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

**Sign Here** | **Signature of U.S. person** ▶ | **Date** ▶

## General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

**Future developments.** For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to *www.irs.gov/FormW9*.

### Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)
- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

*If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See* What is backup withholding, *later.*

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

## Business Registration Certification and Public Works Contractor Registration Certification

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

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

**********

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

SAMPLE CERTIFICATE



STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE
FOR STATE AGENCY AND CASINO SERVICE CONTRACTORS

DEPARTMENT OF TREASURY
DIVISION OF REVENUE
PO BOX 252
TRENTON, NJ

TAXPAYER NAME:
TAX REGISTRATION TEST ACCOUNT

TRADE NAME:
CLIENT REGISTRATION

TAXPAYER IDENTIFICATION#:
970-097-382/500

SEQUENCE NUMBER:
0107330

ADDRESS:
847 ROEBLING AVE
TRENTON NJ 0861

ISSUANCE DATE:
07/14/04

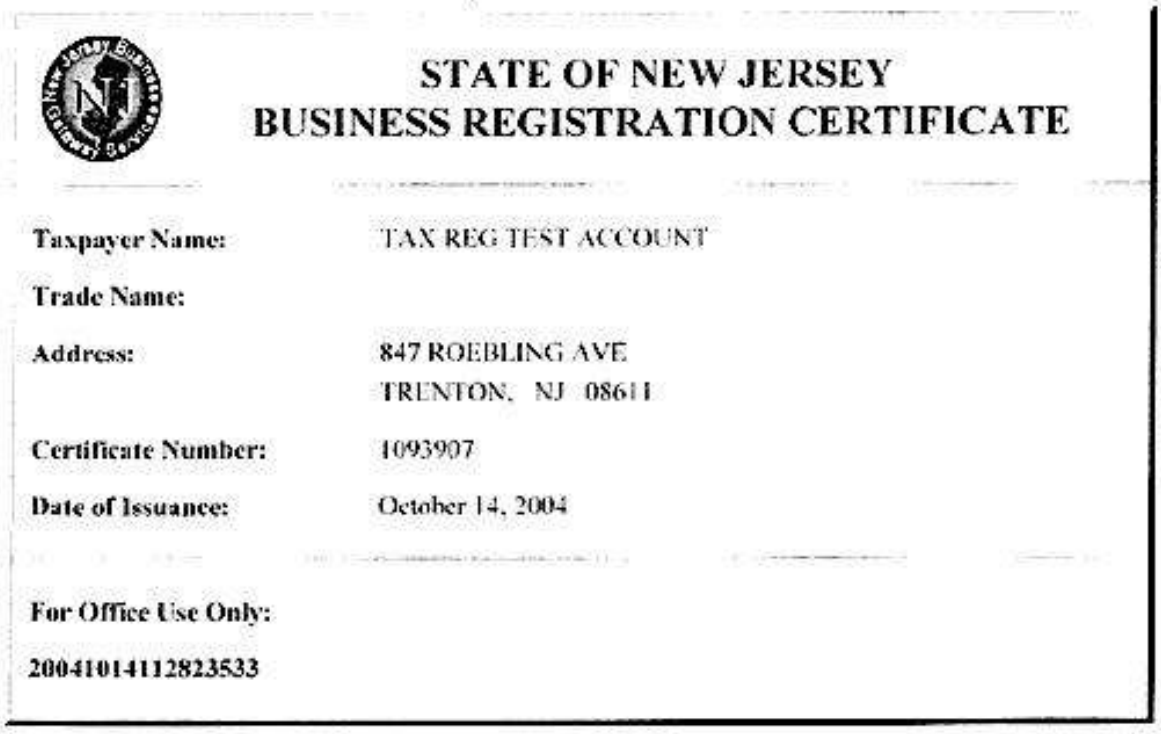
EFFECTIVE DATE:
01/01/01

Acting Director

FORM BRC(08-01)

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

SAMPLE



# STATE OF NEW JERSEY
# BUSINESS REGISTRATION CERTIFICATE

**Taxpayer Name:** TAX REG TEST ACCOUNT

**Trade Name:**

**Address:** 847 ROEBLING AVE
TRENTON, NJ 08611

**Certificate Number:** 1093907

**Date of Issuance:** October 14, 2004

**For Office Use Only:**

**20041014112823533**

Certificate Number
######

Registration Date: 11/16/2023
Expiration Date: 11/15/2025

# 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:

**Responsible Representative(s):**

NAME, TITLE

**2023**

SAMPLE

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.

TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

**NJDOT MA 2025**
**HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT**

## CONTRACT AND AGREEMENT

THIS AGREEMENT made this _____ day of _____, the year of 2026 by and between, THE TOWNSHIP OF WEST ORANGE, in the County of Essex, a municipal corporation of the State of New Jersey, hereinafter called the Owner, party of the first part, and _____ hereinafter called the Contractor, party of the second part:

## COVENANT

WITNESSETH: That the parties to these presents each in consideration of the undertakings, promises and agreements of the other herein contained, have undertaken, promised and agreed, and do hereby undertake, promise and agree, the party of the first part for itself, its successors and assigns, and the party of the second part and for their heirs, executors, administrators, successors and assigns as follows:

Note 1. The subheadings are for convenience of reference only and do not form a part of the Contract Documents.

## ARTICLE I - CONTRACT INCLUDES

The Contractor, at their own sole cost and expense, shall furnish all labor, materials, and services necessary for constructing the improvements and completing the grading as shown on the Plans and as specified herein. The Contractor will construct, complete and finish the same in the most thorough, workmanlike and substantial manner, in every respect to the satisfaction and approval of the Engineer, in the manner and within the time hereinafter limited, and in strict accordance with the Notice to Bidders, Instructions to Bidders, Proposal, General Conditions of Contract, General Requirements, Specifications and the Plans for the work, which Contract Documents are hereby made a part of this Contract as fully as if the same were repeated at length herein.

## ARTICLE II - RATE OF PROGRESS AND TIME OF COMPLETION

The Contractor shall within ten (10) calendar days after the date of the execution of the Contract submit a detailed construction schedule establishing dates of starting and completion of various parts of the work. This schedule will establish how the work proposed can be completed within the time limit specified herein. Thenceforth, the rate of progress shall be such that all construction will be completed within ninety (90) calendar days, unless extensions of time are made for the reason and in the manner stated under the terms of the General Conditions of Contract.

## ARTICLE III - DAMAGES FOR FAILURE TO COMPLETE ON TIME

The Contractor shall pay to the owner for each and every calendar day that they shall be in default in completing the work ready for service and/or in completing the entire work within the respective times stipulated, unless the times are extended as provided herein, a sum of two hundred dollars ($200.00).

This sum is hereby agreed upon not as a penalty, but as liquidated damages which the Owner will suffer by reason of such default. The Owner shall have the right to deduct the amount of any such damages from any monies due the Contractor under the Contract.

In the event the Contractor shall fail to complete the work under this Contract on or before said completion date, then any wages paid by the Owner to any inspector or inspectors necessarily employed by the Owner for any services performed subsequent to the aforesaid completion date shall be deducted from the payments otherwise due from the Owner to the Contractor.

## ARTICLE IV - PAYMENT

The Owner, in consideration of faithful performance by the Contractor of all and singular his covenants, promises and agreements contained herein, agrees to pay the Contractor for the full completion by them of the work embraced in this Contract, in the manner and within the time herein specified and limited and to the satisfaction and approval of the Engineer, the prices stipulated in the said Proposal attached such payment to be made at the times and in the manner herein specified and also agrees to pay, in addition, such amounts as may be agreed upon for modifications and for extra work in accordance with Section 14 of the General Conditions of Contract.

## ARTICLE V - PARTIAL AND FINAL ESTIMATES

The Owner shall make a progress payment to the Contractor on the basis of a duly certified and approved estimate of the work performed during the preceding calendar month under this Contract, but to insure the proper performance of this Contract, the Owner shall retain two percent (2%) of the amount of each estimate, or the percentage required under New Jersey Statutory Authority, until final completion and acceptance of all work covered by this Contract.

A payment of ninety percent (90%) of the invoiced price of material received at the job site but not incorporated in the work will be included in the monthly estimates, providing the following conditions are satisfied:

1. The materials shall be received in a condition satisfactory for incorporation in the work.

2. The materials shall be stored in such manner that they will not be damaged due to weather, construction operations or any cause.

3. An invoice from the supplier shall be furnished for each item.

4. The Contractor shall furnish written proof of payment of the materials no later than thirty (30) days after receipt of payment.

5. Materials delivered to the job site more than ninety (90) days in advance of their incorporation in the work will not be paid for as materials on hand unless payment is specifically approved by the Engineer.

All materials and work covered by partial payments made shall thereupon become the sole property of the Owner, but this provision shall not be construed as relieving the Contractor from the sole responsibility for the care and protection of materials and work upon which payments have been made or the restoration of any damaged work or as a waiver of the right of the Owner to require the fulfillment of all the terms of the Contract.

The Contractor agrees that he will indemnify and save the Owner harmless from all claims growing out of the lawful demands of subcontractors, laborers, workmen, mechanics, materialmen, and furnishers

of machinery and parts thereof, equipment, power tools, and all supplies, including commissary, incurred in the furtherance of the performance of this Contract. The Contractor shall, at the Owner's request, furnish satisfactory evidence that all obligations of the nature hereinbefore designated have been paid, discharged, or waived. If the Contractor fails to do so, then the Owner may, after having served written notice on the said Contractor, either pay unpaid bills of which the Owner has written notice, deduct or withhold from the Contractor's unpaid compensation a sum of money deemed reasonably sufficient to pay any and all such lawful claims until satisfactory evidence is furnished that all liabilities have been fully discharged whereupon payment to the Contractor shall be resumed, in accordance with the terms of the Contract, but in no event shall the provisions of this sentence be construed to impose any obligations upon the Owner to either the Contractor or their surety. In paying any unpaid bills of the Contractor, the Owner shall be deemed the agent of the Contractor, and any payment so made by the Owner, shall be considered as a payment made under the Contract by the Owner to the Contractor and the Owner shall not be liable to the Contractor for any such payment made in good faith. The Owner may withhold or, on account of subsequently discovered evidence, nullify the whole or part of any certificate to such extent as may be necessary to protect themself from loss on account of:

a) Defective work not remedied.

b) Claims filed or reasonable evidence indicating probable filing of claims by other parties against the Contractor.

c) Failure of the Contractor to make payments properly to subcontractors or for material or labor.

d) Damage to another Contractor.

The Engineer shall, as soon as practicable after the completion of the work, make a final certificate of the entire amount of work done under this Contract, and the Owner shall, within thirty (30) days after such final estimate is approved, pay the entire sum so found to be due hereunder, after deducting therefrom all previous payments, and also all percentages and deductions to be retained under any of the provisions of this Contract.

## ARTICLE VI - PREVAILING WAGE AND AFFIRMATIVE ACTION REQUIREMENTS

The Contractor shall comply with the provisions of the New Jersey Prevailing Wage Act and shall pay workers employed in the performance of the Contract no less than the minimum wages set forth in the determination of the Commissioner of Labor and Industry, which is marked Appendix A, attached hereto and made a part hereof, and the Contractor shall take such action specified in Section 27 of the General Conditions of the Contract.

The Contractor shall comply with the requirements of Chapter 127 of the Law of New Jersey of 1975 regarding an affirmative action program for equal employment opportunity and the Regulations promulgated thereunder and the Contractor shall take such action specified in Section 26 of the General Conditions of the Contract as is applicable to this Contract.

## ARTICLE VII - MISCELLANEOUS PROVISIONS

This Agreement, as set forth herein and in the Contract Documents, constitutes the entire agreement between the Owner and the Contractor, and its terms may not be varied by any employee or agent of the Owner or Contractor.

## ARTICLE VIII - DISPUTE RESOLUTION

All claims, controversies and disputes which arise as a result of the work contemplated herein shall be governed by this Article, and shall be resolved pursuant to the procedures described in this Article.

A. Written Notice. Any claim by the Contractor hereunder must be provided in writing to the Owner, with a copy to the Engineer, within ten (10) days of the discovery of the facts or circumstances upon which a claim is alleged to be based. Failure to provide such written notice shall be deemed a waiver of Contractor's rights hereunder, and shall be a bar to the bringing of any such claim. Verbal notification to the Owner, Engineer or any individuals acting on their behalf shall not be deemed sufficient to comply with this Article.

Every such written notice shall provide a clear and concise description of the facts or circumstances giving rise to the claim, the relief or other action required to remedy the claim, and to the extent known at the time the claim arises, the nature and/or amount of additional costs that may be incurred or additional time for completion that may be required as a result of said claim.

B. Response to Claim Notice. Upon receipt of the claim, the Owner and the Contractor shall undertake in good faith to resolve the dispute. Within ten (10) days of receipt of a written claim notice, Owner shall respond in writing to Contractor's claim. If the response is sufficient to resolve Contractor's claim, then the parties shall enter into a Memorandum of Claim Resolution (MCR) and said claim will be resolved based upon the terms and conditions included in said MCR. If appropriate, a Change Order may be issued in lieu of an MCR.

C. If the parties cannot resolve the claim by mutual agreement within fifteen (15) calendar days of the Owner's response, either party shall have the right to request resolution of the dispute by senior management, by providing written notice requesting that a meeting by convened at the job site (or other mutually agreed location), attended by a representative of the Owner, duly authorized to recommend settlement to the governing body, along with a principal of the Contractor and a principal of the Engineer, each of whom shall have the authority to bind their respective firms. Such meeting shall be held not less than ten (10) nor more than fifteen (15) working days after receipt of notice.

D. In the event that the parties cannot resolve the dispute within twenty (20) days after the first meeting of the principals, then the matter shall be presented to a mutually agreed upon qualified mediator for mediation, pursuant to the Rules of Construction Mediation promulgated by ERI.

E. Either party shall provide notice to the agreed upon mediator, within ten (1) working days after the time elapsed under "D" above, that the parties have been unable to reach an agreement on the dispute between them. A copy of such notice shall be contemporaneously served upon the other interested parties. Within ten (1) calendar days of the filing of Notice with the mediator, the claiming party shall prepare a clear and concise written statement of the claim, including all supporting documentation and submit it to the mediator with a copy to the other parties. Other parties shall thereafter present a written response to the Affidavit of Claim, singly or jointly, within ten (10) calendar days of receipt thereof. The mediator shall then resolve the matter within forty-five (45) days, unless all parties mutually agree to an extension of time thereof. The mediator shall attempt to reach agreement on an MCR; in the absence of the ability to do so, the mediator shall render a written opinion to all parties. Such opinion shall be admissible in any Court proceedings between or among the parties.

## EXECUTION OF CONTRACT

IN WITNESS WHEREOF, the said parties hereto have caused this instrument to be signed by their respective duly constituted officers, attested and sealed pursuant to proper resolutions.

TOWNSHIP OF WEST ORANGE IN THE COUNTY OF ESSEX

ATTEST:

By: _____ (Seal)
Township Clerk

_____

_____

By:_____(Seal)
Mayor

_____

_____

By:_____(Seal)
Contractor

TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

**NJDOT MA 2025**
**HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT**

BOND

KNOW ALL MEN BY THESE PRESENTS that we _____, Principal, and _____ Surety, are held and firmly bound unto the TOWNSHIP OF WEST ORANGE, in the COUNTY OF ESSEX, a municipal corporation of the State of New Jersey, Obligee, in the penal sum of _____DOLLARS lawful money of the United States of America, to be paid to the TOWNSHIP OF WEST ORANGE, in the COUNTY OF ESSEX, for which payment well and truly to be made we hereby jointly and severally bind ourselves, and our respective heirs, executors, administrators, successors, and assigns.

Signed this _____ day of _____, 2026.

The condition of this obligation is such that whereas, the above named Principal did on the _____ day of _____, 2026, enter into a certain Contract with the TOWNSHIP OF WEST ORANGE, in the COUNTY OF ESSEX, designated as

**NJDOT MA 2025**
**HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT**

which said Contract is made a part of this Bond as though fully set forth herein.

Now, if the above-named Principal shall well and faithfully do and perform all the things agreed by them to be done and performed under said Contract, according to the terms, covenants and conditions thereof, all and singular, including the fulfillment of all guarantees, and if the above-named Principal shall pay all lawful claims of subcontractors, materialmen, laborers, persons, firms or corporations for labor performed or materials, provisions, provender or other supplies of teams, fuels, oils, implements or machinery furnished, used or consumed in the carrying forward, performing or completing of said Contract, and if the above-named Principal shall satisfy any and all claims against the TOWNSHIP OF WEST ORANGE in the COUNTY OF ESSEX howsoever originating under the said Contract and shall fully indemnify and save harmless the TOWNSHIP OF WEST ORANGE in the COUNTY OF ESSEX from any and all cost, loss, damage and expenses, including legal expenses, which the TOWNSHIP OF WEST ORANGE in the COUNTY OF ESSEX may suffer by reason of the failure of said Principal to do any of the foregoing, we agreeing and assenting that this undertaking shall be for the benefit of any subcontractor, materialman, laborer, person, firm or corporation having a just claim as well as for the TOWNSHIP OF WEST ORANGE in the COUNTY OF ESSEX, as Obligee, 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 said Surety hereby stipulates and agrees that no changes, alterations, modifications, omissions, or additions in or to the terms of the said Contract, or in or to the Plans or Specifications therefore or any extension of time for the performance of any of the work covered thereby shall in any way affect the obligation of said Surety on this Bond, and the Surety does hereby waive notice of any and all such changes, alterations, modifications, omissions, or additions, in or to the terms of the said Contract or in or to the Plans or Specifications therefore and of any and all such extensions of time for the performance of any of the work covered thereby.

The purpose of the performance guarantee is to assure the installation of the required improvements, to render the obligor and the Surety liable to the municipality of the reasonable costs of making such improvements if they are not installed properly, and in such case, to provide the means by which the municipality itself may remedy any deficiencies.

Signed, sealed and acknowledged in the presence of:

_____

_____

_____

_____(Seal)
Contractor's Signature

Witness
STATE OF )
) ss:
COUNTY OF )

On this _____ day of _____ in the year 2026,

before me personally came _____, who being known to me and being of full age and being duly sworn upon their oath deposes and says:

That he resides

at_____,

and that he is the President of

_____,

the Corporation described in and which executed the foregoing instrument; that he knows the seal of said Corporation, that the seal affixed to said instrument is such Corporate seal; that it was so affixed by order of the Board of Directors of said Corporation and that he signed their name thereto by like order.

_____(Seal)
(Signature)

_____(Seal)
(Title)

Subscribed and sworn to

before me this _____ day

of _____, 2026.

_____
Notary Public
Commission expires _____
(Notary Seal)

TOWNSHIP OF WEST ORANGE
COUNTY OF ESSEX, NEW JERSEY

**NJDOT MA 2025**
**HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT**

# GENERAL CONDITIONS

## SECTION 1 - CONTRACT DOCUMENTS

The Contract Documents shall consist of Notice to Bidders, Instructions to Bidders, Proposal, Contract and Agreement, General Conditions of Contract, General Requirements, Specifications and Plans, including all modifications and addenda thereof incorporated in any of the documents before execution of the Contract.

## SECTION 2 - SPECIFICATIONS AND SUPPLEMENTARY PLANS

The Specifications and Plans are intended to supplement each other, and together constitute one complete set of Specifications and Plans, so that any work exhibited in the one and not in the other shall be executed just as if it has been set forth in both, in order that the work shall be completed in every respect according to the complete design or designs as decided and determined by the Engineer. In the event of a conflict in the Plans and Specifications, the Specifications shall be considered as prevailing. Should the Contractor find that anything is omitted from the Specifications and Plans which is necessary for a clear understanding of the work, or that there is an error in either Plans or Specifications, the Contractor shall promptly notify the Engineer. From time to time during the progress of the work the Engineer will furnish supplementary or working drawings as are necessary to show changes or define the work in more detail and these also shall be considered as Contract Plans.

## SECTION 3 - DEFINITIONS

The word "Owner" as used herein shall mean the TOWNSHIP OF WEST ORANGE, the "Party of the First Part," acting through its properly authorized representatives.

The word "Engineer" shall mean the engineer designated by the Owner, whether acting directly or through properly authorized agents, inspectors, or representatives of the Engineer, acting within the scope of duties entrusted to them. The word "Addendum" shall mean a modification of the Contract Documents issued in writing by the Engineer prior to the opening of the bids.

The term "NJSS" shall mean the New Jersey Standard Specifications for Road and Bridge Construction, 2019 Edition.

The term "ASTM" shall mean the American Society for Testing and Materials.

The term "AWWA" shall mean the American Water Works Association.

The term "ASA" shall mean the American Standards Association.

The term "IEEE" shall mean the Institute of Electrical and Electronic Engineers, Inc.

The term "NEC" shall mean the National Electric Code of the National Fire Protection Association.

The term "NEMA" shall mean the National Electric Manufacturers Association.

The term "AWS" shall mean the American Welding Society.

The term "BOCA" shall mean Building Code Officials and Code Administration International, Inc.

The term "ACI" shall mean the American Concrete Institute.

The term "NFPA" shall mean the National Fire Protection Association.

The words "as described," "as required," "as permitted," "as allowed," or phrases of like effect or import as used herein shall mean that the direction, requirement, permission, or allowance of the Engineer is intended, and similarly, the words "approved," "reasonable," "suitable," "properly," "satisfactory," or words of like effect or import, unless otherwise particularly specified herein, shall mean approve, reasonable, suitable, properly, or satisfactory in the judgment of the Engineer.

## SECTION 4 - ENGINEER'S DECISIONS

All work under this Contract shall be done to the satisfaction of the Engineer who shall determine the amount, quality, acceptability, and fitness of the several items of work and materials which are to be paid for hereunder. The Engineer shall also decide all questions which may arise as to the fulfillment of the terms of the Contract by the Contractor, and as to the intent and purpose of the Contract Plans and Specifications. The determination of the Engineer in all such matters shall be final and binding upon the parties thereto.

## SECTION 5 - INSPECTION

The Owner, at their own expense, has appointed and employed the Engineer whose duty it is to observe and inspect, in the Owner's interest, the materials furnished, and the work done as the work progresses in order to insure full and complete compliance with the Contract. It is agreed that the Owner may also, at its pleasure and at its own expense, appoint and employ such other persons as may be necessary for those purposes. The Engineer and all such other persons referred to shall have unrestricted access to all parts of the work and to other places at and in which the preparation of the materials and other parts of the work to be done under this Contract are carried on and conducted and shall be given by the Contractor all facilities and assistance required to carry out their work of observation and inspection.

It is not the function of the Engineer to supervise or direct the manner in which the work to be done under this Contract is carried on or conducted. Nevertheless, the Contractor agrees that any method of procedure, which in the opinion of the Engineer does not achieve the required results or quality of the work specified, shall be discontinued immediately upon the order of the Engineer.

The Engineer shall have the authority to reject any work, or materials, or any part thereof, which does not in their opinion conform to the Plans, Drawings, Specifications, and Contract, and it shall be permissible for them to do so at any time during the progress of the work and until its acceptance.

No work shall be done except in the presence of designated representatives of the Owner or the Engineer and no material of any kind shall be used upon the work until it has been inspected and accepted by such duly authorized representatives. All materials rejected shall be removed immediately from the work and not again offered for inspection. Any materials or workmanship found at any time to be defective or not of the quality or character required by the Plans and Specifications shall be remedied at once regardless of previous inspection.

Such inspections shall not relieve the Contractor from any obligation to perform such work strictly in accordance with the Plans and Specifications and work not so constructed shall be removed and made good by the Contractor at their own expense, and free of all expense to the Owner without reference to any previous oversight or error in inspection.

It is also understood that representatives of the State shall have access to the work wherever it is in preparation or progress, and the Contractor shall provide proper facilities for such access and inspection.

## SECTION 6 - OBLIGATION OF CONTRACTOR

The Contractor shall, at their own cost and expense, provide any and all manner of superintendence, insurance, taxes, labor, materials, apparatus, scaffolding, appliances, tools, machinery, power transportation, and whatever else may be required of every description necessary to do and complete the work, and shall be solely answerable for the same and for the safe, proper, and lawful construction, maintenance, and use thereof. The Contractor shall cover and protect the work from damage, and make good all injury to the same occurring before the completion of this Contract. The Contractor shall employ only competent people and shall provide an experienced superintendent who shall be present at all time that work is in progress. The Contractor shall also provide experienced foremen on each part of the work.

The Contractor shall, at their own expense, wherever necessary or required, maintain fences, provide watchmen, maintain lights, place additional timber and braces, and take such of the precautions as may be necessary to protect life, property, and structures, and shall be liable for all damages occasioned in any way by their act or neglect, or that of their agents, employees, or workmen. The Contractor shall provide access at all times to private property.

## SECTION 7 - PATENT RIGHTS

The Contractor shall indemnify and save harmless the Owner and its officers, agents, and representatives from all claims for damages, arising from the infringement or alleged infringement of any letters patent or patent rights covering any material, appliance, or device used in or upon the work or any part thereof.

All royalties for patents or patent infringement claims that might be involved in the construction of the work shall be included in the Contract amount and the Contractor shall satisfy all demands that may be made at the time for such and shall be liable for any damages or claims for patent infringements; and the Contractor shall at their own expense defend any and all suits or proceedings that may be instituted against patent or patents involved or alleged to be involved in the work and in case of an award of damages, the said Contractor shall pay such award.

## SECTION 8 - DEFENSE OF SUITS

In case any action at law of suit in equity may or shall be brought against the Owner or any of its representatives or agents for or on account of the failure, omission, or neglect of the Contractor or their or their employees or agents to do and perform any of the covenants, acts, matters, or things by this Contract undertaken or to be done or performed by the Contractor or their subcontractors, or their or their employees or agents, or for any injury or damage caused by the negligence or alleged negligence of the Contractor or their subcontractors, their or their employees or agents, the Contractor shall indemnify and save harmless the Owner, its representatives, agents, and servants of and from all loss, cost, damage, expense, judgment, or decrees whatever arising out of such actions or suits as may or shall be brought as aforesaid.

## SECTION 9 - PERMITS, LAWS, AND ORDINANCES

The Contractor shall keep themself fully informed of all existing and current ordinances and regulations and City, County, State, or National laws in any way limiting or controlling the actions or operations of these engaged upon the work or affecting the materials supplied to or by them. The Contractor shall at all times observe and comply with all such valid and legally binding ordinances, laws, and regulations, and shall protect and indemnify the Owner and its representatives and agents against any claim or liability arising from or based on any violation of the same. The Contractor shall take out and carry appropriate employer's liability insurance and public liability insurance. The Contractor shall obtain and pay for all necessary permits and pay all fees required in connection with the Contract.

## SECTION 10 - ASSIGNMENT OF CONTRACT

The Contractor shall have no right or power to assign this Contract, in whole or in part, nor to assign any right arising or monies due or to grow due thereunder, without formal approval of the Owner.

## SECTION 11 - SUBLETTING

No part of the work embraced in this Contract shall be sublet or in any way removed from the control of the Contractor except with the written consent of the Owner, but this provision shall not apply to the purchase and delivery of materials necessarily manufactured and provided elsewhere.

## SECTION 12 - COMPLETION OF WORK BY OWNER

If the work to be done under this Contract shall be abandoned by the Contractor, or if this Contract shall be assigned, or the work sublet by them, otherwise than as herein specified, or if at any time the Engineer shall be of the opinion that the performance of the Contract is unnecessarily or unreasonably delayed or that the Contractor is willfully violating any of the conditions of covenants of this Contract, or of the Specifications, or is executing the same in bad faith or not in accordance with the terms thereof, or if the work be not fully completed within the time named in the Contract for its completion, or within the time to which the completion of the Contract may be extended by the Owner, the Owner may notify the Contractor to discontinue all work, or any part thereof under this Contract, by a written notice to be served upon the Contractor, as herein provided; and the Contractor shall within five (5) days of the service of said notice discontinue the work, or such part thereof, and Owner shall thereupon have the power to contract for the completion of the Contract in the manner prescribed by law, or to place such and so many persons as it may deem advisable, by contract or otherwise, to work, and complete session of and use any of the materials, plant, tools, equipment, supplies, and property of every kind provided by the Contractor for the purpose of their work and to procure other materials and equipment for the completion of the same, and to charge the expense of said labor and materials to the Contractor. The expense so charged shall be deducted and paid by the Owner out of such monies as may be due or may at any time thereafter grow due to the Contractor by virtue of this Contract, or any part thereof. And in case such expense shall exceed the amount which would have been payable under the Contract if the same had been completed by the Contractor, the Contractor or their surety shall pay the amount of such excess to the Owner; and in case such expense shall be less than the amount which would have been payable under this Contract if the same had been completed by the Contractor, the Owner shall pay such difference to the Contractor.

## SECTION 13 - CLAIMS FOR LABOR AND MATERIALS

The Contractor shall indemnify and save harmless the Owner from all claims for labor done and for materials furnished under this Contract, or any alterations or modifications thereof and shall furnish the Owner with satisfactory evidence, when called for by it, that all persons who have done work or furnished materials under this Contract, for which the Owner may become liable under the laws of the State, have been fully paid or satisfactorily secured, and in case such evidence is not furnished, an

amount necessary or sufficient within the discretion of the Owner to meet the claims of the persons aforesaid shall be retained, in addition to any other monies due the Contractor under this Contract, until the liabilities aforesaid shall be fully discharged or satisfactorily secured.

## SECTION 14 - MODIFICATIONS AND EXTRA WORK

The Contractor in entering into this Contract understands that the Owner reserves the right to modify the arrangement, character, or size of the work or appurtenances whenever in its opinion it shall deem it necessary or advisable to do so. Minor changes in the work not involving extra cost and not inconsistent with the purpose of the work may be made by verbal order, but no modifications involving substantial extra work or changes shall be made unless ordered by the Engineer. The Contractor shall and will accept such modifications when ordered in writing by the Engineer, and the same shall not vitiate or void this Contract. Any such modifications so made shall not, however, subject the Contractor to increased expense without equitable compensation. If such modifications result in a decrease in the cost of work involved, an equitable deduction from the Contract price shall be made.

## SECTION 15 - PAYMENT FOR EXTRA WORK

The Contractor agrees that they will accept as full compensation for extra work, the unit prices bid, where such are applicable; and for such items as are not properly covered by unit prices, a lump sum agreed upon as reasonable by the Engineer and the Contractor. If an agreement cannot be made on payment for extra work on a unit price or lump sum basis, the Contractor will accept as full compensation the necessary labor, including insurance and payroll taxes, equipment rental and materials, plus fifteen (15%) percent which covers superintendence, the use of tools and plant, and other overhead expenses and profit. In case the extra work is performed by a previously approved subcontractor, the total allowance which covers superintendence, the use of tools and plant, and other overhead expenses and profit shall be twenty (20%) percent instead of fifteen (15%) percent as stated above.

Equipment rental charges shall be the prorated charge actually paid by the Contractor in the case where equipment is rented, except that this rental charge shall not exceed the latest rental rates compiled by the Associated Equipment Distributors. If the equipment is owned by the Contractor, the equipment rental charge shall be prorated on the basis of the monthly rates compiled by the Associated Equipment Distributors. All fuel and lubrication costs will be paid for separately.

The Contractor agrees to prosecute such extra work with all reasonable diligence, and to employ thereon competent people. The Contractor shall give the Engineer access to all accounts, bills, payrolls, and vouchers relating to extra work not covered by unit prices, and agrees that they shall have no claim for compensation for such extra work in the case of items not covered by unit prices unless a statement in writing of the actual cost of the same, fully itemized as to labor and materials, is presented to the Engineer before the thirtieth (30) day of the month following that during which each specific order was complied with by them.

## SECTION 16 - CLAIMS FOR UNAUTHORIZED EXTRA WORK

If the Contractor performs work which he considers is not included under any of the items of the Contract and which has not been specifically ordered in writing by the Owner as extra work, he shall make a claim for extra payment for such work, with detailed cost data to support their claim, within thirty (30) days after the said work is performed. Should such work extend over a period of more than thirty (30) days, he shall submit monthly records of all cost data relating to the claim for extra payment of such work.

SECTION 17 - GUARANTEE

The Contractor agrees the work done under this Contract, and that the materials furnished by them and used in the construction of the same are free from defects or flaws, and the guarantee is for a term of one (I) year from and after the date upon which the final estimate of the Engineer is formally approved by the Owner. It is hereby, however, agreed and understood that this guarantee shall not include any repairs made necessary by any cause or causes other than defective materials furnished by or defective work done by the Contractor.

SECTION 18 - REPAIRS FOR ONE YEAR

The Contractor further agrees that he will furnish prior to payment of the final estimate, a certificate from their surety stating that the Performance Bond covers the above one-year guarantee. The Contractor shall make such repairs on the work as may be required by the Contractor's guarantee. In the event the Performance Bond does not provide a one-year guarantee, a separate Maintenance Bond in an amount equal to ten (10%) percent of the amount of the Contract shall be posted.

SECTION 19 - RATE OF PROGRESS AND SEQUENCE OF WORK

The Contractor shall, within ten (10) days after the date of the execution of the Contract, submit a construction schedule showing dates of starting and completion of various parts of work. Thenceforth, the rate of progress shall be such that the whole work will be completed and the grounds cleaned up within the time stated in the Contract.

The Engineer shall direct and order the location and sequence of work. If at any time before the commencement or during the progress of the work, the materials, labor and appliances used or to be used by the Contractor appear to the Engineer to be insufficient or improper for securing the quality of work required or the required rate of progress, the Engineer may order the Contractor to increase their efficiency or to improve their character, and the Contractor shall conform to such order; but the failure of the Engineer to demand any such increase or efficiency or any such improvements shall not release the Contractor from their obligation to secure the quality of the work or the rate of progress specified.

SECTION 20 - EXTENSION OF TIME

The Contractor expressly covenants and agrees that in undertaking to complete the work sufficiently to permit operation of major units and to complete the entire work within the time stated in the Contract, he has taken into consideration and made allowance for all of the ordinary delays and hindrances incidental to such work, whether growing out of delays in securing materials or workmen, or otherwise. Should the Contractor, however, be substantially delayed in the prosecution and completion of the work by any changes, additions or omissions therein ordered in writing by the Engineer, or by fire, lightning, earthquake, tornado, cyclone, riot, insurrection or war, or by the abandonment of the work by the workmen engaged therein through no fault of the Contractor, or by the discharge of all or any material number of workmen in consequence of difficulties arising between the Contractor and such workmen, or by the neglect, delay or default of any other Contractor of the Owner, the Contractor may, within five (5) days after the occurrence of the delay for which he claims allowance notify the Engineer thereof in writing, and thereupon and not otherwise the Contractor shall be allowed such reasonable additional time for the completion of the work as the Engineer in their discretion and authority on behalf of the Owner shall award in writing.

SECTION 21 - LIABILITY OF CONTRACTOR FOR EMPLOYEES

Each and every employee of the Contractor, and each and every employee of their subcontractors engaged in the said work shall, for all purposes, be deemed and taken to be the exclusive servants of the Contractor and not for any purpose or in any manner in the employment of the Owner. The

Contractor shall in no manner be relieved from responsibility or liability on account of any fault or delay in the execution of the said work or any part thereof by any such employee, or any such subcontractor, or any materialmen, whatsoever.

## SECTION 22 - NO WAIVER OF RIGHTS

No certificate given or payment made under this Contract shall be evidence of the performance of the Contract either wholly or in part, and no payment shall be construed to be an acceptance of defective work or improper materials. No act of the Owner or of the Engineer, or of any representative of either of them in inspecting the work, nor any extension of time for the completion of the work, shall be regarded or taken as an acceptance of such work, or any part thereof, or of materials used therein or therefore, either wholly or in part. Before any final payment shall be allowed, the Contractor will be required, and he hereby agrees, to sign a statement that he accepts the same in full payment and settlement of all claims on account of work done and materials furnished under this Contract, and furthermore that all claims on account of work done and materials furnished under this Contract, and furthermore that all claims for materials provided or labor performed have been paid or satisfactorily secured. No waiver of any breach of this Contract by the Owner or anyone acting for it or on its behalf shall be held as a waiver of any other or subsequent breach thereof.

## SECTION 23 - VERBAL STATEMENTS NOT BINDING

It is understood and agreed that the written terms and provisions of this agreement shall supersede all prior verbal statements of the Engineer or other representatives of the Owner, and such statements shall not be effective or be constructed as entering into or forming a part of, or altering anywise whatsoever the written agreement.

## SECTION 24 - RELEASE OF LIABILITY

No person or corporation other than the signer of this Contract as Contractor now has any interest hereunder, and no claim shall be made or be valid, and neither the Owner or any employee or agent thereof shall be liable or be held acceptable for damages caused by the Contractor. Acceptance by the Contractor of the final payment shall operate as and shall be a release to the Owner and every representative and agent thereof from all claims and liability to the Contractor for anything done or furnished for, or relating to the work or for any act or neglect of the Owner or any person relating to or affecting the work.

## SECTION 25 - SUBSTITUTION CLAUSE

Wherever in the Plans and Specifications any item of equipment or material is designated by reference to a particular brand, manufacturer, or trade name, it is understood that an approved equal product, acceptable to the Engineer may be substituted by the Contractor.

## SECTION 26 - AFFIRMATIVE ACTION PROVISION FOR CONSTRUCTION CONTRACTS

Affirmative Action Provisions for Construction Contracts is referenced to PL 1975, C. 127, NJSA 10:5-31 et seq. and NJAC 17:27.

EXHIBIT A

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

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

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

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

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

The contractor or subcontractor agrees to make good faith efforts to meet targeted County employment goals established in accordance with NJAC 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

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

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

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

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

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

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

EXHIBIT B

**MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE**
**NJSA 10:5-31 ET SEQ., (PL 1975, C. 127)**
**NJAC 17:27**

CONSTRUCTION CONTRACTS

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

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

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

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union 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.

When hiring or scheduling workers in each construction trade, the contractor or subcontractor agrees to make good faith efforts to employ minority and women workers in each construction trade consistent with the targeted employment goal prescribed by N.J.A.C. 17:27-7.2; provided, however, that the Dept. of LWD, Construction EEO Monitoring Program, may, in its discretion, exempt a contractor or subcontractor from compliance with the good faith procedures prescribed by the following provisions, A, B, and C, as long as the Dept. of LWD, Construction EEO Monitoring Program is satisfied that the contractor or subcontractor is employing workers provided by a union which provides evidence, in accordance with standards prescribed by the Dept. of LWD, Construction EEO Monitoring Program, that its percentage of active “card carrying” members who are minority and women workers is equal to or greater than the targeted employment goal established in accordance with N.J.A.C. 17:27-7.2. The contractor or subcontractor agrees that a good faith effort shall include compliance with the following procedures:

(A) If the contractor or subcontractor has a referral agreement or arrangement with a union for a construction trade, the contractor or subcontractor shall, within three business days of the contract award, seek assurances from the union that it will cooperate with the contractor or subcontractor as it fulfills its affirmative action obligations under this contract and in accordance with the rules promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et. seq., as supplemented and amended from time to time and the Americans with Disabilities Act. If the contractor or subcontractor is unable to obtain said assurances from the construction trade union at least five business days prior to the commencement of construction work, the contractor or subcontractor agrees to afford equal employment opportunities minority and women workers directly, consistent with this chapter. If the contractor's or subcontractor's prior experience with a construction trade union, regardless of whether the union has provided said assurances, indicates a significant possibility that the trade union will not refer sufficient minority and women workers consistent with affording equal employment opportunities as specified in this chapter, the contractor or subcontractor agrees to be prepared to provide such opportunities to minority and women workers directly, consistent with this chapter, by complying with the hiring or scheduling procedures prescribed under (B) below; and the contractor or subcontractor further agrees to take said action immediately if it determines that the union is not referring minority and women workers consistent with the equal employment opportunity goals set forth in this chapter.

(B) If good faith efforts to meet targeted employment goals have not or cannot be met for each construction trade by adhering to the procedures of (A) above, or if the contractor does not have a referral agreement or arrangement with a union for a construction trade, the contractor or subcontractor agrees to take the following actions:

(1) To notify the public agency compliance officer, the Dept. of LWD, Construction EEO Monitoring Program, and minority and women referral organizations listed by the Division pursuant to N.J.A.C. 17:27-5.3, of its workforce needs, and request referral of minority and women workers;

(2) To notify any minority and women workers who have been listed with it as awaiting available vacancies;

(3) Prior to commencement of work, to request that the local construction trade union refer minority and women workers to fill job openings, provided the contractor or subcontractor has a referral agreement or arrangement with a union for the construction trade;

(4) To leave standing requests for additional referral to minority and women workers with the local construction trade union, provided the contractor or subcontractor has a referral agreement or arrangement with a union for the construction trade, the State Training and Employment Service and other approved referral sources in the area;

(5) If it is necessary to lay off some of the workers in a given trade on the construction site, layoffs shall be conducted in compliance with the equal employment opportunity and nondiscrimination standards set forth in this regulation, as well as with applicable Federal and State court decisions;

(6) To adhere to the following procedure when minority and women workers apply or are referred to the contractor or subcontractor:

(i) The contactor or subcontractor shall interview the referred minority or women worker.

(ii) If said individuals have never previously received any document or certification signifying a level of qualification lower than that required in order to perform the work of the construction trade, the contractor or subcontractor shall in good faith determine the qualifications of such individuals. The contractor or subcontractor shall hire or schedule

those individuals who satisfy appropriate qualification standards in conformity with the equal employment opportunity and non-discrimination principles set forth in this chapter. However, a contractor or subcontractor shall determine that the individual at least possesses the requisite skills, and experience recognized by a union, apprentice program or a referral agency, provided the referral agency is acceptable to the Dept. of LWD, Construction EEO Monitoring Program. If necessary, the contractor or subcontractor shall hire or schedule minority and women workers who qualify as trainees pursuant to these rules. All of the requirements, however, are limited by the provisions of (C) below.

(iii) The name of any interested women or minority individual shall be maintained on a waiting list, and shall be considered for employment as described in (i) above, whenever vacancies occur. At the request of the Dept. of LWD, Construction EEO Monitoring Program, the contractor or subcontractor shall provide evidence of its good faith efforts to employ women and minorities from the list to fill vacancies.

(iv) If, for any reason, said contractor or subcontractor determines that a minority individual or a woman is not qualified or if the individual qualifies as an advanced trainee or apprentice, the contractor or subcontractor shall inform the individual in writing of the reasons for the determination, maintain a copy of the determination in its files, and send a copy to the public agency compliance officer and to the Dept. of LWD, Construction EEO Monitoring Program.

(7) To keep a complete and accurate record of all requests made for the referral of workers in any trade covered by the contract, on forms made available by the Dept. of LWD, Construction EEO Monitoring Program and submitted promptly to the Dept. of LWD, Construction EEO Monitoring Program upon request.

(C) The contractor or subcontractor agrees that nothing contained in (B) above shall preclude the contractor or subcontractor from complying with the union hiring hall or apprenticeship policies in any applicable collective bargaining agreement or union hiring hall arrangement, and, where required by custom or agreement, it shall send journeymen and trainees to the union for referral, or to the apprenticeship program for admission, pursuant to such agreement or arrangement. However, where the practices of a union or apprenticeship program will result in the exclusion of minorities and women or the failure to refer minorities and women consistent with the targeted county employment goal, the contractor or subcontractor shall consider for employment persons referred pursuant to (B) above without regard to such agreement or arrangement; provided further, however, that the contractor or subcontractor shall not be required to employ women and minority advanced trainees and trainees in numbers which result in the employment of advanced trainees and trainees as a percentage of the total workforce for the construction trade, which percentage significantly exceeds the apprentice to journey worker ratio specified in the applicable collective bargaining agreement, or in the absence of a collective bargaining agreement, exceeds the ratio established by practice in the area for said construction trade. Also, the contractor or subcontractor agrees that, in implementing the procedures of (B) above, it shall, where applicable, employ minority and women workers residing within the geographical jurisdiction of the union.

After notification of award, but prior to signing a construction contract, the contractor shall submit to the public agency compliance officer and the Dept. of LWD, Construction EEO Monitoring Program an initial project workforce report (Form AA-201) electronically provided to the public agency by the Dept. of LWD, Construction EEO Monitoring Program, through its website, for distribution to and completion by the contractor, in accordance with N.J.A.C. 17:27-7.

The contractor also agrees to submit a copy of the Monthly Project Workforce Report once a month thereafter for the duration of this contract to the Dept. of LWD, Construction EEO Monitoring Program, and to the public agency compliance officer. The contractor agrees to cooperate with the public

agency in the payment of budgeted funds, as is necessary, for on-the-job and/or off-the job programs for outreach and training of minorities and women.

(D) The contractor and its subcontractors shall furnish such reports or other documents to the Dept. of LWD, Construction EEO Monitoring Program as may be requested by the Dept. of LWD, Construction EEO Monitoring Program 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 Dept. of LWD, Construction EEO Monitoring Program for conducting a compliance investigation pursuant to **N.J.A.C. 17:27-1.1 et seq.**

SECTION 27 - PREVAILING WAGES

**A. Payment of Prevailing Wages**

In accordance with the New Jersey Prevailing Wage Act, Chapter 150 of the Laws of 1963 as amended by Chapter 64 of the Laws of 1974, the Contractor and any subcontractor shall pay to workmen wages which are not less than the prevailing wages set forth herein and made a part of this Contract. In the event that any such prevailing wage is increased prior to the award of this Contract, then the increased prevailing wage or wages shall apply and supersede those set forth herein.

**B. Failure to Pay Prevailing Wages**

In the event that it is found that any workmen employed by the Contractor or any subcontractor pursuant to this Contract is paid less than the required wage, then the Owner may terminate the Contractor's right to proceed with the work, or such part of the work as to which there has been a failure to pay required wages, and the Owner may then prosecute the work to completion or otherwise. The Contractor and the Surety shall be liable to the Owner for any excess costs occasioned to the Owner by reason of termination of the Contract and completion of the work in accordance with this provision.

**C. Posting and Records of Prevailing Wages**

The Contractor and any subcontractor shall post the various prevailing wages for each craft, trade or classification of workmen, including the effective dates of any changes thereof in a prominent and easily accessible place at the site of the work and at such place or places as are used for the payment of wages to workmen.

The Contractor and any subcontractor shall keep an accurate record showing the name, craft or trade and actual hourly rate of wages paid to each workman employed by the Contractor or subcontractor, as the case may be, in connection with the performance of this Contract for two (2) years from the date of payment.

**D. Certifications of Wages Due**

Before final payment is made under this Contract, the Contractor and any subcontractor shall file written statements with the Owner certifying to the amounts then due and owing to any and all workmen for wages due on account of work performed under the Contract. The statements shall set forth the names of the persons whose wages are unpaid and the amount due to each. The statements must be verified by the oaths of the Contractor or subcontractor, as the case may be. All such statements shall be filed with the Treasurer of the Owner.

TOWNSHIP OF WEST ORANGE
COUNTY OF ESSEX, NEW JERSEY

**NJDOT MA 2025**
**HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT**

# GENERAL REQUIREMENTS

## 1. LOCATION AND DESCRIPTION OF WORK

The work generally consists of road reconstruction improvements, approximately 6,500 LF of new curb, approximately 12,000 SY of pavement milling, installation of approximately 1,700 tons of hot mix asphalt overlay, approximately 1,600 SY of concrete sidewalk, pavement markings, ADA compliant ramps, and regulatory and warning signage; all in accordance with the form of proposal, contract and specifications prepared by Greenman-Pedersen, Inc. (GPI), 301 Gibraltar Drive, Suite 2A, Morris Plains, New Jersey.

## 2. LINES AND GRADES

The Contractor is responsible for performing the construction stakeout as part of the project. Grade sheets will be required where noted on the Construction Plans.

## 3. EXPLOSIVES AND BLASTING

Explosives for blasting shall be stored, handled and used in accordance with the laws, ordinances and regulations of the State, County or Local government and with such additional regulations as the Engineer may require. Blasting shall be conducted so as not to endanger persons or property; and unless otherwise permitted, the Contractor shall be responsible for and shall make good any damage of whatever nature caused by blasting or accidental explosions.

## 4. WORKING CONDITIONS

The Contractor shall provide working conditions on each operation that shall be safe and as healthful as the nature of the work permits. They shall inform themself of and shall comply with all safety and sanitary rules, laws and regulations. The Contractor shall maintain a safe drinking water supply readily available to all workers.

A sufficient number of chemical type sanitary structures shall be provided for workmen on the project. They shall be located near the points of work. They shall be cleaned daily and shall be adequately serviced.

## 5. CARE AND PROTECTION OF WORK

From the commencement of work until the completion of the same, the Contractor shall be solely responsible for the protection and care of the work covered by the Contract and for the material delivered to the site. All injury, damage or loss of the same from whatever cause, shall be made good at their expense. The Contractor shall take all necessary precautions to prevent injury or damage to the work by flood, freezing or inclement weather at any and all times. The methods used for this purpose shall be subject to approval by the Engineer.

6. SHOP DRAWINGS

The Contractor shall furnish shop drawings, descriptive literature and other required information for all manufactured items. Five (5) copies shall be submitted to the Engineer for approval prior to fabrication. Approval by the Engineer of shop drawings for any material apparatus, device and layout shall not relieve the Contractor from the responsibility of furnishing same of proper dimension, size, quality, quantity and all performance characteristics to efficiently perform the requirements and intent of the Contract Documents. Approval shall not relieve the Contractor from responsibility for errors of any sort on the shop drawings. If the shop drawings deviate from the Contract Documents, the Contractor shall advise the Engineer of the deviations in writing, including the reasons for the deviations. Prior to the submittal of shop drawings of manufactured items, the Contractor shall check and approve the drawings. He shall indicate their approval by initials and date, and shall also indicate by reference the specifications and/or plan which covers the item.

7. MATERIALS AND MANUFACTURED ARTICLES

All material and workmanship shall be subject to the approval of the Engineer and shall be in conformity with the approved modern practice.

Wherever available, only manufactured and farm products of the United States shall be used in the performance of the work.

When a reference is made in the Contract Documents to standards or specifications of associations such as AWWA, ASTM or others, the provisions of the latest revision of the standard or specifications shall be applicable.

In all cases, new materials in first-class condition shall be used, unless this provision is waived by notice from the Owner or the Engineer in writing. In general, wherever the Contract Documents show or specify a particular make of material, manufactured article, device or equipment, it shall be regarded as a standard.

If two or more makes of material, manufactured articles, devices or equipment are shown or specified, each should be regarded as the equal of the other.

Any other make of material, manufactured article, device or equipment which is the recognized equal of that specified and is suitable for the purpose intended, will be accepted upon approval by the Engineer, whose decision shall be final.

In the event the Contractor obtains the Engineer's approval for the use of equipment other than that which is shown on the plans or specified herein, the Contractor shall at their own expense make any changes in the structures, buildings or piping necessary to accommodate the equipment.

8. WORK IN BAD WEATHER

During freezing, stormy or inclement weather, no work shall be done except such as can be done satisfactorily and in a manner to secure first-class construction throughout.

9. NIGHT AND SUNDAY WORK

Unless otherwise especially permitted, no work shall be done between the hours of 6:00 PM and 7:00 AM, nor on Sunday, except as necessary for the proper care and protection of work

already performed. If it shall become absolutely necessary to perform work at night or on Sunday, the Engineer shall be informed at least twenty-four (24) hours in advance of the beginning of performance of such work. Only such work shall be done at night as can be done satisfactorily and in a first class manner. Good lighting and all other necessary facilities for carrying out and inspecting the work shall be provided and maintained at all points where such work is being done.

10. CONTRACTOR'S OFFICE

The Contractor shall not be required to maintain an office at the site of the work during the period of construction. Copies of the Contract and working drawings and of the specifications shall be maintained at the project site by the Contractor at all times while work is progressing.

11. RESIDENT ENGINEER'S OFFICE

It will not be necessary for the Contractor to construct or maintain an office for the sole use of the Resident Engineer.

12. SANITARY, WATER SUPPLY AND ELECTRICAL ENERGY REQUIREMENTS

The Contractor shall provide at convenient places on or near the work proper sanitary accommodations. They will be subject to the inspection of the Engineer and shall at all times be constructed and maintained in a manner satisfactory to them and their use shall be strictly enforced. The Contractor shall make their own arrangements for obtaining the electrical energy and a water supply necessary for construction purposes.

13. PUBLIC SAFEGUARDS

The Contractor agrees to conduct the work at all times in such a manner that public travel shall not be inconvenienced needlessly, nor shall it be wholly obstructed at any point. The Contractor further agrees to be responsible for all legal notices and signals to the public of the state of the roads while the work is in progress, providing watchmen, barricades, red lights, danger and warning signs and such other precautions necessary to protect life and property in accordance with the "Manual on Uniform Traffic Control Devices".

14. STORAGE OF MATERIALS

Materials shall be stored so as to insure the preservation of their quality and fitness for the work. When considered necessary, they shall be placed on wood platforms and covered, or stored in a suitable building as directed by the Engineer. Stored material shall be located so as to facilitate prompt inspection.

15. BARRIERS

The Contractor will be responsible for the satisfactory repair and maintenance of all fences, walls, driveways, barriers crossed or damaged by them during the course of construction.

16. PROPERTY MARKERS DISTURBED

The Contractor shall, at their own expense, retain the services of a licensed surveyor to replace property markers on or adjacent to privately owned property which have been disturbed during the course of construction.

17. COOPERATION WITH UTILITIES

It shall be the responsibility of the Contractor to arrange for all utility work essential for the completion of the project and to coordinate the work carried on by public utilities with their own work in order to eliminate delay of the project. The Contractor shall cooperate with the utility company in the removal, relocation and replacement of such structures. Wherever underground utilities are encountered, the Contractor shall take special precautions to prevent breakage and interruption of service. Where such lines require relocation before the work can proceed, the UTILITY COMPANY shall be promptly notified of the fact and will relocate such lines. It shall also be the Contractor's responsibility to assure that any work done by public utilities or their contractors is in conformity with the Plans and Specifications for the project. No compensation or extension of contract time will be allowed the Contractor for corrective measures required by the Engineer for delays to the work caused by failure to comply with this provision.

It shall be the Contractor's responsibility to assure that all excavation and backfilling for all subsurface installations including those of the utility companies, shall be done in accordance with the Specifications, including restoration of road surface until such time as the removal of existing pavement is necessary for reconstruction of the road.

Failure of the Contractor to take proper action to correct any defective work, materials, operations and/or maintenance of traffic, all as specified herein, within the time specified by the Engineer, will be cause for the Engineer to halt work and have same done by others at the expense of the Contractor with no extension of contract time permitted.

18. CONTRACTOR'S EMPLOYEES

The Contractor shall be represented on the project site at all times when work is in progress by an experienced superintendent. Only skilled foremen and workmen shall be employed on work requiring special qualifications.

19. CLEANUP

During the progress of the work, the Contractor shall keep the site in a generally neat condition. Lunch papers, bottles, lumber cutoffs, drinking cups and like rubbish shall be removed from the site daily. The work shall be cleaned up as the various portions of the project are completed. Upon the completion of the work and before acceptances and final payment shall be made, the Contractor shall, except as otherwise expressly directed or permitted in writing, clean and remove from the sites and adjacent property all surplus and discarded materials, rubbish and temporary structures. The Contractor shall restore in an acceptable manner all property which has been damaged during the prosecution of the work and leave the whole in a neat and presentable condition. There shall be no extra payment for cleanup, said costs to be included in the prices bid for the various items.

20. EXCAVATED AND WASTE MATERIAL

Unless otherwise directed by the Engineer, the Contractor shall be responsible, at their own cost and expense, for the removal from the site of the work, as well as disposal in a manner meeting all requirements of law, of all excess excavated material and all other waste material generated during the performance of the Contract.

21. NOTICE TO RESIDENTS

It shall be the sole responsibility of the Contractor to notify any resident at least 24 hours in advance when access to this driveway or property will be restricted. The notice shall be in

writing and shall state the date, reason and approximate length of time of the inconvenience.

22. MAINTENANCE AND PROTECTION OF TRAFFIC

The Contractor shall plan and carry out their work to provide for the convenient and safe passage of both vehicular and pedestrian traffic through the worksite area and along all detours if necessary.

As noted on the Construction Plans, the road will be permitted to be closed from 8:00 a.m. to 5:00 p.m., Monday through Friday.

The Contractor shall furnish, erect or place, and maintain, in good condition, barricades, signs, lights, traffic cones, barrels and pavement markings, and other warning and danger signals and devices, appropriate and adequate for the specific needs and subject to the Engineer's approval, at working sites, closed roads, intersections, open excavations, locations of material storage, standing equipment and other obstructions, at points where the usable traffic width of the road is reduced, at points where traffic is deflected from its normal courses or lanes, and at other places of danger to vehicular or pedestrian traffic or to completed work. This plan shall be reviewed and subject to approval by the Engineer.

No outside employment job can be accepted without pre-payment of all necessary fees. If for unknown reasons the officers must work past the time requested, you will be billed for the extra time. When the officer works less than the time requested and you have pre-paid all fees required, you will be issued a refund.

23. COORDINATION WITH TOWNSHIP OPERATIONS

The Contractor shall perform their work so as not to disrupt the day to day use of the facilities. The work shall be coordinated with the Maintenance Supervisor who is to be notified in advance of specific work items that the Contractor will perform.

# PREVAILING WAGE RATES



STATE OF NEW JERSEY
Department of Labor and Workforce Development
Division of Wage and Hour Compliance - Public Contracts Section
PO Box 389
Trenton, NJ 08625-0389

## PREVAILING WAGE RATE DETERMINATION

The New Jersey Prevailing Wage Act (N.J.S.A. 34:11-56.25 et seq.) requires that the Department of Labor and Workforce Development establish and enforce a prevailing wage level for workers engaged in public works in order to safeguard their efficiency and general well being and to protect them as well as their employers from the effects of serious and unfair competition.

Prevailing wage rates are wage and fringe benefit rates based on the collective bargaining agreements established for a particular craft or trade in the locality in which the public work is performed. In New Jersey, these rates vary by county and by the type of work performed.

Applicable prevailing wage rates are those wages and fringe benefits in effect on the date the contract is awarded. All pre-determined rate increases listed at the time the contract is awarded must also be paid, beginning on the dates specified. Rates that have expired will remain in effect until new rates are posted.

**Prevailing Wage Rate**

The prevailing wage rate for each craft will list the effective date of the rate and the following information:

**W** = Wage Rate per Hour **B** = Fringe Benefit Rate per Hour* **T** = Total Rate per Hour

* Fringe benefits are an integral part of the prevailing wage rate. Employers not providing such benefits must pay the fringe benefit amount directly to the employee each payday. Employers providing benefits worth less than the fringe benefit amount must pay the balance directly to the employee each payday.

Unless otherwise stated in the Prevailing Wage Rate Determination, the fringe benefit rate for overtime hours remains at the straight time rate.

When the Overtime Notes in the Prevailing Wage Rate Determination state that the overtime rates are "inclusive of benefits," the benefit rate is increased by the same factor as the wage rate (i.e. multiplied by 1.5 for time and one-half, multiplied by 2 for double time, etc.).

**Apprentice Rate Schedule**

An “apprentice” is an individual who is registered with the United States Department of Labor - Office of Apprenticeship and enrolled in a certified apprenticeship program during the period in which they are working on the public works project.

The apprentice wage rate is a percentage of the journeyman wage rate, unless otherwise indicated. The apprentice benefit rate is the full journeyman benefit rate, unless otherwise indicated.

If there is no apprentice rate schedule listed, the individual must be paid at least the journeyman rate even if that individual is in a certified apprentice program for that trade.

If there is no ratio of apprentices to journeymen listed for a particular craft, then the ratio shall be one (1) apprentice to every four (4) journeymen.

**Comments/Notes**

For each craft listed there will be comments/notes that cover the definition of the regular workday, shift differentials, overtime, recognized holidays, and any other relevant information.

**Public Works Contractor Registration**

The Public Works Contractor Registration Act (N.J.S.A. 34:11-56.48, et seq.) requires that **all** contractors, subcontractors, or lower tier subcontractors who are working on or who bid on public works projects register with the Department of Labor and Workforce Development. Applications are available at *www.nj.gov/labor* (click on Wage & Hour and then go to Registration & Permits).

Pursuant to N.J.S.A. 34:11-56.51:

*No contractor shall bid on any contract for public work as defined in section 2 of P.L.1963, c. 150 (C.34:11-56.26) unless the contractor is registered pursuant to this act. No contractor shall list a subcontractor in a bid proposal for the contract unless the subcontractor is registered pursuant to P.L.1999, c.238 (C.34:11-56.48 et seq.) at the time the bid is made. No contractor or subcontractor, including a subcontractor not listed in the bid proposal, shall engage in the performance of any public work subject to the contract, unless the contractor or subcontractor is registered pursuant to that act.*

**Snow Plowing**

Snow plowing contracts are <u>not</u> subject to the New Jersey Prevailing Wage Act or the Public Works Contractor Registration Act.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Air Conditioning & Refrigeration - Service and Repair** **PREVAILING WAGE RATE**

| | 03/07/25 |
|---|---|
| Journeyman (Mechanic) | W46.23<br>B31.42<br>T77.65 |

**Craft: Air Conditioning & Refrigeration - Service and Repair** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| As Shown | 1st Year | 2nd Year | 3rd Year | 4th Year | 5th Year | Wage = % | of Jnymn | Wage | | |
| Wage and Bene | 40% | 50% | 60% | 70% | 80% | Bene = % | of Jnymn | Bene | | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Air Conditioning & Refrigeration - Service and Repair** **COMMENTS/NOTES**

THESE RATES MAY BE USED FOR THE FOLLOWING:
- Service/Repair/Maintenance Work to EXISTING facilities.
- Replacement or Installation of air conditioning and refrigeration equipment when the combined tonnage does not exceed 15 tons for refrigeration, or 25 tons for air conditioning.
- Replacement or Installation of "packaged" or "unitary" rooftop-type units when the combined tonnage of the units does not exceed 75 tons.

NOTE: These rates may NOT be used for any work in new construction (including work on new additions).

The regular workday shall consist of 8 hours, starting between 6:00 AM and 10:00 AM, Monday through Friday.

SHIFT DIFFERENTIALS:
- The second and third shifts shall be paid an additional 15% of the hourly rate.
- All shifts must run for a minimum of 5 consecutive days.

OVERTIME:
Hours worked in excess of 8 per day or before or after the regular workday, that are not shift work, and all hours on Saturday shall be paid at time and one-half the hourly rate, inclusive of benefits. All hours on Sunday and holidays shall be paid at double the hourly rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Boilermaker** **PREVAILING WAGE RATE**

| | 01/12/24 |
|---|---|
| Foreman | W54.11<br>B47.08<br>T101.19 |
| General Foreman | W56.11<br>B48.14<br>T104.25 |
| Journeyman | W49.11<br>B45.31<br>T94.42 |

**Craft: Boilermaker** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 1000 Hours | 65% | 70% | 75% | 80% | 85% | 90% | 95% | | | |
| Benefit = | 38.33 | 39.30 | 40.32 | 41.31 | 42.32 | 43.32 | 44.30 | | | |

**Ratio of Apprentices to Journeymen - ***

* 1 apprentice will be allowed for the first 5 journeymen, 1 apprentice for the next 10 journeymen and 1 apprentice for each succeeding 20 journeymen up to a maximum of 5 apprentices per contractor on any one job.

**Craft: Boilermaker** **COMMENTS/NOTES**

HIGH WORK: All apprentices working on the erection, repair, or dismantling of smoke stacks, standpipes, or water towers shall be paid the Journeyman rate.

The regular workday shall consist of 8 hours, between 8:00 AM and 4:30 PM.

SHIFT DIFFERENTIALS:
- The second shift shall work 7.5 hours and receive 8 hours pay, at a rate equal to the regular hourly rate plus 10%.
- The third shift shall work 7 hours and receive 8 hours pay, at a rate equal to the regular hourly rate plus 20%.
- For "Municipal Water Works" projects only, the following shall apply: Two, four day, 10 hour shifts may be worked at straight time Monday through Thursday. The day shift shall work four days, at 10 hours, for 10 hours pay. The second shift shall work four days, at nine and a half hours, for 10 hours pay, plus 10% the hourly rate for new work and .25 cents on repair work. Friday may be used as a make-up day at straight time, due to weather conditions, hoilday or any other circumstances beyond the employer's control.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays (except Labor Day) shall be paid at double the hourly rate. All hours on Labor Day shall be paid at four times the hourly rate.
- If any other craft employed by the same contractor, or a subcontractor thereof, receives double time in lieu of time and one-half, then the Boilermaker shall receive double time in lieu of time and one-half.
- For "Municipal Water Works" projects only, the following shall apply: Four 10 hour days may be worked Monday through Thursday at straight time. Friday may be used as a make-up day for a day lost to inclement weather, holiday or other conditions beyond the control of the employer. Overtime shall be paid for any hours that exceed 10 hours per day or 40 hours per week.

RECOGNIZED HOLIDAYS: New Year's Day, Washington's Birthday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Boilermaker - Minor Repairs** **PREVAILING WAGE RATE**

| | 01/12/24 |
|---|---|
| Foreman | W35.88<br>B17.89<br>T53.77 |
| General Foreman | W36.38<br>B17.89<br>T54.27 |
| Mechanic | W34.38<br>B17.89<br>T52.27 |

**Craft: Boilermaker - Minor Repairs** **COMMENTS/NOTES**

NOTE: These rates apply to MINOR REPAIR WORK ONLY (repair work in the field for which the contract amount does not exceed $125,000.00), for boilers that do not produce electric or are not used in the heating of petroleum products.

OVERTIME:
Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays (except Labor Day) shall be paid at double the hourly rate. All hours on Labor Day shall be paid at four times the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Washington's Birthday, Good Friday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Thanksgiving Day, day after Thanksgiving, Christmas Day. Saturday holidays observed the preceding Friday, Sunday holidays observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Bricklayer, Stone Mason** **PREVAILING WAGE RATE**

| | 05/13/25 |
|---|---|
| Deputy Foreman | W52.60<br>B38.68<br>T91.28 |
| Foreman | W57.35<br>B38.68<br>T96.03 |
| Journeyman | W49.60<br>B38.68<br>T88.28 |

**Craft: Bricklayer, Stone Mason** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 40% | 50% | 55% | 60% | 65% | 70% | 75% | 80% | | |
| Benefits | 4.66 | 5.83 | 6.41 | 6.99 | 25.90 | 27.73 | 29.57 | 31.38 | | |

**Ratio of Apprentices to Journeymen - 1:5**

**Craft: Bricklayer, Stone Mason** **COMMENTS/NOTES**

The regular workday shall consist of 8 hours, between 6:00 AM and 4:30 PM.

SHIFT DIFFERENTIALS:
- When a 2 shift schedule (including a day shift) is established, the first, or day shift, shall be established on an 8 hour basis. The second shift shall be established on an 8 hour basis, and receive the regular rate plus 10%, inclusive of benefits.
- When a three shift schedule is established, the first shift shall be established on an 8 hour basis, the second shift on a 7.5 hour basis, and the third shift on a 7 hour basis. The first shift shall receive the regular hourly rate, the second shift shall receive the regular rate plus 10%, inclusive of benefits, and the third shift shall receive the regular rate plus 15%, inclusive of benefits.
- When there is no day shift, and a second or third shift is established, it shall be established on an 8 hour basis. The second shift shall receive the regular rate plus 10%, inclusive of benefits, and the third shift shall receive the regular rate plus 15%, inclusive of benefits.
- When an irregular shift must be established, this shift shall receive the regular rate plus 10%, inclusive of benefits.

OVERTIME:
- The first 2 hours in excess of 8 per day, or before or after the regular workday that are not shift work, Monday through Friday, shall be paid at time and one-half the regular rate, inclusive of benefits. Any additional overtime shall be paid at double the regular rate, inclusive of benefits. The first 10 hours on Saturday shall be paid at time and one-half the regular rate, inclusive of benefits. Any additional overtime shall be paid at double the regular rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the regular rate, inclusive of benefits.
- Saturday may be used as a make-up day for hours lost to inclement weather.
- When Bricklayers/Stone Masons work on Saturday with Laborers, and no other crafts are working on the project for the day, benefits may be paid at straight time. If other crafts are present, the applicable overtime rate for benefits shall be paid.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Carpenter** **PREVAILING WAGE RATE**

| | 06/03/25 |
|---|---|
| Foreman | W66.03<br>B39.70<br>T105.73 |
| General Foreman | W74.65<br>B44.81<br>T119.46 |
| Journeyman | W57.42<br>B34.60<br>T92.02 |

**Craft: Carpenter** **APPRENTICE RATE SCHEDULE**

| **INTERVAL** | **PERIOD AND RATES** | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 40% | 55% | 65% | 80% | 90% | | | | | |
| Benefit | 59.25% of | Appren | tice | Wage Rate | for all | intervals | + $0.58 | | | |

**Ratio of Apprentices to Journeymen - 1:3**

For Solar installation- all work on solar projects that fall under the jurisdiction of the carpenters, and does not require an electrician, the ratio of Apprentices to Journeymen shall be 1:1.

**Craft: Carpenter** **COMMENTS/NOTES**

APPRENTICE RATE SCHEDULE FOR THOSE APPRENTICES REGISTERED AS OF 5-1-19:

INTERVAL PERIOD AND RATES
Yearly 40% 55% 65% 80%
Benefits 59.25% of apprentice wage rate for all intervals + $0.58

FOREMAN REQUIREMENTS:
- When there are 2 or more Carpenters on a job, 1 shall be designated as a Foreman.
- When there are 21 or more Carpenters on a job, 2 shall be designated as Foremen.
- When there are 36 or more Carpenters on a job, there shall be 1 General Foreman and 2 Foremen. Thereafter, an additional Foreman shall be required for each additional 10 Carpenters on a job.

The regular workday shall consist of 8 hours, starting between 6:00 AM and 9:00 AM.

SHIFT DIFFERENTIALS:
- When a 2 shift schedule (including a day shift) is established, the day shift shall be established on an 8 hour basis. The second shift shall be established on an 8 hour basis, and receive the regular rate plus 10%, inclusive of benefits.
- When a three shift schedule is established, the first shift shall be established on an 8 hour basis, the second shift on a 7.5 hour basis, and the third shift on a 7 hour basis. The first shift shall receive the regular hourly rate, the second shift shall receive the regular rate plus 10% and the third shift shall receive the regular rate plus 15%, inclusive of benefits.
- When there is no day shift, and a second or third shift is established, it shall be established on an 8 hour basis. The second shift shall receive the regular rate plus 10% and the third shift shall receive the regular rate plus 15%, inclusive of benefits.
- When an irregular shift must be established, this shift shall receive the regular rate plus 15%, inclusive of benefits.
- All time worked before and after a regularly established shift shall be paid at the applicable overtime rate. When a portion

of the regularly established shift works into Saturday, Sunday or a holiday, that time worked shall be paid at the established shift rate.

OVERTIME:
- All hours in excess of 8 per day, or before or after an established shift that are not shift work, and all hours on Saturdays shall be paid at time and one-half the hourly rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the hourly rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday to Thursday, at straight time. Friday may be used as a make-up day for a day lost due to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. Veterans' Day may be substituted for the day after Thanksgiving.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Carpenter - Resilient Flooring** **PREVAILING WAGE RATE**

| | 05/01/25 |
|---|---|
| Foreman | W66.03<br>B39.62<br>T105.65 |
| Journeyman | W57.42<br>B34.52<br>T91.94 |

**Craft: Carpenter - Resilient Flooring** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 40% | 55% | 65% | 80% | 90% | | | | | |
| Benefit | 59.25% | of | Appren | tice | Wage Rate | for all | intervals | + $0.50 | | |

**Ratio of Apprentices to Journeymen - ***

* 1 apprentice shall be allowed to every 2 journeymen or major fraction thereof. No more than 3 apprentices on any one job or project.

**Craft: Carpenter - Resilient Flooring** **COMMENTS/NOTES**

APPRENTICE RATE SCHEDULE FOR THOSE APPRENTICES REGISTERED AS OF 5-1-19:

INTERVAL PERIOD AND RATES
Yearly 40% 55% 65% 80%
Benefits 59.25% of apprentice wage rate for all intervals + $0.50.

FOREMAN REQUIREMENTS:
- On any job where there are 4 or more Carpenters of Resilient Flooring, 1 must be designated a Foreman.

FOR SYNTHETIC TURF INSTALLATION ONLY:
- The rate shall be 90% of the wage and benefit rate.

The regular workday consists of 8 hours, starting between 6:00 AM and 9:00 AM.

SHIFT DIFFERENTIALS:
- When a 2 shift schedule (including a day shift) is established, the day shift, shall be established on an 8 hour basis. The second shift shall be established on an 8 hour basis, and receive the regular wage rate plus 10%.
- When a three shift schedule is established, the first shift shall be established on an 8 hour basis, the second shift on a 7.5 hour basis, and the third shift on a 7 hour basis. The first shift shall receive the regular wage rate, the second shift shall receive the regular wage rate plus 10% and the third shift shall receive the regular wage rate plus 15%.
- When there is no day shift, and a second or third shift is established, it shall be established on an 8 hour basis. The second shift shall receive the regular wage rate plus 10% and the third shift shall receive the regular wage rate plus 15%.
- When an irregular shift must be established, this shift shall receive the regular rate plus 15%, inclusive of benefits.

OVERTIME:
- Hours in excess of 8 per day or 40 per week, or before or after the regular workday, Monday through Friday, shall be paid at time and one-half the wage rate. Saturday may be used as a make-up day, at straight time, up to 8 hours, for hours lost to reasons beyond the control of the employer, up to a total of 40 hours per week; hours in excess of 8 on Saturday shall

then be paid at time and one-half the wage rate. If Saturday is not a make-up day, all hours on Saturday shall be paid at time and one-half the wage rate. All hours on Sundays and holidays shall be paid at double the wage rate.
- Four 10-hour days may be worked, Monday to Thursday, at straight time. Friday may be used as a make-up day for hours lost to reasons beyond the control of the employer. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the wage rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday. Veterans' Day may be substituted for the day after Thanksgiving.

**Craft: Cement Mason** **PREVAILING WAGE RATE**

See "Bricklayer, Stone Mason" Rates

**Craft: Cement Mason** **COMMENTS/NOTES**

***See "Bricklayer, Stone Mason" Rates***

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Commercial Painter** **PREVAILING WAGE RATE**

| | 05/01/25 |
|---|---|
| Foreman | W50.11<br>B31.61<br>T81.72 |
| General Foreman | W54.66<br>B31.61<br>T86.27 |
| Journeyman | W45.55<br>B31.61<br>T77.16 |

**Craft: Commercial Painter** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 months | 40% | 45% | 55% | 65% | 70% | 75% | 80% | 80% | | |
| Benefits | 9.84 | 9.84 | 12.55 | 12.55 | 13.65 | 13.65 | 16.55 | 16.55 | | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Commercial Painter** **COMMENTS/NOTES**

* Commercial Painters perform work on all commercial structures such as offices, schools, hotels, shopping malls, restaurants, condominiums, etc.

Spraying, sandblasting, lead abatement work on commercial buildings, work performed above 3 stories or 30 feet in height, or using swing scaffolds requires an additional 10% of the wage rate.

FOREMEN REQUIREMENTS:
- When there are 4 or more Painters on a job, 1 shall be designated a Foreman.
- When there are 15 or more Painters on a job, 1 shall be designated a General Foreman.

The regular workday shall consist of 8 hours between 7:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- The second shift shall receive an additional 10% of the hourly rate, per hour, and the third shift shall receive an additional 15% of the hourly rate, per hour.

OVERTIME:
- Hours in excess of 8 per day, or before or after the regular workday, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the regular rate. All hours on Sundays and holidays shall be paid at double the regular rate.
- Saturday or Sunday may be used to make up a day lost to inclement weather, at straight time.
- Four 10-hour days may be worked, at straight time, Monday through Friday.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day, July 4th, Labor Day, General Election Day,

Veterans' Day, Thanksgiving Day, Christmas Day.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Diver** **PREVAILING WAGE RATE**

| | 05/01/25 |
|---|---|
| Diver | W65.97<br>B53.74<br>T119.71 |
| Tender | W54.23<br>B53.74<br>T107.97 |

**Craft: Diver** **COMMENTS/NOTES**

NOTE: All dive crews must consist of a Tender, a Diver, and a standby Diver (standby Diver is the same rate as a Diver).

DEPTH & PENETRATION RATES: Divers shall be paid the following depth and penetration rates, in addition to the regular hourly rate, when applicable:

AIR DIVES:
0-59 feet: No additional wage
60-74 feet: + $0.25 per foot
75-125 feet: + $0.78 per foot

MIXED GAS DIVES:
0-74 feet: No additional wage
75-125 feet: + $1.00 per foot
126-200 feet: + $2.00 per foot

PENETRATION DIVES:
126-200 feet: + $1.50 per foot
201-275 feet: + $1.75 per foot
276-350 feet: + $2.00 per foot
351-425 feet: + $2.50 per foot

SHIFT DIFFERENTIAL:
- When a 2 shift schedule (including a day shift) is established, the day shift shall be established on an 8 hour basis. The second shift shall be established on an 8 hour basis and receive an additional 113% of the wage rate.
- When a three shift schedule is established, all three shifts shall be established on an 8 hour basis, but the second and third shifts shall receive an additional 113% of the wage rate.
- Benefits on shift work shall be paid at the straight-time rate.

OVERTIME:
Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Presidential Election Day, Thanksgiving Day, Christmas Day. Veterans' Day may be switched with the day after Thanksgiving.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Dockbuilder/Pile Driver** **PREVAILING WAGE RATE**

| | 05/01/25 |
|---|---|
| Foreman | W62.36<br>B53.74<br>T116.10 |
| Foreman (Concrete Form Work) | W61.26<br>B40.39<br>T101.65 |
| Journeyman | W54.23<br>B53.74<br>T107.97 |
| Journeyman (Concrete Form Work) | W53.27<br>B40.39<br>T93.66 |

**Craft: Dockbuilder/Pile Driver** **APPRENTICE RATE SCHEDULE**

| **INTERVAL** | **PERIOD AND RATES** | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 21.69 | 27.12 | 35.25 | 43.38 | | | | | | |
| Benefits | 35.34 | for all | intervals | | | | | | | |

**Ratio of Apprentices to Journeymen - ***

* When there are 4 or fewer Dockbuilders/Pile Drivers on a job, no more than 1 may be an apprentice. When there are 5 or more Dockbuilders/Pile Drivers, there may be 1 apprentice for every 5 Dockbuilders/Pile Drivers.

**Craft: Dockbuilder/Pile Driver** **COMMENTS/NOTES**

APPRENTICE RATE SCHEDULE FOR CONCRETE FORM WORK ONLY:

INTERVAL PERIOD AND RATES
Yearly 21.31 26.64 34.63 42.62
Benefits 27.41 for all intervals

NOTE: The following shall be required for type of work indicated-
- There shall be one foreman and four journeymen on all land pile driving rigs. As part of the crew, one may be an apprentice.
- There shall be one foreman and two journeymen on self-contained hydraulic driving rigs. As part of the crew, one may be an apprentice.
- There shall be one foreman and two journeymen when driving sheeting with an excavator. As part of the crew, one may be an appprentice.
- When utilizing a drill rig to install Auger cast piles there shall be one foreman and two journeymen. As part of the crew , one may be an apprentice.
- There shall be one foreman and one journeyman on drilled or bored soldier piles.
- There shall be one foreman and not less than one journeyman per rig on all drilled shaft and caissons.
- There shall be one foreman and not less than one journeyman per rig on all earth retention tie-back and anchors.
- There shall be one foreman and three joruneymen for driving of piles 60 feet or less. As part of the crew, one may be an apprentice.

CREOSOTE HANDLING:
When handling creosote products on land piledriving, floating marine construction, and construction of wharves, the worker shall receive an additional $0.25 per hour.

HAZARDOUS WASTE WORK:
- Hazardous waste removal work on a state or federally designated hazardous waste site where Level A, B, or C personal protection is required: an additional 20% of the hourly rate, per hour.
- Hazardous waste removal work in Level D, or where personal protection is not required: an additional $1.00 per hour.

CERTIFIED WELDER: When required on the job by the project owner, a Certified Welder shall receive an additional $1.00 per hour.

FOREMAN REQUIREMENTS:
The first Dockbuilder/Pile Driver on the job shall be designated a Foreman.

SHIFT DIFFERENTIAL:
- When a 2 shift schedule (including a day shift) is established, the day shift shall be established on an 8 hour basis. The second shift shall be established on an 8 hour basis and receive an additional 113% of the wage rate.
- When a three shift schedule is established, all three shifts shall be established on an 8 hour basis, but the second and third shifts shall receive an additional 113% of the wage rate.
- Benefits on shift work shall be paid at the straight-time rate.

OVERTIME:
Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Presidential Election Day, Thanksgiving Day, Christmas Day. Veterans' Day may be switched with the day after Thanksgiving.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Drywall Finisher** **PREVAILING WAGE RATE**

| | 05/13/25 |
|---|---|
| Foreman | W49.36<br>B31.65<br>T81.01 |
| General Foreman | W51.60<br>B31.65<br>T83.25 |
| Journeyman | W44.87<br>B31.65<br>T76.52 |

**Craft: Drywall Finisher** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 22.44 | 29.17 | 35.90 | 40.38 | | | | | | |
| Benefits | 17.98 | 17.98 | 17.98 | 17.98 | | | | | | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Drywall Finisher** **COMMENTS/NOTES**

The regular workday shall consist of 8 hours between 7:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- The second shift shall receive an additional 10% of the hourly rate, per hour, and the third shift shall receive an additional 15% of the hourly rate, per hour.
- When 3 shifts are worked, the second shift shall receive 8 hours pay for 7.5 hours of work, and the third shift shall receive 8 hours pay for 7 hours of work.
- Shift work must run for a minimum of 5 consecutive workdays.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the regular rate, inclusive of benefits.
- Saturday or Sunday may be used to make up a day lost to inclement weather, at straight time.

RECOGNIZED HOLIDAYS: New Year's Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Saturday holiday observed the preceding Friday. Sunday holiday observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Electrician** **PREVAILING WAGE RATE**

| | 06/18/25 | 06/02/26 | 06/02/27 | 06/02/28 |
|---|---|---|---|---|
| Assistant General Foreman | W79.25<br>B50.32<br>T129.57 | W82.24<br>B52.22<br>T134.46 | W85.22<br>B54.11<br>T139.33 | W88.21<br>B56.01<br>T144.22 |
| Foreman | W76.00<br>B48.26<br>T124.26 | W78.87<br>B50.08<br>T128.95 | W81.72<br>B51.89<br>T133.61 | W84.59<br>B53.71<br>T138.30 |
| General Foreman (150 + Journeyman workers on job site) | W87.70<br>B55.69<br>T143.39 | W91.00<br>B57.79<br>T148.79 | W94.30<br>B59.88<br>T154.18 | W97.61<br>B61.98<br>T159.59 |
| General Foreman (23-149 Journeyman workers on job site) | W81.85<br>B51.97<br>T133.82 | W84.94<br>B53.94<br>T138.88 | W88.01<br>B55.89<br>T143.90 | W91.10<br>B57.85<br>T148.95 |
| Journeyman as a Crane Operator, as a Welder, as a Cable Splicer | W76.00<br>B48.26<br>T124.26 | W78.87<br>B50.08<br>T128.95 | W81.72<br>B51.89<br>T133.61 | W84.59<br>B53.71<br>T138.30 |
| Journeyman on Radio Tower Work | W79.25<br>B50.32<br>T129.57 | W82.24<br>B52.22<br>T134.46 | W85.22<br>B54.11<br>T139.33 | W88.21<br>B56.01<br>T144.22 |
| Journeyman Wireman | W64.96<br>B41.25<br>T106.21 | W67.41<br>B42.81<br>T110.22 | W69.85<br>B44.35<br>T114.20 | W72.30<br>B45.91<br>T118.21 |
| Layout Man | W70.81<br>B44.96<br>T115.77 | W73.48<br>B46.66<br>T120.14 | W76.14<br>B48.35<br>T124.49 | W78.81<br>B50.04<br>T128.85 |

**Craft: Electrician** **APPRENTICE RATE SCHEDULE**

| **INTERVAL** | **PERIOD AND RATES** | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 20.79 | 27.28 | 33.78 | 40.28 | 46.77 | | | | | |
| Benefit = | 13.20 | 17.32 | 21.45 | 25.58 | 29.70 | | | | | |

**Ratio of Apprentices to Journeymen - 2:3**

**Craft: Electrician** **COMMENTS/NOTES**

APPRENTICE RATE SCHEDULE AS OF 6-2-26:

| INTERVAL | PERIOD AND RATES | | | | |
|---|---|---|---|---|---|
| Yearly | 21.57 | 28.31 | 35.05 | 41.79 | 48.54 |
| Benefits | 13.70 | 17.98 | 22.26 | 26.54 | 30.82 |

**County - ESSEX**

APPRENTICE RATE SCHEDULE AS OF 6-2-27:

| INTERVAL | PERIOD AND RATES | | | | |
|---|---|---|---|---|---|
| Yearly | 23.05 | 30.04 | 37.02 | 44.01 | 50.99 |
| Benefits | 14.87 | 19.38 | 23.88 | 28.39 | 32.89 |

APPRENTICE RATE SCHEDULE AS OF 6-2-28:

| INTERVAL | PERIOD AND RATES | | | | |
|---|---|---|---|---|---|
| Yearly | 23.86 | 31.09 | 38.32 | 45.55 | 52.78 |
| Benefits | 15.39 | 20.05 | 24.72 | 29.38 | 34.04 |

THESE RATES ALSO APPLY TO THE FOLLOWING TYPES OF WORK:
- All fire and burglar alarm work.
- All fiber optic work.
- Teledata work in new construction or involving 16 instruments or more.
- All residential construction (single family homes and apartments) of 5 units or more. Note: fire walls alone are not a determining criteria.

HIGH WORK:
- 40 feet above ground/floor: +22% of the Total Rate
- Transmission towers, and Smokestacks: +22% of the Total Rate

FOREMAN REQUIREMENTS:
- On any job where there is only 1 Journeyman electrician, who lays out his or her own job from plans, that electrician shall receive the Foreman rate.
- On any job where there are 2 or more electricians, 1 shall be a Foreman.
- On all jobs, every 10 electricians shall have 1 designated a Foreman.
- On any job where there are 23 or more electricians, 1 shall be a General Foreman.
- On any job where there are 50 or more electricians, 1 shall be an Assistant General Foreman, and 1 shall be a General Foreman.

The regular workday is 8 hours, between 8:00 AM and 4:30 PM. In addition, a "flex start time" can begin at 7:00 AM or 7:30 AM for 8 hours, just as long as the "flex start time" is for a minimum of 5 days.

SHIFT DIFFERENTIAL:
- Shift work must run for a minimum of 5 consecutive workdays.
- 1st Shift (between 8:00 AM and 4:30 PM)
- 2nd Shift (between 4:30 PM and 12:30 AM) shall receive 8 hours pay for 7.5 hours of work, plus an additional 10% of the hourly rate, per hour, inclusive of benefits.
- 3rd Shift: (between 12:30 AM and 8:00 AM) shall receive 8 hours pay for 7 hours of work, plus an additional 15% of the hourly rate, per hour, inclusive of benefits.

OVERTIME:
- Hours before or after the regular workday, Monday through Friday, that are not shift work, and all hours on Saturdays shall be paid at time and one-half the hourly rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the hourly rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday through Thursday, between 7:00 AM and 6:30 PM, at straight time.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Electrician - Teledata (15 Instruments and Less)** **PREVAILING WAGE RATE**

| | 12/11/25 |
|---|---|
| Journeyman Technician<br>(1-2 workers on job) | W49.48<br>B30.93<br>T80.41 |
| Master Tech./Gen. Foreman<br>(over 25 workers on job) | W64.82<br>B40.51<br>T105.33 |
| Senior Tech./Asst. Gen. Foreman<br>(16-25 workers on job) | W59.38<br>B37.11<br>T96.49 |
| Technician A/Foreman<br>(9-15 workers on job) | W56.90<br>B35.56<br>T92.46 |
| Technician B/Foreman<br>(4-8 workers on job) | W54.43<br>B34.02<br>T88.45 |
| Technician C/Foreman<br>(3 workers on job) | W51.95<br>B32.47<br>T84.42 |

**Craft: Electrician - Teledata (15 Instruments and Less)** **APPRENTICE RATE SCHEDULE**

| **INTERVAL** | **PERIOD AND RATES** | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 37% | 38% | 41% | 44% | 48% | 54% | 61% | 67% | 74% | 81% |
| Benefit | | | 62.5% of | Journeyman | Tech. | wage | rate | | | |

**Ratio of Apprentices to Journeymen - 2:3**

**Craft: Electrician - Teledata (15 Instruments and Less)** **COMMENTS/NOTES**

NOTES:
1) These rates are for service, maintenance, moves and/or changes affecting 15 instruments or less. These rates may NOT be used for any new construction or any fiber optic work.
2) The number of workers on the jobsite is the determining factor for which Foreman category applies.

The regular workday is 8 hours, between 8:00 AM and 5:30 PM.

SHIFT DIFFERENTIAL:
- Shift work must run for a minimum of 5 consecutive workdays.
- 1st Shift (between 8:00 AM and 4:30 PM)
- 2nd Shift (between 4:30 PM and 12:30 AM) shall receive 8 hours pay for 7.5 hours of work, plus an additional 10% of the regular rate, per hour, inclusive of benefits.
- 3rd Shift: (between 12:30 AM and 8:00 AM) shall receive 8 hours pay for 7 hours of work, plus an additional 15% of the

regular rate, per hour, inclusive of benefits.

OVERTIME:
Hours before or outside the regular workday, Monday through Friday, that are not shift work, and the first 10 hours on Saturday shall be paid at time and one-half the regular rate, inclusive of benefits. Hours in excess of 10 on Saturday and all hours worked on Sunday and holidays shall be paid at double the regular rate, inclusive of benefits.
- Four 10-hour days may be worked between Monday and Friday, between the hours of 7:00 AM and 5:30 PM. A make-up day may be used for the day not being worked during the four 10-hour day schedule if a holiday occurs during the week or for any other conditions that prevent an employee from working during the four 10-hour day schedule.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday. Saturday holidays will be observed the preceding Friday.

**County - ESSEX**

**Craft: Electrician - Teledata (16 Instruments & More)** **PREVAILING WAGE RATE**

See "Electrician" Rates

**Craft: Electrician - Teledata (16 Instruments & More)** **COMMENTS/NOTES**

***See ELECTRICIAN Rates***

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Electrician- Outside Commercial** **PREVAILING WAGE RATE**

| | 07/02/25 | 06/01/26 | 05/31/27 | 05/29/28 |
|---|---|---|---|---|
| Assistant General Foreman, Journeyman on Radio Tower Work | W79.62<br>B49.96<br>T129.58 | W82.62<br>B51.84<br>T134.46 | W85.62<br>B53.73<br>T139.35 | W88.61<br>B55.60<br>T144.21 |
| Foreman, Cable Splicer, Crane Operator, Welder | W76.35<br>B47.92<br>T124.27 | W79.23<br>B49.72<br>T128.95 | W82.11<br>B51.52<br>T133.63 | W84.98<br>B53.32<br>T138.30 |
| General Foreman (150 + Journeyman workers on job site) | W88.10<br>B55.28<br>T143.38 | W91.42<br>B57.37<br>T148.79 | W94.74<br>B59.45<br>T154.19 | W98.05<br>B61.53<br>T159.58 |
| General Foreman (23-149 Journeyman workers on job site) | W82.23<br>B51.60<br>T133.83 | W85.33<br>B53.54<br>T138.87 | W88.43<br>B55.49<br>T143.92 | W91.51<br>B57.42<br>T148.93 |
| Groundman | W43.72<br>B27.44<br>T71.16 | W45.37<br>B28.47<br>T73.84 | W47.02<br>B29.51<br>T76.53 | W48.66<br>B30.54<br>T79.20 |
| Journeyman Layout Man | W71.13<br>B44.63<br>T115.76 | W73.81<br>B46.32<br>T120.13 | W76.50<br>B48.00<br>T124.50 | W79.17<br>B49.68<br>T128.85 |
| Journeyman Lineman, Equipment Repair, Serviceman | W65.26<br>B40.95<br>T106.21 | W67.72<br>B42.49<br>T110.21 | W70.18<br>B44.04<br>T114.22 | W72.63<br>B45.58<br>T118.21 |

**Craft: Electrician- Outside Commercial** **APPRENTICE RATE SCHEDULE**

| **INTERVAL** | **PERIOD AND RATES** | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 39.81 | 43.07 | 46.33 | 49.60 | 52.86 | 56.12 | 59.39 | | | |
| Benefits | 62.75% | of | Appren | tice | Wage | Rate | | | | |

**Craft: Electrician- Outside Commercial** **COMMENTS/NOTES**

* FOR UTILITY WORK PLEASE SEE STATEWIDE RATES

APPRENTICE RATE SCHEDULE AS OF 6-1-26:

Interval Period and Rates
Yearly $41.31 $44.70 $48.08 $51.47 $54.85 $58.24 $61.63
Benefits 62.75% of apprentice wage rate

APPRENTICE RATE SCHEDULE AS OF 5-31-27:

Interval Period and Rates
Yearly $43.51 $47.02 $50.53 $54.04 $57.55 $61.06 $64.57

Benefits 63.75% of apprentice wage rate

APPRENTICE RATE SCHEDULE AS OF 5-29-28:

| Interval | Period and Rates | | | | | |
|---|---|---|---|---|---|---|
| Yearly | $45.03 | $48.66 | $52.29 | $55.93 | $59.56 | $63.19 | $66.82 |
| Benefits | 63.75% of apprentice wage rate | | | | | | |

The regular workday is 8 hours, between 8:00 AM and 4:30 PM. In addition, a "flex start time" can begin at 7:00 AM or 7:30 AM for 8 hours, just as long as the "flex start time" is for a minimum of 5 days.

HIGH WORK:
40 FEET ABOVE GROUND/FLOOR: +21% OF THE Total Rate.
Radio towers, Transmission towers and Smokestacks: +21% of the Total Rate.

FOREMAN REQUIREMENTS:
On any job where there is only 1 Journeyman electrician, who lays out his or her own job from plans, that electrician shall receive the Foreman rate.
On any job where there are 2 or more electricians, 1 shall be a Foreman.
On all jobs, every 11 electricians shall have 1 designated a Foreman.
On any job where there are 23 or more electricians, 1 shall be a General Foreman.

SHIFT DIFFERENTIALS:
2nd Shift (4:30 PM to 12:30 AM): 8 hrs. pay for 7.5 hrs. work + an additional 10% of the regular rate, inclusive of benefits.
3rd Shift (12:30 AM to 8:00 AM): 8 hrs. pay for 7 hrs. work + an additional 15% of the regular rate per hour, inclusive benefits.

OVERTIME:
Hours before or after the regular workday, Monday through Friday, that are not shift work, and all hours on Saturdays shall be paid at time and one-half the hourly rate, inclusive of benefits. All hours on Sundays and Holidays shall be paid at double the hourly rate, inclusive of benefits.

RECOGNIZED HOLIDAYS:
New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day and Christmas Day. Sunday holidays will be observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Electrician-Utility Work (North)** **PREVAILING WAGE RATE**

Rates are located in the "Statewide" rate package

**Craft: Electrician-Utility Work (North)** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| * 6 Months | 60% | 65% | 70% | 75% | 80% | 85% | 90% | | | |
| Benefits | 70% of | Appren | tice | Wage | Rate | for all | intervals | | | |

**Craft: Electrician-Utility Work (North)** **COMMENTS/NOTES**

Electrician-Utility Work (North) rates are located in the "Statewide" rate package.

* The apprentice wage rate is paid at the percentage of the Journeyman Lineman wage rate located in the "Statewide" rate package.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**
**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Electrician-Utility Work (South)** **PREVAILING WAGE RATE**

Rates are located in the "Statewide" rate package

**Craft: Electrician-Utility Work (South)** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 34.59 | 37.47 | 40.36 | 43.24 | 46.12 | 49.00 | 51.89 | | | |
| Benefits | 31.56 | 33.45 | 35.32 | 37.21 | 39.08 | 40.98 | 42.85 | | | |

**Craft: Electrician-Utility Work (South)** **COMMENTS/NOTES**

Electrician-Utility Work (South) rates are located in the "Statewide" rate package.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Elevator Constructor** **PREVAILING WAGE RATE**

| | 08/26/25 | 03/17/26 | 03/17/27 | 03/17/28 |
|---|---|---|---|---|
| Journeyman | W83.27<br>B47.65<br>T130.92 | W86.43<br>B48.96<br>T135.39 | W89.76<br>B50.27<br>T140.03 | W92.93<br>B51.92<br>T144.85 |

**Craft: Elevator Constructor** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 35.73 | 45.80 | 54.13 | 62.45 | | | | | | |
| Benefits | 36.90 | 37.99 | 39.70 | 41.40 | | | | | | |

**Ratio of Apprentices to Journeymen - 1:1**

**Craft: Elevator Constructor** **COMMENTS/NOTES**

APPRENTICE RATE SCHEDULE AS OF 3-17-26:

| INTERVAL | PERIOD AND RATES | | | |
|---|---|---|---|---|
| Yearly | 37.10 | 47.54 | 56.18 | 64.82 |
| Benefits | 37.66 | 38.80 | 40.60 | 42.39 |

APPRENTICE RATE SCHEDULE AS OF 3-17-27:

| INTERVAL | PERIOD AND RATES | | | |
|---|---|---|---|---|
| Yearly | 38.54 | 49.37 | 58.34 | 67.32 |
| Benefits | 38.42 | 39.62 | 41.50 | 43.39 |

APPRENTICE RATE SCHEDULE AS OF 3-17-28:

| INTERVAL | PERIOD AND RATES | | | |
|---|---|---|---|---|
| Yearly | 39.90 | 51.11 | 60.41 | 69.70 |
| Benefits | 39.67 | 40.91 | 42.86 | 44.81 |

The regular workday shall consist of either 7 or 8 hours to be established at the beginning of the project, between 7:00 AM and 4:30 PM.

OVERTIME:
For all hours worked before or after the regular workday, Monday through Friday, and all hours on Saturday and Sunday , shall be paid at double the hourly rate. Holiday pay is one days wages (8 hours) plus double the hourly rate for all hours worked.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Good Friday, Memorial Day, July 4th, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and the day after, Christmas Day. Saturday holidays shall be observed on the previous Friday and Sunday holidays shall be observed on the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Elevator Modernization & Service** **PREVAILING WAGE RATE**

| | 08/26/25 | 03/17/26 | 03/17/27 | 03/17/28 |
|---|---|---|---|---|
| Journeyman | W65.54<br>B46.47<br>T112.01 | W68.06<br>B47.73<br>T115.79 | W70.72<br>B49.00<br>T119.72 | W73.20<br>B50.61<br>T123.81 |

**Craft: Elevator Modernization & Service** **APPRENTICE RATE SCHEDULE**

| **INTERVAL** | **PERIOD AND RATES** | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 35.73 | 36.05 | 42.60 | 49.16 | | | | | | |
| Benefits | 36.88 | 37.58 | 39.20 | 40.83 | | | | | | |

**Ratio of Apprentices to Journeymen - 1:1**

**Craft: Elevator Modernization & Service** **COMMENTS/NOTES**

APPRENTICE RATE SCHEDULE AS OF 3-17-26:

| INTERVAL | PERIOD AND RATES | | | |
|---|---|---|---|---|
| Yearly | 37.10 | 37.43 | 44.24 | 51.05 |
| Benefits | 37.63 | 38.37 | 40.09 | 41.81 |

APPRENTICE RATE SCHEDULE AS OF 3-17-27:

| INTERVAL | PERIOD AND RATES | | | |
|---|---|---|---|---|
| Yearly | 38.54 | 38.90 | 45.97 | 53.04 |
| Benefits | 38.39 | 39.17 | 40.98 | 42.79 |

APPRENTICE RATE SCHEDULE AS OF 3-17-28:

| INTERVAL | PERIOD AND RATES | | | |
|---|---|---|---|---|
| Yearly | 39.90 | 40.26 | 47.58 | 54.90 |
| Benefits | 39.65 | 40.45 | 42.32 | 44.18 |

MODERNIZATION (addition, replacement, refurbishing, relocation, or changes in design or appearance, of elevator equipment in existing buildings):

- The regular workday consists of 8 hours, between 7:00 AM and 4:30 PM.

- Overtime:
Hours in excess of 8 per day, or before or after the regular workday, Monday through Friday, and all hours on Saturday and Sunday shall be paid at time and one-half the hourly rate. Holiday pay is one days wages (8 hours) plus time and one-half the hourly rate for all hours worked.

SERVICE (repair or replacement of parts for the purpose of maintaining elevator equipment in good operating condition):

- The regular workday consists of 8 hours, between 6:00 AM and 6:00 PM.

- Overtime:
Hours in excess of 8 per day, or before or after the regular workday, Monday through Friday, and all hours on Saturday shall be paid at time and one-half the hourly rate. All hours on Sunday and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS (Modernization and Service): New Year's Day, Presidents' Day, Good Friday, Memorial Day, July 4th, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and the day after, Christmas Day. Saturday holidays shall be observed on the previous Friday and Sunday holidays shall be observed on the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Glazier** **PREVAILING WAGE RATE**

| | 05/01/25 |
|---|---|
| * Leadman | W54.68<br>B33.23<br>T87.91 |
| Foreman | W56.68<br>B33.47<br>T90.15 |
| General Foreman | W58.68<br>B33.71<br>T92.39 |
| Journeyman | W52.68<br>B32.99<br>T85.67 |

**Craft: Glazier** **APPRENTICE RATE SCHEDULE**

| **INTERVAL** | **PERIOD AND RATES** | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 46% | 46% | 55% | 55% | 61% | 61% | 70% | 70% | | |
| Benefits | 13.67 | 13.67 | 15.45 | 15.45 | 18.92 | 18.92 | 20.65 | 20.65 | | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Glazier** **COMMENTS/NOTES**

Hazard/Height Pay: +$1.00 per hour

* When there are three (3) men working on a jobsite for three (3) days or longer, 1 Journeyman may be designated as a Leadman for the duration of the job, provided he has his OSHA certification.

FOREMAN REQUIREMENTS:
- When there are 4 or more Glaziers on a job, 1 must be designated a Foreman.
- When there are 15 or more Glaziers on a job, 1 must be designated a General Foreman.

The regular workday shall consist of 8 hours, between 7:00 AM and 5:30 PM, Monday to Friday.

SHIFT DIFFERENTIALS:
- The second shift shall receive an additional 10% of the hourly rate, per hour, and the third shift shall receive an additional 15% of the hourly rate, per hour.
- When 3 shifts are worked, the second shift shall receive 8 hours pay for 7.5 hours of work, and the third shift shall receive 8 hours pay for 7 hours of work.

OVERTIME:
Hours in excess of 8 per day, or before or after the regular workday Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the regular rate. All hours on Sundays and holidays shall be paid at double the regular

rate.

RECOGNIZED HOLIDAYS: New Year's Day, Memorial Day, July 4th, Labor Day, General Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Saturday holiday observed the preceding Friday. Sunday holiday observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Heat & Frost Insulator** **PREVAILING WAGE RATE**

| | 12/18/25 |
|---|---|
| Foreman | W63.27<br>B41.92<br>T105.19 |
| General Foreman | W65.61<br>B43.03<br>T108.64 |
| Journeyman | W60.74<br>B41.36<br>T102.10 |

**Craft: Heat & Frost Insulator** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 28.70 | 33.99 | 40.83 | 47.61 | | | | | | |
| Benefits | 25.32 | 28.78 | 31.53 | 34.39 | | | | | | |

**Ratio of Apprentices to Journeymen - 1:3**

**Craft: Heat & Frost Insulator** **COMMENTS/NOTES**

NOTE: These rates apply to the installing of insulation on hot and cold mechanical systems.

The regular workday shall be 8 hours between 7:00 AM and 3:30 PM. In addition, the regular workday may also be 8 hours between 6:00 AM and 2:30 PM.

SHIFT DIFFERENTIAL:
- Shift work must run for a minimum of 5 consecutive workdays.
- Second Shift shall work 7.5 hours and receive 8 hours pay, at the regular rate, plus 25% per hour.
- Third Shift shall work 7 hours and receive 8 hours pay, at the regular rate, plus 30% per hour.

OVERTIME:
The first 2 hours in excess of 8 per day, hours outside of the regular workday Monday through Friday that are not shift work, and the first 10 hours on Saturday, shall be paid at time and one-half the regular rate, inclusive of benefits. All hours in excess of 10 per day, and all hours on Sunday and holidays (except Labor Day) shall be paid at double the regular rate, inclusive of benefits. All hours on Labor Day shall be paid at triple the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Presidential Election Day, Thanksgiving Day and Christmas Day. Sunday holidays observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Heat & Frost Insulator - Asbestos Worker** **PREVAILING WAGE RATE**

| | 12/18/25 |
|---|---|
| Asbestos Helper<br>Abatement | W36.89<br>B24.92<br>T61.81 |

**Craft: Heat & Frost Insulator - Asbestos Worker** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | SEE | HEAT & | FROST | INSULATOR | | | | | | |
| | | | | | | | | | | |

**Ratio of Apprentices to Journeymen - 1:3**

**Craft: Heat & Frost Insulator - Asbestos Worker** **COMMENTS/NOTES**

NOTE: These rates apply only to the removal of insulation materials/asbestos from mechanical systems, including containment erection and demolition, and placing material in appropriate containers.

The regular workday shall be 8 hours between 7:00 AM and 3:30 PM. In addition, the regular workday may also be 8 hours between 6:00 AM and 2:30 PM.

SHIFT DIFFERENTIALS:
- Shift work must run for a minimum of 5 consecutive workdays.
- The second shift shall work 7.5 hours and receive 8 hours pay at the regular rate, plus 25% per hour.
- The third shift shall work 7 hours and receive 8 hours pay at the regular rate, plus 30% per hour.

OVERTIME: The first 2 hours in excess of 8 per day, hours outside of the regular workday Monday through Friday that are not shift work, and the first 10 hours on Saturdays, shall be paid at time and one-half the regular rate, inclusive of benefits. All hours in excess of 10 per day, and all hours on Sunday and holidays (except Labor Day) shall be paid at double the regular rate, inclusive of benefits. All hours on Labor Day shall be paid at triple the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Presidential Election Day, Thanksgiving Day and Christmas Day. Sunday holidays observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Industrial Painter- Bridges** **PREVAILING WAGE RATE**

| | 02/01/26 |
|---|---|
| Foreman | W0.00<br>B0.00<br>T104.20 |
| General Foreman | W0.00<br>B0.00<br>T106.70 |
| Journeyman | W0.00<br>B0.00<br>T99.20 |

**Craft: Industrial Painter- Bridges** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 50% | 70% | 90% | | | | | | | |
| Benefits | 14.62 | 21.61 | 28.11 | | | | | | | |

**Ratio of Apprentices to Journeymen - 1:3**

**Craft: Industrial Painter- Bridges** **COMMENTS/NOTES**

* Industrial Painters perform work on all industrial structures, such as bridges.

These rates apply to: All bridges that span waterways, roadways, railways and canyons. All tunnels, overpasses, viaducts and all appurtenances.

FOREMEN REQUIREMENTS:
- When there are 4 or more Painters on a job, 1 shall be designated a Foreman.
- When there are 15 or more Painters on a job, 1 shall be designated a General Foreman.

The regular workday shall consist of 8 hours between 7:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- The second shift shall receive an additional 10% of the hourly rate, per hour, and the third shift shall receive an additional 15% of the hourly rate, per hour.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays and Sundays shall be paid at time and one-half the regular rate. All hours on holidays shall be paid at double the regular rate, except Veterans Day, which shall be paid at time and one-half the regular rate.
- During a regular work week schedule, Saturday may be used as a make-up day lost to inclement weather, paid at the regular rate.
- Four 10-hour days may be worked, at the regular rate, Monday through Thursday. When the four 10-hour day schedule is used, the 11th and 12th hours shall be paid at time and one-half the regular rate. After the 12th hour, a worker shall be paid at double the regular rate. Friday may be used as a make-up day lost to inclement weather, paid at the regular rate.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day. Saturday holiday observed the preceding Friday. Sunday holiday observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Industrial Painter- Structural Steel** **PREVAILING WAGE RATE**

| | 02/01/26 |
|---|---|
| Foreman | W0.00<br>B0.00<br>T90.59 |
| General Foreman | W0.00<br>B0.00<br>T93.09 |
| Journeyman | W0.00<br>B0.00<br>T85.59 |

**Craft: Industrial Painter- Structural Steel** **APPRENTICE RATE SCHEDULE**

| **INTERVAL** | **PERIOD AND RATES** | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | SEE | INDUST | RIAL | PAINTER | BRIDGES | | | | | |
| | | | | | | | | | | |

**Ratio of Apprentices to Journeymen - 1:3**

**Craft: Industrial Painter- Structural Steel** **COMMENTS/NOTES**

* Industrial Painters perform work on all industrial structures, such as water tanks, waste water facilitites, refineries, any structural steel work, etc.

These rates apply to: All work in power plants (any aspect). On steeples, on dams, on hangers, transformers, substations, on all open steel, in refineries, tank farms, water/sewerage treatment facilities and on pipelines.

FOREMEN REQUIREMENTS:
- When there are 4 or more Painters on a job, 1 shall be designated a Foreman.
- When there are 15 or more Painters on a job, 1 shall be designated a General Foreman.

The regular workday shall consist of 8 hours between 7:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- The second shift shall receive an additional 10% of the hourly rate, per hour, and the third shift shall receive an additional 15% of the hourly rate, per hour.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays and Sundays shall be paid at time and one-half the regular rate. All hours on holidays shall be paid at double the regular rate, except for Veterans Day, which shall be paid at time and one-half the regular rate.
- During the regular work week schedule, Saturday may be used to make-up a day lost to inclement weather, paid at the regular rate.
- Four 10-hour days may be worked, at the regular rate, Monday through Thursday. When the four 10-hour day schedule is used, the 11th and 12th hours shall be paid at time and one-half the regular rate. After the 12th hour, a worker shall be paid at double the regular rate. Friday may be used as a make-up day lost to inclement weather, paid at the regular rate.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day. Saturday holiday observed the preceding Friday. Sunday holiday observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Industrial Painter- Water Tanks** **PREVAILING WAGE RATE**

| | 02/01/26 |
|---|---|
| Foreman | W0.00<br>B0.00<br>T91.29 |
| General Foreman | W0.00<br>B0.00<br>T93.79 |
| Journeyman | W0.00<br>B0.00<br>T86.29 |

**Craft: Industrial Painter- Water Tanks** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 50% | 70% | 90% | | | | | | | |
| Benefits | 14.62 | 21.61 | 28.11 | | | | | | | |

**Ratio of Apprentices to Journeymen - 1:3**

**Craft: Industrial Painter- Water Tanks** **COMMENTS/NOTES**

* Industrial Painters perform work on all industrial structures, such as water tanks, waste water facilitites, refineries, any structural steel work, etc.

These rates apply to: All new and repaint water tanks (interior and exterior).

FOREMEN REQUIREMENTS:
- When there are 4 or more Painters on a job, 1 shall be designated a Foreman.
- When there are 15 or more Painters on a job, 1 shall be designated a General Foreman.

The regular workday shall consist of 8 hours between 7:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- The second shift shall receive an additional 10% of the hourly rate, per hour, and the third shift shall receive an additional 15% of the hourly rate, per hour.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays and Sundays shall be paid at time and one-half the regular rate. All hours on holidays shall be paid at double the regular rate, except Veterans Day, which shall be paid at time and one-half the regular rate.
- During a regular work week schedule, Saturday may be used to make-up a day lost to inclement weather, paid at the regular rate.
- Four 10-hour days may be worked, at the regular rate, Monday through Thursday. When the four 10-hour day schedule is used, the 11th and 12th hours shall be paid at time and one-half the regular rate. After the 12th hour, a worker shall be paid at double the regular rate. Friday may be used as a make-up day lost to inclement weather, paid at the regular rate.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day. Saturday holiday observed the preceding Friday. Sunday holiday observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Ironworker** **PREVAILING WAGE RATE**

| | 07/01/25 |
|---|---|
| Rod/Fence Foreman | W54.94<br>B51.87<br>T106.81 |
| Rod/Fence Journeyman | W49.94<br>B51.87<br>T101.81 |
| Structural Foreman | W57.47<br>B51.87<br>T109.34 |
| Structural Journeyman | W52.24<br>B51.87<br>T104.11 |

**Craft: Ironworker** **APPRENTICE RATE SCHEDULE**

| **INTERVAL** | **PERIOD AND RATES** | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 50% | 60% | | Yearly | 70% | 80% | 90% | | | |
| Benefits | same as | journeyman | amount | | | | | | | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Ironworker** **COMMENTS/NOTES**

HAZARDOUS WASTE WORK: On hazardous waste removal work on a state or federally designated hazardous waste site where the Ironworker is required to wear Level A,B, or C personal protection: + $3.00 per hour

The regular workday consists of 8 hours between 6:00 AM and 4:30 PM.

FOREMAN REQUIREMENTS:
When there are 2 or more Ironworkers on a job, 1 shall be designated a Foreman.

SHIFT DIFFERENTIALS:
- When a 2 shift schedule is established, the first, or day shift , shall be established on an 8 hour basis .The second shift shall be established on an 8 hour basis, and receive the regular rate plus 15%.
- When a three shift schedule is established, the first shift shall be established on an 8 hour basis, the second shift on a 7.5 hour basis, and the third shift on a 7 hour basis. The first shift shall receive the regular hourly rate, the second shift shall receive the regular rate plus 15%, and the third shift shall receive the regular rate plus 20%.
- When there is no day shift, and a second or third shift is established, it shall be established on an 8 hour basis.
- When an irregular shift is established for four days or less (unless working a four 10-day day shift) on all projects bid after July 1, 2024, that shift shall be paid time and one-half the regular rate, inclusive of benefits. However, when an irregular shift is established at five 8-hour days or more the shift premium shall be 15% above the regular rate. When an irregular shift is established at four 10-hour days or more the shift premium shall be 15% above the regular rate. When an irregular shift extends into Saturday, time and one-half shall be paid on the regular rate, inclusive of benefits, beginning at

midnight (12:00 am) for the duration of the shift. A Sunday shift that extends into Monday shall be paid at double the regular rate, inclusive of benefits, until 12:00 am on Monday, at which time the 15% shift differential will apply to the regular rate.

OVERTIME:
- All hours in excess of 8 per day, or before or after an established shift that are not shift work, and all hours on Saturday, shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sunday and holidays shall be paid at double the hourly rate, inclusive of benefits. Saturday may be used as a make-up day for a day lost to inclement weather. If Saturday is not a make-up day, all hours on Saturday shall be paid at time and one-half the hourly rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday to Thursday, at straight time. Friday may be used as a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Laborer - Asbestos & Hazardous Waste Removal** **PREVAILING WAGE RATE**

| | 08/01/25 |
|---|---|
| Foreman | W46.44<br>B26.21<br>T72.65 |
| Journeyman (Handler) | W41.28<br>B26.21<br>T67.49 |

**Craft: Laborer - Asbestos & Hazardous Waste Removal** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 24.47 | 28.55 | 32.62 | 36.70 | | | | | | |
| Benefits | 22.31 | for | all | intervals | | | | | | |

**Ratio of Apprentices to Journeymen - ***

* Ratio of apprentices to journeymen shall not be more than one apprentice for the first journeyman and no more than one (1) apprentice for each additional three (3) journeymen.

**Craft: Laborer - Asbestos & Hazardous Waste Removal** **COMMENTS/NOTES**

NOTE: These rates apply to work in connection with Asbestos, Radiation, Hazardous Waste, Lead, Chemical, Biological, Mold Remediation and Abatement.

The regular workday shall be 8 hours.

OVERTIME:
- Hours in excess of 8 per day, Monday through Saturday, and all hours on Sunday and holidays shall be paid at time and one-half the regular rate.
- Benefits on ALL overtime hours shall be paid at straight time.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Easter, Memorial Day, July 4th, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day. (Holidays start at 12:00 am).

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Laborer - Building** **PREVAILING WAGE RATE**

| | 06/18/25 |
|---|---|
| Class A Journeyman | W40.25<br>B33.87<br>T74.12 |
| Class B Journeyman | W39.25<br>B33.87<br>T73.12 |
| Class C Journeyman | W33.36<br>B33.87<br>T67.23 |
| Foreman | W45.28<br>B33.87<br>T79.15 |
| General Foreman | W50.31<br>B33.87<br>T84.18 |

**Craft: Laborer - Building** **APPRENTICE RATE SCHEDULE**

| **INTERVAL** | **PERIOD AND RATES** | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 60% | 70% | 80% | 90% | of Class B | wage rate | | | | |
| Benefit | 30.62 | 30.62 | 30.62 | 30.62 | | | | | | |

**Ratio of Apprentices to Journeymen - ***

* Ratio of apprentices to journeymen shall not be more than one apprentice for the first journeyman and no more than one (1) apprentice for each additional three (3) journeymen.

**Craft: Laborer - Building** **COMMENTS/NOTES**

CLASS A: Specialist laborer including mason tender or concrete pour crew; scaffold builder (scaffolds up to 14 feet in height); operator of forklifts, Bobcats (or equivalent machinery), jack hammers, tampers, motorized tampers and compactors, vibrators, street cleaning machines, hydro demolition equipment, riding motor buggies, conveyors, burners; and nozzlemen on gunite work.
CLASS B: Basic laborer - includes all laborer work not listed in Class A or Class C.
CLASS C: Janitorial-type light clean-up work associated with the TURNOVER of a project, or part of a project, to the owner. All other clean-up work is Class B.

The regular workday shall be 8 hours between 6:00 AM and 6:00 PM.

SHIFT DIFFERENTIALS:
- Shift work must run for a minimum of 5 consecutive workdays.
- When a 2-shift schedule is worked, including a day shift, both shifts shall be established on the basis of 8 hours pay for 8 hours worked. The second shift shall receive the regular rate plus an additional 10%.
- When a 3-shift schedule is worked, the day shift shall be established on the basis of 8 hours pay for 8 hours worked, the second shift shall be established on the basis of 8 hours pay for 7.5 hours worked, and the third shift shall be established

on the basis of 8 hours pay for 7 hours worked. The day shift shall receive the regular rate, the second shift shall receive the regular rate plus an additional 10%, and the third shift shall receive the regular rate plus an additional 15%.
- When a second or third shift is worked with no day shift, the second or third shift shall be established on the basis of 8 hours pay for 8 hours worked. The second shift shall receive the regular rate plus an additional 10%, and the third shift shall receive the regular rate plus an additional 15%.
- When an irregular shift must be established this shift shall receive the regular rate plus an additional 10%.

OVERTIME:
- Hours in excess of 8 per day, or outside the regular workday that are not shift work, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the regular rate. Saturday may be used as a make-up day (paid at straight time) for a day lost to inclement weather, or for a holiday that is observed during the work week, Monday through Friday. All hours on Sundays and holidays shall be paid at double the regular rate.
- Four 10-hour days may be worked Monday to Thursday, at straight time, with Friday used a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the regular rate.
- Benefits on ALL overtime hours shall be paid at time and one-half.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Laborer - Heavy & General** **PREVAILING WAGE RATE**

Rates are located in the
"Statewide" rate package

**Craft: Laborer - Heavy & General** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 1000 Hours | 60% | 70% | 80% | 90% | | | | | | |
| Benefit | 25.08 | for | all | intervals | | | | | | |

**Ratio of Apprentices to Journeymen - ***

* No more than 1 apprentice for the first journeyman and no more than 1 apprentice for each additional 3 journeymen.

As of 3-1-25, benefits shall be 26.13.
As of 3-1-26, benefits shall be 27.13.

**Craft: Laborer - Heavy & General** **COMMENTS/NOTES**

Heavy & General Laborer rates are located in the "Statewide" rate package.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Laborer-Residential and Modular Construction** **PREVAILING WAGE RATE**

| | 04/01/25 | 04/01/26 | 04/01/27 |
|---|---|---|---|
| * Skilled Tradesman (only applies to Modular Construction) | W36.00<br>B5.45<br>T41.45 | W36.50<br>B5.45<br>T41.95 | W37.00<br>B5.45<br>T42.45 |
| Foreman (person directing crew, regardless of his skill classification) | W38.00<br>B5.45<br>T43.45 | W38.50<br>B5.45<br>T43.95 | W39.00<br>B5.45<br>T44.45 |
| Residential and Modular Construction Laborer | W32.00<br>B5.45<br>T37.45 | W32.50<br>B5.45<br>T37.95 | W33.00<br>B5.45<br>T38.45 |

**Craft: Laborer-Residential and Modular Construction** **APPRENTICE RATE SCHEDULE**

| **INTERVAL** | **PERIOD AND RATES** | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| As shown | 800 hours | 600 hours | 600 hours | | | | | | | |
| wage & benefit | 70% | 80% | 90% | | | | | | | |

Ratio of Apprentices to Journeymen-

One (1) apprentice shall be allowed for the first journeyman on site and no more than one (1) additional apprentice for each additional three (3) journeymen on site.

**Craft: Laborer-Residential and Modular Construction** **COMMENTS/NOTES**

* SKILLED TRADESMAN-
any worker doing work not typically done by a Building Laborer. Some examples are installing interior doors, sheet rock, hooking up appliances, installing light fixtures, installing railing systems, etc. Please note where local building codes require that certain work be performed under the supervision of a licensed tradesman (i.e. Plumber, Electrician, etc.) Laborers shall work under such supervision.

RESIDENTIAL CONSTRUCTION- All residential construction (not commercial), single-family, stand-alone duplex houses, townhouses and multi-family buildings of not more than four (4) floors. Each housing unit must be fully and independently functional; each housing unit must have its own kitchen and bathroom. The definition includes all incidental items such as site work, parking areas, utilities, streets and sidewalks. Please note the construction must be Residential in nature. A First Floor at or below grade may contain commercial space not to exceed 50% square footage of the floor; at least 50% of the First Floor must contain living accommodations or related nonresidential uses (e.g. laundry space, recreation/hobby rooms, and/or corridor space). Basement stories below grade used for storage, parking, mechanical systems/equipment, etc., are considered basement stories which are not used in determining the building's height. An attic is an unfinished space located immediately below the roof. Such space is not used in determining a building's height even if used for storage purposes. In addition, barracks and dormitories are not considered residential projects.

MODULAR RESIDENTIAL CONSTRUCTION- all aspects of modular residential construction (not commercial) at the site of installation of structures of no more than four (4) stories, including all excavation and site preparation, footings and foundation systems whether poured on-site or prefabricated, all underground waterproofing, underground utilities, concrete slabs, sidewalks, driveways, paving, hardscape and landscaping. Please note the construction must be Residential as defined above. All work performed by the Set Crew (the crew of workers who set the modular boxes on the foundation), including the rigging, setting, attaching and assembly of all modules and structural members, preparation of the foundation

to accept modules, such as sill plates, connection of all in-module and under-module connections including, but not limited to, plumbing, electrical, HVAC, fire suppression, CAT5, telephone, television/internet, and fiber optic, the building or installation of any porches or decks regardless of material or method of construction, the on-site installation of, or completion of any roof system, doors, windows and fenestrations, including flashing, gutter and soffit systems, waterproofing, insulation and interior and exterior trim work, and painting. Please note that modular construction does not include on-site stick built construction, tip up construction or panel built construction.

The regular workday shall be 8 hours between 6:00 AM and 6:00 PM.

OVERTIME:
Hours worked in excess of 8 per day/40 per week, Monday through Saturday, and all hours worked on Sunday and holidays shall be paid at time and one-half the hourly rate.

RECOGNIZED HOILDAYS:
New Year's Day, Martin Luther King Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Millwright** **PREVAILING WAGE RATE**

| | 05/01/25 |
|---|---|
| Foreman | W67.67<br>B40.72<br>T108.39 |
| Journeyman | W58.84<br>B35.49<br>T94.33 |

**Craft: Millwright** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 40% | 55% | 65% | 80% | 90% | | | | | |
| Benefits | 59.25% of | Appren | tice | Wage | Rate | for all | intervals | + $0.63 | | |

**Ratio of Apprentices to Journeymen - 1:3**

**Craft: Millwright** **COMMENTS/NOTES**

FOREMAN REQUIREMENTS:
- When there are 2 or more Millwrights on a job, 1 shall be designated as a Foreman.

The regular workday shall consist of 8 hours, starting between 6:00 AM and 9:00 AM.

SHIFT DIFFERENTIALS:
- When a 2 shift schedule (including a day shift) is established, the day shift shall be established on an 8 hour basis. The second shift shall be established on an 8 hour basis, and receive the regular rate plus 15%, inclusive of benefits.
- When a three shift schedule is established, the first shift shall be established on an 8 hour basis, the second shift on a 7.5 hour basis, and the third shift on a 7 hour basis. The first shift shall receive the regular hourly rate, the second shift shall receive the regular rate plus 15% and the third shift shall receive the regular rate plus 20%, inclusive of benefits.
- When there is no day shift, and a second or third shift is established, it shall be established on an 8 hour basis. The second shift shall receive the regular rate plus 15% and the third shift shall receive the regular rate plus 20%, inclusive of benefits.
- When an irregular shift must be established, this shift shall receive the regular rate plus 15%, inclusive of benefits.

OVERTIME:
- All hours in excess of 8 per day, or before or after an established shift that are not shift work, and all hours on Saturdays shall be paid at time and one-half the hourly rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the hourly rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday to Thursday, at straight time. Friday may be used as a make-up day for a day lost due to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday. Veterans' Day may be substituted for the day after Thanksgiving.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Operating Engineer** **PREVAILING WAGE RATE**

Rates are located in the
"Statewide" rate package

**Craft: Operating Engineer** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 60% | 70% | 80% | 90% | | | | | | |
| | | | | | | | | | | |

**Ratio of Apprentices to Journeymen - ***

* 1 apprentice for each piece of heavy equipment. At least 10 pieces of heavy equipment or a minimum of 5 Operating Engineers must be on site.

**Craft: Operating Engineer** **COMMENTS/NOTES**

Operating Engineer rates are located in the "Statewide" rate package.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Operating Engineer - Field Engineer** **PREVAILING WAGE RATE**

Rates are located in the
"Statewide" rate package

**Craft: Operating Engineer - Field Engineer** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 70% | 75% | of Rod/ | Chainman | Wage | | | | | |
| Yearly | | | 80% | 90% | Transit/ | Instrument | man | Wage | | |

**Ratio of Apprentices to Journeymen - ***

* No more than 1 Field Engineer Apprentice per Survey Crew.

**Craft: Operating Engineer - Field Engineer** **COMMENTS/NOTES**

Operating Engineer - Field Engineer rates are located in the "Statewide" rate package.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Painter - Line Striping** **PREVAILING WAGE RATE**

| | 12/01/25 |
|---|---|
| Apprentice (1st year) | W32.04<br>B17.68<br>T49.72 |
| Apprentice (2nd year) | W36.55<br>B28.63<br>T65.18 |
| Foreman (Charge Person) | W46.12<br>B29.41<br>T75.53 |
| Journeyman 1 (at least 1 year of working exp. as a journeyman) | W41.35<br>B29.41<br>T70.76 |
| Journeyman 2 (at least 2 years of working exp. as a journeyman) | W45.12<br>B29.41<br>T74.53 |

**Craft: Painter - Line Striping** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | |
| | | | | | | | | | | |

**Ratio of Apprentices to Journeymen - 1:1**

**Craft: Painter - Line Striping** **COMMENTS/NOTES**

OVERTIME:
Hours in excess of 8 per day, Monday through Saturday, and all hours on Sundays and holidays shall be paid at time and one-half the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans Day, Thanksgiving Day and Christmas Day. Veterans Day may be substituted for the day after Thanksgiving.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Paperhanger** **PREVAILING WAGE RATE**

| | 05/01/25 |
|---|---|
| Foreman | W55.12<br>B31.61<br>T86.73 |
| Journeyman | W50.11<br>B31.61<br>T81.72 |

**Craft: Paperhanger** **APPRENTICE RATE SCHEDULE**

| **INTERVAL** | **PERIOD AND RATES** | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | SEE | COMMER | CIAL | PAINTER | | | | | | |
| | | | | | | | | | | |

**Craft: Paperhanger** **COMMENTS/NOTES**

FOREMEN REQUIREMENTS:
- When there are 4 or more Paperhangers on a job, 1 shall be designated a Foreman.

The regular workday shall consist of 8 hours between 7:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- The second shift shall receive an additional 10% of the hourly rate, per hour, and the third shift shall receive an additional 15% of the hourly rate, per hour.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the regular rate. All hours on Sundays and holidays shall be paid at double the regular rate.
- Saturday or Sunday may be used to make up a day lost to inclement weather, at straight time.
- Four 10-hour days may be worked, at straight time, Monday through Friday.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day, July 4th, Labor Day, General Election Day, Veterans Day, Thanksgiving Day, Christmas Day

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Pipefitter** **PREVAILING WAGE RATE**

| | 05/06/25 |
|---|---|
| Foreman | W60.59<br>B54.63<br>T115.22 |
| Journeyman | W56.34<br>B50.80<br>T107.14 |

**Craft: Pipefitter** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 35% | 45% | 55% | 65% | 75% | | | | | |
| Benefit | 28.73 | 32.11 | 35.49 | 38.87 | 42.25 | | | | | |

**Ratio of Apprentices to Journeymen - 1:5**

**Craft: Pipefitter** **COMMENTS/NOTES**

FOREMAN REQUIREMENTS:
- When there are 2 or more Journeyman Pipefitters on a job, 1 shall be designated a Foreman.
- There shall be a Foreman for every 8 Journeyman Pipefitters on a job.

The regular workday shall be 8 hours between 7:00 AM and 3:30 PM.

SHIFT DIFFERENTIAL:
- 2nd Shift (3:30 PM-11:30 PM) shall work 7.5 hours and receive 8 hours pay at the regular rate, plus 10% per hour on the total rate.
- 3rd Shift (11:30 PM-7:00 AM) shall work 7 hours and receive 8 hours pay at the regular rate, plus 15% per hour on the total rate.

OVERTIME:
- All hours worked in excess of 8 per day, Monday through Friday, and all hours worked on Saturday, shall be paid at time and one-half, inclusive of benefits. All hours on Sunday and holidays shall be paid at double time, inclusive of benefits.
- By mutual agreement, employees may work four 10-hour days, Monday to Thursday, at straight time rate. Friday may be used as a make-up day for a day lost to inclement weather, and may be paid at straight time. If Friday is not a make-up day, the first 8 hours shall be paid at time and one-half, inclusive of benefits; hours in excess of 8 shall be paid at double time, inclusive of benefits.

SHIFT DIFFERENTIAL (Maintenance Work Only):
- 2nd Shift (3:30 PM-11:30 PM) shall work 7.5 hours and receive 8 hours pay at the regular rate, plus 10% per hour on the total rate.
- 3rd Shift (11:30 PM-7:00 AM) shall work 7 hours and receive 8 hours pay at the regular rate, plus 15% per hour on the total rate.

OVERTIME (Maintenance Work Only):
- All hours in excess of 8 per day, Monday through Saturday, shall be paid at time and one-half, inclusive of benefits. All

hours on Sundays and holidays shall be paid at double time, inclusive of benefits.

NOTE: Maintenance work is work to repair, restore, or improve the efficiency of existing facilities. This does NOT apply to ANY new construction.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays are observed the following Monday.

**County - ESSEX**

**Craft: Plasterer** **PREVAILING WAGE RATE**

See Bricklayer, Stone Mason Rates

**Craft: Plasterer** **COMMENTS/NOTES**

***See BRICKLAYER, STONE MASON Rates***

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Plumber** **PREVAILING WAGE RATE**

| | 05/01/25 |
|---|---|
| Foreman | W67.06<br>B45.40<br>T112.46 |
| General Foreman | W71.40<br>B45.40<br>T116.80 |
| Journeyman | W62.09<br>B45.40<br>T107.49 |

**Craft: Plumber** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 35% | 45% | 55% | 65% | 75% | | | | | |
| Benefits | 19.23 | 25.20 | 27.57 | 29.95 | 32.32 | | | | | |

**Ratio of Apprentices to Journeymen - ***

* Employers may employ 1 apprentice on any job where 1 or 2 journeymen are employed. Thereafter, 1 apprentice may be employed for every 4 journeymen.

**Craft: Plumber** **COMMENTS/NOTES**

FOREMAN REQUIREMENTS:
- On any job having 2 or more Plumbers, 1 shall be designated as a Foreman.
- On any job having 9 or more Plumbers, 2 shall be designated as Foremen.

The regular workday consists of 8 hours, between 7:00 AM and 4:30 PM.

SHIFT DIFFERENTIALS:
- Shift work must continue for a minimum of 5 consecutive workdays.
- When two shifts are worked, the second shift shall work 7.5 hours and receive 8 hours pay, at a rate equal to the regular rate plus 10%, inclusive of benefits.
- When a third shift is worked, the third shift shall work 7 hours and receive 8 hours pay, at a rate equal to the regular rate plus 15%, inclusive of benefits.

OVERTIME:
- All hours in excess of 8 per day, or before or after the regular workday that are not shift work, Monday through Friday, and all hours on Saturday, shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sunday and holidays shall be paid at double the hourly rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday to Thursday, at straight time. Friday may be used as a make-up day for a lost day. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Roofer** **PREVAILING WAGE RATE**

| | 06/01/25 |
|---|---|
| Foreman | W48.77<br>B33.34<br>T82.11 |
| Journeyman | W45.77<br>B33.34<br>T79.11 |

**Craft: Roofer** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 6 Months | 17.80 | 22.26 | 26.71 | 28.94 | 31.16 | 33.39 | 35.62 | 40.07 | | |
| Benefits | 2.19 | 2.19 | 28.34 | 28.34 | 28.34 | 28.34 | 28.34 | 28.34 | | |

**Ratio of Apprentices to Journeymen - ***

* [A] For roofing jobs that are of the 1 or single ply nature: 1:2 or fraction thereof
[B] For roofing jobs on new built up roofs: 1:3 or fraction thereof
[C] For roofing jobs that are of a tear-off nature: 1:2 or fraction thereof
[D] For re-roofing jobs {not requiring complete removal of existing systems; installation done over existing roof}: 1:3 or fraction thereof

**Craft: Roofer** **COMMENTS/NOTES**

APPRENTICE RATE SCHEDULE AS OF 6-1-25:

| INTERVAL | PERIOD AND RATES | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 6 Months | 18.30 | 22.88 | 27.46 | 29.75 | 32.03 | 34.33 | 36.62 | 41.19 |
| Benefits | 2.44 | 2.44 | 29.09 | 29.09 | 29.09 | 29.09 | 29.09 | 29.09 |

Pitch: +.50 per hour

Mop Man: +.30 per hour

The regular workday consists of 8 hours between 8:00 AM and 4:30 PM.

OVERTIME:
Hours in excess of 8 per day, or before or after the regular workday, Monday through Friday, and all hours on Saturdays, Sundays, and holidays shall be paid at time and one-half the regular rate.

RECOGNIZED HOLIDAYS: New Year's Day, Good Friday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Sheet Metal Sign Installation** **PREVAILING WAGE RATE**

| | 04/03/25 |
|---|---|
| Foreman | W46.50<br>B46.30<br>T92.80 |
| Journeyman | W43.50<br>B46.30<br>T89.80 |

**Craft: Sheet Metal Sign Installation** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 1000 hours | 35% | 40% | 45% | 50% | 55% | 60% | 65% | 70% | 75% | 80% |
| Benefits | 15.35 | 17.52 | 19.67 | 21.83 | 24.51 | 26.71 | 28.93 | 31.12 | 33.34 | 35.53 |

**Ratio of Apprentices to Journeymen - 1:3**

**Craft: Sheet Metal Sign Installation** **COMMENTS/NOTES**

FOREMAN REQUIREMENT:
When there are 6 or more Sheet Metal Sign Installers on a job, 1 shall be designated a Foreman.

The regular workday consists of 8 hours, between 7:00 AM and 3:30 PM.

OVERTIME:
Hours before or after the regular workday, Monday though Friday, and all hours worked on Saturday shall be paid at time and one-half the hourly rate. All hours on Sunday and holidays shall be paid at double the hourly rate.

Four (4) 10 hour days may be worked, Monday through Friday, at straight time, for projects lasting at least one week in duration. The fifth day may be used as a make-up day at straight time for a day lost due to inclement weather. However, if the fifth day is not a make-up day, all hours worked will be paid at time and one-half the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Good Friday, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day and the day after, Christmas Day. Saturday holidays observed the preceding Friday, Sunday holidays observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Sheet Metal Worker** **PREVAILING WAGE RATE**

| | 07/02/25 |
|---|---|
| Foreman | W63.84<br>B51.93<br>T115.77 |
| General Foreman | W64.84<br>B51.93<br>T116.77 |
| Journeyman | W59.84<br>B51.93<br>T111.77 |

**Craft: Sheet Metal Worker** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Yearly | 45% | 48% | 52% | 65% | of | Journey | man | Wage | Rate | |
| Benefit | 45% | 48% | 52% | 65% | of | Journey | man | Benefit | Rate | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Sheet Metal Worker** **COMMENTS/NOTES**

FOREMAN REQUIREMENTS:
- When there are 2 or more Sheet Metal Workers on a project, 1 must be designated a Foreman.
- When there are 17 or more Sheet Metal Workers on a project, 1 must be designated a General Foreman.
- When there is only 1 Sheet Metal Worker (1 Journeyman) on a project, he/she shall receive $1.00 more than the regular Journeyman's rate.

The regular workday is 8 hours between 7:00 AM and 4:30 PM.

SHIFT DIFFERENTIAL:
- 2nd Shift (3:30 PM - 12:00 AM) : +17% of regular hourly rate
- Shift work must run for a minimum of 5 consecutive workdays.

OVERTIME:
- Hours in excess of 8 per day, or before or after the regular workday, that are not shift work, and the first 10 hours on Saturdays shall be paid at time and one-half of the regular rate, inclusive of benefits. Hours in excess of 10 per day on Saturday, and all hours on Sundays and holidays shall be at double the regular rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday through Friday, at straight time, with hours in excess of 10 per day, and hours in excess of 40 per week paid at the overtime rates listed above.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Good Friday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Sprinkler Fitter** **PREVAILING WAGE RATE**

| | 01/09/26 |
|---|---|
| Foreman | W74.77<br>B43.55<br>T118.32 |
| General Foreman | W78.36<br>B43.55<br>T121.91 |
| Journeyman | W69.97<br>B43.55<br>T113.52 |

**Craft: Sprinkler Fitter** **APPRENTICE RATE SCHEDULE**

| **INTERVAL** | **PERIOD AND RATES** | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 1000 hours | | | | | | | | | 80% | 85% |
| Benefits | | | | | | | Intervals | 9 to 10 | Jourymn | Ben. |

**Ratio of Apprentices to Journeymen - 1:3**

**Craft: Sprinkler Fitter** **COMMENTS/NOTES**

Apprentice rate schedule for those apprentices registered as of 7-1-13:

Interval Period and Rates
1000 Hrs. 25% 30% 40% 45% 55% 60% 70% 75% 85% 90%
Ben. 16.10 16.10 33.55 33.55 33.55 33.55 Intervals 7-10 Journy. Ben.

Apprentice rate schedule for those apprentices registered as of 7-1-22:

Interval Period and Rates
1000 Hrs. 30% 35% 40% 45% 50% 55% 60% 70% 85% 95%
Ben. 16.10 16.10 33.55 33.55 33.55 33.55 Intervals 7-10 Journy. Ben.

The regular workday consists of 8 consecutive hours between 6:00 AM and 4:30 PM.

FOREMAN REQUIREMENTS:
- The first Sprinkler Fitter on the job must be designated a Foreman.
- On any job having 12 or more Sprinkler Fitters, one must be designated a General Foreman.

SHIFT DIFFERENTIALS:
- Shift work must run for a minimum of 2 consecutive workdays.
- 2nd and 3rd shift shall receive an additional 15% of the regular rate, per hour.
- Any "off hours" shift starting at 8:00 PM or later shall receive an additional 25% of the regular rate, per hour.

OVERTIME:
The first 2 hours in excess of 8 per day, after the regular workday that are not shift work, Monday through Friday, shall be

paid at time and one-half the regular rate. Hours worked in excess of 10 per day, Monday through Friday, and all hours on Saturday, Sunday and holidays, shall be paid double the regular rate.
Four 10 hour days may be worked, Monday through Friday, at straight-time.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Tile Finisher-Marble** **PREVAILING WAGE RATE**

| | 01/09/26 |
|---|---|
| Finisher | W50.72<br>B38.40<br>T89.12 |

**Craft: Tile Finisher-Marble** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 750 Hours | 27.39 | 41.07 | 44.49 | 47.91 | 51.33 | 53.73 | 65.21 | | | |
| Benefits | 28.66 | 31.76 | 32.53 | 33.31 | 34.08 | 40.86 | 41.17 | | | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Tile Finisher-Marble** **COMMENTS/NOTES**

OVERTIME:
Hours in excess of 7 per day, Monday through Friday, and the first 7 hours on Saturdays shall be paid at time and one half the regular rate, inclusive of benefits. Hours in excess of 7 on Saturdays and all hours on Sundays and holidays shall be paid at double the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Martin Luther King Day, Presidents' Day, Good Friday, Memorial Day, July 4th, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and the day after, Christmas Day. Sunday holidays observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Tile Setter - Ceramic** **PREVAILING WAGE RATE**

| | 06/19/25 |
|---|---|
| Finisher | W50.05<br>B33.90<br>T83.95 |
| Setter | W64.90<br>B37.28<br>T102.18 |

**Craft: Tile Setter - Ceramic** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 750 hours | 35% | 40% | 50% | 55% | 60% | 65% | 70% | 75% | 80% | 90% |
| | | | | | | | | | | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Tile Setter - Ceramic** **COMMENTS/NOTES**

OVERTIME:
Hours in excess of 7 per day, and the first 10 hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Saturdays after 10 hours shall be paid double the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Christmas Day.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Tile Setter - Marble** **PREVAILING WAGE RATE**

| | 01/09/26 |
|---|---|
| Tile Setter | W65.21<br>B41.17<br>T106.38 |

**Craft: Tile Setter - Marble** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 750 Hours | 27.39 | 41.07 | 44.49 | 47.91 | 51.33 | 53.73 | 65.21 | | | |
| Benefits | 28.66 | 31.76 | 32.53 | 33.31 | 34.08 | 40.86 | 41.17 | | | |

**Ratio of Apprentices to Journeymen - 1:4**

**Craft: Tile Setter - Marble** **COMMENTS/NOTES**

OVERTIME:
Hours in excess of 7 per day, Monday through Friday, and the first 7 hours on Saturdays shall be paid at time and one-half the regular rate, inclusive of benefits. Hours in excess of 7 on Saturdays, and all hours on Sundays and holidays shall be paid at double the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Martin Luther King Day, Presidents' Day, Good Friday, Memorial Day, July 4th, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and the day after, Christmas Day. Sunday holidays observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Tile Setter - Mosaic & Terrazzo** **PREVAILING WAGE RATE**

| | 01/01/26 |
|---|---|
| Grinder or Assistant | W60.67<br>B43.36<br>T104.03 |
| Mechanic | W62.27<br>B43.38<br>T105.65 |
| Terrazzo Resinous Worker | W51.68<br>B35.61<br>T87.29 |

**Craft: Tile Setter - Mosaic & Terrazzo** **APPRENTICE RATE SCHEDULE**

| INTERVAL | PERIOD AND RATES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 1500 Hours | 35% | 45% | 60% | 70% | 80% | 90% | | | | |
| | | | | | | | | | | |

**Ratio of Apprentices to Journeymen - 1:5**

**Craft: Tile Setter - Mosaic & Terrazzo** **COMMENTS/NOTES**

The regular workday consists of 7 hours, between 8:00 AM and 3:30 PM.

OVERTIME:
- Hours in excess of 7 per day, or before or after the regular workday, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Martin Luther King Day, Presidents' Day, Good Friday, Easter Sunday, Memorial Day, July 4th, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and the day after, Christmas Day. Sunday holidays observed the following Monday.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Truck Driver** **PREVAILING WAGE RATE**

| | 05/16/25 | 05/01/26 | 05/01/27 |
|---|---|---|---|
| Bucket, Utility, Pick-up, Fuel Delivery trucks | W46.41<br>B45.28<br>T91.69 | W47.41<br>B47.28<br>T94.69 | W48.41<br>B49.03<br>T97.44 |
| Dump truck, Asphalt Distributor, Tack Spreader | W46.41<br>B45.28<br>T91.69 | W47.41<br>B47.28<br>T94.69 | W48.41<br>B49.03<br>T97.44 |
| Euclid-type vehicles (large, off-road equipment) | W46.51<br>B45.28<br>T91.79 | W47.51<br>B47.28<br>T94.79 | W48.51<br>B49.03<br>T97.54 |
| Helper on Asphalt Distributor truck | W46.41<br>B45.28<br>T91.69 | W47.41<br>B47.28<br>T94.69 | W48.41<br>B49.03<br>T97.44 |
| Low Boy Driver | W48.51<br>B45.28<br>T93.79 | W49.51<br>B47.28<br>T96.79 | W50.51<br>B49.03<br>T99.54 |
| Slurry Seal, Seeding/Fertilizing/ Mulching truck | W46.41<br>B45.28<br>T91.69 | W47.41<br>B47.28<br>T94.69 | W48.41<br>B49.03<br>T97.44 |
| Straight 3-axle truck | W46.41<br>B45.28<br>T91.69 | W47.41<br>B47.28<br>T94.69 | W48.41<br>B49.03<br>T97.44 |
| Tractor Trailer (all types) | W46.51<br>B45.28<br>T91.79 | W47.51<br>B47.28<br>T94.79 | W48.51<br>B49.03<br>T97.54 |
| Vacuum or Vac-All truck (entire unit) | W46.41<br>B45.28<br>T91.69 | W47.41<br>B47.28<br>T94.69 | W48.41<br>B49.03<br>T97.44 |
| Winch Trailer | W46.61<br>B45.28<br>T91.89 | W47.61<br>B47.28<br>T94.89 | W48.61<br>B49.03<br>T97.64 |

**Craft: Truck Driver** **COMMENTS/NOTES**

BLENDED RATE:
When a truck driver is performing work on the site and also serving as a material delivery driver, the driver shall be paid a "blended rate" which shall be 80% of the above-listed wage rates, plus the full benefit rate. This rate shall be used when the driver "round robins" for a minimum of 6 hours during the work day.

HAZARDOUS WASTE REMOVAL:
- On hazardous waste removal work on a State designated hazardous waste site where the driver is in direct contact with hazardous materials and when personal protective equipment is required for respiratory, skin, and eye protection, the driver shall receive an additional $3.00 per hour (with or without protective gear).
- A hazardous waste related certified worker at a designated hazardous waste site who is not working in a zone requiring level A, B or C personal protection shall receive an additional $1.00 per hour.

TRUCK FOREMAN: $1.00 per hour above regular rate. Overtime shall be increased accordingly.

The regular workday shall be 8 hours, starting between 6:00 AM and 8:00 AM.

SHIFT DIFFERENTIAL:
- Shifts starting at 4:00 PM (2nd Shift): + $5.00 per hour.
- Shifts starting at 12:00 AM (midnight/3rd Shift): time and one-half the hourly rate.
- Shifts starting at a time other than from 6:00 AM to 8:00 AM, when such hours are mandated by the project owner: + $5.00 per hour.

OVERTIME:
- Hours in excess of 8 per day, or before or after the regular workday, Monday through Friday, that are not shift work, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Employees may work four 10-hour days at straight time, Monday through Thursday, with Friday used as a make-up day for a lost day. If Friday is not a make-up day, then all hours on Friday shall be paid at time and one-half the hourly rate.
-Benefits on overtime shall be $45.03.
-Benefits on overtime on 5-1-26 shall be $47.03.
-Benefits on overtime on 5-1-27 shall be $48.78.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day (Decoration Day), July 4th, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday. The day after Thanksgiving may be substituted for Veterans Day.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Truck Driver-Material Delivery Driver** **PREVAILING WAGE RATE**

| | 05/16/25 | 05/01/26 | 05/01/27 |
|---|---|---|---|
| Driver | W37.12<br>B45.28<br>T82.40 | W37.82<br>B47.28<br>T85.10 | W38.72<br>B49.03<br>T87.75 |

**Craft: Truck Driver-Material Delivery Driver** **COMMENTS/NOTES**

BLENDED RATE:
When a truck driver is performing work on the site and also serving as a material delivery driver, the driver shall be paid a "blended rate". See the "Truck Driver" craft for the blended rates.

Truck Foreman/Shop Steward: +$0.25 per hour

SHIFT DIFFERENTIALS:
- 2nd Shift shall receive an additional $0.50 per hour
- 3rd Shift shall receive time and one-half the hourly rate.

OVERTIME:
- Hours in excess of 8 per day, or before or after the regular workday that are not shift work, Monday through Friday, and all hours on Saturday shall be paid at time and one-half the hourly rate. All hours on Sunday and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, President's Day, Memorial Day (Decoration Day), July 4th, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday. The day after Thanksgiving may be substituted for Veterans Day.

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**
**PREVAILING WAGE RATE DETERMINATION**

**County - ESSEX**

**Craft: Welder** **PREVAILING WAGE RATE**

Welder

**Craft: Welder** **COMMENTS/NOTES**

Welders rate is the same as the craft to which the welding is incidental.

# STATEWIDE RATES

**TERRITORY**

**ENTIRE STATE**

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**OPERATING ENGINEERS** **Rates Expiration Date :**

{For apprentice rates refer to "Operating Engineers" apprentice rates in any county rate package}

The regular workday consists of 8 hours, Monday to Friday, between 6:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- Shift work must be established for 5 consecutive workdays.
- Any work started outside of the allowed start time, 6:00 AM to 9:00 AM, except for * tidal work, shall be considered an irregular shift and paid at straight time, plus 15% for the first eight hours, inclusive of benefits.
- * FOR TIDAL WORK- a contractor can start their job according to tide schedules (tide schedules are the various high and low tides related to this work), providing the eight hour shift is completed between the hours of 5:00 AM and 6:30 PM.
- All time worked in excess of an established shift (an established shift is a shift that is determined at the time of the bid) shall be paid at the applicable overtime rate. When a portion of an established shift works into Saturday, Sunday or a holiday, that time worked shall be paid at the established shift rate.
- When working with other trades who receive a higher irregular shift differential, these employees shall also receive the higher differential rate.

OVERTIME:
- Hours in excess of 8 per day, or outside of the regular workday, Monday through Friday, that are not shift work, and all hours on Saturday shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sunday and holidays shall be paid at double the regular rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with all hours on Friday paid at time and one-half the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. When all trades on a particular job site agree, the day after Thanksgiving may be substituted for Veterans Day.

For projects bid after April 1, 2020, on hazardous waste removal work of any kind, including a state or federally designated site, where the operating engineer is required to wear level A, B, or C personal protection, the operating engineer shall receive an hourly wage rate of his regular hourly wage plus $5.00 per hour.
- An operating engineer working at a hazardous waste removal project or site at a task requiring hazardous waste related certification, but who is not working in a zone requiring level A, B, or C personal protection, shall receive an hourly wage rate of his regular rate plus $1.00 per hour.

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 60.13 | 40.40 | 100.53 |

**CLASSIFICATIONS:**

A-Frame

Backhoe (combination)

Boom Attachment on loaders (Except pipehook)

Boring & Drilling Machine

Brush Chopper, Brush Shredder, Tree Shredder, Tree Shearer

Bulldozer, finish grade

Cableway

Carryall

Concrete Pump

Concrete Pumping System (Pumpcrete & similar types)

Conveyor, 125 feet or longer

Drill Doctor (Duties include dust collector and maintenance)

Front End Loader (2 cu. yds. but less than 5 cu. yds.)

Grader, finish

Groove Cutting Machine (ride-on type)

Heater Planer

Hoist: Outside Material Tower Hoist (all types including steam, gas, diesel, electric, air hydraulic, single and double drum, concrete, brick shaft caisson, snorkle roof, and other similar types, Except Chicago-boom type) * receives an addtional $1.00 per hour on 100 ft. up to 199 ft. total height, and an additional $2.00 per hour on 200 ft. and over total height.

Hydraulic Crane (10 tons & under)

Hydraulic Dredge

Hydro-Axe

Hydro-Blaster

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 60.13 | 40.40 | 100.53 |

**CLASSIFICATIONS:**

Jack (screw, air hydraulic, power-operated unit, or console type, Except hand jack or pile load test type)

Log Skidder

Pan

Paver, concrete

Plate & Frame Filter Press

Pumpcrete (unit type)

Pumpcrete, Squeezecrete, or Concrete Pumping machine (regardless of size)

Scraper

Side Boom

Straddle Carrier (Ross and similar types)

Whiphammer

Winch Truck (hoisting)

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 58.22 | 40.40 | 98.62 |

**CLASSIFICATIONS:**

Asphalt Curbing Machine

Asphalt Plant Engineer

Asphalt Spreader

Autograde Curb Trimmer & Sidewalk Shoulder Slipform (CMI & similar types)

Autograde Curecrete Machine (CMI & similar types)

Autograde Tube Finisher & Texturing Machine (CMI & similar types)

Bar Bending Machines (Power)

Batcher, Batching Plant, & Crusher [On Site]

Belt Conveyor System

Boom-Type Skimmer Machine

Bridge Deck Finisher

Bulldozer (all sizes)

Captain (Power Boats)

Car Dumper (railroad)

Compressor & Blower unit for loading/unloading of concrete, cement, fly ash, or similar type materials (used independently or truck-mounted)

Compressor (2 or 3 battery)

Concrete Breaking Machine

Concrete Cleaning/Decontamination Machine

Concrete Finishing Machine

Concrete Saw or Cutter (ride-on type)

Concrete Spreader (Hetzel, Rexomatic & similar types)

Concrete Vibrator

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 58.22 | 40.40 | 98.62 |

**CLASSIFICATIONS:**

Conveyors - under 125 feet

Crane Signalman

Crushing Machine

Directional Boring Machine

Ditching Machine - Small (Ditchwitch, Vermeer or similar types)

Dope Pot - Mechanical (with or without pump)

Dumpster

Elevator

Fireman

Fork Lift (Economobile, Lull & similar types)

Front End Loader (1 cu. yd. and over but less than 2 cu. yds.)

Generator (2 or 3 battery)

Giraffe Grinder

Goldhofer/Hydraulic Jacking Trailer

Grader & Motor Patrols

Grout Pump

Gunnite Machine (Excluding nozzle)

Hammer - Vibratory (in conjunction with generator)

Heavy Equipment Robotics - Operator/Technician

Hoist (roof, tugger, aerial platform hoist, house car)

Hopper

Hopper Doors (power operated)

Ladder (motorized)

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 58.22 | 40.40 | 98.62 |

**CLASSIFICATIONS:**

Laddervator

Locomotive (Dinky-type)

Maintenance Utility Man

Master Environmental Maintenance Technician

Mechanic

Mixer (Except paving mixers)

Pavement Breaker (truck-mounted or small self-propelled ride-on type)

Pavement Breaker - maintenance of compressor or hydraulic unit

Pipe Bending Machine (power)

Pitch Pump

Plaster Pump (regardless of size)

Post Hole Digger (post pounder, auger)

Rod Bending Machines

Roller (black top)

Scale (power)

Seamen Pulverizing Mixer

Shoulder Widener

Silo

Skimmmer Machine (boom type)

Steel Cutting Machine (service & maintenance)

Tamrock Drill

Tractor

Transfer Machines

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 58.22 | 40.40 | 98.62 |

**CLASSIFICATIONS:**

Tug Captains

Tug Master (Power Boats)

Ultra High Pressure Waterjet Cutting Tool System - Operator/Maintenance Technician

Vacuum Blasting Machine - Operator/Maintenance Technician

Vibrating Plant (used with unloading)

Welder & Repair Mechanic

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 52.88 | 40.40 | 93.28 |

**CLASSIFICATIONS:**

Assistant Engineer/Oiler

Driller's Helper

Field Engineer - Transit man or Instrument man

Maintenance Apprentice (Deckhand)

Maintenance Apprentice (Oiler)

Mechanic's Helper

Off Road Back Dump

Tire Repair & Maintenance

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 50.30 | 40.40 | 90.70 |

**CLASSIFICATIONS:**

Field Engineer - Rodman or Chainman

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 60.46 | 40.40 | 100.86 |

**CLASSIFICATIONS:**

Lead Engineer, Foreman Engineer, Safety Engineer (minimum)

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 61.72 | 40.40 | 102.12 |

**CLASSIFICATIONS:**

Autograde Pavement Profiler (CMI & similar types)

Autograde Pavement Profiler - Recycle Type (CMI & similar types)

Autograde Placer/Trimmer/Spreader Combination (CMI & similar types)

Autograde Slipform Paver (CMI & similar types)

Backhoe (Excavator)

Central Power Plant

Concrete Paving Machine

Cranes, Derricks, Pile Drivers (all types), under 100 tons with a boom (including jib and/or leads) under 100 ft.

Draglines

Drill, Bauer, AMI and similar types

Drillmaster, Quarrymaster

Drillmaster/Quarrymaster (down-the-hole drill), rotary drill, self-propelled hydraulic drill, self-powered drill

Elevator Grader

Field Engineer-Chief of Party

Front End Loader (5 cu. yards or larger)

Gradall

Grader, Rago

Helicoptor Co-Pilot

Helicoptor Communications Engineer

Juntann Pile Driver

Locomotive (large)

Mucking Machine

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 61.72 | 40.40 | 102.12 |

**CLASSIFICATIONS:**

Pavement & Concrete Breaker (Superhammer & Hoe Ram)

Pile Driver

Prentice Truck

Roadway Surface Grinder

Scooper (loader & shovel)

Shovel (Excavator)

Trackhoe (Excavator)

Tree Chopper with boom

Trenching Machine (cable plow)

Tunnel Boring Machine

Vacuum Truck

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 56.59 | 40.40 | 96.99 |

**CLASSIFICATIONS:**

Chipper

Compressor (single)

Concrete Spreader (small type)

Conveyor Loader (Except elevator graders)

Engines, Large Diesel (1620 HP) & Staging Pump

Farm Tractor

Fertilizing Equipment (operation & maintenance)

Fine Grade Machine (small type)

Form Line Grader (small type)

Front End Loader (under 1 cubic yard)

Generator (single)

Grease, Gas, Fuel, & Oil Supply Trucks

Heaters (Nelson or other type)

Lights - portable generating light plant

Mixer, Concrete (small)

Mulching Equipment (operation & maintenance)

Power Broom or Sweeper

Pump (diesel engine & hydraulic - regardless of power)

Pump (larger than 2 inch suction, including submersible pumps)

Road Finishing Machine (small type)

Roller - grade, fill, or stone base

Seeding Equipment (operation & maintenance)

Sprinkler & Water Pump Trucks

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 56.59 | 40.40 | 96.99 |

**CLASSIFICATIONS:**

Steam Generator or Boiler

Stone Spreader

Tamping Machine (vibrating ride-on type)

Temporary Heating Plant (Nelson or other type, including proprane, natural gas, and flow-type units)

Water or Sprinkler Truck

Welding Machine (gas, diesel, or electric convertor, of any type)

Welding System - Multiple (rectifier transformer type)

Wellpoint Systems (including installation by bull gang and maintenance)

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 63.54 | 40.40 | 103.94 |

**CLASSIFICATIONS:**

Helicoptor Pilot/Engineer

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 68.22 | 40.40 | 108.62 |

**CLASSIFICATIONS:**

Cranes, Derricks, Pile Driver (all types), 100 tons and over and TOWER CRANE with boom (including jib and/or leads) 140 ft. and over

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 67.22 | 40.40 | 107.62 |

**CLASSIFICATIONS:**

Cranes, Derricks, Pile Driver (all types), 100 tons and over and TOWER CRANE with boom (including jib and/or leads) from 100 ft. to 139 ft.

**OPERATING ENGINEERS** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 63.72 | 40.40 | 104.12 |

**CLASSIFICATIONS:**

Cranes, Derricks, Pile Driver (all types) , under 100 tons with a boom (including jib and/or leads) 140 ft. and over

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 66.22 | 40.40 | 106.62 |

**CLASSIFICATIONS:**

Cranes, Derricks, Pile Driver (all types), 100 tons and over and TOWER CRANE with a boom (including jib and/or leads) under 100 ft.

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 62.72 | 40.40 | 103.12 |

**CLASSIFICATIONS:**

Cranes, Derricks, Pile Driver (all types), under 100 tons with a boom (including jib and/or leads) from 100 ft. to 139 ft.

**STRUCTURAL STEEL ERECTION** **Rates Expiration Date :**

{For apprentice rates refer to "Operating Engineers" apprentice rates in any county rate package}

The regular workday consists of 8 hours, Monday to Friday, between 6:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- Shift work must be established for 5 consecutive workdays.
- Any work started outside of the allowed start time, 6:00 AM to 9:00 AM, except for * tidal work, shall be considered an irregular shift and paid at straight time, plus 15% for the first eight hours, inclusive of benefits.
- * FOR TIDAL WORK- a contractor can start their job according to tide schedules (tide schedules are the various high and low tides related to this work), providing the eight hour shift is completed between the hours of 5:00 AM and 6:30 PM.
- All time worked in excess of an established shift (an established shift is a shift that is determined at the time of the bid) shall be paid at the applicable overtime rate. When a portion of an established shift works into Saturday, Sunday or a holiday, that time worked shall be paid at the established shift rate.
- When working with other trades who receive a higher irregular shift differential, these employees shall also receive the higher differential rate.

OVERTIME:
- Hours in excess of 8 per day, or outside of the regular workday, Monday through Friday, that are not shift work, and all hours on Saturday shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sunday and holidays shall be paid at double the regular rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with all hours on Friday paid at time and one-half the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. When all trades on a particular job site agree, the day after Thanksgiving may be substituted for Veterans Day.

For projects bid after April 1, 2020, on hazardous waste removal work of any kind, including a state or federally designated site, where the operating engineer is required to wear level A, B, or C personal protection, the operating engineer shall receive an hourly wage rate of his regular hourly wage plus $5.00 per hour.
- An operating engineer working at a hazardous waste removal project or site at a task requiring hazardous waste related certification, but who is not working in a zone requiring level A, B, or C personal protection, shall receive an hourly wage rate of his regular rate plus $1.00 per hour.

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 65.35 | 40.40 | 105.75 |

**CLASSIFICATIONS:**

Helicopter Co-Pilot & Communications Engineer

**STRUCTURAL STEEL ERECTION** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 61.29 | 40.40 | 101.69 |

**CLASSIFICATIONS:**

A-Frame

Cherry Picker -10 tons or less (Over 10 tons use crane rate)

Hoist (all types Except Chicago-boom)

Jack (screw, air hydraulic, power-operated unit or console type, Except hand jack or pile load test type)

Side Boom

Straddle Carrier

**STRUCTURAL STEEL ERECTION** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 58.63 | 40.40 | 99.03 |

**CLASSIFICATIONS:**

Aerial Platform Used On Hoists

Apprentice Engineer/Oiler with Compressor or Welding Machine

Captain (Power Boats)

Compressor (2 or 3 in battery)

Concrete Cleaning/Decontamination Machine Operator

Conveyor or Tugger Hoist

Directional Boring Machine

Elevator or House Car

Fireman

Forklift

Generator (2 or 3)

Heavy Equipment Robotics, Operator/Technician

Maintenance Utility Man

Master Environmental Maintenance Technician

Tug Master (Power Boats)

Ultra High Pressure Waterjet Cutting Tool System Operator/Maintenance Technician

Vacuum Blasting Machine Operator/Maintenance Technician

Welding Machines, Gas or Electric Converters on any type-2 or 3 in battery including diesels

**STRUCTURAL STEEL ERECTION** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 57.10 | 40.40 | 97.50 |

**CLASSIFICATIONS:**

Compressor (Single)

Generators

Welding Machines, Gas, Diesel, Or Electric Converters of any type-single

Welding System, Multiple (Rectifier Transformer Type)

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 53.34 | 40.40 | 93.74 |

**CLASSIFICATIONS:**

Assistant Engineer/Oiler

Drillers Helper

Field Engineer - Transit/Instrument Man

Maintenance Apprentice (Deckhand)

Maintenance Apprentice (Oiler)

Off Road Back Dump

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 60.91 | 40.40 | 101.31 |

**CLASSIFICATIONS:**

Lead Engineer, Foreman Engineer, Safety Engineer (Minimum)

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 50.30 | 40.40 | 90.70 |

**CLASSIFICATIONS:**

Field Engineer - Rodman or Chainman

**STRUCTURAL STEEL ERECTION** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 62.05 | 40.40 | 102.45 |

**CLASSIFICATIONS:**

Field Engineer-Chief of Party

Vacuum Truck

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 70.24 | 40.40 | 110.64 |

**CLASSIFICATIONS:**

Cranes (all cranes, land or floating with booms, including jib, 140 ft. and over, above ground). Derricks (all derricks, land, floating or Chicago Boom type with booms including jib, 140 ft. and over, above ground), and Pile Drivers (all types) 100 tons and over and Tower Cranes.

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 68.58 | 40.40 | 108.98 |

**CLASSIFICATIONS:**

Cranes (all cranes, land or floating with booms including jib, less than 140 ft. abovr ground), Derricks (all derricks. land, floating or Chicago Boom type with booms including jib, less than 140 ft. above ground), Pile Drivers (all types), 100 tons and over and Tower Crane.

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 65.74 | 40.40 | 106.14 |

**CLASSIFICATIONS:**

Cranes (all cranes, land or floating with booms including jib, 140 ft. and over, above ground), Derricks (all derricks, land, floating or Chicago Boom type with booms including jib, 140 ft. and over, above ground), Pile Drivers (all types), under 100 tons.

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 64.08 | 40.40 | 104.48 |

**CLASSIFICATIONS:**

Cranes (all cranes, land or floating with booms including jib, less than 140 ft. above ground), Derricks (all derricks, land, floating or Chicago Boom type with booms including jib, less than 140 ft. above ground), Pile Drivers (all types), under 100 tons.

**STRUCTURAL STEEL ERECTION** **Rates Expiration Date :**

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 65.74 | 40.40 | 106.14 |

**CLASSIFICATIONS:**

Helicopter Pilot & Engineer

**TEST BORING PRELIMINARY TO CONSTRUCTION-SOUTH/WEST** **Rates Expiration Date :**

THESE RATES APPLY IN THE FOLLOWING COUNTIES ONLY:
Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Hunterdon, Mercer, Monmouth, Ocean, Salem, Sussex, Warren

The regular workday consists of 8 hours, Monday to Friday, between 6:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:
- Shift work must be established for 5 consecutive workdays.
- Any work started outside of the allowed start time, 6:00 AM to 9:00 AM, except for * tidal work, shall be considered an irregular shift and paid at straight time, plus 15% for the first eight hours, inclusive of benefits.
- * FOR TIDAL WORK- a contractor can start their job according to tide schedules (tide schedules are the various high and low tides related to this work), providing the eight hour shift is completed between the hours of 5:00 AM and 6:30 PM.
- All time worked in excess of an established shift (an established shift is a shift that is determined at the time of the bid) shall be paid at the applicable overtime rate. When a portion of an established shift works into Saturday, Sunday or a holiday, that time worked shall be paid at the established shift rate.
- When working with other trades who receive a higher irregular shift differential, these employees shall also receive the higher differential rate.

OVERTIME:
- Hours in excess of 8 per day, or outside of the regular workday, Monday through Friday, that are not shift work, and all hours on Saturday shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sunday and holidays shall be paid at double the regular rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with all hours on Friday paid at time and one-half the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. When all trades on a particular job site agree, the day after Thanksgiving may be substituted for Veterans Day.

For projects bid after April 1, 2020, on hazardous waste removal work of any kind, including a state or federally designated site, where the operating engineer is required to wear level A, B, or C personal protection, the operating engineer shall receive an hourly wage rate of his regular hourly wage plus $5.00 per hour.
- An operating engineer working at a hazardous waste removal project or site at a task requiring hazardous waste related certification, but who is not working in a zone requiring level A, B, or C personal protection, shall receive an hourly wage rate of his regular rate plus $1.00 per hour.

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 61.72 | 40.40 | 102.12 |

**CLASSIFICATIONS:**

Driller

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 54.88 | 40.40 | 95.28 |

**CLASSIFICATIONS:**

Driller's Helper

**FREE AIR TUNNEL JOBS** **Rates Expiration Date :**

{For apprentice rates refer to "Heavy & General" apprentice rates in any county rate package}

The regular workday consists of 8 hours, starting at 7:00 AM or 8:00 AM.

SHIFT DIFFERENTIALS:
- Shifts must start at 3:00 PM, 4:00 PM, 12:00 AM, or 1:00 AM, to be considered shift work, except when the project owner mandates special hours of work in the job specifications, in which case those hours may be considered shift work.
- When such hours are mandated by the project owner, a shift that begins before midnight on Friday and ends on Saturday morning, or that begins at or after 8:00 PM on Sunday and ends on Monday morning may be paid at the shift differential rate.
- Shifts shall receive an additional $3.00 per hour.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, or outside of the regular workday that are not shift work, and all hours on Saturdays, shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with Friday used as a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. Veterans Day may be substituted for the day after Thanksgiving. However, in the trading of Veterans Day for the day after Thanksgiving, if overtime is worked on Veterans Day, it shall be paid at double the hourly rate.

Hazardous Waste Work:
-where Level A, B, or C protection is required: + $5.00/hr
-other Hazardous Waste site: + $1.00/hr

Traffic Control Coordinator: When either of the work classifications found below are working as a Traffic Control Coordinator they are to receive $.75 above their current rate of pay.

**Effective Dates:**

| | 03/01/2025 | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 67.13 | 39.13 | 106.26 | 109.94 |

**CLASSIFICATIONS:**

Walking Boss & Superintendent

**Effective Dates:**

| | 03/01/2025 | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 66.75 | 39.13 | 105.88 | 109.57 |

**CLASSIFICATIONS:**

Heading Foreman, Shaft Foreman, Rod Foreman, Electrician Foreman, Rigging Foreman

**FREE AIR TUNNEL JOBS** **Rates Expiration Date :**

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 66.13 | 39.13 | 105.26 | 108.94 |

**CLASSIFICATIONS:**

Iron Foreman, Caulking Foreman, Form Foreman, Cement Finishing Foreman, Concrete Foreman, Track Foreman, Cleanup Foreman, Grout Foreman

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 69.25 | 39.13 | 108.38 | 112.07 |

**CLASSIFICATIONS:**

Blaster

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 65.44 | 39.13 | 104.57 | 108.26 |

**CLASSIFICATIONS:**

Top Labor Foreman

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 65.00 | 39.13 | 104.13 | 107.82 |

**CLASSIFICATIONS:**

Skilled Men (including Caulker, Powder Carrier, all other skilled men)

Skilled Men (including Miner, Drill Runner, Iron Man, Conveyor Man, Manitenance Man, Safety Miner, Rigger, Block Layer, Cement Finisher, Tod Man)

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 64.81 | 39.13 | 103.94 | 107.63 |

**CLASSIFICATIONS:**

Semi-Skilled Men (including Bell or Signal Man Top or Bottom, Form Worker & Mover, Concrete Worker, Shaft Man, Tunnel Laborer, Caulker's Helper, all other semi-skilled)

Semi-Skilled Men (including Miner's Helper, Chuck Tender, Track Man, Nipper, Brake Man, Derail Man, Cable Man, Hose Man, Gravel Man, Form Man)

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**
**PREVAILING WAGE RATE DETERMINATION**

**FREE AIR TUNNEL JOBS** **Rates Expiration Date :**

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 64.31 | 39.13 | 103.44 | 107.13 |

**CLASSIFICATIONS:**

All Others (including Powder Watchman, Change House Attendant, Top Laborer)

**DRILL FOR GROUND WATER SUPPLY** **Rates Expiration Date :**

The well driller and/or helper may perform all work relative to the construction, finishing, and servicing of wells, pumps and borings for ground water supply. The present methods of well drilling entailing as they do, many diverse job operations calling for drilling, pump discharge, piping, and the operation of various types of related power equipment, shall all be within the job duties and functions of the well driller and/or helper. In the event that an extension of work should occur beyond water well drilling functions, into the field of general construction work, such extension of work would come under the appropriate rates listed elsewhere in this wage determination.

- For Work Hours, Shift Differentials, Overtime Rates, and Recognized Holidays see the "Operating Engineers" section of this wage determination.

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 60.47 | 40.40 | 100.87 |

**CLASSIFICATIONS:**

Driller

**Effective Dates:**

**07/01/2025**

| Rate | Fringe | Total |
|---|---|---|
| 53.63 | 40.40 | 94.03 |

**CLASSIFICATIONS:**

Driller's Helper

**OPERATING ENGINEERS MARINE-DREDGING** **Rates Expiration Date :**

NOTE: These wage rates only apply to dredging and other marine construction activities occurring in navigable waters and their tributaries.
Boat crews carrying explosive material (dynamite, pourfex, and other similar materials) shall be paid at 120% of the hourly wage rate for hours engaged in handling of said materials. Employees required to possess a Hazardous Material Certification as a condition of employment shall be compensated at 120% of the hourly wage rate.
OVERTIME:
Hours in excess of 40 per week, and all hours on Saturdays and Sundays, shall be paid at time and one-half the hourly rate. All hours on holidays shall be paid at double the hourly rate.
RECOGNIZED HOLIDAYS: New Year's Day, Martin Luther King Day, Good Friday, Memorial Day, July 4th, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday.

**Effective Dates:**

| | **10/01/2025** | | **10/01/2026** |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 48.48 | 15.44 | 63.92 | 65.74 |

**CLASSIFICATIONS:**

Lead Dredgerman, Operator, Leverman

Licensed Tug Operator with MOTV, Deck Captain

**Effective Dates:**

| | **10/01/2025** | | **10/01/2026** |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 41.93 | 14.99 | 56.92 | 58.47 |

**CLASSIFICATIONS:**

Derrick Operator, Spider/Spill Barge Operator

Engineer, Electrician, Chief Welder, Chief Mate

Fill Placer, Operator II

Licensed Boat Operator

Maintenance Engineer

**Effective Dates:**

| | **10/01/2025** | | **10/01/2026** |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 39.46 | 14.81 | 54.27 | 55.75 |

**CLASSIFICATIONS:**

Certified Welder

**OPERATING ENGINEERS MARINE-DREDGING** **Rates Expiration Date :**

**Effective Dates:**

| | 10/01/2025 | | 10/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 38.38 | 14.74 | 53.12 | 54.54 |

**CLASSIFICATIONS:**

Mate, Drag Barge Operator, Steward, Assistant Fill Placer

Welder

**Effective Dates:**

| | 10/01/2025 | | 10/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 37.15 | 14.65 | 51.80 | 53.18 |

**CLASSIFICATIONS:**

Boat Operator

**Effective Dates:**

| | 10/01/2025 | | 10/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 30.86 | 14.21 | 45.07 | 46.22 |

**CLASSIFICATIONS:**

Shoreman, Deckhand, Rodman, Scowman

**Effective Dates:**

| | 10/01/2025 | | 10/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 43.20 | 15.07 | 58.27 | 59.89 |

**CLASSIFICATIONS:**

Crane Operator

**MICROSURFACING/SLURRY SEAL** **Rates Expiration Date :**

THESE RATES APPLY IN THE FOLLOWING COUNTIES ONLY:
Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Mercer, Ocean, Salem
***IN ALL OTHER COUNTIES use the Heavy and General Laborers - North "Slurry Seal Laborer" rates.***

SHIFT DIFFERENTIALS:
Any shift starting at 3:30 PM or later shall receive an additional $0.35/hr

OVERTIME:
Hours in excess of 8 per day or 40 per week shall be paid at time and one-half the hourly rate. All hours on holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Washington's Birthday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day.

**Effective Dates:**

| 08/26/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 52.05 | 28.95 | 81.00 | 83.75 |

**CLASSIFICATIONS:**

Foreman

**Effective Dates:**

| 08/26/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 50.10 | 28.95 | 79.05 | 81.80 |

**CLASSIFICATIONS:**

Box man, Hopper, CM Controller

**Effective Dates:**

| 08/26/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 48.40 | 28.95 | 77.35 | 80.10 |

**CLASSIFICATIONS:**

Microsurface/Slurry Preparation

**Effective Dates:**

| 08/26/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 49.05 | 28.95 | 78.00 | 80.75 |

**CLASSIFICATIONS:**

Squeegee man

**MICROSURFACING/SLURRY SEAL** **Rates Expiration Date :**

**Effective Dates:**

| 08/26/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 46.95 | 28.95 | 75.90 | 78.65 |

**CLASSIFICATIONS:**

Cleaner, Taper

**ASPHALT LABORERS - SOUTH** **Rates Expiration Date :**

"THESE RATES APPLY IN THE FOLLOWING COUNTIES ONLY: Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Mercer, Ocean, Salem
{For apprentice rates refer to "Laborer - Heavy & General" apprentice rates in any county rate package}
The regular workday consists of 8 hours, starting at 7:00 AM or 8:00 AM.
SHIFT DIFFERENTIALS:
- Shifts must start at 3:00 PM, 4:00 PM, 12:00 AM, or 1:00 AM, to be considered shift work, except when the project owner mandates special hours of work in the job specifications, in which case those hours may be considered shift work.
- When such hours are mandated by the project owner, a shift that begins before midnight on Friday and ends on Saturday morning, or that begins at or after 8:00 PM on Sunday and ends on Monday morning may be paid at the shift differential rate.
- Shifts shall receive an additional $3.00 per hour.
OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, or outside of the regular workday that are not shift work, and all hours on Saturdays, shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with Friday used as a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate.
RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. Veterans Day may be substituted for the day after Thanksgiving. However, in the trading of Veterans Day for the day after Thanksgiving, if overtime is worked on Veterans Day, it shall be paid at double the hourly rate.
Hazardous Waste Work:
-where Level A, B, or C protection is required: + $5.00/hr
-other Hazardous Waste site: + $1.00/hr
FOR TIDE WORK (pertains to tidal water): A contractor can start their job according to tide schedules (tide schedules are the various high and low tides related to this work) providing the eight (8) hour shift is completed between the hours of 5:00 AM and 6:30 PM.

**Effective Dates:**

| | 03/01/2025 | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 55.20 | 39.13 | 94.33 | 97.58 |

**CLASSIFICATIONS:**

Paving Foreman

**Effective Dates:**

| | 03/01/2025 | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 51.75 | 39.13 | 90.88 | 94.13 |

**CLASSIFICATIONS:**

Head Raker

**Effective Dates:**

| | 03/01/2025 | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 51.90 | 39.13 | 91.03 | 94.28 |

**CLASSIFICATIONS:**

Screedman

**ASPHALT LABORERS - SOUTH** **Rates Expiration Date :**

**Effective Dates:**

| | 03/01/2025 | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 51.35 | 39.13 | 90.48 | 93.73 |

**CLASSIFICATIONS:**

Tampers, Smoothers, Kettlemen, Painters, Shovelers, Roller Boys

**Effective Dates:**

| | 03/01/2025 | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 51.45 | 39.13 | 90.58 | 93.83 |

**CLASSIFICATIONS:**

Milling Controller

**Effective Dates:**

| | 03/01/2025 | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 51.65 | 39.13 | 90.78 | 94.03 |

**CLASSIFICATIONS:**

Traffic Control Coordinator

**Effective Dates:**

| | 03/01/2025 | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 51.60 | 39.13 | 90.73 | 93.98 |

**CLASSIFICATIONS:**

Raker, Luteman

**Effective Dates:**

| Rate | Fringe | Total |
|---|---|---|

**CLASSIFICATIONS:**

Certified Paving Foreman

**TEST BORING PRELIMINARY TO CONSTRUCTION-NORTH** **Rates Expiration Date :**

THESE RATES APPLY IN THE FOLLOWING COUNTIES ONLY:
Bergen, Essex, Hudson, Middlesex, Morris, Passaic, Somerset, Union

SHIFT DIFFERENTIAL:
Employees on a shift other than between the hours of 8:00 AM and 5:00 PM shall receive an additional $2.00 per hour.

OVERTIME:
Hours in excess of 8 per day, Monday through Friday, and all hours on Saturday shall be paid at time and one-half the regular rate. All hours on Sundays and holidays shall be paid at double the regular rate.

RECOGNIZED HOLIDAYS: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, and Christmas Day. Sunday holidays observed the following Monday.

Hazardous Waste Pay (for Levels A, B, and C): an additional 15% of the hourly rate, per hour.

A newly hired Helper with no experience in the industry shall be paid as follows:
1st year on the job - 70% of Helper wage rate
2nd year on the job - 80% of Helper wage rate
3rd year on the job - 90% of Helper wage rate
All helpers receive full fringe benefit rate.

**Effective Dates:**

**10/21/2025**

| Rate | Fringe | Total |
|---|---|---|
| 38.15 | 36.22 | 74.37 |

**CLASSIFICATIONS:**

Helper (4th year helper)

**Effective Dates:**

**10/21/2025**

| Rate | Fringe | Total |
|---|---|---|
| 48.78 | 36.22 | 85.00 |

**CLASSIFICATIONS:**

Driller

**Effective Dates:**

**10/21/2025**

| Rate | Fringe | Total |
|---|---|---|
| 55.61 | 36.22 | 91.83 |

**CLASSIFICATIONS:**

Foreman

**HEAVY & GENERAL LABORERS - NORTH** **Rates Expiration Date :**

THESE RATES APPLY IN THE FOLLOWING COUNTIES ONLY:
Bergen, Essex, Hudson, Hunterdon, Middlesex, Monmouth, Morris, Passaic, Somerset, Sussex, Union, Warren

{For apprentice rates refer to "Laborer - Heavy & General" apprentice rates in any county rate package}

The regular workday consists of 8 hours, starting at 7:00 AM or 8:00 AM.

SHIFT DIFFERENTIALS:
- Shifts must start at 3:00 PM, 4:00 PM, 12:00 AM, or 1:00 AM, to be considered shift work, except when the project owner mandates special hours of work in the job specifications, in which case those hours may be considered shift work.
- When such hours are mandated by the project owner, a shift that begins before midnight on Friday and ends on Saturday morning, or that begins at or after 8:00 PM on Sunday and ends on Monday morning may be paid at the shift differential rate.
- Shifts shall receive an additional $3.00 per hour.
FOR TIDE WORK (pertains to tidal water): A contractor can start their job according to tide schedules (tide schedules are the various high and low tides related to this work) providing the eight (8) hour shift is completed between the hours of 5:00 AM and 6:30 PM.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, or outside of the regular workday that are not shift work, and all hours on Saturdays, shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with Friday used as a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. Veterans Day may be substituted for the day after Thanksgiving. However, in the trading of Veterans Day for the day after Thanksgiving, if overtime is worked on Veterans Day, it shall be paid at double the hourly rate.

Hazardous Waste Work:
-where Level A, B, or C protection is required: + $5.00/hr
-other Hazardous Waste site: + $1.00/hr

**Effective Dates:**

| | **03/01/2025** | | **03/01/2026** |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 50.95 | 39.13 | 90.08 | 93.33 |

**CLASSIFICATIONS:**

"D" Rate:
basic, landscape, asphalt, slurry seal, or railroad track laborer; utility meter installer; flagman; salamander tender; pitman; dumpman; rakers or tampers on cold patch work; wrappers or coaters of pipe; waterproofer; timberman; wagon drill or drill master helper; powder carrier; magazine tender; signal man; power buggy operator; tree cutter; operator of basic power tools

**Effective Dates:**

| | **03/01/2025** | | **03/01/2026** |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 51.65 | 39.13 | 90.78 | 94.03 |

**CLASSIFICATIONS:**

"C" Rate:
pipe layer; laser man; conduit or duct line layer; operator of jack hammer, chipping hammer, pavement breaker, concrete cutter, asphalt cutter, sheet hammer, or walk-behind saw cutter; sandblaster; acetylene cutting or burning; wagon drill, directional drill, or hydraulic drill operator; drill master; core driller; asphalt raker or lute man

**HEAVY & GENERAL LABORERS - NORTH** **Rates Expiration Date :**

**Effective Dates:**

| | 03/01/2025 | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 51.90 | 39.13 | 91.03 | 94.28 |

**CLASSIFICATIONS:**

"B" Rate:
concrete finisher; setter of brick or stone pavers; stone cutter; form setter; manhole, catch basin, or inlet builder; asphalt screedman; rammer; hardscaping; gunite nozzle man

**Effective Dates:**

| | 03/01/2025 | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 55.45 | 39.13 | 94.58 | 97.83 |

**CLASSIFICATIONS:**

"A" Rate:
blaster

**Effective Dates:**

| | 03/01/2025 | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 55.20 | 39.13 | 94.33 | 97.58 |

**CLASSIFICATIONS:**

"FOREMAN" Rate:
labor foreman, asphalt foreman, drill foreman, pipe foreman, grade foreman, finisher foreman, concrete foreman

**Effective Dates:**

| | 03/01/2025 | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 56.20 | 39.13 | 95.33 | 98.58 |

**CLASSIFICATIONS:**

"GENERAL FOREMAN" Rate

**Effective Dates:**

| | 03/01/2025 | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 52.40 | 39.13 | 91.53 | 94.78 |

**CLASSIFICATIONS:**

TRAFFIC CONTROL COORDINATOR Rate

**HEAVY & GENERAL LABORERS - NORTH** **Rates Expiration Date :**

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 56.70 | 39.13 | 95.83 | 100.08 |

**CLASSIFICATIONS:**

" CERTIFIED FOREMAN Rate" :

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 57.70 | 39.13 | 96.83 | 101.08 |

**CLASSIFICATIONS:**

" CERTIFIED GENERAL FOREMAN Rate" :

**HEAVY & GENERAL LABORERS - SOUTH** **Rates Expiration Date :**

THESE RATES APPLY IN THE FOLLOWING COUNTIES ONLY:
Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Mercer, Ocean, Salem

{For apprentice rates refer to "Laborer - Heavy & General" apprentice rates in any county rate package}

The regular workday consists of 8 hours, starting at 7:00 AM or 8:00 AM.

SHIFT DIFFERENTIALS:
- Shifts must start at 3:00 PM, 4:00 PM, 12:00 AM, or 1:00 AM, to be considered shift work, except when the project owner mandates special hours of work in the job specifications, in which case those hours may be considered shift work.
- When such hours are mandated by the project owner, a shift that begins before midnight on Friday and ends on Saturday morning, or that begins at or after 8:00 PM on Sunday and ends on Monday morning may be paid at the shift differential rate.
- Shifts shall receive an additional $3.00 per hour.

FOR TIDE WORK (pertains to tidal water): A contractor can start their job according to tide schedules (tide schedules are the various high and low tides related to this work) providing the eight (8) hour shift is completed between the hours of 5:00 AM and 6:30 PM.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, or outside of the regular workday that are not shift work, and all hours on Saturdays, shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with Friday used as a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. Veterans Day may be substituted for the day after Thanksgiving. However, in the trading of Veterans Day for the day after Thanksgiving, if overtime is worked on Veterans Day, it shall be paid at double the hourly rate.

Hazardous Waste Work:
-where Level A, B, or C protection is required: + $5.00/hr
-other Hazardous Waste site: + $1.00/hr

**Effective Dates:**

| | **03/01/2025** | | **03/01/2026** |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 50.95 | 39.13 | 90.08 | 93.33 |

**CLASSIFICATIONS:**

"D" Rate:
basic, landscape, asphalt, slurry seal, or railroad track laborer; utility meter installer; flagman; salamander tender; pitman; dumpman; rakers or tampers on cold patch work; wrappers or coaters of pipe; waterproofer; timberman; wagon drill or drill master helper; powder carrier; magazine tender; signal man; power buggy operator; tree cutter; operator of basic power tools

**Effective Dates:**

| | **03/01/2025** | | **03/01/2026** |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 51.65 | 39.13 | 90.78 | 94.03 |

**CLASSIFICATIONS:**

"C" Rate:
pipe layer; laser man; conduit or duct line layer; operator of jack hammer, chipping hammer, pavement breaker, concrete cutter, asphalt cutter, sheet hammer, or walk-behind saw cutter; sandblaster; acetylene cutting or burning; wagon drill, directional drill, or hydraulic drill operator; drill master; core driller; asphalt raker or lute man

**HEAVY & GENERAL LABORERS - SOUTH** **Rates Expiration Date :**

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 55.45 | 39.13 | 94.58 | 97.83 |

**CLASSIFICATIONS:**

"A" Rate:
blaster

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 55.20 | 39.13 | 94.33 | 97.58 |

**CLASSIFICATIONS:**

"FOREMAN" Rate:
labor foreman, asphalt foreman, drill foreman, pipe foreman, grade foreman, finisher foreman, concrete foreman

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 56.20 | 39.13 | 95.33 | 98.58 |

**CLASSIFICATIONS:**

"GENERAL FOREMAN" Rate

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 52.40 | 39.13 | 91.53 | 94.78 |

**CLASSIFICATIONS:**

TRAFFIC CONTROL COORDINATOR Rate

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 57.70 | 39.13 | 96.83 | 101.08 |

**CLASSIFICATIONS:**

" CERTIFIED GENERAL FOREMAN Rate" :

**HEAVY & GENERAL LABORERS - SOUTH** **Rates Expiration Date :**

**Effective Dates:**

| | **03/01/2025** | | **03/03/2026** |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 56.70 | 39.13 | 95.83 | 100.08 |

**CLASSIFICATIONS:**

" CERTIFIED FOREMAN Rate" :

**Effective Dates:**

| | **03/01/2025** | | **03/01/2026** |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 51.90 | 39.13 | 91.03 | 94.28 |

**CLASSIFICATIONS:**

"B" Rate:
concrete finisher; setter of brick or stone pavers; stone cutter; form setter; manhole, catch basin, or inlet builder; asphalt screedman; rammer; hardscaping; gunite nozzle man

**PIPELINE - MAINLINE TRANSMISSION** **Rates Expiration Date :**

These rates apply to the following: welding on Transportation Mainline pipe lines (cross-country pipe lines, or any segments thereof, transporting coal, gas, oil, water or other transportable materials, vapors or liquids, including portions of such pipe lines within private property boundaries up to the final metering station or connection - the point where a valve, consumer connection, or town border station divides mainline transmission lines or higher pressure lateral and branch lines from lower pressure distribution systems).

PER DIEM PAYMENT:
In addition to the total wage rate paid for each craft, the following per diem (per day) amounts must also be paid - Pipeline Journeyman: $80.50; Pipeline Journeyman Welder: $140.50; and Pipeline Helper: $64.50. Note: in order to receive the per diem payment an employee must work a minimum of 8 hours in a 24 hour period.

NOTES:
- Journeymen employed as "stringer bead" welders and journeymen who are regularly employed as "hot-pass" welders shall receive $1.00 per hour more than other journeymen.
- Welders running "stringer bead" or "hot-pass" on "cutouts" or "tie-ins" on a production basis shall be paid $1.00 per hour above the journeymen rate.
- Whenever a welder helper is employed using a power buffer or power grinder immediately behind the stringer bead and /or hot-pass welders, and the pipe gang is set on a production basis, the helper shall be paid $2.00 per hour above the helper rate.
- If back welding is performed inside a pipe under either or both of the following conditions, the welder engaged in the welding will receive $3.00 per hour above the regular rate for the job only for the days on which such back welding is performed:
  - The employer elects, as a regular procedure, to back weld each line-up. This condition is not intended to apply to occasional back welding performed by the pipe gang to repair a bead, to rectify a "high-lo" condition or wall thickness, etc.
  - A welder is required to back weld a completed weld behind the firing line.
- If the welder helper is required to go inside the pipe for the purpose of brushing, buffing and grinding the weld, they shall receive a wage rate $1.00 per hour above the regular helper rate for the days involved.
- Welders working on "hot work" shall be paid $2.00 per hour above the regular rate for each day engaged in such work. "Hot work' is defined as work on lines in service where there is the danger of fire or explosion.

The regular workday shall be 8 hours, between 8:00 AM and 4:30 PM.

OVERTIME:
Hours in excess of 8 per day, and all hours on Sundays shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on holidays shall be paid at double the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, July 4th, Labor Day, Thanksgiving Day, and Christmas Day. Sunday holidays observed the following Monday.

**Effective Dates:**

**06/18/2025**

| Rate | Fringe | Total |
|---|---|---|
| 58.89 | 36.35 | 95.24 |

**CLASSIFICATIONS:**

Pipeline Journeyman Welder

**Effective Dates:**

**06/18/2025**

| Rate | Fringe | Total |
|---|---|---|
| 58.89 | 36.35 | 95.24 |

**CLASSIFICATIONS:**

Pipeline Journeyman

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
PREVAILING WAGE RATE DETERMINATION

**PIPELINE - MAINLINE TRANSMISSION** **Rates Expiration Date :**

**Effective Dates:**

**06/18/2025**

| Rate | Fringe | Total |
|---|---|---|
| 33.84 | 25.47 | 59.31 |

**CLASSIFICATIONS:**

Pipeline Helper

**PIPELINE - GAS DISTRIBUTION** **Rates Expiration Date :**

These rates apply to the following: welding on gas line distribution systems (that portion of the gas distribution system placed in streets, roads, subways, tunnels, viaducts, highways and easements which serves the users of gas).

SHIFT DIFFERENTIALS:
An "irregular" shift may start any time from 5:00 PM to 12:00 AM, Monday through Friday, and shall receive an additional 15% of the regular rate per hour, inclusive of benefits.

OVERTIME:
Hours in excess of forty per week, and all hours on Saturdays shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, and Christmas Day. Sunday holidays observed the following Monday.

**Effective Dates:**

**11/05/2025**

| Rate | Fringe | Total |
|---|---|---|
| 66.32 | 36.10 | 102.42 |

**CLASSIFICATIONS:**

Pipeline Journeyman Welder

**Effective Dates:**

**11/05/2025**

| Rate | Fringe | Total |
|---|---|---|
| 66.32 | 36.10 | 102.42 |

**CLASSIFICATIONS:**

Pipeline Journeyman

**Effective Dates:**

**11/05/2025**

| Rate | Fringe | Total |
|---|---|---|
| 43.28 | 25.22 | 68.50 |

**CLASSIFICATIONS:**

Pipeline Helper

**ASPHALT LABORERS- NORTH** **Rates Expiration Date :**

THESE RATES APPLY IN THE FOLLOWING COUNTIES ONLY:
Bergen, Essex, Hudson, Hunterdon, Middlesex, Monmouth, Morris, Passaic, Somerset, Sussex, Union, Warren
{For apprentice rates refer to "Laborer - Heavy & General" apprentice rates in any county rate package}
The regular workday consists of 8 hours, starting at 7:00 AM or 8:00 AM.
SHIFT DIFFERENTIALS:
- Shifts must start at 3:00 PM, 4:00 PM, 12:00 AM, or 1:00 AM, to be considered shift work, except when the project owner mandates special hours of work in the job specifications, in which case those hours may be considered shift work.
- When such hours are mandated by the project owner, a shift that begins before midnight on Friday and ends on Saturday morning, or that begins at or after 8:00 PM on Sunday and ends on Monday morning may be paid at the shift differential rate.
- Shifts shall receive an additional $3.00 per hour.
OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, or outside of the regular workday that are not shift work, and all hours on Saturdays, shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with Friday used as a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate.
RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. Veterans Day may be substituted for the day after Thanksgiving. However, in the trading of Veterans Day for the day after Thanksgiving, if overtime is worked on Veterans Day, it shall be paid at double the hourly rate.
Hazardous Waste Work:
-where Level A, B, or C protection is required: + $5.00/hr
-other Hazardous Waste site: + $1.00/hr
FOR TIDE WORK (pertains to tidal water): A contractor can start their job according to tide schedules (tide schedules are the various high and low tides related to this work) providing the eight (8) hour shift is completed between the hours of 5:00 AM and 6:30 PM.

**Effective Dates:**

| | **03/01/2025** | | **03/01/2026** |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 55.20 | 39.13 | 94.33 | 97.58 |

**CLASSIFICATIONS:**

Asphalt Foreman

**Effective Dates:**

| | **03/01/2025** | | **03/01/2026** |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 51.90 | 39.13 | 91.03 | 94.28 |

**CLASSIFICATIONS:**

Asphalt Screedman

**Effective Dates:**

| | **03/01/2025** | | **03/01/2026** |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 51.65 | 39.13 | 90.78 | 94.03 |

**CLASSIFICATIONS:**

Asphalt Raker or Lute Man

**ASPHALT LABORERS- NORTH** **Rates Expiration Date :**

**Effective Dates:**

| | **03/01/2025** | | **03/01/2026** |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 50.95 | 39.13 | 90.08 | 93.33 |

**CLASSIFICATIONS:**

Asphalt Laborer

**Effective Dates:**

| | **03/01/2025** | | **03/01/2026** |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 56.70 | 39.13 | 95.83 | 100.08 |

**CLASSIFICATIONS:**

Certified Asphalt Foreman

**ELECTRICIAN- UTILITY WORK (NORTH)** **Rates Expiration Date :**

Electrician-Utility Work (North)
(For apprentice rates refer to Electrician-Utility Work (North) in any county rate package).
These rates apply to work contracted for by the following utility companies:
Public Service Electric & Gas Co. of NJ, GPU Energy, Borough of Madison Electric Department, Sussex Rural Electric Cooperative, Rockland Utilities, and Butler Municipal Electric Co.
These rates do not apply to work on substations or switching stations.
For Utility work contracted for by a utility company other than those listed above or those listed under "Electrician-Utility Work (South), see the "Outside Commercial Rates" for the county in which the jobsite is located.

* FOR OUTSIDE COMMERCIAL RATES PLEASE SEE COUNTY RATES

The regular workday is 8 hours, between 6:00 AM and 6:00 PM.
FOR EMERGENCY WORK ONLY: (emergency work is defined as work caused by storm, catastrophe, act of god, and circumstances beyond the control of the employer)-all hours of work shall be paid at double the hourly rate.
SHIFT DIFFERENTIALS:
Shift work must run for a minimum of 5 consecutive workdays.
2nd shift (between the hours of 4:30 PM and 1:00 AM): 8 hours of work + 17.3% of the regular rate, inclusive of benefits.
3rd shift (between the hours of 12:30 AM and 9:00 AM): 8 hours of work + 31.4% of the regular rate per hour, inclusive of benefits.

OVERTIME:
Hours in excess of 8 per day, or before or after the regular wokday Monday through Friday, that is not shift work, and all hours on Saturday shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the hourly rate, inclusive of benefits.
Four 10-hour days may worked, at straight time, between 6:00 AM and 6:00 PM, Monday through Thursday.

RECOGNIZED HOLIDAYS:
New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day and Christmas Day, or day on which they are legally observed.

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 69.55 | 48.68 | 118.23 | 122.97 | 127.89 | 132.99 |

**CLASSIFICATIONS:**

Chief Lineman

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 63.23 | 44.26 | 107.49 | 111.79 | 116.26 | 120.90 |

**CLASSIFICATIONS:**

Journeyman Lineman

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 63.23 | 44.26 | 107.49 | 111.79 | 116.26 | 120.90 |

**CLASSIFICATIONS:**

Special License Operator

**ELECTRICIAN- UTILITY WORK (NORTH)** **Rates Expiration Date :**

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 66.39 | 46.47 | 112.86 | 117.38 | 122.07 | 126.95 |

**CLASSIFICATIONS:**

Journeyman Lineman when welding, splicing, hot stick, barehand and helicopter work

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 60.70 | 42.49 | 103.19 | 107.32 | 111.60 | 116.07 |

**CLASSIFICATIONS:**

Line Equipment Operator

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 47.42 | 33.19 | 80.61 | 83.84 | 87.19 | 90.67 |

**CLASSIFICATIONS:**

Groundman

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 80.93 | 56.65 | 137.58 | 143.08 | 148.81 | 154.75 |

**CLASSIFICATIONS:**

General Foreman

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 74.61 | 52.22 | 126.83 | 131.92 | 137.19 | 142.66 |

**CLASSIFICATIONS:**

Assistant General Foreman

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 72.71 | 50.89 | 123.60 | 128.55 | 133.70 | 139.04 |

**CLASSIFICATIONS:**

Line Foreman

**ELECTRICIAN- UTILITY WORK (NORTH)** **Rates Expiration Date :**

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 50.58 | 35.40 | 85.98 | 89.43 | 93.00 | 96.73 |

**CLASSIFICATIONS:**

GTO (Groundman Truck Operator) with CDL A

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 47.42 | 33.19 | 80.61 | 83.84 | 87.19 | 90.67 |

**CLASSIFICATIONS:**

First Responder

**Effective Dates:**

| 12/04/2025 | | | 11/29/2026 | 11/28/2027 | 12/03/2028 |
|---|---|---|---|---|---|
| Rate | Fringe | Total | Total | Total | Total |
| 50.58 | 35.40 | 85.98 | 89.43 | 93.00 | 96.73 |

**CLASSIFICATIONS:**

Line Equipment Mechanic

**ELECTRICIAN- UTILITY WORK (SOUTH)** **Rates Expiration Date :**

Electrician-Utility Work (South)
(For apprentice rates refer to Electrician-Utility Work (South) in any county rate package).
These rates apply to work contracted for by the following utility company:
Atlantic City Electric.
These rates do not apply to work on substations or switching stations.
For utility work contracted for by a utility company other than the one listed above or those listed under "Electrician-Utility Work (North), see the "Outside Commercial Rates" for the county in which the jobsite is located.

* FOR OUTSIDE COMMERCIAL RATES PLEASE SEE COUNTY RATES

The regular workday is 8 hours, between 7:00 AM and 4:30 PM.
FOR EMERGENCY WORK ONLY: (emergency work is defined as work caused by storm, catastrophe, act of god, and circumstances beyond the control of the employer)- all hours of work shall be paid at double the hourly rate.
SHIFT DIFFERENTIALS:
Shift work must run for a minimum of 5 consecutive workdays.
When two (2) or three (3) shifts are worked the following shall apply:
1st shift (between the hours of 8:00 AM and 4:30 PM)
2nd shift (between the hours of 4:30 PM and 12:30 AM): 8 hours of work + 10% of the regular rate of pay for 7.5 hours worked.

3rd shift (between the hours of 12:30 AM and 8:00 AM): 8 hours of work + 15% of the regular rate of pay for 7 hours worked.

OVERTIME:
Hours in excess of 8 per day, or before or after the regular wokday Monday through Friday, that is not shift work, and all hours on Saturday shall be paid at time and one-half the regular rate. All hours on Sundays and Holidays shall be paid double the hourly rate.

Four 10-hour days may be worked, at straight time, between 6:00 AM and 6:00 PM, Monday through Thursday with Friday used as a make-up day.

RECOGNIZED HOLIDAYS:
New Year's Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day or on days celebrated.

WORKING RULES:
There shall be a Foreman in charge of each work crew. No crews are to exceed twelve (12) men, including Foremen.

There shall be a General Foreman designated for transmission work when three (3) or more crews are on the same job and for distribution work where there are are more than twenty (20) employees on site.

A small job crew shall consist of five (5) or less employees, one (1) of the Journeyman Linemen in the crew shall be designated as a Small Job Foreman.
Work performed from ladders and/or mechanical lift equipment shall be the work of Linemen and/or Apprentices.
On new construction, fitting and framing poles, towers or structures may be done by Journeymen and/or Apprentices.
Groundmen may assist, but may not perform any work which would be performed by Linemen if assembled in the air.

There shall be a Journeyman Lineman in each pole setting, erection, grounding, wire and cable-pulling crew of more than three (3) men.

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 73.79 | 62.52 | 136.31 |

**CLASSIFICATIONS:**

General Foreman

**ELECTRICIAN- UTILITY WORK (SOUTH)** **Rates Expiration Date :**

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 65.72 | 57.24 | 122.96 |

**CLASSIFICATIONS:**

Foreman

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 62.26 | 55.01 | 117.27 |

**CLASSIFICATIONS:**

Small Job Foreman

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 57.65 | 51.98 | 109.63 |

**CLASSIFICATIONS:**

Heavy Equipment Operator

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 60.53 | 53.85 | 114.38 |

**CLASSIFICATIONS:**

Cable Splicer

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 57.65 | 51.98 | 109.63 |

**CLASSIFICATIONS:**

Journeyman Lineman

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 60.53 | 53.85 | 114.38 |

**CLASSIFICATIONS:**

Journeyman Welder

**ELECTRICIAN- UTILITY WORK (SOUTH)** **Rates Expiration Date :**

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 57.65 | 51.98 | 109.63 |

**CLASSIFICATIONS:**

Journeyman Painter

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 46.12 | 44.49 | 90.61 |

**CLASSIFICATIONS:**

Light Equipment Operator

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 40.36 | 40.72 | 81.08 |

**CLASSIFICATIONS:**

Groundman Truck Driver

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 37.47 | 38.85 | 76.32 |

**CLASSIFICATIONS:**

Groundman 3rd Year

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 34.59 | 36.96 | 71.55 |

**CLASSIFICATIONS:**

Groundman 2nd Year

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 31.71 | 35.09 | 66.80 |

**CLASSIFICATIONS:**

Groundman 1st Year

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
PREVAILING WAGE RATE DETERMINATION

**ELECTRICIAN- UTILITY WORK (SOUTH)** **Rates Expiration Date :**

**Effective Dates:**

**12/02/2025**

| Rate | Fringe | Total |
|---|---|---|
| 25.37 | 30.96 | 56.33 |

**CLASSIFICATIONS:**

Flagman

**HEAVY & GENERAL LABORERS- NEW TRANS HUDSON TUNNELS** **Rates Expiration Date :**

**THESE RATES APPLY TO CONSTRUCTION ON NEW TRANS HUDSON TUNNELS ONLY**

{For apprentice rates refer to "Laborer - Heavy & General" apprentice rates in any county rate package}

The regular workday consists of 8 hours, starting at 7:00 AM or 8:00 AM.

SHIFT DIFFERENTIALS:
- Shifts must start at 3:00 PM, 4:00 PM, 12:00 AM, or 1:00 AM, to be considered shift work, except when the project owner mandates special hours of work in the job specifications, in which case those hours may be considered shift work.
- When such hours are mandated by the project owner, a shift that begins before midnight on Friday and ends on Saturday morning, or that begins at or after 8:00 PM on Sunday and ends on Monday morning may be paid at the shift differential rate.
- Shifts shall receive an additional $3.00 per hour.

OVERTIME:
- Hours in excess of 8 per day, Monday through Friday, or outside of the regular workday that are not shift work, and all hours on Saturdays, shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with Friday used as a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday. Veterans Day may be substituted for the day after Thanksgiving. However, in the trading of Veterans Day for the day after Thanksgiving, if overtime is worked on Veterans Day, it shall be paid at double the hourly rate.

Hazardous Waste Work:
-where Level A, B, or C protection is required: + $5.00/hr
-other Hazardous Waste site: + $1.00/hr

Traffic Control Coordinator: When either of the work classifications found below are working as a Traffic Control Coordinator they are to receive $.75 above their current rate of pay.

**Effective Dates:**

| | 03/01/2025 | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 80.55 | 39.13 | 119.68 | 123.81 |

**CLASSIFICATIONS:**

Walking Boss & Superintendent

**Effective Dates:**

| | 03/01/2025 | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 80.10 | 39.13 | 119.23 | 123.36 |

**CLASSIFICATIONS:**

Heading Foreman, Shaft Foreman, Rod Foreman, Electrical Foreman, Rigging Foreman

**HEAVY & GENERAL LABORERS- NEW TRANS HUDSON TUNNELS** **Rates Expiration Date :**

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 79.35 | 39.13 | 118.48 | 122.61 |

**CLASSIFICATIONS:**

Iron Foreman, Caulking Foreman, Form Foreman, Cement Finishing Foreman, Concrete Foreman, Track Foreman, Clean-up Foreman, Grout Foreman

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 83.10 | 39.13 | 122.23 | 126.36 |

**CLASSIFICATIONS:**

Blaster

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 78.53 | 39.13 | 117.66 | 121.78 |

**CLASSIFICATIONS:**

Top Labor Foreman

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 78.00 | 39.13 | 117.13 | 121.26 |

**CLASSIFICATIONS:**

Skilled Men (including Caulker, Powder Carrier, all other skilled men)
Skilled Men (including Miner, Drill Runner, Iron Man, Conveyor Man, Maintenance Man, Safety Miner, Rigger, Block Layer, Cement Finisher, Rod Man)

**Effective Dates:**

| 03/01/2025 | | | 03/01/2026 |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 77.78 | 39.13 | 116.91 | 121.03 |

**CLASSIFICATIONS:**

Semi-Skilled Men (including Bell or Signal Man top or bottom, Form Worker & Mover, Concrete Worker, Shaft Man, Tunnel Laborer, Caulker's Helper, all other semi-skilled)
Semi-Skilled Men (including Miner's Helper, Chuck Tender, Track Man, Nipper, Brake Man, Derail Man, Cable Man, Hose Man,
Gravel Man, Form Man)

**TERRITORY**

**ENTIRE STATE**

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**PREVAILING WAGE RATE DETERMINATION**

**HEAVY & GENERAL LABORERS- NEW TRANS HUDSON TUNNELS** **Rates Expiration Date :**

**Effective Dates:**

| | **03/01/2025** | | **03/01/2026** |
|---|---|---|---|
| Rate | Fringe | Total | Total |
| 77.18 | 39.13 | 116.31 | 120.43 |

**CLASSIFICATIONS:**

All others (including Powder Watchman, Change House Attendant, Top Laborer, Job Steward)

# SUPPLEMENTAL SPECIFICATIONS

# State of New Jersey
# Department of Transportation

# Special Provisions
# For
# State Aid Projects

**FY 2019 Edition**
**Revision 39: February 2026**

# SUPPLEMENTAL SPECIFICATIONS

**FOR THE**

# HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT

**PREPARED FOR:**

**TOWNSHIP OF WEST ORANGE**
**COUNTY OF ESSEX**
**NEW JERSEY**

**PREPARED BY:**

**GREENMAN-PEDERSEN, INC.**

**ANDREW CANGIANO, PE, CME**
**NJ PROFESSIONAL ENGINEER LICENSE NO. 43111**

## AUTHORIZATION OF CONTRACT

The Contract for this project is authorized by the provisions of local public contracts law, NJSA 40A: 11-1 et seq.

## SPECIFICATIONS TO BE USED

The 2019 Standard Specifications for Road and Bridge Construction, of the New Jersey Department of Transportation (Department) as amended herein will govern the construction of this Project and the execution of the Contract.

These Special Provisions consist of the following:

**The Supplementary Specifications are as follows:**

**PART I. ROADWAY AND BRIDGE SUPPLEMENTAL SPECIFICATIONS**

Pages 1 to 76 inclusive.

State wage rates may be obtained from the New Jersey Department of Labor & Workforce Development (Telephone: 609-292-2259) or by accessing the Department of Labor & Workforce Development's website at https://www.nj.gov/labor/wagehour/wagerate/prevailing_wage_determinations.html. The State wage rates in effect at the time of award are part of this Contract, pursuant to Chapter 150, Laws of 1963 (N.J.S.A. 34:11-56.25 et seq.).

In the event it is found that any employee of the contractor or any subcontractor covered by the contract, has been paid a rate of wages less than the minimum wage required to be paid by the contract, the contracting agency may terminate the contractor's or subcontractor's right to proceed with the work, or such part of the work, as to which there has been a failure to pay required wages and to prosecute the work to completion or otherwise. The contractor and his sureties shall be liable to the contracting agency for any excess costs occasioned thereby.

### GENERAL

All awards shall be made subject to the approval of the New Jersey Department of Transportation. No construction shall start before approval of said award by the New Jersey Department of Transportation. Prior to the start of construction the contractor must submit a Material Questionnaire (SA-11) listing all sources of materials. Any materials used on the project from a non-approved New Jersey Department of Transportation source will be considered non-participating. The contractor is also notified that the District Office, Division of Local Aid and Economic Development must be notified of the construction commencement date at least three (3) calendar days prior to the start of construction.

Award of contract and subletting will not be permitted to, materials will not be permitted from, and use of equipment will not be permitted that is owned and/or operated by, firms and individuals included in the report of suspensions, debarments and disqualifications of firms and individuals as maintained by the Department of the Treasury, Division of Purchase & Property, Contract Compliance & Administration, Trenton NJ 08625 (609-292-5400).

Payment for a pay item in the proposal includes all the compensation that will be made for the work of that item as described in the contract documents unless the "measurement and payment" clause provides that certain work essential to that item will be paid for under another pay item.

Whenever any section, subsection, subpart or subheading is amended by such terms as changed to, deleted or added it is construed to mean that it amends that section, subsection, subpart or subheading of the 2019 Standard Specifications unless otherwise noted.

Whenever reference to page number is made, it is construed to refer to the 2019 Standard Specifications unless otherwise noted.

Henceforth in this supplementary specification whenever reference to the State, Department, ME, RE or Inspector is made, it is construed to mean the particular municipality or county executing this contract.

Whenever reference to Title 27 is made, it is construed to mean Title 40.

The following information is located at the end of these Special Provisions:

1. Small Business Enterprise Utilization on Wholly State Funded Projects. (State Funded Project Attachment 1)

SBE GOAL REQUEST FORM
CLASS CODE WORKSHEET

2. State of New Jersey Equal Employment Opportunity Special Provisions for Wholly State Funded Projects. (State Funded Project Attachment 2)
3. Requirements for Affirmative Action to Ensure Equal Employment Opportunity on Wholly State Funded Projects. (State Funded Project Attachment 3)
4. Investigating, Reporting and Resolving Employment Discrimination and Sexual Harassment Complaints on Wholly State Funded Projects. (State Funded Project Attachment 4)
5. Payroll Requirements for Wholly State Funded Projects. (State Funded Project Attachment 5)
6. Americans with Disabilities Act Requirements for Wholly State Funded Contracts. (State Funded Project Attachment 6)

The following additional project specific Attachments are located at the end of these Special Provisions:

# 100 – GENERAL PROVISIONS

## SECTION 101 – GENERAL INFORMATION

### 101.01 INTRODUCTION

THE FOLLOWING IS ADDED:

Pursuant to N.J.S.A. 27:1B-21.6, the Department intends to enter into a contract for the advancement of the Project. However, sufficient funds for the Project may not have been appropriated, and only amounts appropriated by law may be expended. Payment under the Contract is restricted to the amounts appropriated for a fiscal year (FY).

Governing bodies have no legal obligation to make such an appropriation. There is no guarantee that additional funds will be appropriated. Failure by governing bodies to appropriate additional funds will not constitute a default under, or a breach of, the Contract. However, if the Department terminates the Contract or suspends work because funds have not been appropriated, the parties to the Contract will retain their rights for suspension and termination as provided in 108.13, 108.14, and 108.15; except as indicated below.

Do not expend or cause to be expended any sum in excess of the amount allocated in the current fiscal year's Capital Program (as specified below). The Department will notify the Contractor when additional funding has been appropriated. Any expenditure by the Contractor which exceeds the amount appropriated is at the Contractor's risk and the Contractor waives its right to recover costs in excess of that appropriated amount.

### 101.03 TERMS

THE FOLLOWING TERM IS ADDED:

**Full Traffic Access.** All work is complete to allow safe unencumbered use of the final paved portion of roadway throughout the project including but not limited to striping, RPMs, rumble strips, highway lighting, and traffic signals as determined by the RE.

**Completion.** When all of the following have occurred**:**
PART (1) IS CHANGED TO:

1. The Work has been satisfactorily completed in all respects according to the Contract including landscaping Items listed in 811.04, removal of SESC measures, FINAL CLEANUP, and repair of unacceptable work.

**Township or Department.** TOWNSHIP OF WEST ORANGE , as created by law, acting through duly authorized representatives, such representatives acting within the scope of the particular duties delegated to them.

**ME.**The intent and meaning is changed to:TOWNSHIP OF WEST ORANGE Engineer or his duly authorized representative.

**pavement structure.** The combination of pavement, base courses, and when specified, a subbase course, placed on a subgrade to support the traffic load and distribute it to the roadbed. These various courses are defined as follows:

1. pavement. One or more layers of specified material of designed thickness at the top of the pavement structure.
2. base course. One or more layers of specified material of designed thickness placed on the subgrade or subbase.
3. subbase. One or more layers of specified material of designed thickness placed on the subgrade.

**Plans.** The advertised plans as amended by addenda and Change of Plan. This includes the latest version of the Standard Construction Details. Certified working drawings are not Plans.

**RE** The intent and meaning is changed to: TOWNSHIP OF WEST ORANGE Engineer or his duly authorized representative.

**Specifications.** The compilation of provisions and requirements for the performance of prescribed work contained in the Standard Specifications, as supplemented by the Supplemental Specifications/Special Provisions, as modified by addenda, which before receipt of bids are posted on the bid notice webpage (See Section 101.04).

1. Standard Specifications. 2019 New Jersey Department of Transportation Standard Specifications for Road and Bridge Construction, approved for general application and repetitive use.

2. Supplemental Specifications. Approved additions and revisions to the Standard Specifications plus revisions and additions applicable to an individual project.

**State.** The intent and meaning is changed to: TOWNSHIP OF WEST ORANGE.

THE FOLLOWING TERMS ARE ADDED.

**Commissioner.** The intent and meaning is changed to: The MAYOR & COMMITTEE of THE TOWNSHIP OF WEST ORANGE.

**Engineer.** The intent and meaning is changed to: The TOWNSHIP OF WEST ORANGE Engineer or his duly authorized representative.

**Major and Minor Pay Items.** The term "Major Pay Item" means any Pay Item having an original Contract value in excess of ten percent of the Total Contract Price and those items specifically designated as "Major Pay Items" as specified in 104.03.03. The original Contract value of a Pay Item equals the per unit price bid for said Pay Item multiplied by the estimated quantity of such item contained in the Proposal Form. All other Pay Items shall be considered "Minor Pay Items."

**Special Provisions.** Special Provisions shall be synonymous with all documents provided by the bidding authority.

THE FOLLOWING IS OMITTED:

**Federal Aid Project.** Any agreement or modification thereof between NJDOT and any applicant and a person for construction work which is paid for in whole or in part with funds obtained from the Federal government or borrowed on the credit of the Federal government pursuant to any program involving a grant, contract, loan, insurance or guarantee under which the NJDOT itself participates in the construction work.

**Federal Aid Project Attachments.** Attachments to the Contract Special Provision document, used for Federal Aid Projects.

ADD THE FOLLOWING TERM:

**Wholly State Funded Project**: Any agreement, contract or modification thereof between local public agencies and a person for construction work which is paid for in whole or in part with funds obtained from the State government or borrowed on the credit of the State government pursuant to any program involving a grant agreement, contract, loan, insurance or guarantee. This term excludes any agreement, contract or modification for construction work which is paid for in whole or in part with funds obtained from the Federal government.

REVISE THE FOLLOWING TERM:

**actual cost**: The computed cost using calculations of direct labor, labor fringe benefits, indirect labor costs, insurance, materials, extraordinary expenses, equipment, profit, overhead, and subcontractors.

**101.04 INQUIRIES REGARDING THE PROJECT**
THIS SUBSECTION IS CHANGED TO:

Submit inquiries regarding the various types of work in this contract to prior to the bid opening:

Panayiota Reynolds, QPA
Department of Purchasing
Township of West Orange
66 Main Street

West Orange. NJ 07052
Phone (973) 325-4160
Fax (973) 669-9588
zcarballo@westorange.org

# SECTION 102 – BIDDING REQUIREMENTS AND CONDITIONS

## 102.01 QUALIFICATION TO BID

ITEM 1 OF THE FIRST PARAGRAPH IS DELETED.

SECOND CRITERIA IS CHANGED TO:

2. Before the receipt of the bid or accompanying the bid, the Bidder has disclosed ownership as required by N.J.S.A. 52:25-24.2.

THE FOLLOWING IS ADDED.

Bids will not be accepted from bidders who are included in the report of suspensions, debarments and disqualifications of firms and individuals as maintained by the Department of Treasury. Any bidder on said list of suspensions, debarments and disqualifications are disqualified as a bidder and deemed not to be a responsible bidder or Contractor.

THE FOLLOWING IS ADDED:

For all projects funded, in whole or in part, out of funds from the Local Aid program, each bidder on a construction contract valued at more than $5,000,000 shall be prequalified by the New Jersey Department of Transportation.

## 102.02 BIDDER REGISTRATION AND DOWNLOADING OF THE PROPOSAL DOCUMENTS

THIS SUBSECTION IS DELETED IN ITS ENTIRETY.

## 102.04 EXAMINATION OF CONTRACT AND PROJECT LIMITS

| | |
|---|---|
| Project Manager: | Andrew Cangiano, PE, CME |
| Email Address: | acangiano@gpinet.com |
| Mailing Address: | 301 Gibraltar Drive, Suite 2A<br>Morris Plains, NJ 07950 |

## 102.07 PREPARATION OF THE BID

THIS SUBSECTION IS DELETED IN ITS ENTIRETY AND REPLACED BY THE FOLLOWING:

Refer to INSTRUCTIONS TO BIDDERS Section in the front end of these specification regarding the preparation of bids.

## 102.09 PROPOSAL BOND

THIS SUBSECTION IS DELETED IN ITS ENTIRETY AND REPLACED BY THE FOLLOWING:

Refer to INSTRUCTIONS TO BIDDERS Section in the front end of these specification regarding bonding requirements.

## 102.10 SUBMISSION OF BIDS

THIS SUBSECTION IS DELETED IN ITS ENTIRETY AND REPLACED BY THE FOLLOWING:

Refer to INSTRUCTIONS TO BIDDERS Section in the front end of these specification regarding submission of bids.

**102.13.01 BIDDER PRE-AWARD REQUIREMENTS**
THIS SUBSECTION IS DELETED IN ITS ENTIRETY.

**102.15 DISQUALIFICATION OF BIDDERS**

THE SECOND PARAGRAPH IS CHANGED TO:

The Department will disqualify a Bidder and reject a bid submitted by that Bidder if the Bidder is determined by the Department to lack responsibility. Factors demonstrating a lack of responsibility include, but are not limited to:

1. Evidence of collusion among Bidders.
2. Uncompleted work, which in the opinion of the Department, might hinder or prevent completion of additional work if awarded.
3. Failure to submit at time of bid or within 5 days of bid opening, a completed and signed CR-266 – Schedule of Disadvantaged Business Enterprise/Emerging Small Business Enterprise/Small Business Enterprise Participation.
4. Failure to submit within 5 days of bid opening, proof of documented evidence of good faith efforts to meet the Contract goal, if the Bidder fails to meet the Contract DBE, ESBE or SBE goal.
5. Failure to submit within 5 days of bid opening, a completed and signed Confirmation of DBE/ESBE/SBE Firm (Form CR-273) for each DBE/ESBE/SBE firm listed on the CR-266. The Bidder shall not complete any portion of the CR-273 form.
6. Failure to submit within 5 days of bid opening, a completed and signed DBE/ESBE/SBE Trucking Verification (Form CR-274) for each DBE/ESBE/SBE firm listed on the CR-266, if applicable. The Bidder shall not complete any portion of the CR-274 form.
7. Failure to submit within 5 days of bid opening, a completed and signed DBE/ESBE/SBE Regular Dealer/Supplier Verification (Form CR-272) for each DBE/ESBE/SBE Regular Dealer/Supplier listed on the CR-266, if applicable. The Bidder shall not complete any portion of the CR-272 form.
8. Failure of the Bidder to meet the Contract DBE, ESBE, or SBE goal as determined by the DCR/AA, or make adequate good faith efforts to do so.
9. Failure of the Bidder to acknowledge that the prevailing wage rate is accounted for in their bid pricing and that the Bidder agrees to pay the prevailing wage rate, if awarded the Contract, for Projects subject to the New Jersey Prevailing Wage Act, N.J.S.A. 34:11-56.25 to .98,
10. Submission of a materially unbalanced bid. A materially unbalanced bid is a bid where there is a reasonable doubt that award to the Bidder submitting a mathematically unbalanced bid, which is structured on the basis of nominal prices for some work and inflated prices for other work, will result in the lowest ultimate cost to the Department.
11. Lack of competency or lack of adequate machinery, plant, or other equipment.
12. Unsatisfactory performance on previous or current contracts.
13. Questionable moral integrity as determined by the Attorney General of New Jersey or the Department.
14. Any other outward actions or lack of action that demonstrates the Bidder is not responsible.
15. Disqualification, suspension, or debarment of an individual, firm, partnership, corporation, joint venture, or any combination as required by N.J.A.C. 16:44-11.1 for state projects.
16. Disqualification, suspension, or debarment of an individual firm, partnership, corporation, joint venture, or any combination as required by N.J.A.C. 16:44-11.1 or Federal Government's System for Award Management (SAM), located at https://www.sam.gov/SAM/ for federally assisted contracts.
17. If the bidder is Federally debarred pursuant to N.J.S.A. 52:32-44.1

THE FOLLOWING IS ADDED TO THE SECOND PARAGRAPH:

18. The Bidder is listed on the Workplace Accountability in Labor List (WALL), prohibiting the Bidder from public contracting under N.J.S.A. 34:1A-1.16, the law establishing the WALL.

# SECTION 103 – AWARD AND EXECUTION OF CONTRACT

**103.04 EXECUTION OF THE CONTRACT**

THIS SUBSECTION IS DELETED IN ITS ENTIRETY AND REPLACED BY THE FOLLOWING:

Refer to CONTRACT AND AGREEMENT Section in the front end of these specification regarding award and execution of contract.

**103.05 ESCROW BID DOCUMENTS**

**103.05.A ESCROW BID DOCUMENTS**

REVISE SECTION **103.05.A** TO THE FOLLOWING:

A. **Purpose.** The bid documents are the supporting information, calculations, quotes, and other information used to prepare the bid. The Department may use the Contractor's bid documents to negotiate changes and claims if they are escrowed and a signed custody agreement is provided. The information contained in the bid documents does not modify the terms and conditions of the Contract. If the Contractor fails to escrow bid documents within the time specified in 103.04, the Department will not make payment for a disproportionate allocation of costs for work for which no Item is provided in the Contract, as specified in 102.08, in the renegotiation of costs of Items when there is a major decrease in quantity.

# SECTION 104 – SCOPE OF WORK

**104.01 INTENT**
THE FIRST PARAGRAPH IS CHANGED TO:

The intent of the Contract Documents is to describe a functionally complete and aesthetically acceptable Project to be constructed and completed by the Contractor in every detail according to the Contract Documents. Any work that may be reasonably inferred from the Contract Documents as being required to produce the intended result shall be supplied whether specifically called for. The Contractor is responsible to provide such elements to complete the Work under the pay items of the Contract for no Additional Compensation as provided under Subsection 109.02. However, as specified in the respective Subsections, adjustments may be allowed when the Township determines there is a discrepancy, error, omission, or latent ambiguity. It is understood that only the best construction practice is to prevail and only materials and workmanship of the first quality are to be used.

ADD THE FOLLOWING:
The work to be performed under this contract shall include:

The work generally consists of road reconstruction improvements, approximately 6,500 LF of new curb, approximately 12,000 SY of pavement milling, installation of approximately 1,700 tons of hot mix asphalt overlay, approximately 2,200 SY of concrete sidewalk, pavement markings, ADA compliant ramps, and regulatory and warning signage.

**104.02 VALUE ENGINEERING**

**104.02.01 Purpose and Scope**

THE FOLLOWING IS ADDED:

The Department will not consider the following as (a) VE Proposal(s):

## 104.03 CHANGES OF THE CONTRACT

### 104.03.01 AUTHORITY TO MAKE CHANGES

The Department has the right to make changes to the Work at any time, including altering the Contract, altering the requirements of an Item, increasing, or decreasing the quantities of any Item, or deleting any Item. Such changes neither invalidate the Contract, nor release the Surety. The Contractor agrees to perform the Work as changed. If the Contractor does not perform, or refuses to perform the Work as changed, the Department may perform the work with its own forces. If the Department mobilizes its forces to perform the work, the Contractor agrees to pay the Department's cost of performing the work including the cost of material and labor used and the actual costs for police traffic protection and maintenance and protection of traffic as specified in 107.16.

### 104.03.02 Protests to Change Orders

THE SUBPART IS CHANGED TO:

If the Contractor disagrees with any terms or conditions set forth in a Change Order, submit a written protest to the Department within 30 days after the date of receipt of the Change Order.

A protest is notice that the terms and conditions for proposed work are not in accordance with the Contract, quantity adjustments are incorrect, or that the modification for Contract Time is incorrect. A protest is not a substitute for notice as specified in 104.03.04. Providing a protest within 30 days after the date of the receipt of a Change Order may not meet the requirements of 104.03.04 or N.J.S.A 59:13-5 and the Department will not make payment for the costs of a claim if recovery is barred by other provisions in the Contract.

In the protest, list the points of disagreement, and, if possible, the specification references, quantities, and costs involved. Ensure that the protest is a specific, detailed statement of the points of disagreement. The Department will reject general protests. If the Department rejects a protest for being a general protest, provide a specific, detailed statement within 7 days of such rejection.

Regardless of whether the Contractor's assent is required, if the Contractor refuses to sign the change order or submit an acceptable written protest within 30 days after the date of receipt of the Change Order or within 7 days of the initial rejection of a protest, the Department will make payment and modify Contract Time as set forth in the Change Order. Such payment is full payment for all work included or required by the Change Order and is conclusive as to any Contract Time modifications provided for therein or in establishing that no Contract Time modification was warranted.

When the Contractor signs a change order and the Department processes the Change Order within 15 days of receiving the Contractor's signature, the Contractor is barred from protesting the Change Order.

Protest does not relieve the Contractor from the obligation to proceed with work directed by an approved Change Order.

### 104.03.03 Types of Changes

**1. Quantity Increases and Decreases.**

THE SECOND PARAGRAPH IS CHANGED TO:

For minor changes in quantity, the Department will make payment for the quantity of the Item performed at the bid price for the Item. Construction layout is included in the price of the original work.

**3. Changes in the Character of Work.**

THE THIRD PARAGRAPH IS CHANGED TO:

If a modification cannot be reached by agreement, the Department will make payment, only for the change in work, by force account as specified in 104.03.08.

### 104.03.09 Delay Damages

**1. Non-Productive Activity.** The Department will make payment for the following non-productive activities:

PART E IS CHANGED TO:

**e. Equipment.** If as the result of the delay, the equipment cannot be used for any active work, and is directed by the RE to remain on the work site during the delay, the Department will make payment as specified in 104.03.08.7.a.5. If as the result of the delay, the RE determines that the equipment cannot be used for any active work, the RE may request the Contractor to remove the equipment. The Contractor may remove the equipment from the work site or allow it to remain. If the equipment is removed from the work site, the Department will make payment for labor and equipment costs to remove the equipment and to return it to the work site at the end of the delay period. If the equipment remains, the Department will not make payment for the equipment as specified in 104.03.08.7.

If the equipment is required for additional maintenance within the Project Limits, maintenance of traffic control devices, maintenance of SESC measures, and similar activities resulting from the delay and approved by the RE, the Department will make payment as specified in 104.03.08.7.

THE FOLLOWING IS ADDED:

**4. Equipment Escalation**. If, as the result of the delay, equipment use, which had a planned late-finish date occurring before an equipment rate increase date, is required to start after the equipment rate increase date, the Department will make payment for the following:

**a. Contractor owned equipment.** Equipment costs as specified in 104.03.08 at the higher rate as evidenced by a comparison of the Blue Book rate between the planned late finish date for the work and the Blue Book rate when the work was required because of the delay.

**b. Rented equipment.** Equipment costs as specified in 104.03.08 at the higher rate as evidenced by a comparison of rental agreements, including paid invoices, between the planned late finish date for the work and the date the work was required because of the delay. If rental agreements and paid invoices are not available, provide quotes from the rental company for both dates.

# SECTION 105 – CONTROL OF WORK

## 105.01 AUTHORITY OF THE DEPARTMENT

### 105.01.01 RE

REVISE THE SECOND PARAGRAPH TO:

Unless otherwise specified, send correspondence with the Department to the RE. Where correspondence is specified to be directed to persons other than the RE, send a copy to the RE. Ensure that correspondence complies with the following:

1. Assign every correspondence sent to the Department a unique correspondence serial number in the subject line, numbered sequentially beginning with Contractor Correspondence No. 1.
2. If the correspondence includes a request for information or asks for an interpretation of the Contract, also assign a unique RFI serial number in the subject line numbered sequentially beginning with RFI-1.
3. If the correspondence constitutes a notice of change, assign a unique change notice serial number in the subject line numbered sequentially beginning with Change Notice No. 1. For subsequent correspondence referring to a change notice or to the events that are the subject of a previous change notice, refer in the subject line to the original change notice number.

## 105.02 RESPONSIBILITIES OF THE CONTRACTOR

### 105.02.05 Civil Rights Requirements

REVISE SECTION **105.02.05.1** TO THE FOLLOWING:

1. **Federal Aid projects.** This section intentionally left blank.

REVISE THE FIRST LINE OF SECTION **105.02.05.2** TO THE FOLLOWING:

2. **Wholly State Funded Contracts.** When applicable for wholly State Funded contracts under the jurisdiction of New Jersey Statutes N.J.S.A. 10:5-31 et seq., State EEO regulations and goals apply as specified in State Funded Project Attachments 1 to 6 of the Special Provisions.

THE THIRD PARAGRAPH IS CHANGED TO:

Ensure compliance with the labor standards provisions of the Contract. Submit weekly certified payrolls and Statement of Compliance on NJ Department of Labor and Workforce Development Form MW-562 – Payroll Certification for Public Works Projects as required in the Contract to the RE, and also upload the weekly certified payroll online using the following link: https://www.nj.gov/labor/wageandhour/prevailing-rates/njwagehub.shtml. Monitor and verify the status of all SBE truck owner-operators working on wholly State Funded highway construction projects used for the Contract. Failure of a Contractor may result in payment being delayed or withheld as specified in Section 105; default as specified in Section 108, or termination of the Contract as specified in Section 108.

**a. Small Business Goals for This Project**

THE LAST PARAGRAPH IN PART A IS CHANGED TO:

If the Contractor fails to meet the Contract SBE goal, without demonstrating an adequate GFE as determined by DCRAA, the Department will make a payment reduction from the total amount of payments made to the Contractor equal to the value of the SBE goal not attained as follows:

$$\text{Value of SBE Goal Payment Reduction} = (CG - AG) \times CP$$

Where:

CG = Contract SBE Goal percentage, or approved SBE commitment, or if modified by the Department, the Modified SBE Contract Goal percentage.

AG = Attained SBE Goal percentage = (total dollar amount paid to SBE suppliers and SBE subcontractors divided by CP) plus the percent value attributed to the Contractor's GFE approved by the Department.

CP = Total Adjusted Contract Price less the payment adjustments for PERFORMANCE BOND AND PAYMENT BOND, and changes not associated with actual work including but not limited to incentives/disincentives, bonuses/penalties, acceleration, and portions of settlements not associated with work.

**105.03 CONFORMITY WITH THE CONTRACT**

REVISE THE FIRST SENTENCE OF THE FIRST PARAGRAPH TO: In the event the Contractor discovers a discrepancy, error, omission, or ambiguity in the Contract, or if the Contractor has any doubt or question as to the intent or meaning of the Contract, the Contractor must immediately notify the RE.

REVISE THE FOURTH SENTENCE OF THE SIXTH PARAGRAPH TO: If the Department loses funding for the nonconforming work, on the basis of permitting nonconforming work to remain, the Department will not pay for the work permitted to remain in place.

**105.05 WORKING DRAWINGS**

THIS SUBSECTION IS DELETED IN ITS ENTIRETY AND REPLACED BY THE FOLLOWING:

Refer to GENERAL REQUIREMENTS Section in the front end of these specification regarding working drawings (shop drawings).

**105.07.01 Working in the Vicinity of Utilities**

**A. Initial Notice.**

PSEG, Gas Division, 4000 Hadley Road, South Plainfield, NJ 07080, 908-412-2228

PSEG, Electric Division, 4000 Hadley Road, South Plainfield, NJ 07080, 908-412-2228

Comcast Cable, 381 Lord Street, Avenel, NJ 07001, 732-602-7444

Verizon Communications, 6000 Hadley Road, South Plainfield, NJ 07080, 908-412-6169

NJAW, 120 Raider Boulevard, Hillsborough, NJ 08844, 908-431-3225

Sanitary & Storm Township of West Orange, 25 Lakeside Avenue, West Orange, NJ 07052, 973-325-4100

**B. Locating Existing Facilities.**

2.
Fiber Optic Markout Form is available at:
http://www.state.nj.us/transportation/eng/elec/ITS/requests.shtm.

Bureau of Traffic Operations, North Region (TOCN)
670 River Drive
Elmwood Park, NJ 07407-1347
Telephone: 732-697-7360

For Weigh-in-Motion and Traffic Volume systems contact:
Transportation Data and Safety Unit
PO Box 600
Trenton, NJ 08625
609-963-1891

For Roadway Weather Information Systems contact:
Permits, Electrical Maintenance & Claims Unit
PO Box 600
Trenton, NJ 08625
609-963-1829

3.
Bureau of Electrical Maintenance, North Region
200 Stierli Court
Mt. Arlington, NJ 07856-1322
Telephone: 973-601-6650

NJDOT
Central Region Electrical
1035 Parkway Avenue
4th Floor E&O Bldg.
CN 600
Trenton, NJ 08625
Telephone: 609-963-1491

**C. Protection of Utilities.**

THE FOLLOWING IS ADDED AFTER THE FOURTH PARAGRAPH:

Complete a Request for Right of Entry onto railroad property in compliance with the requirements of the specific railroad.

Facility Daily Access Request Form is available at:http://www.state.nj.us/transportation/eng/elec/ITS/access.shtm.

**105.07.02 Work Performed by Utilities**

| Company Name & Address | Contact Person | Number of Day/s Advance Notice |
|---|---|---|
| | | |

| Stage # _____ | | | |
|---|---|---|---|
| **Utility Company Name** | **Work Description** | **Work Duration (Day/s)** | **Restriction** |
| | | | |
| | **Stage Total** | _____ | |

THE FOLLOWING SUBSECTION IS ADDED:

**105.11 CONSTRUCTION LAYOUT**

THE LAST SENTENCE OF THE FIRST PARAGRAPH IS CHANGED TO:

Perform a site investigation within the Project Limits to locate existing ROW markers, property markers, survey control markers, and monuments. Before beginning construction operations, protect ROW markers, property markers, survey control markers, and monuments from disturbance and destruction. Notify the RE of the location of property markers and monuments that are in danger of being removed or disturbed and tie to fixed points or locate from established contract control. Do not remove or disturb existing ROW markers, property markers, survey control markers, and monuments until obtaining RE approval. Record and provide a report of the findings of the site investigation to the RE.

Before removing a monument that is not owned by the Department, notify the agency to which the monument belongs of the need to remove the monument. Provide the RE with copies of correspondence with the agency, as well as the agency's written requirements or guidelines for setting monuments.

If a monument or marker is disturbed or removed without RE approval, the Contractor is responsible for reimbursing the Department for the cost to replace the monument.

Perform layout for the construction of the Contract using the control points and data shown on the Plans. Perform layout under the direct supervision of a licensed land surveyor. Preserve control points throughout the duration of the Project. Reset control points that are damaged, lost, displaced, or removed.

Before beginning construction operations, verify the vertical and horizontal controls provided in the Plans using, at a minimum, third-order, Class I accuracy procedural standards and equipment. Notify the RE in writing of discrepancies or errors and obtain resolution before proceeding with the work. Upon request, provide the RE with survey notes and calculations related to the field control verification.

Before beginning construction operations, establish lines for ROW, easement, and other restrictions, such as boundaries for environmentally sensitive areas to define the limits of construction and temporary operations. Establish limits of tree protection and other vegetation to be preserved. Do not encroach on private property, except as allowed by easements. Document existing site conditions, including vegetation, in areas to be used for excavation, temporary construction, storage, parking, movement of equipment, field office, etc. which will have to be later restored to pre-existing conditions. Provide documentation, including photographs, to the RE.

Provide the Utilities with the layout needed to install relocated utility facilities and coordinate the Work. Ensure that relocated facilities do not conflict with proposed construction, including High Voltage Proximity Act conflicts.

Establish the exact location of the Work from the control points. Reference the Work to baselines that are established from the control points. Maintain baselines until Completion.

Provide and maintain offset baseline stakes for roadways, ramps, jughandles, and turnarounds outside the limits of grading and construction. Set offset stakes at a maximum interval spacing of 50 feet. Where baselines have a radius of less than

475 feet, provide offset stakes at a maximum interval spacing of 25 feet. Identify and mark each stake to show the offset distance from the baseline and provide grade sheets to the RE showing the cut or fill to the finished profile lines with reference to the offset stakes. Provide grade sheets for construction of subbase that include calculations to establish the typical cross section from the profile grade stake. Provide adequate and accurate offset lines during construction that requires occupation of the baseline points by construction operations. Provide the RE with assistance as requested for verification of lines, grades, boundaries, dimensions, and elevations.

Construct the Work to the dimensions and tolerances noted within the Contract. Except where otherwise noted, construct subbase, base courses, pavements, and structures to within 1/4 inch of the elevations, stations and offsets noted in the Contract. If work does not conform to the tolerances allowed, the Department may consider the work to not be in conformance with the work as specified in 105.03.

For each bridge and sign structure within the Project Limits, provide the RE as-built measurements of the minimum vertical underclearance at each lane line, shoulder line, curb line, and edge of pavement line under a structure to the nearest hundredth of a foot. For each bridge structure, provide vertical underclearance measurements at each fascia beam and the portions of the structure that govern the minimum vertical underclearance. Provide minimum vertical underclearance measurements prior to the completion of each stage of construction. Notify the RE in writing of any discrepancies, errors, or deviations from plan dimensions and clearances prior to opening any bridge or structure or any portion thereof to traffic.

Upon request, provide the RE with survey notes and calculations related to the alignment and horizontal and vertical control, and field notes to document the ROW, including easements and monument locations. Maintain survey notes in a bound field notebook in a professional manner.

The Department will not make payment for survey, stakeout, and layout. The cost is to be distributed across the various items of work and to be included in extra work as may be added to the Contract.

If the Department discovers survey errors, including errors that should have been detected during verification of controls provided in the plans, the Department will deduct the costs of checking and correcting these errors from any money due to the Contractor.

## SECTION 106 – CONTROL OF MATERIAL

THE SECTION HEADING IS CHANGED TO:

## SECTION 106 – CONTROL OF MATERIAL AND EQUIPMENT

### 106.01 SOURCE OF SUPPLY AND QUALITY REQUIREMENTS

THE FIRST PARAGRAPH IS CHANGED TO:

Ensure that materials furnished for the Project are new, unless otherwise specified in the Contract. Comply with 2 CFR 200.323 – Procurement of recovered materials, ensuring that materials furnished for the Project contain, "the highest percentage of recovered materials practicable," where the purchase price of the covered item listed exceeds $10,000. Use materials that conform to the requirements of the Contract. When required by the Contract, use only products and suppliers listed on the QPL. Use sources of materials that have been approved by the RE as specified in 106.04.

### 106.03 FOREIGN MATERIALS

THE SUBSECTION HEADING IS CHANGED TO:

### 106.03 FOREIGN MATERIALS AND EQUIPMENT

**1. Wholly State Funded Projects**

THE ENTIRE TEXT IS CHANGED TO:

Due to the requirements of MAP-21 (Moving Ahead for Progress in the 21st Century Act), comply with the Federal Aid Project requirements specified under Subpart 2.

REMOVE SECTION **106.03.2 Federal Aid Projects**

THE FOLLOWING IS ADDED TO THE END OF THE SUBSECTION:

Comply with 2 CFR 200.216 Prohibition on Certain Telecommunication and Video Surveillance Services or Equipment.

Do not provide Telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliate of such entities). Do not provide video surveillance and telecommunications equipment produced by Hytera Communications Corporation, Hanghzou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliate of such entities). Do not provide Telecommunications or video surveillance services provided by such entities or using such equipment.

Do not provide Telecommunications or video surveillance equipment or services produced or provided by an entity that the Secretary of Defense, in consultation with the director of the National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country.

Do not provide any equipment assembled by others that has an integral component that was manufactured and supplied by the aforementioned companies.

THE FIRST PARAGRAPH IS CHANGED TO:

At least 30 days before shipment of a material, and at least 30 days before fabrication of structural steel, precast concrete, and prestressed concrete Items, notify the RE of the proposed source of materials using the Materials Questionnaire form provided by the Department. For soil aggregate and dense-graded aggregate (DGA) material, submit a copy of recently performed test results for washed gradation test, proctor test, and other tests, as specified in 901.11, for the source with the Materials Questionnaire. For ITS systems as specified in Section 704 and machinery and electrical items for moveable bridges, obtain approval of system working drawings including individual components and Electrical material prior to submitting a materials questionnaire. Provide the approval with the materials questionnaire.

**106.04 MATERIALS QUESTIONNAIRE**

THE FIRST PARAGRAPH IS CHANGED TO:

At least 30 days before shipment of a material, and at least 30 days before fabrication of structural steel, precast concrete, and prestressed concrete Items, notify the RE of the proposed source of materials using the Materials Questionnaire form provided by the Department. For soil aggregate and dense-graded aggregate (DGA) material, submit a copy of recently performed test results for washed gradation test, proctor test, and other tests, as specified in 901.11, for the source with the Materials Questionnaire. For ITS systems as specified in Section 704 and machinery and electrical items for moveable bridges, obtain approval of system working drawings including individual components and Electrical material prior to submitting a materials questionnaire. Provide the approval with the materials questionnaire. Please see the BDC Announcements and the latest version of the Special Provisions for State Aid Projects for reference.

**106.07.01 CERTIFICATION OF COMPLIANCE**
THE FIRST PARAGRAPH IS CHANGED TO:

Submit manufacturer's Certifications of Compliance stating that the materials and assemblies fully comply with the requirements of the Contract when required by the Contract or requested by the Department, except for materials and assemblies that are temporary and not incorporated into the final construction and are not iron or steel such as sheeting and bridge assemblies. The State reserves the right to determine if a specific material or assembly meets this provision.

# SECTION 107 – LEGAL RELATIONS

## 107.11 RISKS ASSUMED BY THE CONTRACTOR

### 107.11.01 Risks

**1. Damage Caused by the Contractor.**

THE FOLLOWING IS REMOVED:

> For any damages by the Contractor to the fiber optic network along Route _____, MP _____, also notify the G4S Technology LLC at 877-637-2344 within 2 hours. Only G4S Technology LLC will be allowed to complete repairs on that respective section of the fiber optic network. Directly pay G4S Technology LLC within 30 days from the receipt of G4S Technology LLC's invoice for such repairs, and provide the RE with a copy of the transmittal letter. If the Contractor does not make payment within 30 days, the Department may recover the costs incurred for repairs from the Contract.

**Comprehensive Automobile Liability Insurance.**

THE FOLLOWING IS ADDED:

> Ensure the policy names Public Service Electric and Gas Company, its officers, employees, and agents as additional insured.

### 107.11.02 General Insurance

**B. Types**

**1. Comprehensive General Liability Insurance.**

THE FOLLOWING IS ADDED:

> Ensure the policy names Public Service Electric and Gas Company, its officers, employees, and agents as additional insured.

**2. Comprehensive Automobile Liability Insurance.**

THE FOLLOWING IS ADDED:

> Ensure the policy names Public Service Electric and Gas Company, its officers, employees, and agents as additional insured.

**5. Excess Liability Insurance.**

THE FIRST SENTENCE IS CHANGED TO:

> Procure Excess Liability or Umbrella Liability insurance with limits in excess of the underlying policies for Comprehensive General Liability and Comprehensive Automobile Liability with minimum limits of liability of $12,000,000.

THE FOLLOWING IS ADDED:

> Ensure the policy names Public Service Electric and Gas Company, its officers, employees, and agents as additional insured.

## 107.12 THE CONTRACTUAL CLAIM RESOLUTION PROCESS

REPLACE THIS SECTION WITH: This section intentionally left blank.

## 107.13 LITIGATION OF CLAIMS BY THE CONTRACTOR

REPLACE THIS SECTION WITH:

The Department will not participate in litigation between the RE and the Contractor.

**107.14 Patened Devices, Amterials, And processes**

REMOVE THE SECOND PARAGRAPH OF THIS SECTION

**107.15 TAXES**

REVISE THE THIRD SENTENCE OF THE FIRST PARAGRAPH OF THIS SECTION TO:

The sales tax exemption does not apply to equipment used for Contract work.

## SECTION 108 – PROSECUTION AND COMPLETION

**108.01 SUBCONTRACTING**

REMOVE SENTENCE FOUR OF PARAGRAPH TWO OF THIS SECTION.

**1. Values and Quantities.**

THE FOLLOWING IS ADDED TO THE FIRST PARAGRAPH:

a.
There are no Specialty Items in this Project.

REMOVE PARAGRAPH FOUR OF SECTION **108.01**

REVISE SECTION **108.01.2.C LIMITS AND RESTRICTIONS** TO THE FOLLOWING:

c. The Contractor is barred from subcontracting to firms and individuals suspended or debarred by the Department or included in the State of New Jersey Consolidated Debarment Report maintained by the Department of the Treasury, Division of Building and Construction, Bureau of Contractor Prequalification. The Contractor must certify that neither the individual, partnership, corporation, joint venture, or limited liability corporation applying to do subcontract work nor any of its corporate officers, stockholders, partners, or members are collectively or individually suspended, debarred, proposed for debarment, disqualified, declared ineligible, or voluntarily excluded from doing business by this or any other State or sub-division thereof or listed in the Federal Government's System for Award Management (SAM), located at: https://sam.gov/content/exclusions.

REVISE SECTION **108.01.3.a SUBCONTRACT REQUIREMENTS** TO THE FOLLOWING:

**a. Federal Aid Projects**. This section intentionally left blank.

**2. Limits and Restrictions.**

PART B IS CHANGED TO:

b. The Contractor may only subcontract electrical, clearing site electrical, blasting, asbestos removal, landscaping, and lead paint abatement work to subcontractors having the required certificates and licenses. Submit copies of required certificates and licenses with the request for approval to subcontract.

**108.02 COMMENCEMENT OF WORK**

THIS SUBSECTION IS DELETED IN ITS ENTIRETY AND REPLACED BY THE FOLLOWING:

Refer to CONTRACT AND AGREEMENT Section in the front end of these specification regarding commencement of work.

**108.05.02 Safety Program**
PART 3 IS CHANGED TO:

3. **Elements of the Program**. Include information and procedures for the following elements:

   a. **Chain of Command.** Include the responsibilities of the management, supervisor, safety officer, and employees.

   b. **Traffic Control Coordinator.** Include the name and contact information. Ensure that the traffic control coordinator meets the requirements specified in 159.03.01.

   c. **Environmental Manager.** Include the name and contact information. Ensure that the environmental manager meets the requirements specified in 158.03.01.

   d. **Local Emergency Telephone Numbers.** Include police, fire, medical, and, NJDEP hotline 1-877-WARN DEP (1-877-927-6337).

   e. **Procedures for Handling Emergencies.** Provide guidelines for handling emergencies, including emergency action plans for accidents involving death or serious injury, property damage, fires, explosions, and severe weather. Include the emergency contact information of the Contractor's personnel responsible for handling emergencies.

   f. **Training Topics.** Include regulatory and jobsite toolbox meetings. Include the documentation from the training and an attendance sheet for each.

   g. **Contractor's Safety Rules.** Include housekeeping procedures and personal protective equipment requirements.

   h. **Employee Disciplinary Policy.** Include the violation forms.

   i. **Safety Checklists.** Include project safety-planning, emergency plans and procedures, documentation, and protective materials and equipment.

   j. **Forms.** Include OSHA 300 Log and New Jersey Department of Labor L&I-1.

   k. **Security Policy Guidelines.** Provide a copy for the office and for the Project Limits.

   l. **Hazard Communication Program.** Provide the following:

      1. The location of and instructions for understanding the MSDS. Ensure that the location and instruction are available to anyone within the Project Limits.
      2. The person responsible for the hazard communication program and the method of informing personnel of the hazardous communication program. Include attendance sheets of hazard communication meetings.
      3. When performing work that generates airborne crystalline silica, include engineering and work practice controls to limit exposure levels to at or below the permissible exposure limit according to 29 CFR 1910.1000 Table Z-3. Ensure that the program includes employee training and respiratory protection measures according to 29 CFR 1910.134 and control of the area when the permissible exposure limit is exceeded. Provide a trained and competent person, according to 29 CFR 1926.30, within the Project Limits at all times when performing work that produces airborne crystalline silica.

   m. **Additional Requirements.** Provide additional procedures for Project specific topics including:

      1. Compressed gas cylinders.
      2. Confined spaces.

3. Cranes.
4. Electrical.
5. Equipment operators.
6. Fall protection.
7. Hand and power tools.
8. Hearing conservation.
9. Highway safety.
10. Lead.
11. Lock out/tag out.
12. Materials handling, storage, use, and disposal.
13. Night work.
14. Personal protective equipment.
15. Project entry and exit.
16. Respiratory protection.
17. Sanitation.
18. Signs, signals, and barricades.
19. Subcontractors.
20. Trenching.

**n. Internal Traffic Control Plan (ITCP).** Develop, submit, implement, and maintain an ITCP according to ANSI/ASSP A10.47 Section 6.5 and 6.6. At a minimum, ensure the plan includes:

1. A diagram showing internal vehicle and pedestrian routes, site layout, and hazard zones.
2. A listing of type and number of all on-site personnel and mobile equipment. Provide names of personnel upon request if needed after an accident.
3. A site-specific hazard identification checklist with corresponding mitigation measures aimed at reducing struck-by and related risks.
4. Safety notes emphasizing backing procedures, spotter usage, visibility aids, and run-over/back-over prevention.
5. A communication plan to ensure the ITCP is effectively communicated to all relevant workers, operators, subcontractors, and personnel. Distribute the communication plan at an onsite meeting or as otherwise directed by the RE.

Submit an updated ITCP plan during construction if any substantial changes, as determined by the RE, to site layout, access, or equipment occur. Ensure the updated plan is approved by the RE before implementation. Ensure plan modifications are communicated to affected personnel.

Provide a certification that the plan complies with ANSI/ASSP A10.47 Section 6.5, 6.6, and all associated requirements.

Within 15 days of receiving the safety program, the Department will determine if the safety program meets the requirements of the Contract. If the safety program does not meet the requirements, the Department will return the safety program for revision. Do not begin work within the Project Limits until the Department has approved the safety program.

The Contractor is responsible for implementing, monitoring, updating, and revising the safety program until Acceptance. Submit updates and revisions to the safety program to the RE for approval when new information, new practices or procedures, or changing site and environmental conditions necessitate modifications to protect site personnel.

Maintain a copy of the updated safety program, including the appropriate documentation associated with each element, within the Project Limits so that it is available to workers and other authorized persons entering the Project Limits. Provide copies of updates to the safety program to the RE.

If an incident occurs that requires a New Jersey Department of Labor & Workforce Development Form (L&I-1) to be submitted, send a copy to the Office of Capital Project Safety, New Jersey Department of Transportation, 1035 Parkway Avenue, P.O. Box 600, Trenton, NJ 08625-0600.

Failure to comply with the requirements set forth in the Elements of the Program will result in the RE suspending the Work wholly or in part as specified in 108.13 and suspending Estimates, as specified in 109.05, for failure of the Contractor to

correct conditions unsafe for the workers or the general public, for failure to carry out provisions of the Contract, including but not limited to failure to develop, submit, implement, and maintain the ITCP.

**108.07.01 Interference**
THE SECOND PARAGRAPH IS CHANGED TO:

Schedule and perform the Work so that successive construction operations and lane or roadway openings follow preceding operations as closely as possible. Limit work zones according to the Special Provisions. Confine construction operations adjacent to traffic to one side of the roadway at a time unless otherwise specified by the Contract. Where the Work is performed in stages adjacent to traffic, ensure that the road opened to traffic adequately accommodates traffic. Do not interfere with existing traffic access, except when required to perform the Work or as approved by the RE.

THE FOLLOWING NEW SUBPART IS ADDED:

**108.09 MAINTENANCE WITHIN THE PROJECT LIMITS**
THE FOLLOWING IS ADDED:

Any damage to the Roadway due to the Contractor's operations shall be repaired at no Additional Compensation, except as specified in 107.11. The Contractor shall complete within 24 hours specific repairs directed by the RE, except where the requirements are specified elsewhere. Nothing in this Subsection shall be construed to limit or change the risks assumed by the Contractor as specified in 107.11.

**108.10 CONTRACT TIME**
THE ENTIRE SECTION IS DELETED AND REPLACED WITH THE FOLLOWING:

Please refer to the CONTRACT AND AGREEMENT Section in the front end of these specification for the contract time requirements.

**108.11.01 Extensions to Contract Time**

THIS SUBSECTION IS CHANGED TO:

C. **Submitting Time Impact Evaluation.** If an excusable delay occurs, notify the RE, detailing how the event or cause is affecting the approved progress schedule that is current at the time the delay occurred. When the full extent of the impact on the approved progress schedule can be determined, submit a request for an extension of Contract Time to the RE with a Time Impact Evaluation Form and a CPM fragnet diagram including all additional work, and the fragnet's relationship to the approved progress schedule that is current at the time the delay occurred. Clearly identify how each change or delay is represented by an activity or group of activities. Ensure that the fragnet shows logic revisions, duration changes, and new activities, including the predecessor and successor relationships.

The Contractor is considered to have waived its rights to claim an extension of Contract Time, if the Contractor fails to provide written notice or fails to provide the time impact evaluation.

The RE will evaluate the time impact evaluation. The Department will only extend Contract Time when delay causes the work to be extended beyond the scheduled Contract Time as specified in 108.10. If the Contractor is already behind schedule and an excusable delay delays the work beyond the Contract Time as specified in 108.10, the Department will only extend Contract Time for the amount of time that directly results from the excusable delay. If the Department determines that an extension of Contract Time is warranted, the Department will extend Contract Time by a Change Order.

For excusable, compensable delays, submit a request for and documentation supporting the entitlement to compensable delay damages associated with the delay.

**108.14 DEFAULT AND TERMINATION OF CONTRACTOR'S RIGHT TO PROCEED**
LIST ITEM (1) OF THE FIRST PARAGRAPH IS CHANGED TO:

1. Fails to begin construction operations within 21 days of execution of the Contract.

THE THIRD PARAGRAPH IS CHANGED TO:

If the Department directs the Surety to complete the Contract, the Department will provide to the Surety the Contract as defined in 101.03 and the completion status of the Contract. If the Surety elects to use a completion-contractor to perform the Work, the Surety must promptly submit to the Department a request for approval of the proposed completion-contractor as a subcontractor as specified in 108.01 within 45 days of receipt of the Contract provided by the Department pursuant to this Section. The Department, in its sole discretion, has the right to reject a request by the Surety to use the Contractor or another contractor as the completion-contractor, either directly or under the direction of a consultant to the Surety.

THE FOLLOWING IS ADDED AFTER THE THIRD PARAGRAPH:

If the Department approves the Surety's request to use the Contractor as the completion-contractor, the Surety shall cause the Contractor to begin Work, as defined in 101.03, within 45 days of notice of the Department's approval or as directed by the Department based on factors including but not limited to weather, seasonal restrictions, permits or at its sole discretion. The failure of the Surety to comply with the deadlines set forth in this Section shall be deemed a material breach of the Contract.

If the Department does not approve the Surety's proposed completion-contractor, the Surety must submit to the Department a request for approval of an alternative completion-contractor within 60 days of notice of the Department's disapproval. If the Department does not approve the Surety's alternative completion-contractor, the Department may continue to request approval of another alternative completion-contractor. Within 60 days of notice of the Department's approval of the Surety's proposed completion-contractor, the Surety shall cause the completion-contractor to begin Work, as defined in 101.03, or as directed by the Department based on factors including but not limited to weather, seasonal restrictions, permits or at its sole discretion. The failure of the Surety to comply with the deadlines set forth in this Section shall be deemed a material breach of the Contract.

**108.15 TERMINATION OF CONTRACT**

**108.15.02 For Cause**

REVISE PARAGRAPH FIVE TO:

The Department will not make payment for profit and overhead not included in the Contract price for Items for work completed or partially completed except that the Department may make payment for profit and overhead on work.

**108.19 COMPLETION AND ACCEPTANCE**
THE FOLLOWING IS ADDED:

No Incentive Payment for Early Completion is specified for this project.

**108.20 LIQUIDATED DAMAGES**
THE ENTIRE SECTION IS DELETED AND REPLACED WITH THE FOLLOWING:

Please refer to the CONTRACT AND AGREEMENT Section in the front end of these specification for any required liquidated damage requirements.

**108.21 WARRANTIES**
THE ENTIRE SECTION IS DELETED AND REPLACED WITH THE FOLLOWING:

Please refer to the GENERAL CONDITIONS Section in the front end of these specification for any required warranties (Maintenance Bond).

# SECTION 109 – MEASUREMENT AND PAYMENT

## 109.01 MEASUREMENT OF QUANTITIES

The Department will use the United States customary units to measure work completed under the contract. The Department will determine quantities of Work performed under the Contract using measurement methods and computations conforming t good engineering practice.

Refer to CONTRACT AND AGREEMENT Section in the front end of these specification regarding the measurement of quantities.

REVISE THE ENTIRE TEXT OF SECTION **109.03** TO THE FOLLOWING:

## 109.03 PAYMENT FOR FORCE ACCOUNT

This section intentionally left blank.

Refer to CONTRACT AND AGREEMENT Section (Article VIII Dispute Resolution) in the front end of these specification regarding payment for force account.

## 109.04 PAYMENT FOR DELAY DAMAGES

DELETE THIS SUBSECTION IN ITS ENTIRETY.

## 109.05 ESTIMATES

THE FOURTH PARAGRAPH IS CHANGED TO:

The RE will provide a summary of the Estimate to the Contractor. Before the issuance of each payment, certify, on forms provided by the Department, whether:

1. No subcontractor or supplier was used on the project; or
2. Each subcontractor and supplier used on the project has been paid the amount due, excluding retainage, from the previous progress payment and will be paid the amount due from the current progress payment, excluding retainage, for the subcontractor or supplier's work that was paid by the Department; or
3. There exists a valid basis under the terms of the subcontractor's or supplier's contract to withhold payments from the subcontractor or supplier. Therefore, the following subcontractors and suppliers have not been paid for work performed or materials supplied to the project from the proceeds of the previous progress payment or will not be paid for work performed or materials supplied to this project from the proceeds of the current progress payment, or both.

THE THIRTEENTH PARAGRAPH IS CHANGED TO:

In the first Estimate following installation of all landscape work, the Department will reduce the retainage withheld to 1 percent of the Total Adjusted Contract Price, unless it has been determined by the Department that the withholding of additional retainage is required. If retainage is held in cash withholdings, the reduction is to be accomplished by payment under the next Estimate. If retainage is held in bonds, the Department will authorize a reduction in the escrow account.

## 109.06 MATERIALS PAYMENTS AND STORAGE

DELETE THIS SUBSECTION IN ITS ENTIRETY.

## 109.09 AUDITS

THE FIRST SENTENCE IS REVISED TO:

All claims filed are subject to audit at any time following the filing, whether or not part of a suit pending in the courts of this State pursuant to N.J.S.A. 59:13-1, et seq.

**109.11 FINAL PAYMENT AND CLAIMS**

REVISE THE FOURTH PARAGRAPH TO THE FOLLOWING:

Include in the release the specific monetary amounts and the specific nature of the claims being reserved. Failure to state specific monetary amounts and the specific nature of the claim shall result in a waiver of such claims. The Contractor may reserve only those claims properly filed with the Department and not previously resolved. The Contractor waives all claims for which the required notice has not been filed with the Department.

THE LAST PARAGRAPH IS CHANGED TO:

Pursuant to N.J.S.A. 52:15C-14(d) and N.J.A.C. 19:70-1.6(b), relevant records of private vendors or other persons entering into contracts with the Department are subject to audit or review by the New Jersey Office of the State Comptroller. Therefore, the Contractor shall maintain all documentation related to products, transactions or services under the Contract for a period of 5 years from the date of final payment. Such records shall be made available to the New Jersey Office of the State Comptroller upon request.

# DIVISION 150 – CONTRACT REQUIREMENTS

## SECTION 151 – PERFORMANCE BOND AND PAYMENT BOND

**151.03.01 Performance Bond and Payment Bond**

THE FIRST SENTENCE IS CHANGED TO:

Using bond forms issued by the Department, provide a performance bond and a payment bond to the Department within 14 days of the date of Award or Conditional Award.

**151.04 MEASUREMENT AND PAYMENT**

THE DEFINITION FOR THE VARIABLE $C_F$ IS CHANGED TO:

$C_F$ = Final Contract Price excluding adjustments for PERFORMANCE AND PAYMENT BOND.

THE FOLLOWING IS ADDED:

The Department will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| PERFORMANCE BOND AND PAYMENT BOND | DOLLAR |

## SECTION 152 – INSURANCE

THE ENTIRE SECTION IS DELETED AND REPLACED WITH THE FOLLOWING:

Please refer to INSTRUCTION TO BIDDERS Section in the front end of these specification for insurance requirements.

## SECTION 153 – PROGRESS SCHEDULE

THE ENTIRE SECTION IS DELETED AND REPLACED WITH THE FOLLOWING:

Please refer to CONTRACT AND AGREEMENT Section in the front end of these specification for the progress schedule.

## SECTION 154 – MOBILIZATION

**154.03 PROCEDURE**

THE FOLLOWING IS ADDED:

The contractor shall coordinate with the Township of WEST ORANGE regarding the storing and staging of equipment and materials prior to mobilizing. Separate payment will not be made for mobilization.

**154.04 MEASUREMENT AND PAYMENT**

THE SUBSECTION IS CHANGED TO:

The Department will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| MOBILIZATION | LUMP SUM |

The Department will make payment for MOBILIZATION on a lump sum basis, regardless of the number of times the Contractor shuts down and returns to the Project. The Department will make payment as follows:

| Work Completed | Payment |
|---|---|
| 5% of the Work[1] | Lesser of 25% of bid price or 3% of Total Contract Price |
| 10% of the Work[1] | Lesser of 50% of bid price or 7% of Total Contract Price |
| 15% of the Work[1] | Lesser of 75% of bid price or 11% of Total Contract Price |
| 20% of the Work[1] | Lesser of 100% of bid price or 15% of Total Contract Price |
| 100% of the Work | Amount of bid price not previously paid |

1. If the baseline schedule is not approved, the Department will not make payment for MOBILIZATION.

The Department will calculate the percentage of Work completed from the total of payments compared to the Total Contract Price. The total of payments excludes the amount paid for Mobilization and the amount paid for materials furnished but not incorporated into the Work as specified in 109.06.

If mobilization is not included in the Proposal, include the costs in the various Items scheduled in the Proposal.

## SECTION 155 – CONSTRUCTION FIELD OFFICE

THIS SECTION IS DELETED.

## SECTION 156 – MATERIALS FIELD LABORATORY AND CURING FACILITY

THIS SECTION IS DELETED.

## SECTION 158 – SOIL EROSION AND SEDIMENT CONTROL AND WATER QUALITY CONTROL

**158.04 SESC Measures**
THE FOLLOWING IS ADDED:

The Department will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| INLET FILTER, TYPE 1 | SQUARE FOOT |

## SECTION 159 – TRAFFIC CONTROL

**159.02.01 Materials**

THE FIRST ITEM IS CHANGED TO:

Tack Coat 64-22..... 902.01.01

**159.02.02 Equipment**

THE FOLLOWING EQUIPMENT IS CHANGED TO:
Arrow Board ..... 1001.01

THE FOLLOWING IS ADDED TO THE LIST OF EQUIPMENT REFERENCES:
Portable Variable Message Sign w/Remote Communication…….……..……1001.04

Portable Trailer Mounted CCTV Camera Assembly…….……1001.05

**159.03.01 Traffic Control Coordinator**
THE FIRST PARAGRAPH BEFORE THE LIST IS CHANGED TO:

Before starting Work, submit to the RE the name, training, work experience, and contact information of an employee assigned as the on-site Traffic Control Coordinator (TCC). The TCC must be certified as having successfully completed the Rutgers CAIT Traffic Control Coordinator Program, or an equivalent course as approved by the NJDOT Office of Capital Project Safety. The TCC must also successfully complete an approved Traffic Coordinator refresher course every 2 years. The TCC is a full-time position and the employee designated as TCC must be available on a 24 hour a day, 7 days a week basis. The TCC shall have the responsibility for and authority to implement and maintain all traffic operations for the Project on behalf of the Contractor. Ensure that the TCC is present at the work site at all times while the Work is in progress. The TCC's responsibilities and duties shall include the following:

THE FOLLOWING IS ADDED:

Traffic Control & Staging/Scheduling:

Detouring of traffic shall not be permitted without permission from the relevant governing authority (i.e. county, state, municipality and the Township of West Orange Police Department). Other affected services must also be notified such as fire and rescue squad, school, etc. All affected services must be given sufficient notice of any proposed detours disturbances, work schedule and/or road closures.

Reference is made to the publication "Manual on Uniform Traffic Control Devices for Streets and Highways" by the U.S. Department of Transportation, Federal Highway Administration, Washington D.C. 2009 edition or as amended.

Traffic control shall be the sole responsibility of the contractor. The Contractor is responsible to schedule uniformed police traffic directors using the Department's third party scheduling service, Extra Duty Solutions. The contact information for Extra Duty Solutions is provided below:

Extra Duty Solutions
West Orange PD NJ
p: (973) 568-8838
w: extradutysolutions.com

It is the Contractor's sole responsibility to make payments to Extra Duty Solutions on time. Contractor is herein advised that proof of paid invoices are to be submitted for reimbursement at the time of payment(s) request.

Should the Contractor fail to complete the job within the timeframe established in the contract, the Contractor shall be responsible to pay for any additional uniformed police traffic control directors needed beyond the contract time. The cost for this item if needed, will be paid directly by the Contractor. It is the requirement of the Contractor to contact the police department to obtain the costs prior to commencing work beyond the stipulated time of completion.

The Contractor is responsible for coordinating all work with the Township Police Department.

During non-working hours, trenches shall not be left open and contractor's equipment shall not be parked in the roadway, driveways or the sidewalk area or any other area which will obstruct vehicular or pedestrian traffic.

At all times the Contractor shall maintain access to all businesses and residences within the project limits. The Contractor shall coordinate with the property owners and/or tenants to ensure vehicles are not stranded in driveways or parking lots while aprons are being poured and curing.

While Uniformed Officers are not anticipated, the Contractor is still responsible to coordinate all work with the West Orange Police Department.

**159.03.02 Traffic Control Devices**

THE FIRST PARAGRAPGH IS CHANGED TO:

Ensure that FHWA category 1, 2, 3, and 4 traffic control devices (TCDs) conform to the requirements of the 2016 Edition of the Manual for Assessing Safety Hardware (MASH), except that TCDs manufactured on or before December 31, 2019 must have been purchased by the Contractor on or before December 31, 2019, and conform to the requirements of NCHRP 350, MASH 2009, or MASH 2016. Provide each device's applicable MASH 2016, MASH 2009, or NCHRP 350 test results and FHWA Eligibility letter, if issued by the FHWA, to the RE. Provide the RE with the purchase date certification for devices not meeting the MASH 2016 requirements upon delivery to the site. Ensure that traffic control devices meet or exceed an acceptable condition as described in the ATSSA guide Quality Standards for Work Zone Traffic Control Devices. Traffic control devices need not be new but must be in good condition. Provide traffic control devices according to MUTCD.

**2. Construction Barrier Curb.**

THE SECOND PARAGRAPH IS CHANGED TO:

At least 30 days before delivering construction barrier curb to the Project Limits, provide the RE notice that the barrier curb is available for inspection. Ensure the barrier curb is not stacked for this inspection. The RE will inspect the barrier curb, along with a Contractor representative, to determine what pieces are not approved for delivery to the Project Limits. Final determination of construction barrier approval will be made at the time of placement at the Project.

PART 3 IS CHANGED TO:

**3. Arrow Board.** Provide an arrow board as specified in 1001.01.

PART (5) IS CHANGED TO:

**5. Temporary Crash Cushion.** Install inertial barrier systems as specified in 611.03.01. Install temporary compressive crash cushions as specified in 611.03.02. Immediately repair or replace crash cushions that become damaged or become inoperable. Begin repair or replacement of the temporary crash cushion within 1 hour of receiving notice of damage from the Department. Ensure that workers assigned to such repair or replacement work continuously until the temporary crash cushion is repaired or replaced. If the Contractor fails to respond to a damage notification and begin work within 1 hour of notification, or does not continue to work until the temporary crash cushion is repaired or replaced, the Department, will require closure of the adjacent live lane. Lane occupancy charges will be imposed as specified in 108.08 for the period of time the adjacent lane is closed. Should the Department have to respond to a repair with its own forces because of a Contractor's lack of response to a damage notification, the Contractor agrees to pay the Department a sum of $3,000 for costs of mobilizing its forces and equipment. In addition, the Contractor must pay the Department the actual cost of material used for the repair and pay the actual costs of police traffic protection. Maintain an adequate number of replacement parts to repair damaged units at all times. Keep the areas in front, atop, and around the crash cushions clear of snow accumulation of more than 4 inches in depth.

Upon removal of the crash cushion, cut anchor bolts at least 3 inches below the surface of the surrounding roadway. Repair HMA pavement as specified in 401.03.03. Repair concrete pavement as specified in Section 452.

PART 6 IS CHANGED TO:

**6. Traffic Control Truck with Mounted Crash Cushions.** Provide the RE with a copy of the crash cushion manufacturer's recommendations. Provide the RE a certified weigh ticket of the Traffic Control Truck with arrow board and mounted Crash Cushion. Position the traffic control truck to ensure that there is adequate stopping distance after impact and to prevent errant vehicles from traveling around the truck and endangering workers. When used in a fixed position, place manual transmission vehicles in second gear and place automatic transmission vehicles in park. Ensure that the parking brake is set and the wheels are set straight. Do not use traffic control trucks in place of other temporary impact attenuators for more than 24 hours. Relocate the traffic control truck as specified by the TCP, or as directed by the RE. Do not use the truck to carry additional equipment, materials, or debris. When using ballast, ensure that it is secured to the truck. Submit drawings to the RE detailing the manner of securing the ballast, signed and sealed by a Professional Engineer, certifying that it is capable of withstanding the impact forces for which the impact attenuator is rated.

**9. Portable Trailer Mounted CCTV Camera Assembly (PTMCCA).**

**159.03.06 Traffic Stripes, Latex ,Traffic Markings Lines, Latex and Traffic Markings Symbols, Latex**
THE SUBPART IS CHANGED TO:

Apply latex traffic stripes and latex markings when they are required for 14 days or less. Apply epoxy traffic stripes and thermoplastic markings as specified in 610.03.01 and 610.03.02 when they are required for more than 14 days. For Contractor convenience, on pavement preservation projects, the Department will allow the Contractor to refresh latex traffic stripes and latex markings for stripes and markings required to be in place for more than 14 days and for each 14 day period thereafter. Do not refresh these stripes with epoxy or thermoplastic material. Apply latex traffic stripes and latex markings when the ambient and surface temperatures are at least 45 °F and rising and the surface temperature is no more than 140 °F. Apply the latex paint in a wet film thickness of 6 ± 1 mil. Apply glass beads to the wet paint in a uniform pattern and at the rate of 12 pounds per gallon of paint.

**159.03.08 Traffic Direction**

Part A is changed to:

**A. Flagger.** Provide a flagger that has received formal training in flagging operations and the proper use of the STOP/SLOW paddle. The flagger must be able to demonstrate the abilities indicated in the current MUTCD and, when requested, demonstrate competency to the RE. Immediately replace flaggers who fail to demonstrate competency with a competent flagger. Ensure that flaggers wear a 360 degree high-visibility retroreflective orange safety garment meeting ANSI/ISEA Class 3, Level 2 standards. Ensure that the flagger is equipped with a STOP/SLOW paddle and follows MUTCD flagging procedures.

**B. Police.**
THIS SECTION IS DELETED AND REPLACED WITH THE FOLLOWING:

When local ordinance requires or as included in the plans, the pay item POLICE TRAFFIC DIRECTORS shall be utilized indicating the use of local uniformed police officers. An allowance has been provided for in the contract proposal for the estimated hours that Police Traffic Directors will be required during this project. The use of Police Traffic Directors will be discussed at the pre-construction meeting with the RE, Contractor, and local Traffic Safety Officer present. The Contractor will take the lead in scheduling police traffic directors with the approval of the RE. The Contractor will submit invoices to the RE for approval and then payment against the POLICE TRAFFIC DIRECTORS allowance.

It is the responsibility of the Contractor to notify the RE and police at least 24 hours in advance (or as required by the local Police Department) of cancelations or changes to work affecting the use of POLICE TRAFFIC DIRECTORS. Improper notice will result in any expenses related to POLICE TRAFFIC DIRECTORS to be subtracted from the Contractors invoices.

**159.04 MEASUREMENT AND PAYMENT**

THIS SUBSECTION IS CHANGED TO:

The Township will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| BREAKAWAY BARRICADE | UNIT |
| DRUM | UNIT |
| TRAFFIC CONE | UNIT |
| CONSTRUCTION SIGNS | SQUARE FOOT |
| POLICE TRAFFIC DIRECTORS | LUMP SUM |

There will be no separate measurement or payment for relocating traffic control devices as required or as directed.

THE FOLLOWING IS ADDED:

The Contractor will be reimbursed for the direct cost billed by the Police Department with no additional payments for overhead or profit. The Contractor shall provide invoices from the Police Department to the RE for reimbursement. An estimated amount to cover these reimbursements has been included in the proposal.

It is the intent of the project that any improvements that disturb pedestrian traffic areas will be reconstructed immediately upon disturbance/demolition to minimize any disturbance to pedestrian sidewalks, access and crosswalks. Should any prolonged disturbance or delays be encountered during construction the contractor shall install Temporary Sidewalk as required or as directed by the engineer in areas of high pedestrian traffic. No separate or individual payment shall be made for Temporary Sidewalk.

## SECTION 160 – PRICE ADJUSTMENTS

THE ENTIRE SECTION 160 IS CHANGED TO:

### 160.01 DESCRIPTION

This Section describes the requirements for price adjustments for fuel and asphalt usage.

### 160.02 MATERIALS

(Intentionally Blank)

### 160.03 PROCEDURE

#### 160.03.02 Asphalt Price Adjustment

The Department will make price adjustments for asphalt binder usage. The Department will calculate asphalt price adjustments based on the quantities of Items containing asphalt binder constructed.

Each month may be divided into two periods. Period one includes the first day of the month through the fourteenth day of the month. Period two includes the fifteenth day of the month through the last day of the month. Work starting on the fourteenth day of the month and continuing past midnight into the fifteenth day of the month will be included in period one for any price adjustments. Work continuing through midnight of the last day of the month into the first day of the next month will be included in period two.

THE THIRD PARAGRAPH IS CHANGED TO:

The price used for both the Basic and Monthly Price Indexes will be determined based on the performance grade of asphalt binder in the approved mix design for the asphalt mixture.

Price adjustments may result in an increased payment to the Contractor for increases in the price index and may result in a reduction in payment for decreases in the price index.

The Department will calculate the asphalt price adjustment by the following formula:

$$A = (MA - BA) \times T$$

Where:

A = Asphalt Price Adjustment

MA = Asphalt Price Index for work performed in the time period immediately before the estimate cutoff date.

BA = Basic Asphalt Price Index

T = Tons of New Asphalt Binder[1]

1. The Department will determine the weight of asphalt binder for price adjustment by multiplying the percentage of new asphalt binder in the approved job mix formula by the weight of the item containing asphalt binder. If a Hot Mix Asphalt Item has a payment unit other than ton, the Department will apply an appropriate conversion factor to determine the number of tons of asphalt binder used.

For Tack Coat, Prime Coat, MICRO SURFACING EMULSION, SLURRY SEAL EMULSION, and FOG SEAL SURFACE TREATMENT, the Department will calculate the weight of asphalt as follows:

$$T = G \times C \times 0.00428$$

C = Petroleum content of the product

Use 100% for Tack Coat 64-22 and Tack Coat 64E-22

Use 60% for Polymer Modified Tack Coat, and all other emulsified asphalts

G = Gallons furnished

The constant 0.00428 is derived from the conversion factor of tons per gallon using 8.345 lbs/gallon for water and a factor of 1.025 for the specific gravity of asphalt binder.

The Department will not calculate an asphalt price adjustment for FOG SEAL STRIP.

The monthly asphalt price index, as determined by the Department, will be the average of quotations from suppliers serving the area in which the Project is located, and will be determined by the Department. The Department will post the asphalt price index every month on the Department's website: https://www.state.nj.us/transportation/business/aashtoware/PriceIndex.shtm.

The Basic Asphalt Price Index will be the Index which is listed for the month prior to the receipt of bids. If the month prior to the receipt of bids has two Indexes, the Index in effect for the first day of the month will govern for the Basic Asphalt Price Index.

The Monthly Asphalt Price Index will be that for the month that the work is constructed in. If work is constructed over the course of two or more months for a particular pay estimate, then multiple Monthly Indexes will be used corresponding to the date that the work was performed.

If the Asphalt Price Index increases 50 percent or more over the basic asphalt price index, do not perform work on Items containing asphalt binder without written approval from the RE.

**160.03.01 Fuel Price Adjustment**

THE ENTIRE SUBPART IS CHANGED TO:

The Department will make price adjustments for fuel usage for Items listed in Table 160.03.01-1 and the Special Provisions. Each month may be divided into two periods. Period one includes the first day of the month through the fourteenth day of the month. Period two includes the fifteenth day of the month through the last day of the month. Work starting within period one and continuing past midnight of the fourteenth day into the fifteenth day of the month will be included in period one for any price adjustments. Work continuing past midnight of the last day of the month into the first day of the next month will be included in period two.

The Department will calculate fuel price adjustments based on the pay quantities of listed Items using the fuel usage factors listed in Table 160.03.01-1 and the Special Provisions.

Price adjustments may result in an increased payment to the Contractor for increases in the price index and may result in a reduction in payment for decreases in the price index.

If the as-built quantity of an Item eligible for fuel price adjustment differs from the sum of the quantities in the Estimates and the as-built quantity cannot be readily distributed among the time periods that the Item was constructed, then the Department will determine fuel price adjustment by distributing the difference in the same proportion as the Item's Estimate quantity is to the total of the Item's time period estimates.

**Table 160.03.01-1 Fuel Price Adjustments**

| Items | Fuel Usage Factor |
|---|---|
| EXCAVATION, UNCLASSIFIED | 0.50 Gallons per Cubic Yard |
| EXCAVATION, REGULATED MATERIAL | 0.50 Gallons per Cubic Yard |
| EXCAVATION, ACID PRODUCING SOIL | 0.50 Gallons per Cubic Yard |
| REMOVAL OF PAVEMENT | 0.25 Gallons per Square Yard |
| MICRO-MILLING | 0.25 Gallons per Square Yard |
| HMA MILLING, 3" OR LESS | 0.25 Gallons per Square Yard |

| Table 160.03.01-1 Fuel Price Adjustments | |
|---|---|
| **Items** | **Fuel Usage Factor** |
| HMA MILLING, MORE THAN 3" TO 6" | 0.25 Gallons per Square Yard |
| CONCRETE MILLING | 0.25 Gallons per Square Yard |
| HMA PROFILE MILLING | 0.25 Gallons per Square Yard |
| BREAKING PAVEMENT | 0.25 Gallons per Square Yard |
| RUBBLIZATION | 0.25 Gallons per Square Yard |
| SUBBASE | 1.00 Gallon per Cubic Yard |
| I-___ SOIL AGGREGATE | 1.00 Gallon per Cubic Yard |
| SOIL AGGREGATE BASE COURSE, ___ " THICK | 1.00 Gallon per Cubic Yard |
| SOIL AGGREGATE BASE COURSE, VARIABLE THICKNESS | 1.00 Gallon per Cubic Yard |
| DENSE-GRADED AGGREGATE BASE COURSE, ___ " THICK | 1.00 Gallon per Cubic Yard |
| DENSE-GRADED AGGREGATE BASE COURSE, VARIABLE THICKNESS | 1.00 Gallon per Cubic Yard |
| CONCRETE BASE COURSE, ___ " THICK | 0.25 Gallons per Square Yard |
| CONCRETE BASE COURSE, REINFORCED ___ " THICK | 0.25 Gallons per Square Yard |
| ASPHALT-STABILIZED DRAINAGE COURSE | 2.50 Gallons per Ton |
| OPEN-GRADED ___ FRICTION COURSE | 2.50 Gallons per Ton |
| HOT MIX ASPHALT ___ ___ ___ SURFACE COURSE | 2.50 Gallons per Ton |
| HOT MIX ASPHALT ___ ___ ___ SURFACE COURSE HIGH RAP | 2.50 Gallons per Ton |
| HOT MIX ASPHALT ___ ___ ___ INTERMEDIATE COURSE | 2.50 Gallons per Ton |
| HOT MIX ASPHALT ___ ___ ___ INTERMEDIATE COURSE HIGH RAP | 2.50 Gallons per Ton |
| HOT MIX ASPHALT ___ ___ ___ BASE COURSE | 2.50 Gallons per Ton |
| HOT MIX ASPHALT ___ ___ ___ BASE COURSE HIGH RAP | 2.50 Gallons per Ton |
| MODIFIED OPEN-GRADED ___ FRICTION COURSE ___ | 2.50 Gallons per Ton |
| ULTRA-THIN FRICTION COURSE | 2.50 Gallons per Ton |
| STONE MATRIX ASPHALT ___ SURFACE COURSE | 2.50 Gallons per Ton |
| HIGH PERFORMANCE THIN OVERLAY | 2.50 Gallons per Ton |
| BINDER RICH INTERMEDIATE COURSE | 2.50 Gallons per Ton |
| BRIDGE DECK WATERPROOFING SURFACE COURSE | 2.50 Gallons per Ton |
| NON-VEGETATIVE SURFACE, HOT MIX ASPHALT | 2.50 Gallons per Ton |
| NON-VEGETATIVE SURFACE COURSE, POROUS HOT MIX ASPHALT | 2.50 Gallons per Ton |
| COLOR-COATED NON-VEGETATIVE SURFACE, HOT MIX ASPHALT | 2.50 Gallons per Ton |
| CONCRETE SURFACE COURSE, ___ " THICK | 0.25 Gallons per Square Yard |
| CONCRETE SIDEWALK, 4" THICK | 0.25 Gallons per Square Yard |
| CONCRETE SIDEWALK, 5" THICK | 0.25 Gallons per Square Yard |
| CONCRETE SIDEWALK, 6" THICK | 0.25 Gallons per Square Yard |
| CONCRETE SIDEWALK, 8" THICK | 0.25 Gallons per Square Yard |
| CONCRETE SIDEWALK, REINFORCED, 6" THICK | 0.25 Gallons per Square Yard |
| CONCRETE SIDEWALK, REINFORCED, 8" THICK | 0.25 Gallons per Square Yard |
| DIAMOND GRINDING OF CONCRETE SURFACE COURSE | 0.25 Gallons per Square Yard |
| DIAMOND GRINDING EXISTING CONCRETE PAVEMENT | 0.25 Gallons per Square Yard |
| SLURRY SEAL AGGREGATE, TYPE II | 2.5 Gallons per Ton |
| SLURRY SEAL EMULSION | 0.10 Gallons per Gallon |
| CONCRETE BRIDGE APPROACH | 0.50 Gallons per Cubic Yard |
| CONCRETE CULVERT | 1.00 Gallon per Cubic Yard |
| CONCRETE FOOTING | 1.00 Gallon per Cubic Yard |

| Table 160.03.01-1 Fuel Price Adjustments | |
|---|---|
| **Items** | **Fuel Usage Factor** |
| CONCRETE WING WALL | 1.00 Gallon per Cubic Yard |
| CONCRETE PIER COLUMN PROTECTION, HPC | 1.00 Gallon per Cubic Yard |
| CONCRETE PIER COLUMNS AND CAP | 1.00 Gallon per Cubic Yard |
| CONCRETE ABUTMENT WALL | 1.00 Gallon per Cubic Yard |
| CONCRETE PIER SHAFT | 1.00 Gallon per Cubic Yard |
| CONCRETE PEDESTRIAN BRIDGE | 1.00 Gallon per Cubic Yard |
| CONCRETE BRIDGE DECK | 1.00 Gallon per Cubic Yard |
| CONCRETE BRIDGE DECK, HPC | 1.00 Gallon per Cubic Yard |
| CONCRETE BRIDGE SIDEWALK | 1.00 Gallon per Cubic Yard |
| CONCRETE BRIDGE SIDEWALK HPC | 1.00 Gallon per Cubic Yard |
| CONCRETE BRIDGE PARAPET | 1.00 Gallon per Cubic Yard |
| CONCRETE BRIDGE PARAPET HPC | 1.00 Gallon per Cubic Yard |
| 15" BY 32" CONCRETE BARRIER CURB, BRIDGE | 0.12 Gallon per Linear Foot |
| 24" BY 32" CONCRETE BARRIER CURB, BRIDGE | 0.17 Gallon per Linear Foot |
| 21" BY 34" CONCRETE BARRIER CURB, BRIDGE | 0.15 Gallon per Linear Foot |
| 24" BY 42" CONCRETE BARRIER CURB, BRIDGE | 0.21 Gallon per Linear Foo |
| CAST-IN-PLACE CONCRETE PILES, DRIVEN ___ " DIAMETER | 1.00 Gallon per Cubic Yard |
| RETAINING WALL, LOCATION NO.___ ___ | 0.10 Gallon per Square Foot |
| CONCRETE MEDIAN BARRIER, HPC | 0.16 Gallon per Linear Foot |
| 15" BY 41" CONCRETE BARRIER CURB | 0.28 Gallon per Linear Foot |
| 24" BY 32" CONCRETE BARRIER CURB | 0.17 Gallon per Linear Foot |
| 15" BY 54" CONCRETE BARRIER CURB | 0.15 Gallon per Linear Foot |
| 38" BY 79" CONCRETE BARRIER CURB | 0.40 Gallon per Linear Foot |
| 24" BY 39" CONCRETE BARRIER CURB | 0.18 Gallon per Linear Foot |
| 18 5/8" BY 65" CONCRETE BARRIER CURB | 0.20 Gallon per Linear Foot |
| 32" BY 41" CONCRETE BARRIER CURB | 0.24 Gallon per Linear Foot |
| 24" BY 41" CONCRETE BARRIER CURB | 0.19 Gallon per Linear Foot |
| 24" BY 45" CONCRETE BARRIER CURB | 0.19 Gallon per Linear Foot |
| 15" BY 35" CONCRETE BARRIER CURB, DOWELLED | 0.09 Gallon per Linear Foot |
| 15" BY VARIABLE HEIGHT CONCRETE BARRIER CURB | 0.28 Gallon per Linear Foot |
| 24" BY VARIABLE HEIGHT CONCRETE BARRIER CURB | 0.15 Gallon per Linear Foot |
| 15" BY VARIABLE HEIGHT CONCRETE BARRIER CURB, DOWELLED | 0.24 Gallon per Linear Foot |
| 24" BY VARIABLE HEIGHT CONCRETE BARRIER CURB, DOWELLED | 0.15 Gallon per Linear Foot |
| 19" BY 32" CONCRET BARRIER CURB, DOWELLED | 0.10 Gallon per Linear Foot |
| 24" BY 32" CONCRETE BARRIER CURB, DOWELLED | 0.13 Gallon per Linear Foot |
| 24 1/2" BY 53" CONCRETE BARRIER CURB, DOWELLED | 0.18 Gallon per Linear Foot |
| 24 1/2" BY VARIABLE HEIGHT CONCRETE BARRIER CURB, DOWELLED | 0.15 Gallon per Linear Foot |
| 24" BY 35" CONCRETE BARRIER CURB, DOWELLED | 0.13 Gallon per Linear Foot |
| GROUND MOUNTED BARRIER CURB | 0.15 Gallon per Linear Foot |
| 15" BY 51" F SHAPE CONCRETE BARRIER CURB | 0.34 Gallon per Linear Foot |
| 24 1/2" BY 51" F SHAPE CONCRETE BARRIER CURB | 0.23 Gallon per Linear Foot |
| 24 1/2" BY ___" F SHAPE CONCRETE BARRIER CURB, DOWELLED | 0.23 Gallon per Linear Foot |
| 15" BY VARIABLE HEIGHT F SHAPE CONCRETE BARRIER CURB, DOWELLED | 0.34 Gallon per Linear Foot |
| 15" BY ___" F SHAPE CONCRETE BARRIER CURB, DOWELLED | 0.34 Gallon per Linear Foot |

| Table 160.03.01-1 Fuel Price Adjustments | |
|---|---|
| **Items** | **Fuel Usage Factor** |
| VARIABLE WIDTH BY VARIABLE HEIGHT F SHAPE CONCRETE BARRIER CURB | 0.34 Gallon per Linear Foot |
| 9" BY 16" CONCRETE VERTICAL CURB | 0.04 Gallon per Linear Foot |
| 9" BY 18" CONCRETE VERTICAL CURB | 0.04 Gallon per Linear Foot |
| 9" BY 20" CONCRETE VERTICAL CURB | 0.04 Gallon per Linear Foot |
| 9" BY 22" CONCRETE VERTICAL CURB | 0.05 Gallon per Linear Foot |
| 9" BY 14" CONCRETE VERTICAL CURB | 0.03 Gallon per Linear Foot |
| 9" BY 4" CONCRETE VERTICAL CURB, DOWELLED | 0.01 Gallon per Linear Foot |
| 9" BY 6" CONCRETE VERTICAL CURB, DOWELLED | 0.01 Gallon per Linear Foot |
| 9" BY 8" CONCRETE VERTICAL CURB, DOWELLED | 0.02 Gallon per Linear Foot |
| 9" BY 10" CONCRETE VERTICAL CURB, DOWELLED | 0.02 Gallon per Linear Foot |
| 12” BY 13” CONCRETE SLOPING CURB | 0.04 Gallon per Linear Foot |
| 12" BY 3" CONCRETE SLOPING CURB, DOWELLED | 0.01 Gallon per Linear Foot |
| ___" BY ___" CONCRETE SLOPING CURB, DOWELLED | 0.01 Gallon per Linear Foot |
| 9" BY VARIABLE HEIGHT CONCRETE VERTICAL CURB | 0.04 Gallon per Linear Foot |
| 9" BY VARIABLE HEIGHT CONCRETE VERTICAL CURB, DOWELLED | 0.02 Gallon per Linear Foot |

| Table 160.03.01a-1 Additional Fuel Price Adjustments | |
|---|---|
| **Items** | **Fuel Usage Factor** |
| | |

If an item listed in Table 160.03.01-1 or the Special Provisions has a payment unit which differs from that listed in Table 160.03.01-1 or the Special Provisions, the Department will apply an appropriate conversion factor to determine the number of gallons of fuel used.

The Department will calculate fuel price adjustment using the following formula:

$$F = (MF - BF) \times G$$

Where:

F = Fuel Price Adjustment
MF = Fuel Price Index for work performed in the time period immediately before the estimate cutoff date.
BF = Basic Fuel Price Index
G = Gallons of Fuel for Price Adjustment

The Department will post the Fuel Price Index every month on the Department’s website: https://www.state.nj.us/transportation/business/aashtoware/PriceIndex.shtm.

The Basic Fuel Price Index is the Index which is listed for the month prior to the receipt of bids. For new work added that is eligible for Fuel Price Adjustment, the Basic Fuel Price Index is the index which is listed for the month the new work was added to the Contract. If the month prior to the receipt of bids or the month the new work was added has two Indices, the Index in effect for the first day of that month will govern for the Basic Fuel Price Index. If the Fuel Price Index increases by 50 percent or more over the Basic Fuel Price Index, do not perform any work involving Items listed in Table 160.03.01-1 or the Special Provisions without written approval from the RE.

### 160.03.02 Asphalt Price Adjustment

The Department will make price adjustments for asphalt binder usage. The Department will calculate asphalt price adjustments based on the quantities of Items containing asphalt binder constructed.

Each month may be divided into two periods. Period one includes the first day of the month through the fourteenth day of the month. Period two includes the fifteenth day of the month through the last day of the month. Work starting on the

fourteenth day of the month and continuing past midnight into the fifteenth day of the month will be included in period one for any price adjustments. Work continuing through midnight of the last day of the month into the first day of the next month will be included in period two.

The Asphalt Price Adjustment will be separated between ashpalt binder grades PG 64S-22 and PG 64E-22. The price used for both the Basic and Monthly Price Indexes will be determined based on the performance grade of asphalt binder in the approved mix design for the asphalt mixture.

Price adjustments may result in an increased payment to the Contractor for increases in the price index and may result in a reduction in payment for decreases in the price index.

The Department will calculate the asphalt price adjustment by the following formula:

$$A = (MA - BA) \times T$$

Where:

A = Asphalt Price Adjustment

MA = Asphalt Price Index for work performed in the time period immediately before the estimate cutoff date.

BA = Basic Asphalt Price Index

T = Tons of New Asphalt Binder[1]

1. The Department will determine the weight of asphalt binder for price adjustment by multiplying the percentage of new asphalt binder in the approved job mix formula by the weight of the item containing asphalt binder. If a Hot Mix Asphalt Item has a payment unit other than ton, the Department will apply an appropriate conversion factor to determine the number of tons of asphalt binder used.

For Tack Coat, Prime Coat, MICRO SURFACING EMULSION, SLURRY SEAL EMULSION, and FOG SEAL SURFACE TREATMENT, the Department will calculate the weight of asphalt as follows:

$$T = G \times C \times 0.00428$$

C = Petroleum content of the product

Use 100% for Tack Coat 64-22 and Tack Coat 64E-22

Use 60% for Polymer Modified Tack Coat, and all other emulsified asphalts

G = Gallons furnished

The constant 0.00428 is derived from the conversion factor of tons per gallon using 8.345 lbs/gallon for water and a factor of 1.025 for the specific gravity of asphalt binder.

The Department will not calculate an asphalt price adjustment for FOG SEAL STRIP.

The monthly asphalt price index, as determined by the Department, will be the average of quotations from suppliers serving the area in which the Project is located, and will be determined by the Department. The Department will post the asphalt price index every month on the Department's website: https://www.state.nj.us/transportation/business/aashtoware/PriceIndex.shtm.

The Basic Asphalt Price Index will be the Index which is listed for the month prior to the receipt of bids. If the month prior to the receipt of bids has two Indexes, the Index in effect for the first day of the month will govern for the Basic Asphalt Price Index.

The Monthly Asphalt Price Index will be that for the month that the work is constructed in. If work is constructed over the course of two or more months for a particular pay estimate, then multiple Monthly Indexes will be used corresponding to the date that the work was performed.

If the Asphalt Price Index increases 50 percent or more over the basic asphalt price index, do not perform work on Items containing asphalt binder without written approval from the RE.

THE FOLLOWINGS IS ADDED:

**160.04 MEASUREMENT AND PAYMENT**
THE SUBSECTION IS CHANGED TO:

The Department will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| FUEL PRICE ADJUSTMENT | DOLLAR |
| ASPHALT PRICE ADJUSTMENT | DOLLAR |

THE FOLLOWING SECTION IS ADDED:

# SECTION 162 - CONTRACT ALLOWANCE

## 162.01 DESCRIPTION

This Section describes the requirements for contract allowance.

## 162.02 PROCEDURE

The Schedule of Prices includes a Pay Item for Contract Allowance for changes in the scope of Work. There is no guarantee that any of these funds will need to be used during the course of the Work.

### 162.02.01 Changes in the Scope of Work and Allowance for Unforeseen Conditions.

The Township will address changes in the scope of work as follows:

A change in the scope of work is a change that causes the work to substantially differ in kind or nature from the original proposed construction. The Municipality may make payment for a change in the scope of work whether the change directly causes a change in the character of the work or causes other work to become significantly different in character. Efficiencies or inefficiencies resulting from minor increases or decreases in quantities of work are not a change in the scope of work. If a change in the scope of the work results in a decreased cost to perform the work, the Township will revise the price to reflect this reduced cost.

For changes in the scope of work, the Township will base the modification on the difference between what the actual cost to perform the work of the Item or portion thereof involved would have been if there were no change, and the actual cost of performing the work or portion of work as changed. The modification shall only apply to the portion of the work for an Item actually affected by the change.

No work is to be performed under CONTRACT ALLOWANCE without written authorization from the Engineer.

THE FOLLOWING HAS BEEN ADDED:

## 162.04 MEASUREMENT AND PAYMENT

The Township will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| CONTRACT ALLOWANCE | LUMP SUM |

The Contract quantity of CONTRACT ALLOWANCE is a lump sum allowance, and the engineer has inserted a bid price in the Schedule of Prices.

Payment shall not be requested if no work is done under CONTRACT ALLOWANCE. To qualify for payment, work must be authorized by the Engineer in writing.

# DIVISION 200 – EARTHWORK

## SECTION 201 – CLEARING SITE

### 201.01 DESCRIPTION

THE FOLLOWING IS ADDED:

Clearing Site shall also include the removal and/or resetting/relocation of all signs, the repair of any damaged sprinklers, concrete sign posts, fences and all existing features/obstructions, either standing or felled within the limits of construction of the project, as shown on the plans or as directed by the engineer, for which no specific pay item is provided for in the contract. Work also includes removal of pavement reflectors and castings. All trees less than 6" in diameter as measured at 4' from grade will be removed under this item. Tree trimming of all trees as directed by the Township will be included under this item.

In the performance of the work under this item, the Contractor will be held responsible for any damage to existing construction that is to remain in place. The Contractor shall use extreme care and exercise every precaution necessary to prevent damage or injury thereto. Any damage as a result of the Contractor's operations shall be repaired or replaced by him to the satisfaction of the Engineer at no additional expense to the Township.

**201.03.01 Clearing Site**

PART A IS CHANGED TO:

**A. Preparation.** Construct SESC measures, as specified in 158.03.02, before clearing site.

### 201.04 MEASUREMENT AND PAYMENT

THE SUBSECTION IS CHANGED TO:

The Department will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| CLEARING SITE | LUMP SUM |

THE FOLLOWING IS ADDED:

CLEARING SITE to be paid as follows:

- 25% Paid upon completion of all drainage improvements or a reduced percentage as determined by the engineer should all drainage improvements not be completed at the time of an intermediate payment.
- 25% Paid Upon completion of concrete curb/sidewalk/driveway improvements or a reduced percentage as determined by the engineer should all concrete curb/sidewalk/driveway not be completed at the time of an intermediate payment.
- 25% Paid upon completion of all Hot Mix Asphalt Items or a reduced percentage as determined by the engineer should all Hot Mix Asphalt Items not be completed at the time of an intermediate payment.
- 25% shall be retained and paid upon final payment.

## SECTION 202 – EXCAVATION

### 202.01 DESCRIPTION

THE FOLLOWING IS ADDED:

Excavation shall include all roadway and alternate roadway work and grading including excavation and removal of pavement of any and all material as required within the project limits where unsuitable material has been encountered as directed by the Engineer. Under this item the Contractor shall be required to provide existing cores of the roadway section in those locations directed by the Engineer.

**202.02 MATERIALS**
THE FOLLOWING MATERIALS ARE ADDED:

Dense-Graded Aggregate ..... 901.10
HMA ..... 902.02

**202.03 CONSTRUCTION**

**202.03.02 Excavation, Test Pit**

THE FOLLOWING IS ADDED AFTER THE LAST PARAGRAPH:

For test pits within the existing pavement structure, backfill and restore the pavement structure to match the surrounding pavement. Provide necessary traffic control during the test pit operation.

THE FOLLOWING IS CHANGED TO:

**202.03.03 Excavation, Base Repair, 12" Deep**

**A. Excavating.**
THE FIRST SENTENCE OF THE SIXTH PARAGRAPH IS DELETED.

**202.04 MEASUREMENT AND PAYMENT**

THIS SUBSECTION IS CHANGED TO:

The Department will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| EXCAVATION, TEST PIT (IF & WHERE DIRECTED) | CUBIC YARD |
| ROCK EXCAVATION, UNCLASSIFIED (IF & WHERE DIRECTED) | CUBIC YARD |
| EXCAVATION, BASE REPAIR, 12" DEEP | CUBIC YARD |

THE FOLLOWING IS ADDED:

The quantity for roadway excavation will be measured by the cubic yard. The Engineer or the Engineer's representative must be present during the excavation to determine and record the limits of roadway excavation. Any over excavation completed without the supervision of the Engineer or the Engineer's representative will not be considered for payment.

# DIVISION 300 – SUBBASE AND BASE COURSES

## SECTION 302 – AGGREGATE BASE COURSE

**302.01 DESCRIPTION**

THE FOLLOWING IS ADDED:

Select Fill shall be used on an as needed and as directed basis to bring subbase areas to grade and/or to replace unsuitable material encountered during the installation of applicable utilities.

**302.02 MATERIALS**

THE FOLLOWING IS ADDED:

Select Fill shall be defined as I-10 material.

**302.04 MEASUREMENTS AND PAYMENT**

THE FOLLOWING ITEMS ARE ADDED:

| Item | Pay Unit |
|---|---|
| SELECT FILL (IF AND WHERE DIRECTED) | CUBIC YARD |
| DENSE-GRADED AGGREGATE BASE COURSE, 6” THICK | SQUARE YARD |

# DIVISION 400 – PAVEMENTS

## SECTION 401 – HOT MIX ASPHALT (HMA) COURSES

**401.02.01 Materials**

THE FIRST ITEM IS CHANGED TO:

Tack Coat 64-22, PG 64S-22 ..... 902.01.01

**401.03.01 Milling**

THE FOLLOWING IS ADDED:

It shall be the CONTRACTOR'S responsibility to dispose of milled material, not re-used within the project limits. Milled materials shall be disposed of at a New Jersey Class "B" recycling facility. Documentation from the approved disposal facility showing the weight of material removed shall be provided to the municipality within 15 days of acceptance by the disposal facility.

**A. HMA Milling.**

THE LAST PARAGRAPH IS CHANGED TO:

The time interval between milling of pavement and resurfacing shall not exceed 72 hours. Shorter time interval requirements shall be as directed by the RE based upon field conditions and provided that the conditions do not deteriorate the pavement or impact the safety of the public. At no time shall the roadway pavement be left in a milled state over a weekend.

**401.03.03 HMA Pavement Repair**

THE TITLE AND ENTIRE SUBSECTION IS CHANGED TO:

**401.03.03 HMA Repair**

**A. HMA Pavement Repair.** Arrange a project site meeting with the RE to establish the limits of HMA pavement repair. Additional repairs, not delineated on the Plans or by the RE during the project site meeting, may be required if the need is established by the RE.

If potholes are discovered, notify the RE immediately. The RE may immediately direct repairs of small areas. The RE may require further evaluation of a large area to determine the need for additional milling and paving.

Perform HMA repairs as a separate operation before milling, paving, and other surface treatments. The Contractor may request approval of the RE to perform the repair work as one operation with the paving or surface treatment.

HMA repairs may be performed on full depth HMA pavement or on composite pavement (HMA over concrete pavement). For full depth HMA pavement, sawcut existing HMA pavement to a depth of 8 inches. For composite pavement, sawcut existing HMA to a depth of 8 inches or up to the top of concrete, whichever is less. Sawcut lines parallel and perpendicular to the roadway baseline and 3 inches away, at the closest point, from the damaged area to be repaired.

Remove damaged and loose material within the boundary of the sawcuts to form rectangular openings with vertical sides to a depth of 8 inches for HMA pavement, or to the top of concrete for composite pavement. A milling machine may be used to remove damaged pavement to form the repair areas if approved by the RE.

After the existing damaged HMA and loose material has been removed, the RE will examine underlying material to determine its condition.

If the base of the repair area is unbound material, then shape and compact the unbound material to produce a firm and level base.

If water exists in the area, remove the underlying material to the depth as directed by the RE. Place geotextile, then place and compact coarse aggregate to required grade to provide for a minimum 8 inch thick HMA pavement repair. Compact coarse aggregate as specified in 203.03.02.B.3.

If the base of the repair is HMA or concrete pavement, then ensure that the remaining pavement is cleaned and dry prior to applying tack coat.

Apply tack coat at an application rate of 0.15 gallons per square yard to the vertical surfaces and base of the opening. Spread and grade HMA surface course mix in the opening as specified for the roadway surface or a HMA surface course mix approved by the RE. Ensure that the temperature of the HMA when placed is at least 250 °F, and compact as specified in 401.03.07.F. Compact areas not accessible to rollers with a flat face compactor. Compact until the top of the patch is flush with, or 1/8 inch higher than, the adjacent pavement surface.

Reuse removed material as specified in 202.03.03.C.1.

**B. HMA Longitudinal Joint Repair.** Arrange a project site meeting with the RE to establish the limits of HMA longitudinal repair areas. Additional repairs, not delineated on the Plans or by the RE during the project site meeting, may be required if the need is established by the RE.

Mill 2 feet wide, unless directed otherwise by the RE, centered over the HMA longitudinal joint, rumble strip, longitudinal distress areas or any combination of the three, as shown on the Plans and as directed by the RE. Mill to a minimum 2 inches in depth, or as required to remove the damaged pavement. For distress areas wider than 4 feet, the RE may direct the use of HMA pavement repair as specified in 401.03.03.A.

Clean the milled area as specified in 401.03.01.A. Obtain RE approval of the repair area before proceeding with the repair.

Apply polymerized joint adhesive to the vertical surfaces of the repair area as specified in 401.03.04. Apply tack coat as specified in 401.03.05 at an application rate of 0.15 gallons per square yard to the bottom surface of the repair area. Obtain RE approval of the repair area before proceeding with the repair. Spread and grade Hot Mix Asphalt 12.5M64 Surface Course in the repair area as specified in 401.03.07.E. Ensure that the temperature of the HMA when placed and compacted is at least 250 ºF. Compact as specified in 401.03.07.F, ensuring that the top of the compacted HMA is flush with, or not greater than 1/8 inch higher than, the adjacent pavement surface.

Reuse removed material as specified in 202.03.03.C.1.

**401.03.05 Tack Coat**

THE FOLLOWING IS ADDED AFTER THE FOURTH PARAGRAPH:

The Department will perform verification testing of tack coat application rate according to ASTM D2995, Option A, within the first 300 feet of each paving operation for each lane of paving, except that only one pad assembly will be used for the transverse application rate and the longitudinal application rate will not be verified. Prior to tack coat application, allow the RE access to set geotextile pads for the initial verification test. After passing over the pads with the tack distributor, allow the RE time to perform the verification test and calculation. If the application rate is determined to be outside the rate specified in Table 401.03.05-1, stop the tack coat and paving operations, make the required adjustments to achieve a proper application rate, and allow the RE to perform an additional verification test within the next 300 feet. Allow the RE to perform additional tests until the correct application rate is achieved. Retack areas that are insufficiently coated. The frequency of testing may be increased based on a visual inspection or at the discretion of the RE.

**401.03.07 HMA Courses**

**A. Paving Plan.**
PART (4) IS CHANGED TO:

4. Lighting plan for night operations as specified in 108.06.

**C. Test Strip**

REPLACE THE FIRST PARAGRAPH OF THIS SECTION WITH THE FOLLOWING:

**Test Strip.** Construct a test strip for each HMA mix for contracts with more than a total of 5,500 tons of HMA. For HMA HIGH RAP, construct the test strip at least 14 days prior to production. Test strips are not necessary for temporary pavement. Ensure that the tack coat or prime coat has been placed as specified in 401.03.05 and 401.03.06, before placing HMA. Transport and deliver, spread and grade, and compact as specified in 401.03.07.D, 401.03.07.E, and 401.03.07.F, respectively, and according to the approved paving plan. Construct a test strip for the first 700 to 1,200 square yards placed for each job mix formula. If the paving lot area is less than 700 square yards, the District Local Aid Office may waive the coring requirements. While constructing the test strip, record the following information and submit to the RE:

**D. Transportation and Delivery of HMA.**

THE SECOND SENTENCE OF THE FIRST PARAGRAPH IS CHANGED TO:

Do not allow trucks to leave the plant within 1 hour of sunset unless lighting for night operations is provided as specified in 108.06.

THE SECOND PARAGRAPH IS CHANGED TO:

Ensure that weigh tickets are signed and sealed by a certified weighmaster. Individual weigh tickets do not need to be signed and sealed if using an automated batching plant or automated drum plant.

THE FOURTH PARAGRAPH IS CHANGED TO:

When using an automated batching plant, obtain weigh tickets from the printer used in conjunction with an automated batching and mixing system. Ensure the printed ticket shows the individual weights of the various components of the HMA in a batch, the total weight of each batch, and the sum of all batch weights in the truckload. If using an automated batching plant or automated drum plant, at the completion of each day's work, provide certification from the weighmaster that the total net weight supplied was correct.

**E. Spreading and Grading.**

**G. Opening to Traffic.**

THE FOLLOWING IS ADDED AFTER THE LAST PARAGRAPH:

Ensure that RPMs are installed and rumble strips are constructed within 14 days of opening each day's surface paving to traffic.

**H. Air Void Requirements**

FOR LOCAL AID PROJECTS, THIS SUBSECTION IS REPLACED BY THE FOLLOWING.

Pavement lots are defined as approximately 15,000 square yards of pavement in Surface area. If pavement lot area is less than 5000 square yards, the Local Aid District Office may waive the air voids requirements.

The RE will designate an independent testing agency (Laboratory) to perform the quality assurance sampling, testing and analysis. The Laboratory is required to be accredited by the AASHTO Accreditation Program (www.amrl.net). The Laboratory's accreditation must include AASHTO T 166 and AASHTO T 209.

The Laboratory Technician who performs the quality assurance sampling shall be certified by the Society of Asphalt Technologists of New Jersey as an Asphalt Plant Technologist, Level 2.

The Laboratory will determine air voids from 5 (Five) 6 inch diameter cores taken from each lot in random locations within the traveled way and at least one core in each travel lane. The HMA Core Sampling Plan form provided on the Local Aid Website must be utilized by the Laboratory to determine the random locations of the cores. The Laboratory may rerun the random location functions on the HMA Core Sampling Plan form to resolve any conflicts generated by the HMA Core Sampling Plan form and physical limitations of the HMA lot, such as utility conflicts, or the specifications

defined herein. The coring locations must be designated by a station and offset, and offsets are taken from the left edge of the pavement in the direction of travel within the lane lines. The Laboratory must disclose the contents of the HMA Core Sampling Plan with the Contractor to assist in the schedule of construction.

The Laboratory will determine air voids of cores from the values for the maximum specific gravity of the mix and the bulk specific gravity of the core. The Laboratory will determine the maximum specific gravity of the mix according to NJDOT B-3 and AASHTO T 209, except that minimum sample size may be waived in order to use a 6-inch diameter core sample. The Laboratory will determine the bulk specific gravity of the compacted mixture by testing each core according to AASHTO T 166.

The Laboratory will calculate the percent defective (PD) as the percentage of the lot outside the acceptable range of 2 percent air voids to 8 percent air voids. The acceptable quality limit is 15 percent defective. For lots in which PD > 15, the Department will assess a negative pay adjustment.

The Laboratory will use and submit to the RE the DS8S-PD form provided on the Local Aid Website and verify manually the PD calculation.

The Laboratory will calculate pay adjustments based on the following:

1. **Sample Mean ($\bar{X}$) and Standard Deviation (S) of the N Test Results (X1, X2,…, XN).**

$$\bar{X} = \frac{(X_1 + X_2 + \cdots + X_N)}{N}$$

$$S = \sqrt{\frac{(X_1 - \bar{X})^2 + (X_2 - \bar{X})^2 + \cdots + (X_N - \bar{X})^2}{N - 1}}$$

2. **Quality Index (Q).**

$$Q_L = \frac{(\bar{X} - 2.0)}{S}$$

$$Q_U = \frac{(8.0 - \bar{X})}{S}$$

3. **Percent Defective (PD).** Using NJDOT ST for the appropriate sample size, the Laboratory will determine $PD_L$ and $PD_U$ associated with $Q_L$ and $Q_U$, respectively. $PD = PD_L + PD_U$

4. **Reduction Per Lot.** Calculate the reduction per lot as specified in Table 401.03.07-3:

Table 401.03.07-3

Reduction in Payment for Nonconformance to Air Void Requirements

| Percent Defective (PD) Per Lot | Reduction Per Lot (%) |
|---|---|
| $0 < PD \leq 15$ | 0 |
| $15 < PD \leq 30$ | 0.5 |
| $30 < PD \leq 35$ | 2 |
| $35 < PD \leq 40$ | 10 |
| $40 < PD \leq 45$ | 15 |
| $45 < PD \leq 50$ | 20 |
| $50 < PD \leq 60$ | 30 |
| $60 < PD \leq 75$ | 45 |
| $PD > 75$ | Remove & Replace |

**5.** **Outlier Detection.** If $PD < 10$, the Laboratory will not screen for outliers. If $PD \geq 10$, the Laboratory will screen acceptance cores for outliers using a statistically valid procedure. The following procedure applies only for a sample size of 5 or 10.

1. The Laboratory will arrange the core results in ascending order, in which $X_1$ represents the smallest value and $X_N$ represents the largest value.
2. If $X_N$ is suspected of being an outlier, the Laboratory will calculate:

$$R = \frac{X_N - X_{(N-1)}}{X_N - X_1}$$

3. If $X_1$ is suspected of being an outlier, the Laboratory will calculate:

$$R = \frac{X_2 - X_1}{X_N - X_1}$$

4. For N = 5 if R > 0.642, the value is judged to be statistically significant and the core is excluded.
   For N = 10 if R > 0.412, the value is judged to be statistically significant and the core is excluded.

If an outlier is detected for N = 5 and no retest is warranted, the Contractor may replace that core by taking an additional core at the same offset and within 5 feet of the original station. If an outlier is detected and a retest is justified, take a replacement core for the outlier at the same time as the 5 additional retest cores are taken. If the outlier replacement core is not taken within 15 days, the Laboratory will use the initial core results to determine reduction per lot.

If an outlier is detected for N = 10, the Contractor may replace that core by taking an additional core at the same offset and within 5 feet of the original station. If the outlier replacement core is not taken within 15 days, the Laboratory will use the initial core results to determine the reduction per lot.

**6.** **Retest.** If the initial series of 5 cores produces a percent defective value of $PD \geq 30$ for mainline or ramp lots, or $PD \geq 50$ for other pavement lots, the Contractor may elect to take an additional set of 5 cores at random locations chosen by the HMA Core Sampling Plan form. Take the additional cores within 15 days of receipt of the initial core results. If the additional cores are not taken within the 15 days, the Laboratory will use the initial core results to determine the PPA. If the additional cores are taken, the Laboratory will recalculate the reduction per lot using the combined results from the 10 cores.

**7.** **Removal and Replacement.** If the final lot $PD \geq 75$ (based on the combined set of 10 cores or 5 cores if the Contractor does not take additional cores), remove and replace the lot and all overlying work. The replacement

work is subject to the same requirements as the initial work.

For shoulder lots, the Department will assess the calculated reduction per lot instead of removal and replacement. Fog seal the lot as specified in 422.03.01.

**I. Thickness Requirements**

DELETE THIS SUBSECTION AND REPLACE THIS SUBSECTION'S CONTENTS WITH THE FOLLOWING:

This subsection is deleted. In no instance will a compacted average thickness of less than 1.25 inches be acceptable.

**J. Ride Quality Requirements.**

The Department will evaluate the ride quality of the final riding surface of all constructed pavement on the project, for routes designated as National Highway System (NHS) and routes under NJDOT jurisdiction, using the International Roughness Index (IRI) according to ASTM E 1926. All NHS roadways are listed on the Department's website here. The Department may evaluate ride quality of other routes not designated as NHS or under NJDOT jurisdiction. The final riding surface is defined as the last lift of the pavement structure where traffic will be allowed. The pavement will be evaluated using the current average IRI (C) to select the target IRI (T) from Table 401.03.07-8. The current average IRI (C) is defined as the preconstruction ride quality measured not more than two years from the start of the project pavement construction.

The RE will designate an independent testing agency to perform the ride quality testing and analysis. The testing agency is required to comply with testing and certification requirements according to NJDOT R-1. If the current average IRI (C) is not available, then the testing agency will test, analyze and report ride quality before pavement construction to measure current average IRI (C). The testing agency will use and submit to the RE the IRI Testing Summary Report form provided from The Local Aid District Office and verify manually the pay adjustment calculation.

Current IRI data for paving routes designated NHS or NJDOT jurisdiction can be made available by request by contacting Shahid Haji and Peter Brzostowski at Shahid.Haji@dot.nj.gov and Peter.Brzostowski@dot.nj.gov. Municipal or county officials may request IRI information through this process. Contractors, consultants, and bidding parties shall not request IRI values through this process for their own benefit.

For projects paving routes designated NHS or NJDOT jurisdiction on mainline travel lanes equal to or greater than 2,500 feet length and any lane within the project of at least 1,000 feet length, the Department will evaluate the ride quality of the final riding surface of the mainline travel lanes using IRI. The Department will use the measured IRI to calculate the pay adjustment (PA) using pay adjustment equation (PAE) type PA1 as specified in Table 401.03.07-7. PA will be based on lots of 0.01 mile length. The PA will be zero for acceptable quality and negative for inferior quality work.

For projects paving routes designated NHS or NJDOT jurisdiction on mainline travel lanes of less than 2,500 feet length, the RE will visually inspect the final riding surface. Based on visual inspection, if the RE determines that the work may not conform to the ride quality requirements, then the Department will evaluate the ride quality of the final riding surface using IRI. Visual inspection by the RE is considered sufficient grounds for such evaluation. The Department will use the measured IRI to calculate the PA using pay equation type PA1 as specified in Table 401.03.07-7.

For paving on ramps and shoulders, the RE will visually inspect the final riding surface. Based on visual inspection, if the RE determines that the work may not conform to the ride quality requirements, then the Department will evaluate the ride quality of the final riding surface using IRI. Visual inspection by the RE is considered sufficient grounds for such evaluation. The Department will use the measured IRI to calculate the pay adjustment using pay equation type PA2 as specified in Table 401.03.07-7.

When paving over bridge structures on NHS or NJDOT jurisdiction roadways, the Department will use the measured IRI to calculate the pay adjustment using pay equation type PA3 as specified in Table 401.03.07-7.

For paving on Local roadways other than NHS and NJDOT jurisdiction on mainline travel lanes equal to or greater than 2,500 feet length and any lane within the project of at least 1,000 feet length, the Department may evaluate the ride quality of the final riding surface of the mainline travel lanes using IRI. Local roadways are defined as municipal and county roads that are not designated as part of the NHS. The Department will use the measured IRI to calculate the pay adjustment (PA) using pay adjustment equation (PAE) type PA4 as specified in Table 401.03.07-7.

1. **Smoothness Measurement.** The Department will test the longitudinal profile of the final riding surface for ride quality with a Class 1 Inertial Profiling System according to NJDOT R-1. If project conditions preclude the use of the Class 1 Inertial Profiling System, the Department will use a Class 1 Walking Profiler or lightweight profiler.

2. **Quality Control Testing.** Perform quality control testing during lift placement to ensure compliance with the ride quality requirements specified in Table 401.03.07-8.

3. **Preparation for IRI Testing.** Notify the RE when all paving is complete and the RE will request IRI testing by independent testing agency. Provide traffic control when the independent testing agency performs IRI testing. Perform mechanical sweeping of the surface before IRI testing. To facilitate auto triggering on laser profilers, place a single line of temporary pavement marking tape perpendicular to the roadway baseline at the beginning and end of each lane, shoulder, and ramp to be tested or as per direction of the independent testing agency. Submit the actual stationing for each temporary pavement marking tape location to the RE.

4. **Quality Acceptance.** The Department will determine acceptance and provide PA based on the following:

    a. **Pay Adjustment.** The acceptable IRI for the roadway pavement will be the target IRI (T) from Table 401.03.07-8 rounded to the nearest whole number for which full payment will be made and will be determined using the latest available current average IRI (C) data. The number of lots for final pay adjustment will be reduced by the number of lots excluded for each segment shown in Table 401.03.07-7. Lots excluded from final PA will be those with the highest recorded IRI numbers for respective roadway and bridge deck segments. A single average IRI value and the corresponding PA for each 0.01 mile lot will be reported. IRI units are in inches per mile.

**Table 401.03.07-7 Pay Adjustment Equations (PAE) for Ride Quality**

| Pay Equation Type | Exclusions | Pay Equations | |
|---|---|---|---|
| PA1 | As shown in the Special Provisions Table 401.03.07-7A | IRI<T | PA1=PAE (see note 2) |
| | | T≤IRI≤170 | PA1=PAE |
| | | IRI>170 | PA1= -A or Corrective action |
| PA2 | Will include, if tested | IRI ≤ 120 | PA2 =0 |
| | | 120 < IRI ≤ 170 | PA2 = (IRI − 120) x (−$5.00) |
| | | IRI>170 | Maximum Negative Pay or Corrective action |
| PA3 | Will include, if tested | IRI≤120 | PA3=0 |
| | | 120<IRI≤170 | PA3=PAE |
| | | IRI>170 | PA3= -A or Corrective action |
| PA4 | Will include, if tested | IRI ≤ T | PA4=0 |
| | | T < IRI ≤ T+80 or 170 whichever is higher | PA4 = (IRI − T) x (−$1.25) |
| | | IRI>T+80 or 170 whichever is higher | Maximum Negative Pay or Corrective action |

$$PAE = \frac{\mathrm{A}}{-37.75347 \times \log_e(T) + 194.87} - \frac{\mathrm{A}}{-37.75347 \times \log_e(IRI) + 194.87}$$

$$\mathrm{A} = 1267.2\left[\frac{\mathrm{M}}{9} + \frac{\mathrm{PD}}{150}\right]$$

P = Bid price of last lift of the pavement structure to be evaluated or price listed in table 401.03.07-7B, whichever is higher, per Ton
D[1] = Design thickness of last lift to be evaluated, Inch
M = Bid price of Milling, per Square Yard
T = Target IRI

1. For various design thicknesses of last lift to be evaluated within a segment, calculate the thickness using the following equation:

$$\text{Design thickness of last lift to be evaluated (D)} = \frac{\mathrm{D_1N_1} + \mathrm{D_2N_2} + \cdots \mathrm{D_NN_N}}{\mathrm{N_1} + \mathrm{N_2} + \mathrm{N_3} + \cdots \mathrm{N_N}}$$

Where:
$D_N$ = Design thickness of the last lift to be evaluated of N sections having same mix, Inch
$N_N$ = Number of lots of N section with design thickness $D_N$ of last lift to be evaluated

2. Positive pay adjustment will be used to offset negative pay adjustment. Total pay adjustment for each lane will not be greater than zero, but may result in a negative pay adjustment.

THE FOLLOWING IS ADDED:

**Table 401.03.07-7A Exclusions for Resurfacing or Reconstruction**

| Roadway | Lane Number | Exclusions |
|---|---|---|

Lane designation is by increasing numbers from left to right in the direction of traffic with left lane being Lane 1.

**Table 401.03.07-7B Minimum Value of P**

| Surface Course Mix | P |
|---|---|
| Hot Mix Asphalt (Dense Graded) with PG 64-22 binder | $60.00 |
| Hot Mix Asphalt (Dense Graded) with PG 64E-22 binder | $70.00 |
| Stone Matrix Asphalt, High Performance Thin Overlay, Ultra-Thin Friction Course, Open Graded or Gap Graded Mixes not specified in this table | $80.00 |
| Bridge Deck Waterproof Surface Course | $250.00 |

**Table 401.03.07-8 Target IRI for Resurfacing or Reconstruction (T)[3]**

| Roadway Type | Current average IRI (C) | New Construction or Reconstruction | Number of Operation for other than New Construction or Reconstruction[5] | | | |
|---|---|---|---|---|---|---|
| | | | One[4] | Two[4] | Three[4] | Four or More[4] |
| | | | Target IRI (T) | | | |
| NHS & NJDOT Freeways or Limited Access Highways | ≤ 60 | 50 | 50 | 50 | 50 | 50 |
| | 61 to ≤95 | | 53 | 50 | 50 | 50 |
| | 96 to ≤170 | | 55 | 53 | 50 | 50 |
| | 171 to≤200 | | 0.64C[7] | 55 | 53 | 50 |
| | 201 to ≤285 | | | 58 | 55 | 50 |
| | >286[8] | | | 60 | 58 | 53 |

| | | | | | | |
|---|---|---|---|---|---|---|
| NHS & NJDOT Roadways other than Freeways or Limited Access Highways with speed limit > 35 MPH | ≤ 60 | 60 | 60 | 60 | 60 | 60 |
| | 61 to ≤95 | | 63 | 60 | 60 | 60 |
| | 96 to ≤170 | | 66 | 63 | 60 | 60 |
| | 171 to≤200 | | 0.64C[7] | 66 | 63 | 60 |
| | 201 to ≤285 | | | 69 | 66 | 60 |
| | >286[8] | | | 72 | 69 | 63 |
| NHS & NJDOT Roadways other than Freeways or Limited Access Highways with speed limit ≤ 35 MPH | ≤ 60 | 70 | 70 | 70 | 70 | 70 |
| | 61 to ≤95 | | 74 | 70 | 70 | 70 |
| | 96 to ≤170 | | 77 | 74 | 70 | 70 |
| | 171 to≤200 | | 0.64C[7] | 77 | 74 | 70 |
| | 201 to ≤285 | | | 81 | 77 | 70 |
| | >286[8] | | | 84 | 81 | 74 |
| Local Roadway with Posted Speed ≥45 MPH | C | 80 | 0.7C or 80 whichever is higher | 0.49C or 80 whichever is higher | 0.34C or 80 whichever is higher | 0.24C or 80 whichever is higher |
| Local Roadway with Posted Speed <45 MPH | C | 100 | 0.84C or 100 whichever is higher | 0.59C or 100 whichever is higher | 0.41C or 100 whichever is higher | 0.29C or 100 whichever is higher |

1. The Department will determine target IRI (T) of roadways containing multiple speed limits of greater than 35 MPH and less than or equal to 35 MPH based on the following equation:

$$\text{Target IRI of a roadway consists of N Roadway type (T)} = \frac{T_1L_1 + T_2L_2 + \cdots \ldots T_NL_N}{L_{1+}L_{2+}L_{3+} \ldots . L_N}$$

Where $T_N$ is the Target IRI of N section and $L_N$ is the length of N section in miles to the nearest 0.01 mile

2. Current average IRI (C) is the average of the latest available preconstruction IRI data.
3. The target IRI (T) is selected or calculated from the table and rounded to the nearest whole number.
4. Multiply T with 1.05 for HMA over Concrete, if total HMA after proposed treatment is less than 8 inch thick.
5. Milling is one operation. Paving each layer of asphalt mix is an individual operation unless plans specify paving a mix in two lifts. In such case, each lift is considered as an operation.
6. Construction or reconstruction of full pavement box on subgrade is new construction or reconstruction.
7. Use Pay Equation as below:

IRI≤T PA=PAE*

IRI>T PA=PAE

*Positive Pay adjustment will be used to offset negative pay adjustment. Total pay adjustment for each lane will not be greater than zero, but may result in a negative pay adjustment.

8. For paving over rubblized concrete, use C >286 to determine target IRI, then multiply T with 1.05 if total HMA after proposed treatment is less than 8-inch thick.
9 Paving in one lift with no corrective work such as milling, grinding or pre-levelling of at least 25 percent of surface area of existing pavement is one operation.

**b. Corrective Action.** The Department may require corrective action or assess the maximum negative pay adjustment as computed in Table 401.03.07-7, if the average IRI after testing is performed of NHS or NJDOT jurisdiction roadway is greater than 170 inches per mile, or average IRI local roadway is greater than T+80 or 170 whichever is higher. If the Department requires corrective action submit a plan for corrective action. If the plan for corrective action is approved and the lot is corrected, the Department will retest and evaluate the corrected area as a new lot that must meet the same requirements as the initial work. If the plan for corrective action is not approved, the Department may require removal and replacement. The replacement work is subject to the same requirements as the initial work.

**401.03.08 Core Samples**

REPLACE THIS SUBSECTION WITH THE FOLLOWING:

The LPA will designate an independent testing agency (Laboratory) to perform the quality assurance sampling, testing and analysis. The Laboratory is required to be accredited by the AASHTO Accreditation Program (www.amrl.net). The Laboratory's accreditation must include AASHTO T 166 and AASHTO T 209. The Laboratory Technician who performs the quality assurance sampling shall be certified by the Society of Asphalt Technologists of New Jersey as an Asphalt Plant Technologist, Level 2.

Upon completion of an HMA lot, the Laboratory shall drill cores at random locations at least 12 hours after paving. Take cores in the presence of the RE. The Laboratory will determine air voids from 5 (Five) 6 inch diameter cores taken from each lot in random locations within the traveled way and at least one core in each travel lane. The HMA Coring Layout Sheet provided on the Local Aid Website must be utilized by the Laboratory to determine the random locations of the cores. The Laboratory may rerun the random location functions on the HMA Coring Layout Sheet to resolve any conflicts generated by the HMA Core Sampling Plan form and physical limitations of the HMA lot, such as utility conflicts, or the specifications defined herein. The Laboratory must disclose the contents of the HMA Core Sampling Plan with the Contractor to assist in the schedule of construction.

The Laboratory shall use drilling equipment with a water-cooled, diamond-tipped masonry drill bit that produces 6 inch nominal diameter cores for the full depth of the pavement. The Laboratory shall remove the core from the pavement without damaging it. After the Laboratory removes the core, the Laboratory shall remove all water from the hole. The Laboratory shall apply an even coating of tack coat to sides of the hole. The Laboratory shall place cold patching material or HMA in maximum lifts of 4 inches in the hole and compact each lift. If cold patching material is utilized to fill the coring hole, then it is not necessary to apply tack coat to the sides of the hole. The Laboratory shall ensure that the final surface is 1/4 inch above the surrounding pavement surface.

**HMA cores are to be taken from the HMA lot for quality assurance sampling, testing and analysis within seven (7) days of completing the HMA lot.** For test strip lots and the first traveled way lot, the Laboratory shall deliver cores from the field to the testing Laboratory within 48 hours of completing the lot. The Laboratory shall deliver all other acceptance cores within 7 days of completing the lot.

After each air void lot is placed, the Laboratory shall drill cores so that the full depth of the course is recovered for air void acceptance testing. If thickness acceptance testing is required as specified in 401.03.07.I, the Laboratory shall drill the surface course air void cores for the full depth of pavement.

The Laboratory shall utilize a tamper proof core sample box for core storage and transportation. The Laboratory shall ensure that the core sample box can be locked and sealed and is tamper proof in such a manner that it cannot be opened without removing the seals. The Laboratory shall ensure that the core sample box provides protection for the cores from being disturbed or damaged during transit. The Laboratory shall mark the assigned core number on the side of the sample. The Laboratory shall place core samples in the core sample box. The Laboratory shall transport the sealed core sample boxes to the testing Laboratory.

The Laboratory will not accept damaged core samples for testing. If the core sample box exhibits indications of tampering, the core samples will be rejected. If any core samples are rejected, drill a replacement core at the same offset and within 5 feet of the original station and deliver to the Laboratory as specified above within 48 hours.

If the project is utilizing quality control cores, the Laboratory shall provide the results of the quality control core testing to the Contractor in a timely manner which will not unnecessarily impede construction.

**401.04 Measurement and Payment**

REPLACE THIS SUBSECTION WITH THE FOLLOWING:

The Department will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| HMA MILLING, 3" OR LESS | SQUARE YARD |
| HOT MIX ASPHALT 12.5M64 SURFACE COURSE | TON |
| HOT MIX ASPHALT 19M64 BASE COURSE | TON |

The specified depth of the milling is measured from the original surface to the top of the high spots of the textured surface.

The Township will measure HMA 12.5M64 Surface Course, and HMA 19M64 base course by the ton as indicated on the certified weight tickets, excluding unused material. Areas unnecessarily disturbed or damaged by the contractor will not be included in the measurement.

No separate or individual payment shall be made for TACK COAT. Payment for TACK COAT shall be included under the various bid items in this section including but not limited to Hot Mix Asphalt__ Surface Course & Hot Mix Asphalt__ Base Course.

No separate or individual payment shall be made for RESET WATER VALVE BOX. Payment for RESET WATER VALVE BOX shall be included under the various bid items in this section including but not limited to Hot Mix Asphalt__ Surface Course & Hot Mix Asphalt__ Base Course.

No separate or individual payment shall be made for RESET GAS VALVE BOX. Payment for RESET GAS VALVE BOX shall be included under the various bid items in this section including but not limited to Hot Mix Asphalt__ Surface Course & Hot Mix Asphalt__ Base Course.

No separate or individual payment shall be made for HMA LONGITUDINAL JOINT REPAIR. Payment for HMA LONGITUDINAL JOINT REPAIR shall be included under the various bid items in this section including but not limited to Hot Mix Asphalt__ Surface Course & Hot Mix Asphalt__ Base Course.

The Department will make a payment adjustment for HMA air void quality per lot by the following formula:

Pay Adjustment Per HMA Lot = - Q x BP x Reduction Per Lot (%)

Where:

| | |
|---|---|
| BP = | Bid Price of HMA |
| Q = | Quantity of HMA in lot receiving payment adjustment |
| Reduction Per Lot (%) = | Air void Reduction (%) per lot as specified in 401.03.07.H. |

The Department will make a payment adjustment for HMA thickness quality per lot by the following formula:

Pay Adjustment Per HMA Lot = - Q x BP x Percent Reduction (%)

Where:

| | |
|---|---|
| BP = | Bid Price of HMA |
| Q = | Quantity of HMA in lot receiving payment adjustment |
| Percent Reduction (%) = | Thickness Percent Reduction (%) per lot as specified in 401.03.07.I. |

The Department will make a payment adjustment for HMA ride quality, as specified in 401.03.07.J.

# DIVISION 600 – MISCELLANEOUS CONSTRUCTION

## SECTION 601 – PIPE

### 601.01 DESCRIPTION

Pay items under this section within the roadway surface shall include the cost of preliminary pavement restoration of HOT MIX ASPHALT 19M64 BASE COURSE in accordance with section 401.

### 601.02 MATERIALS

THE FOLLOWING MATERIAL IS ADDED:

PVC Pipe……..... 909.02.03
Fernco Couplings (Or Approved Equal)
Fernco Eccentric Couplings (Or Approved Equal)
Pop-it or Approved equal lifting hole plug
High Density Polyethylene Pipe shall be dual walled, ADS N-12 or approved equal.
Perforated High Density Polyethylene Pipe shall be dual walled, ADS N-12 or approved equal.

THE FOLLOWING IS ADDED:

Reinforced Concrete pipe shall be bell and spigot type with an offset joint. Straight Wall Slip Joint Pipe shall not be accepted.

In addition to all materials listed in the section, material for the following items shall include:

- Virgin DENSE-GRADED AGGREGATE for backfilling of pipe trenches shall be in accordance with section 302.02
- HOT MIX ASPHALT 19M64 BASE COURSE shall be in accordance with section 401.02.

### 601.03 CONSTRUCTION

#### 601.03.01 Pipe

**B. Excavating.**

THE FIFTH PARAGRAPH IN PART B IS CHANGED TO:

If the material at the bottom of the trench is rock or other hard material, remove at least 6 inches of the material for RCP or at least 12 inches of the material below the bottom of the pipe for corrugated metal, steel, aluminum alloy pipe, HDPE or polypropylene (PP) pipe. Backfill the undercut with Class C bedding.

**D. Installing Pipe**

THE FIRST PARAGRAPH IN PART D IS CHANGED TO:

Before the installation of HDPE and polypropylene (PP) pipe and as directed by the RE, provide a technical representative from the pipe manufacturer on the work site for the first day of pipe installation to ensure proper installation procedures.

THE LAST PARAGRAPH IN PART D IS CHANGED TO:

When using heavy construction equipment (100 kips axle load) over, or within 10 feet of HDPE and polypropylene (PP) pipe or corrugated aluminum alloy pipe, place the manufacturer recommended temporary compacted cover over the top of the pipe. Ensure that the temporary cover is free from stones larger than 1 inch.

**E. Joining Pipe.**

THE LAST PARAGRAPH IN PART E IS CHANGED TO:

Do not use split couplings to join field-cut HDPE and polypropylene (PP) pipe unless approved by the RE. Ensure that joints are bell and spigot type, or bell and spigot type with a gasket, according to ASTM F 477, to provide a silt-tight seal. Construct pipe connections according to the manufacturer's recommendations for assembly of joint components, lubrications, and making of joints. Ensure that the pipe fittings are free of inclusions and visible defects. Cut the ends of the pipe squarely so as not to adversely affect joining.

**F Backfilling.**

THE FIRST PARAGRAPH IN PART F IS CHANGED TO:

When using corrugated aluminum pipe, backfill from the bottom of the trench to 2 feet above the top of the pipe with Class C bedding. When using HDPE and polypropylene (PP) pipe, backfill from the bottom of the trench to 1 foot above the top of the pipe with Class C bedding. When using pipe other than corrugated aluminum, HDPE or polypropylene (PP) pipe, backfill from the bottom of the trench to 2 feet above the top of the pipe with suitable excavated material free from stones and rock larger than 2 inches in any dimension. For distances 2 feet above the top of the pipe, backfill using suitable excavated material.

**601.03.03 End Section**

THE SECOND PARAGRAPH IS CHANGED TO:

Use end sections of the same material as the adjoining pipe or pipe arch, except use concrete end sections for HDPE and polypropylene (PP) pipe.

**601.03.04 Underdrain**

**A. Excavating.**

THE FOURTH PARAGRAPH IN PART A IS CHANGED TO:

If the material at the bottom of the trench is rock or other hard material, remove at least 6 inches of the material for RCP or at least 12 inches of the material below the bottom of the pipe for corrugated metal, steel, aluminum alloy pipe, HDPE or polypropylene (PP). Backfill the undercut with Class C bedding.

**601.03.06 Video Inspection of Pipe**

THE SECOND PARAGRAPH IS CHANGED TO:

Perform the video inspection in dry pipe conditions to ensure viewing of the entire pipe circumference. Ensure that a visual numerical registration of the distance the video camera is traveling from the starting point to the ending point within the pipe drainage structure is recorded on the digital footage at all times. Also, ensure that the name of the pipe run and the name of the structure is recorded on the digital footage at all times. Stop the video camera at all joints, lateral connections, breaks, and irregularities to ensure full view at these locations. Ensure that the video provides clear, sharply focused pictures. The Department will not accept blurred or out of focus footage. Submit color digital footage of the inspection to the RE to become the property of the Department. Number the files sequentially and provide a corresponding index for all videos, listing the location, date, size and type of pipe, cross or longitudinal drains, berm, slope, and similar identifying information.

THE FOLLOWING SUBSECTION IS ADDED:

**601.03.09 Non-Standard Items**

CURB DRAIN CONNECTION, INCLUDING CLEANOUT

The pay item for CURB DRAIN CONNECTION, INCLUDING CLEANOUT shall be constructed in accordance with all appliable construction methods of this section. Additionally, the pay item shall include all labor necessary to tie in existing curb inlet drains to existing or proposed storm drains in accordance with the plans or as directed in the field.

UNDERDRAIN, 6" PERFORATED HIGH DENSITY POLYETHYLENE PIPE:

The pay item for UNDERDRAIN, 6" PERFORATED HIGH DENSITY POLYETHYLENE PIPE shall be constructed in accordance with all appliable construction methods of this section. Additionally, the pay item shall include all labor necessary to construct in accordance with the plans or as directed in the field.

Preliminary pavement restoration above pipe trenches in the roadway shall be constructed in accordance with section 401.03.

15” REINFORCED CONCRETE PIPE, CLASS V:

The pay item for 15” REINFORCED CONCRETE PIPE, CLASS V shall be constructed in accordance with all appliable construction methods of this section. Additionally, the pay item shall include all labor necessary to construct in accordance with the plans or as directed in the field.

Preliminary pavement restoration above pipe trenches in the roadway shall be constructed in accordance with section 401.03.

**601.04 MEASUREMENT AND PAYMENT**
REVISE THE SECOND PARAGRAPH TO:

When the RE directs undercutting of unstable material in a pipe trench, the Department will make payment for the additional excavation. The Department will also make payment, for the additional bedding if there is not an excess of excavation available.

THE FOLLOWING PAY ITEMS ARE ADDED:

| *Pay Item* | *Pay Unit* |
|---|---|
| UNDERDRAIN, 6” PERFORATED HIGH DENSITY POLYTHYLENE PIPE | LINEAR FEET |
| 6” POLYVINYL CHLORIDE PIPE | LINEAR FEET |
| CURB DRAIN CONNECTION, INCLUDING CLEANOUT | UNIT |
| 15” REINFORCED CONCRETE PIPE, CLASS V | LINEAR FEET |

THE FOLLOWING IS ADDED:

All pay items under this section within the roadway surface shall include the cost of preliminary pavement restoration of HOT MIX ASPHALT 19M64 BASE COURSE in accordance with section 401.

The unit bid price for CURB DRAIN CONNECTION, INCLUDING CLEANOUT shall include, but not be limited to schedule 40 PVC pipe, fittings, adapters, connecting to the existing or proposed pipe, coarse aggregate No. 57, excavation unclassified, virgin dense graded aggregate, preliminary pavement restoration, and all equipment, labor and materials necessary to construct in accordance with plans.

The unit bid price for UNDERDRAIN, 6" PERFORATED HIGH DENSITY POLYETHYLENE PIPE, shall include, but not be limited to Perforated High Density Polyethylene Pipe dual walled ADS N-12 or approved equal, HDPE fittings, filter sleeve/sock, filter fabric, coarse aggregate No. 57, virgin dense graded aggregate, preliminary pavement restoration, and all equipment, labor and materials necessary to construct in accordance with plans.

The unit bid price for 15” REINFORCED CONCRETE PIPE, CLASS V, shall include, but not be limited to Reinforced Concrete Pipe, Class V or approved equal, fittings, coarse aggregate No. 57, virgin dense graded aggregate, preliminary pavement restoration, and all equipment, labor and materials necessary to construct in accordance with plans.

## SECTION 602 – DRAINAGE STRUCTURES

**602.01 DESCRIPTION**
THE FOLLOWING IS ADDED:

- This section shall also include all the requirements of section 652 for the purposes of Setting Castings on Sanitary Manholes, Resetting Sanitary Manhole Castings & Reconstructing Sanitary Manholes

**602.02 MATERIALS**
THE FOLLOWING IS ADDED:

In addition to all materials listed in the section, material for the following items shall include:

- Refer to NJDOT Standard Specifications for materials for Setting Castings on Sanitary Manholes, Resetting Sanitary Manhole Castings & Reconstructing Sanitary Manholes.
- Where indicated Heavy Duty ADA Compliant Grates as manufactured by Campbell Foundry or approved equal.
- INLET, TYPE D AND RECONSTRUCTED INLET, TYPE D, USING NEW CASTING shall be:
    - Pattern Number 2617, curb pieces shall be Type 'N', as manufactured by Campbell Foundry Company of Harrison, New Jersey, or approved equal. All new castings shall include frame, bicycle safe grate, Type "N" Eco Curb piece and hardware. **The Contractor is ultimately responsible to verify the dimensions of all castings prior to ordering.**

**602.03.03 Set Casting, Reset Casting, and Reconstructed Inlet and Manhole**

THE FIRST PARAGRAPH IS CHANGED TO:

When modifying less than 1 foot of an inlet or manhole, set a new casting, or reset the existing casting. When modifying 1 foot or more of an inlet or manhole, reconstruct the inlet or manhole.

THE FOLLOWING IS ADDED AFTER THE FIRST PARAGRAPH:

As described herein and in pay items, **'SET' indicates that the Contractor is to provide new castings** for Manholes and Inlets, including frames, grates, covers, curb piece, back plates, as shown on details for the pay item casting.

THE FOLLOWING IS ADDED:

Construction shall also be in accordance with NJDOT Standard Specifications.

THE FOLLOWING IS ADDED:

Set and rest castings to the proper elevation based on the final surface course. Before the work area is opened to traffic, provide smooth transitions from the pavement surface to the top of grate or cover.

THE FOLLOWING SUBSECTION IS ADDED:

**602.03.06, Manhole Covers and Bicycle Safe Grates**
THE FOLLOWING IS ADDED AFTER THE FIRST PARAGRAPH:

Manhole covers within the pedestrian route are to be of a pattern that is slip resistant and no protrusions greater than ¼" high, see the plan details. Covers sizes are to be selected to fit into the existing manhole frame.

THE FOLLOWING SUBPART(S) ARE ADDED:

**602.03.07 Curb Pieces**

THE FOLLOWING IS ADDED:

Curb Pieces to include storm drain labeling.

THE FOLLOWING SUBPART(S) ARE ADDED:

**602.03.09 Inlet, Type A (If & Where Directed), Inlet, Type B (If & Where Directed) Inlet, Type D, Inlet Converted to Manhole, Reconstructed Manhole, Using New Casting, Parging Manhole (Full Depth of**

**Walls) (If & Where Directed), Reset Existing Casting (If & Where Directed), Reconstructed Inlet, Type A, Using Existing Casting (If & Where Directed), Reconstructed Inlet, Type B, Using Existing Casting (If & Where Directed), Reconstructed Inlet, Type D, Using Existing Casting, Reconstructed Inlet, Type A, Using New Casting, Reconstructed Inlet, Type B, Using New Casting, Reconstructed Inlet, Type D, Using New Casting, Bicycle Safe Grate, Curb Piece, and Cleaning Drainage Structure.**

PARGING MANHOLE (FULL DEPTH OF WALLS) (IF AND WHERE DIRECTED)

The pay item for PARGING MANHOLE (FULL DEPTH OF WALLS) (IF AND WHERE DIRECTED) shall be constructed in accordance with all applicable construction methods of this section. Additionally, the pay item shall include all labor necessary to parge existing or proposed storm manholes and sanitary manholes as directed in the field.

Construction shall be in accordance with 602.03.03, 602.03.04, 652.03 and as detailed on the plans.

**602.04 MEASUREMENT AND PAYMENT**

THE FOLLOWING PAY ITEMS ARE ADDED:

| *Pay Item* | *Pay Unit* |
|---|---|
| INLET, TYPE A (IF & WHERE DIRECTED) | UNIT |
| INLET, TYPE B (IF & WHERE DIRECTED) | UNIT |
| INLET, TYPE D | UNIT |
| INLET CONVERTED TO MANHOLE | UNIT |
| RECONSTRUCTED MANHOLE, USING NEW CASTING | UNIT |
| PARGING MANHOLE (FULL DEPTH OF WALLS) (IF AND WHERE DIRECTED) | UNIT |
| RESET EXISTING CASTING (IF AND WHERE DIRECTED) | UNIT |
| RECONSTRUCTED INLET, TYPE A, USING EXISTING CASTING (IF & WHERE DIRECTED) | UNIT |
| RECONSTRUCTED INLET, TYPE B, USING EXISITNG CASTING (IF & WHERE DIRECTED) | UNIT |
| RECONSTRUCTED INLET, TYPE D, USING EXISTING CASTING | UNIT |
| RECONSTRUCTED INLET, TYPE A, USING NEW CASTING | UNIT |
| RECONSTRUCTED INLET, TYPE B, USING NEW CASTING | UNIT |
| RECONSTRUCTED INLET, TYPE D, USING NEW CASTING | UNIT |
| BICYCLE SAFE GRATE | UNIT |
| CURB PIECE | UNIT |
| CLEANING DRAINAGE STRUCTURE | UNIT |

THE FOLLOWING IS ADDED:

All pay items under this section within the roadway surface shall include the cost of preliminary pavement restoration of HOT MIX ASPHALT 19M64 BASE COURSE in accordance with section 401.

Payment for Setting Castings on Sanitary Manholes, Resetting Sanitary Manhole Castings & Reconstructing Sanitary Manholes shall be made under the respective bid items in this section.

All applicable unit bid price in this section shall include Excavation, Unclassified, pavement removal and disposal of all materials in order to construct in accordance with the plans and specifications.

**Separate payment will not be made for coarse aggregate bedding under precast bases for inlets and manholes.**

**All inlets to be constructed and reconstructed will be with new casting and curb piece, and new bicycle safe grate. The curb piece will be "ECO" type with height as indicated on the plan. Payment for curb piece, bicycle safe grate and all else necessary will be included in the price bid for constructing the inlets.**

**All manholes to be constructed will be with new manhole casting and cover and in accordance with the details. Payment for manhole casting and cover and all else necessary will be included in the price bid for constructing the manholes.**

**All manholes, inlets and handholes to be reset will be paid under their respected pay items. If required, new manhole casting, new manhole cover, new inlet casting, new inlet curb piece, new bicycle safe grate, and new handhole cover shall be installed as specified on the plan. Payment for new manhole casting, new manhole cover, new inlet casting, new inlet curb piece, new bicycle safe grate, and new handhole cover will be paid based on the unit bid prices as listed in the bid form.**

# SECTION 606 SIDEWALKS, DRIVEWAYS, AND ISLANDS

**606.01 DESCRIPTION**
THE FOLLOWING IS ADDED:

This section shall also include the requirements for the installation or resetting of Modular Paver Units. The work includes bedding preparation, paver installation, edge restraint, and joint fill.

Pay items under this section shall include TOPSOILING 4" THICK, FERTILIZING & SEEDING, TYPE AIII AND STRAW MULCHING restoration of adjacent grassed areas disturbed by construction in accordance with section 804, 806 & 809.

THE FOLLOWING IS ADDED/AMENDED TO THIS SECTION FOR ADA SOLUTIONS, INC. ADATILE CAST IN PLACE TRUNCATED DOME DETECTABLE WARNING SYSTEM (OR APROVED EQUAL):

This Section describes the requirements for constructing concrete sidewalks, driveways, and islands and ADA Solutions, Inc. ADATILE (or approved equal) detectable warning surface. This section also describes the requirements for surveying and providing lines, grades, elevations and reference marks necessary to construct elements of construction and to provide an as-built survey to verify compliance with the construction plans and Proposed Accessibility Guidelines for Pedestrian Facilities in the Public ROW - July 26, 2011 - aka ADA guidelines.

**606.02 MATERIALS**

**606.02.01 Materials**
THE FOLLOWING IS ADDED:

In addition to all materials listed in the section, material for the following items shall include:

- RESET PAVERS:
  - Edge restraints for concrete pavers to be are to be aluminum and have dimensions 3/16" x 2-1/4" x 8'-0" stabilized with alumni stakes or as proposed system of equal or similar size and equal material to be approved. Materials and installation procedures as indicated in the manufacturer's specifications. The cost for this work shall be covered under the unit price.
  - The sand to be used as joint fill shall be structural sand blended with non-toxic, psyllium based stabilized sand product. Materials and mixing procedures shall be as indicated in the manufacturer's specifications. The cost for this work shall be included in the unit price.
  - DGABC in accordance with section 901.10.
  - Stone Dust (No. I-10 Aggregate) in accordance with section 901.11
  - Sand (Designation I-8) in accordance with section 901.11
  - Soil Separator Fabric in accordance with 919.01
- DETECTABLE WARNING SURFACE:
  - When radial or radius Detectable Warning Surface are indicated on the plans or directed in the field the contractor shall provide radius Cast-in-Place Detectable Warning Surfaces as manufactured by ADA Solutions, Inc. part No. 248RADREP_ or approved equal.
- TOPSOIL, FERTILIZING, SEEDING & STRAW MULCHING
  - Material shall consist of TOPSOILING, 4" THICK, FERTILIZING AND SEEDING, TYPE A-3 and STRAW MULCHING and shall be in accordance with subsections 804.02, 806.02 & 809.02.

**606.03.01 HMA Sidewalks, Driveways, and Islands**
THE FOLLOWING IS ADDED:

Existing driveway shall be sawcut straight (not jackhammered) at the limits of construction shown or directed by the RE.

**606.03.02 Concrete Sidewalks, Driveways, and Islands**
THE FOLLOWING IS ADDED:

Existing driveways to be sawcut at the limit of construction as shown on the plans or as directed by the Engineer. Sawcutting shall conform to Section 202.

Existing driveways to be sawcut at the limit of construction as shown on the plans or as directed by the Engineer. Sawcutting shall conform to Section 202.

Handicap ramps shall consist of construction of handicap ramps at existing radii as directed by the Engineer. The handicap ramps shall consist of removal of existing concrete sidewalk and curb/curb and gutter and construction of 9" X 18" concrete curb, monolithic curb and gutter, concrete sidewalk 4" thick, Public Ramp Delineation, (24" x 48" ADATILE ADA SOLUTIONS (OR APPROVED EQUAL) and whatever materials or resets are necessary to complete each individual ramp.

The radii that will require complete handicap ramps will be those with existing curb and sidewalk or those with existing sidewalk but no curb. Those radii with curb only will be replaced with curb only and paid for under the item for 9" X 18" concrete vertical curb.

Public Ramp Delineation on newly constructed and on existing handicap ramps shall be (24" x 48" ADATILE ADA SOLUTIONS (OR APPROVED EQUAL) installed as per manufacturer's requirements.

Permission will not be granted for monolithic pours. All concrete curb of various types must be poured separately from concrete sidewalk, 4" thick.

THE FOLLOWING SUBPART(S) ARE ADDED:

**606.03.05 Reset Pavers**

Excavation shall be in accordance with Section 202. DGABC to be placed and compacted in accordance with Section 401. **Modular pavers in driveways to be placed on a concrete base course with a sand leveling bed**.

A ¾ to 1" setting bed consisting of stone dust should be applied over the concrete subbase conforming to ASTM C 33. When calculating bed levels, it is important to consider that the bricks will be compacted approximately 1/8" - ¼" into the setting bed with a plate vibrator during final steps of installation. Level setting bed with a straight edge to desired heights. Level, but do not compact. Only spread sufficient area that can be covered with Pavers the same day. Do not step in or disturb the setting bed in any manner.

Place the paving bricks into position by hand, keeping joints as tight as possible. As soon as a sufficient area of bricks has been laid, the bricks are compacted into the setting bed with a high frequency, low amplitude plate vibrator. Units are pressed into setting bed and compacted. Joints are then filled with sand and brick pavers are vibrated until all joints are completely filled. Excess sand is removed. The only cutting of the bricks needed is at the boundaries. Cutting should be carried out with a diamond masonry saw. The pavement can be used by normal traffic as soon as it is completed.

The sand to be used as joint fill should be stabilized with an organic additive "SANDLOCK" as provided by PAVE TECH INC. or approved equal. Materials and mixing procedures as indicated in the manufacturer's specifications. The cost for this work shall be covered under the unit price bid for Concrete Modular Paver.

As directed, Aluminum paver restraints shall be utilized along planters and green areas. Materials and installation procedures as indicated in the manufacturer's specifications. The cost for this work shall be covered under the unit price bid for paver item.

On resetting work, the Contractor shall carefully remove the existing pavers, clean, and store pavers for resetting once base course work is complete.

**Construction Tolerances for ADA Compatibility:**

In locations where pavers are set with the pedestrian area construction tolerances are to be met. The following are the tolerances published by the Interlocking Concrete Pavement Institute as a result of the project identified below:

https://www.access-board.gov/research/completed-research/dimensional-tolerances/introduction

**Interlocking Concrete Pavement Institute**
**Construction Tolerances for Segmental Concrete Pavements**

| Setting Bed Materials | Joint Widths | Construction Tolerances |
|---|---|---|
| Sand setting beds for concrete pavers and paving slabs | Joint width between adjacent units (See Figure I) | 1/16 in. to 3/16 in. |
| | | |
| **Attribute** | **Segmental Concrete Paving Products & Characteristics** | **Construction Placement & Surface Tolerances** |
| Joint or bond lines | All segmental concrete paving products: Horizontal deviation | Maximum ±1/2 in. horizontal deviation from either side of a 50-ft. string line pulled over a joint or bond line |
| Laying Pattern | Concrete Pavers: | 90 degree herringbone |
| Surface smoothness | All segmental concrete paving products: Variation in height between adjacent units (lippage) | Maximum 1/8 in. |
| Surface flatness | All segmental concrete paving products: Surface tolerance | ±3/8 in. over 10 ft., noncumulative |

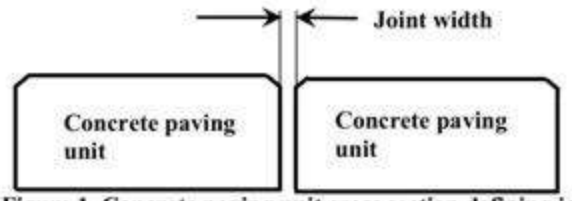


Figure 1. Concrete paving unit cross section defining joint width

**606.04 MEASUREMENT AND PAYMENT**
THE FOLLOWING PAY ITEMS ARE ADDED:

| *Pay Item* | *Pay Unit* |
|---|---|
| CONCRETE SIDEWALK, 4" THICK | SQUARE YARD |
| CONCRETE SIDEWALK, REINFORCED, 6" THICK | SQUARE YARD |
| HOT MIX ASPHALT DRIVEWAY, 2" THICK | SQUARE YARD |
| DETECTABLE WARNING SURFACE | SQUARE YARD |
| RESET PAVERS | SQUARE YARD |

THE FOLLOWING IS ADDED:

New or resetting of Concrete/Clay Modular Pavers will be measured by the square yard. Square Yard cost to include labor in removing, storing and cleaning existing block, excavation, DGABC base course, plus materials and labor for construction of setting bed, pavers, edge restraint, joint fill and stabilization.

When newly proposed curb-lines, walks or driveways cause gaps in adjacent existing concrete/clay modular paver walks or driveway the contractor shall provide additional matching pavers to fill in such gaps or fill in such gaps fill in such gaps as directed by the engineer. No separate payment shall be made.

Payment for TOPSOILING, 4" THICK, FERTILIZING AND SEEDING, TYPE A-3 AND STRAW MULCHING shall be included under the various bid items in this section including but not limited to RESET PAVERS, CONCRETE SIDEWALK, _" THICK; CONCRETE SIDEWALK, REINFORCED, _" THICK; HOT MIX ASPHALT DRIVEWAY, _" THICK.

Payment for 4” Dense Graded Aggregate Base Course shall be included under the various unit bid price items in this section including but not limited to CONCRETE SIDEWALK, _" THICK; CONCRETE SIDEWALK, REINFORCED, _" THICK; HOT MIX ASPHALT DRIVEWAY, _" THICK.

All applicable unit bid price in this section shall include Excavation, Unclassified, pavement removal and disposal of all materials in order to construct in accordance with the plans and specifications.

## SECTION 607 – CURB

**607.01 DESCRIPTION**
THE FOLLOWING IS ADDED:

Pay items under this section shall include pavement repair strips adjacent constructed curbs consisting of DENSE-GRADED AGGREGATE BASE COURSE, HOT MIX ASPHALT 12.5M64 SURFACE COURSE and HOT MIX ASPHALT 19M64 BASE COURSE in accordance with section 302 & 401. Thickness of the various courses shall be in accordance with the pavement section as detailed or noted on the plans.

Pay items under this section shall include TOPSOILING 4” THICK, FERTILIZING & SEEDING, TYPE AIII AND STRAW MULCHING restoration of adjacent grassed areas disturbed by construction in accordance with section 804, 806 & 809.

**607.02 MATERIAL**
THE FOLLOWING IS ADDED:

In addition to all materials listed in the section, material for the following items shall include:

- PAVEMENT REPAIR STRIPS ADJACENT TO PROPOSED CURB LINE:
  - DENSE-GRADED AGGREGATE BASE COURSE shall be in accordance with section 302.02
  - HOT MIX ASPHALT 12.5M64 SURFACE COURSE shall be in accordance with section 401.02
  - HOT MIX ASPHALT 19M64 BASE COURSE shall be in accordance with section 401.02.
- TOPSOIL, FERTILIZING, SEEDING & STRAW MULCHING
  - Material shall consist of TOPSOILING, 4" THICK, FERTILIZING AND SEEDING, TYPE A-3 and STRAW MULCHING and shall be in accordance with subsections 804.02, 806.02 & 809.02.

**607.03 CONSTRUCTION**
THE FOLLOWING IS ADDED TO THE BEGINNING:
Cast-in-place concrete items shall not be constructed from November 1 to March 15 unless methods are reviewed and approved by the RE.
THE FOLLOWING SUBPART(S) ARE ADDED:

### 607.03.08 Pavement Repair Strips Adjacent to Constructed Curb-lines

Construction for pavement repair strips adjacent to curbs consisting of DENSE-GRADED AGGREGATE BASE COURSE, HOT MIX ASPHALT 12.5M64 SURFACE COURSE, HOT MIX ASPHALT 19M64 BASE COURSE and shall be in accordance with subsections 302.03 & 401.043.

### 607.03.09 Topsoil, Fertilizing, Seeding & Straw Mulching

Construction for TOPSOILING, 4" THICK, FERTILIZING AND SEEDING, TYPE A-3 and STRAW MULCHING and shall be in accordance with subsections 804.03, 806.03 & 809.03.

### 607.04 MEASUREMENT AND PAYMENT

THE FOLLOWING PAY ITEMS ARE ADDED:

| *Pay Item* | *Pay Unit* |
|---|---|
| 9”X18” CONCRETE VERTICAL CURB | LINEAR FOOT |
| GRANITE CURB | LINEAR FOOT |

THIS SUBSECTION IS CHANGED TO:

Areas of granite and concrete curb unnecessarily disturbed or damaged during construction shall be replaced by the Contractor at no additional cost to the Township.

THE FOLLOWING IS ADDED:

Payment for DENSE-GRADED AGGREGATE BASE COURSE, HOT MIX ASPHALT 12.5M64 SURFACE COURSE, HOT MIX ASPHALT 19M64 BASE COURSE at pavement repair strips where adjacent to proposed curb-lines and as detailed on the plans shall be included under the various bid curb items in this section including but not limited to 9" X 18" CONCRETE VERTICAL CURB & GRANITE CURB.

Payment for TOPSOILING, 4" THICK, FERTILIZING AND SEEDING, TYPE A-3 AND STRAW MULCHING shall be included under the various bid items in this section including but not limited to 9" X 18" CONCRETE VERTICAL CURB & GRANITE CURB.

All applicable unit bid price in this section shall include Excavation, Unclassified, pavement removal and disposal of all materials in order to construct in accordance with the plans and specifications.

## SECTION 610 – TRAFFIC STRIPES, TRAFFIC MARKINGS, AND RUMBLE STRIPS

### 610.03.02 Traffic Markings Lines, Traffic Markings Symbols, and Traffic Markings Route Symbols

THE SUBPART IS CHANGED TO:

**A. Marking Plan.** At least 20 days before beginning the work, submit to the RE for approval a marking plan that includes:

1. Schedule of operations for applying traffic markings.
2. Number and type of equipment.
3. Manufacturer’s recommendations for use of the materials, including mixing ratios and application temperatures.
4. Details on the means and methods for surface preparation.
5. Details on the means and methods for premarking.

**B. Surface Preparation.** Immediately before marking the pavement surface, clean the surface of dirt, oil, grease, and foreign material, including curing compound on new concrete. Clean the surface 2 inches beyond the perimeter of the marking to be placed.

**C. Applying Traffic Markings.** Place preformed thermoplastic or hot extruded thermoplastic traffic markings on thoroughly dry surfaces and during dry weather conditions. Apply using equipment and procedures that produce markings of the specified color, width, and thickness with well-defined edges, uniform retroreflectivity, and proper bonding to the pavement. Apply the thermoplastic material as follows:

**1. Preformed Thermoplastic.** Melt the preformed thermoplastic tape to bond the traffic markings permanently in position according to the manufacturer's recommendations.

Meet the minimum initial retroreflectance value, as specified in 610.03.01.D for thermoplastic tape, by applying additional glass beads to the hot-wet material in a uniform pattern as necessary.

**2. Extruded Thermoplastic.** Uniformly heat the thermoplastic material. When the ambient and surface temperatures are at least 50 °F, apply the melted material at a temperature of between 400 and 425 °F. Extrude the thermoplastic traffic markings on the HMA or concrete pavement ensuring a thickness of 90 ± 1 mils.

Immediately after, or in conjunction with the thermoplastic extrusion, uniformly apply glass beads to the wet material at a minimum rate of 10 pounds per 100 square feet of markings. Apply glass beads by mechanical means only.

**D. Applying Transverse Rumble Markings.** Install transverse rumble markings as follows:

1. Ensure the HMA or concrete pavement is clean and dry before applying thermoplastic materials as specified in 610.03.02.B.
2. Heat thermoplastic material as specified in 610.03.02.C.2.
3. Apply one layer of thermoplastic material on the HMA or concrete pavement surface at a thickness of 125 ± 1 mils. Then while the material is hot, apply a second layer of thermoplastic material at 125 ± 1 mils.
4. Uniformly apply glass beads as specified in 610.03.02.C.2.
5. The Contractor will ensure that there is no separation between the first and second layer of thermoplastic material before the RE's final acceptance of transverse rumble markings.
6. The Contractor will ensure that the appropriate thickness of 125 ± 1 mils per layer of thermoplastic material is installed, any markings found by the RE to be thinner than 125 ± 1 mils will be removed and reinstalled by the Contractor at no additional cost to the Department.
7. The Department will make payment for transverse rumble markings by square feet under TRAFFIC MARKINGS SYMBOLS as specified in 610.04.
8. Thermoplastic material for transverse rumble markings shall be white in color.

**E. Performance.** Ensure that the traffic markings show no fading, lifting, cracking, chipping for any reason including but not limited to traffic wear, maintenance activities including snow plowing, until Acceptance. Ensure that 60 days after application, traffic markings have a minimum retroreflectance value of:

375 millicandelas per square meter per lux for white traffic markings

250 millicandelas per square meter per lux for yellow traffic markings

**F. Defective work.** Replace thermoplastic traffic markings that are determined by the RE before Acceptance to be defective or that are damaged during construction. Remove defective markings as specified in 610.03.08.

Replace the entire area of thermoplastic traffic markings determined to be less than the required thickness, to have incorrect color or width, to have failed to bond to the pavement, or to have chipped or cracked. The minimum replacement area is an individual word or symbol, or for longitudinal lines the entire length from where the deficiency first occurs to where it no longer exists.

The RE will determine initial retroreflectance as follows:

Provide the RE with a Reflectometer that meets a 30 meter geometry as specified in ASTM E 1710, capable of measuring wet and dry conditions as specified in ASTM E 2176 and ASTM E 2177, and that has been certified by the manufacturer as being calibrated within the last 2 years. The RE will test the retroreflectance of traffic markings with the provided reflectometer according to the manufacturer's recommendations. Replace traffic markings that do not meet the retroreflectance values indicated in 610.03.02.E.

**G. Opening to Traffic.** Complete each application of thermoplastic traffic markings and allow to thoroughly dry before opening to traffic. The RE will determine when the traveled way can be opened to traffic.

**610.03.03 RPMs (Raised Pavement Markers)**

THE FOLLOWING IS ADDED AFTER THE LAST PARAGRAPH:

Ensure that RPMs are installed within 14 days of opening each day's surface paving to traffic.

**610.04 MEASUREMENT AND PAYMENT**

THE SUBPART IS CHANGED TO:

The Department will measure and make payment for Items as follows:

| *Item* | *Pay Unit* |
|---|---|
| TRAFFIC MARKING LINES, 4" | LINEAR FOOT |
| TRAFFIC MARKING LINES, 6" (IF & WHERE DIRECTED) | LINEAR FOOT |
| TRAFFIC MARKING LINES, 8" | LINEAR FOOT |
| TRAFFIC MARKING LINES, 12" (IF & WHERE DIRECTED) | LINEAR FOOT |
| TRAFFIC MARKING LINES, 24" | LINEAR FOOT |
| TRAFFIC MARKING SYMBOLS (IF & WHERE DIRECTED) | SQUARE FOOT |

The Department will measure TRAFFIC MARKING LINES by the linear foot for each specified width of stripe. The Department will not measure gaps in striping.

## SECTION 612 – SIGNS

**612.02 MATERIALS**

THE FOLLOWING MATERIAL IS CHANGED TO:

Steel "U" and Square Tube Post Sign Supports ..... 911.02.01

**612.03 CONSTRUCTION**

**612.03.01 Regulatory and Warning Signs, and Guide Sign, Type GA Steel "U" Post Supports**

THE SUBPART IS RENAMED TO:

**612.03.01 Regulatory and Warning Signs, and Guide Sign, Type GA Steel "U" and Square Tube Post Supports**
THE SECOND PARAGRAPH IS CHANGED TO:

Mount sign panels on breakaway steel "U" or square tube post sign supports. For signs located behind guide rails or other roadside barriers, mount sign panels on steel "U" or square tube post sign supports without the breakaway assembly.

**612.04 MEASUREMENT AND PAYMENT**

THE FOLLOWING ITEM IS CHANGED TO:

| *Item* | *Pay Unit* |
|---|---|
| REGULATORY AND WARNING SIGN | SQUARE FOOT |
| GUIDE SIGN, TYPE GA, STEEL "U" AND SQUARE TUBE POST SUPPORTS | SQUARE FOOT |

## DIVISION 650 – UTILITIES

# SECTION 651 – WATER

**651.01 DESCRIPTION**
THE FOLLOWING IS ADDED:

The Work described in this Section is for work performed when the utility is owned by a municipality. The Contractor shall coordinate all work with the local utility authority. The utility owner is responsible for all inspection and testing.

**651.04 MEASUREMENT AND PAYMENT**
THE FOLLOWING IS CHANGED TO:

Separate payment shall not be made for Water Valve Box Reset. Shall be included under Hot Mix Asphalt 12.5M64 Surface Course.

# SECTION 652 – SANITARY SEWERS

**652.01 DESCRIPTION**
THE FOLLOWING IS ADDED:

The Work described in this Section is for work performed when the utility is owned by a municipality. The Contractor shall coordinate all work with the local utility authority. The utility owner is responsible for all inspection and testing.

**652.03.04 Sanitary Sewer Service Connections**
THE FOLLOWING IS ADDED:

A. SANITARY SEWER SERVICE CONNECTIONS Performed by the Contractor

House connections damaged by the Contractor shall be restored to proper operating conditions at no cost to the Township. The size and type of pipe and type of joint shall conform to the requirements of the corporations, companies, agencies, or municipalities owning or controlling the utility. When the service connection lines needs to be relocated due to a field conflict, the length of line replaced will be paid by the linear foot and will include all Work to restore the service.

Plastic or PVC pipe and fittings may be used if permitted by corporations, companies, agencies, or municipalities owning or controlling the utility.

**652.04 MEASUREMENT AND PAYMENT**
THE FOLLOWING ITEMS ARE ADDED:

| *Pay Item* | *Pay Unit* |
|---|---|
| RECONSTRUCTED MANHOLE, SANITARY SEWER, USING EXISTING CASTING | UNIT |
| RECONSTRUCTED MANHOLE, SANITARY SEWER, USING NEW CASTING | UNIT |

THE FOLLOWING IS ADDED:

Payment for Setting Castings on Sanitary Manholes, Resetting Sanitary Manhole Castings, and Rebuilding Sanitary Manholes & Reconstructing Manholes shall be made under the respective bid items in section 602.

# SECTION 653 – GAS

**653.01 DESCRIPTION**
THE FOLLOWING IS ADDED:

The Contractor shall coordinate all work with the local utility authority. The utility company is responsible for all inspection and testing.

**653.04 MEASUREMENT AND PAYMENT**

THE FOLLOWING IS CHANGED TO:

Separate payment shall not be made for Reset Gas Valve Box. Shall be included under Hot Mix Asphalt 12.5M64 Surface Course.

# DIVISION 800 – LANDSCAPING

## SECTION 802 – TRIMMING AND REMOVING TREES

**802.04 MEASUREMENT AND PAYMENT**
THE FOLLOWING IS ADDED TO THE FIRST PARAGRAPH:

Any necessary TREE REMOVAL less than 6" in diameter removal shall be included in Item CLEARING SITE.

No additional payment will be made for tree trimming under the direction of the Township.

THE FOLLOWING HAS BEEN ADDED:

| *Pay Item* | *Pay Unit* |
|---|---|
| STUMP REMOVAL (IF AND WHERE DIRECTED) | UNIT |
| TREE REMOVAL, OVER 6" TO 12" DIAMETER (IF & WHERE DIRECTED) | UNIT |
| TREE REMOVAL, OVER 12" TO 18" DIAMETER | UNIT |
| TREE REMOVAL, OVER 18" TO 24" DIAMETER (IF & WHERE DIRECTED) | UNIT |
| TREE REMOVAL, OVER 24" TO 30" DIAMETER (IF & WHERE DIRECTED) | UNIT |
| TREE REMOVAL, OVER 30" TO 36" DIAMETER (IF & WHERE DIRECTED) | UNIT |
| TREE REMOVAL, OVER 36" DIAMETER (IF & WHERE DIRECTED) | UNIT |

## SECTION 806 – FERTILIZING AND SEEDING

**806.03.01 TURF SEEDING**

C. Seed and Fertilizer Application

2. Dry Method.

ADD THE FOLLOWING

Newly seeded areas need to be kept moist. Without regular rainfall, water ¼" twice a day until vegetation is well established.

E. Turf Establishment.

ADD THE FOLLOWING

During dry seasons, water planting areas with ½" of water every 3-4 days.

**806.04 MEASUREMENT AND PAYMENT**

THE FOLLOWING IS CHANGED TO:

Separate payment shall not be made for FERTILIZING AND SEEDING, TYPE A-3. Payment for FERTILIZING AND SEEDING, TYPE A-3 shall be included under the various bid items in sections 606 and 607.

# SECTION 809 – MULCHING

### 804.04 MEASUREMENT AND PAYMENT

THE FOLLOWING IS CHANGED TO:

Separate payment shall not be made for STRAW MULCHING. Payment for STRAW MULCHING shall be included under the various bid items in sections 606 and 607.

# SECTION 811 – PLANTING

**811.01 DESCRIPTION**
ADD THE FOLLOWING:

The contractor shall provide a list of available trees equivalent in price to the species indicated under the materials to the Township Engineer and Forrester. The Engineer and Forrester shall then select the species and quantity of trees to be planted and indicate the location of the plantings. The Contractor is to coordinate field verified planting locations with Township Forrester.

**811.02 MATERIALS**
ADD THE FOLLOWING:

Plants: Shall be one of the following species or an approved equal available species to following trees:

**Ornamentals to be planted when there are overhead utility lines involved**

1. Okame Cherry
2. Kwanzan Cherry
3. Autumn flowering Cherry
4. Redbud
5. Centzan Flowering Crabapple
6. Ivory Silk Japanese Lilac
7. Winter king Hawthorn
8. Pyramidal European Hornbeam

**Shade trees to be planted when there is growing space adequate and no utility lines**

1. Jefferson Elm
2. Swamp White Oak
3. Eastern Hackberry
4. Black Gum
5. Magar Gingko
6. Trident maple
7. Hedge Maple
8. Dawn Redwood
9. Fruitless Sweetgum

All trees shall be 1 ½”-2 ½”” caliper. The location of the trees will be at the direction of the Engineer and/or Forester.

All planting to be done whenever the weather and soil conditions are favorable or as otherwise authorized by the Owner or his representative.

All plant material shall conform to the American Standard for Nursery Stock, as published by the American Association of Nurserymen, 1250 I Street, N.W., Suite 500, Washington, D.C. 20005.

All plants must be disease, fungi, and insect free upon delivery. All materials must be watered down and covered with a heavy tarpaulin while in transit. Upon arrival the tarp shall be lifted off the plant material. On-site storage of plant material shall be in accordance with the following:

1.) Roots and balls shall at all times be protected from the sun or from drying winds.

2.) Plants that are not immediately planted upon delivery shall be set on the ground and well protected with soil, wet moss, or other applicable material as approved by the Engineer.

Soil:

Topsoil furnished shall contain no stones, lumps, roots, or similar objects larger than one inch in any dimension and shall have a pH value not less than 5.5 and not more than 7.5. If the pH value of the topsoil is less than 5.5, it shall be increased by applying ground limestone at the rate necessary to attain a pH value in the range required.

Topsoil shall have a minimum organic content of not less than 3.75 percent by weight. When the organic content of the topsoil furnished is less than 3.75 percent, it shall be increased by adding peat at the rate necessary to attain this minimum organic content range required.

| Size of Trees | Diameter and Depth of Planting Holes |
|---|---|
| 2-1/2 to 3 inch caliper | 40 inches by 26 inches |

Should the ball be larger than specified, the excavation must have a twelve inch clearance around the entire ball. The depth of the hole should be deep enough to allow for a good six inches of drainage after being backfilled and firmed.

All planting material to be supplied by nurseries in the Mid-Atlantic region of the United States.

Amended soil shall be 80% topsoil in accordance with 917.01, 20% organic material such as leaf mold or peat moss. In addition, incorporate a 10-10-10 fertilizer and an endo and ectomycorrhizal fungi transplant amendment; both applied per the manufacturer's recommendation.

Each tree planted shall receive a 20 gallon "TreeGator" drip bag watering system or approved equal. "TreeGator" may be obtained from Spectrum Products, Inc., 4200 Atlantic Ave., Suite 152, Raleigh, NC 27604, 1-(800)-800-7391.

Each tree planted within 5 feet of a sidewalk shall receive a root control system called "Biobarrier" or approved equal. "Biobarrier" may be obtained from Reemay Inc., 70 Old Hickory Blvd., Old Hickory, TN 37138, (615)-847-7000. Each tree planted shall receive 20' by 19 ½" sheet of material installed directly behind the sidewalk.

**811.03.01 Planting**

**I. Watering.**
ADD THE FOLLOWING:

For street trees, the initial watering at the time of planting shall be at the rate of 15 gallons per square yard of plant pit area. "TreeGator" drip bag watering system (or approved equal) shall be utilized to maintain damp soil conditions around the root ball after planting. Drip bag shall be replenished once a week throughout the dry season, from May 15 to September 15. Drip bags that are damaged or missing during the watering season shall be replaced at no additional cost to the Township. All "TreeGator" drip bags shall be considered the property of the Township and shall be turned over to Public Works at the completion of the project.

**811.03.02 Plant Establishment Period**
THE THIRD AND FOURTH PARAGRAPHS ARE CHANGED TO:

All plantings will be warrantied under the provisions of the project surety as described in Section 108.21. If the Township determines that plants need to be replaced during the warrantee period, replant plants as specified in 811.03.01 within 3 weeks of notification. If replacing outside of the optimal planting season, as specified in Table 811.03.01-1, only use containerized or balled and burlapped plants that are certified as being dug dormant.

**2. Maintenance Bond.**
REPLACE WITH THE FOLLOWING:

Plants to be warrantied under the project warranty for the length of the maintenance period.

**811.04 MEASUREMENT AND PAYMENT**
THE FOLLOWING ITEMS ARE ADDED:

| *Pay Item* | *Pay Unit* |
|---|---|
| SMALL DECIDUOUS TREE, 2.0-2.5 CAL., B&B | UNIT |

THE LAST PARAGRAPH IS REPLACED WITH THE FOLLOWING:

The Township will make no payment for plants rendered unacceptable until replaced with healthy specimen of similar species and size.

Tree plantings shall include the root control system, drip bag watering system, and water.

The Township will make no payment for wood chip mulching associated with planting. All costs shall be included in the price bid for the plant material. The limits for wood chip mulch associated with planting will extend from the center of the plant out to the drip line or edge of the plant pit/bed, whichever is greater.

# DIVISION 900 – MATERIALS

## SECTION 902 – ASPHALT

**902.01.01 Asphalt Binder**

THE FIRST TWO PARAGRAPHS ARE CHANGED TO:

Use an asphalt binder that is storage-stable and conforms to AASHTO M 332. Include compliance with the elastic response requirement in Figure 1 of AASHTO R 92, if applicable.

**902.02.01 Mix Designations**

PART (4) IS CHANGED TO:

**4. "E"** The fourth field in the Item description designates the high temperature designation of the performance-graded binder. Options are "64" for PG 64S-22 and "E" for PG 64E-22.

**902.02.03 Mix Design**

THE FOLLOWING IS ADDED TO THE FIRST PARAGRAPH:

Unless otherwise approved by the engineer, only one source of supply for hot mix asphalt surface course may be used on the project.

**902.02.04 Sampling and Testing**

**A General Acceptance Requirements.**

THE SECOND PARAGRAPH OF SECTION (A) IS CHANGED TO:

For PG 64S-22, ensure that the temperature of the mixture at discharge from the plant or surge and storage bins is at least 290 °F when the ambient temperature is less than 50 °F or is at least 275 °F when the ambient temperature is greater than or equal to 50 °F. For PG 64E-22, ensure that the temperature of the mixture at discharge from the plant or surge and storage bins is at least 10 °F above the manufacturer's recommended laydown temperature. For mixes produced using a WMA additive or process, ensure that the temperature of the mixture at discharge from the plant or surge and storage bins is at least 10 °F above the WMA manufacturer's recommended laydown temperature.

**D. Acceptance Testing and Requirements.**

PART D IS CHANGED TO:

The ME will determine volumetric properties at $N_{des}$ for acceptance from samples taken, compacted, and tested at the HMA plant. The ME will compact HMA to the number of design gyrations ($N_{des}$) specified in Table 902.02.03-2, using equipment according to AASHTO T 312. The ME will determine bulk specific gravity of the compacted sample according to AASHTO T 166. The ME will use the most current QC maximum specific gravity test result in calculating the volumetric properties of the HMA.

The ME will determine the dust-to-binder ratio from the composition results as tested by the QC technician.

Ensure that the HMA mixture conforms to the requirements specified in Table 902.02.04-1, and to the gradation requirements in Table 902.02.03-1. If the test results are outside of the gradation or volumetric requirements specified in Table 902.02.03-1 or Table 902.02.04-1 for an acceptance sample, immediately run a quality control sample. If the quality control sample is also outside of the requirements specified in Table 902.02.03-1 or Table 902.02.04-1, determine if a plant adjustment is needed and take corrective action to bring the mix into compliance. Take an additional quality control sample immediately after completing the corrective action to ensure that the mix is within the requirements. If the mix is within the requirements based on the quality control sample results, then the ME will

immediately take an acceptance sample to test and verify that the composition meet gradation and volumetric requirements specified in Table 902.02.03-1 and Table 902.02.04-1. If 2 consecutive acceptance or quality control samples are outside the gradation or volumetric requirements specified in Table 902.02.03-1 or Table 902.02.04-1, immediately stop production and shipping.

After a production stop, obtain ME approval of a plant correction plan before resuming production. Upon restarting production, do not transport mixture to the Project Limits before the results of a quality control sample from the mixture indicate that the mixture meets gradation and volumetric requirements specified in Table 902.02.03-1 and Table 902.02.04-1 and ME approval. The ME will reject mixture produced at initial restarting that does not meet gradation and volumetric requirements specified in Table 902.02.03-1 and Table 902.02.04-1.

The ME will test a minimum of 1 sample per 3,500 tons for moisture, basing moisture determinations on the weight loss of an approximately 1,600 gram sample of mixture heated for 1 hour in an oven at 280 ± 5 °F. Ensure that the moisture content of the mixture at discharge from the plant does not exceed 1.0 percent.

**Table 902.02.04-1 Hot Mix Asphalt Requirements for Control**

| Compaction Levels | Required Density (% of Theoretical Max. Specific Gravity) | Voids in Mineral Aggregate (VMA), % (minimum) | | | | | | Dust-to-Binder Ratio |
|---|---|---|---|---|---|---|---|---|
| | | Nominal Max. Aggregate Size, mm | | | | | | |
| | @$N_{des}$[1] | 37.5 | 25.0 | 19.0 | 12.5 | 9.5 | 4.75 | |
| L, M | 95.0 – 97.0 | 11.0 | 12.0 | 13.0 | 14.0 | 15.0 | 16.0 | 0.6 – 1.3 |

1. As determined from the values for the maximum specific gravity of the mix and the bulk specific gravity of the compacted mixture. Maximum specific gravity of the mix is determined according to AASHTO T 209. Bulk specific gravity of the compacted mixture is determined according to AASHTO T 166.

### 902.02.04 Sampling and Testing

THE FOLLOWING SUBSECTION IS ADDED:

**E. Acceptance of HMA.** The Department may accept the HMA as specified in 902.02.04.A through 902.02.04.E by employing staff or an independent testing agency at the HMA plant during production. The inspector who performs the quality assurance sampling shall be certified by the Society of Asphalt Technologists of New Jersey as an Asphalt Plant Technologist, Level 2. Form "DS-8 HMA Testing Summary Report – State Aid" provided on the Local Aid Website must be utilized by the Laboratory to report their findings to the RE.

Alternatively, the Department may accept the HMA by Certification of Compliance according to 106.07.

## SECTION 903 – CONCRETE

### 903.01 CEMENT

THE ENTIRE SUBSECTION TEXT IS CHANGED TO:

Use cement, listed on the QPL, that is either portland cement or blended hydraulic cement and conforms to the following:

Portland Cement, Type I, II, and Type III..... ASTM C 150
Blended Hydraulic Cement, Type IS, IP, and IL ..... ASTM C 595

Only use Type III portland cement for Class V concrete, prestressed Items, and precast Items.

Use portland cement pre-blended with a maximum of 25 percent fly ash, by weight, or a maximum of 5 percent silica fume by weight, or with a maximum of 50 percent slag by weight for blended hydraulic cement Type IS or IP. Use portland cement pre-blended with a minimum of 5 percent limestone content and a maximum of 15 percent limestone content by

weight for blended hydraulic cement Type IL. Ensure that a scaling test according to ASTM C 672 is completed on the mix design if more than 30 percent slag is used and that the concrete has a visual rating less than 3 after 50 cycles.

Do not add additional mineral admixtures to blended hydraulic cements Type IS or IP at the concrete plant unless approved by the ME. The use of additional mineral admixtures in blended hydraulic cement Type IL at the concrete plant is permitted if the mineral admixture is listed on the QPL

Do not mix different brands of cement, the same brand of cement from different mills, or different types of cement.

Provide suitable means for storing and protecting the cement against dampness. The ME will reject cement that has become partially set or that contains lumps of caked cement. Ensure that the temperature of the cement at the time of delivery to the mixer does not exceed 160 °F.

## SECTION 911 – SIGNS, SIGN SUPPORTS, AND DELINEATORS

### 911.01.01 Materials

**B. Retroreflective Sheeting.**

TABLE 911.01.01-2 IS CHANGED TO:

THE SECOND SIGN TYPE IN TABLE 911.01.01-2 IS CHANGED TO:

**Table 911.01.01-2 Allowable Sign Sheeting Types**

| Sign Type | Test Method | Type |
|---|---|---|
| Regulatory and Warning Signs | ASTM D 4956 | Type III, Type VIII, Type IX or Type XI[1] |
| Guide Signs Mounted on Steel "U" or Square Tube Posts | ASTM D 4956 | Type III, Type VIII, Type IX or Type XI |
| Guide Signs Mounted on Overhead Sign Structures, Breakaway Sign Supports, or Non-breakaway Sign Supports | ASTM D 4956 | Type VIII, Type IX or Type XI[2] |

1. Ground-mounted signs with white background shall be ASTM Type IX.
2. Do not use ASTM Type XI sheeting with any existing sign lighting improvement or signs that are lit.

### 911.01.02 Fabrication

**A. Sign Panels.**

THE SECOND PARAGRAPH IN PART A IS CHANGED TO:

Fabricate flat sheet signs from a single piece of sheet aluminum without joints, using the thicknesses specified in Table 911.01.02-1. Drill or punch 3/8 inch diameter holes in the sign blank for attachment to sign supports. Locate holes according to the 2004 Edition of Standard Highway Signs and Markings Book. If the panel is larger than 5 feet in any dimension, reinforce the panel with z-bars.

THE THIRD PARAGRAPH OF PART A IS CHANGED TO:

For multiple panel signs, use 1 foot wide extruded sections bolted together. Join sign panel sections together at the flanges with 3/8 inch bolts. Attach the sign panels to vertical supports, ensuring that the span between vertical supports is a maximum of 18 feet. Do not use extruded sign panels with steel "U" or square tube post sign supports. Use the same material and color for trim molding that is used for the sign face.

**C. Legends and Borders.**

THE FIRST PARAGRAPH IN PART C IS CHANGED TO:

The legend for each sign consists of letters, numerals, shields, and other symbols. Use Series E Modified 2000 lettering that conforms to the 2004 Edition of Standard Highway Signs and Markings Book. Ensure that the lettering

is aligned, spaced, and sized according to 2004 Edition of Standard Highway Signs and Markings Book, its 2012 Supplement, and the working drawings. Apply the legend and borders using the following methods:

**911.01.04 Acceptance Inspection**

THE FIRST PARAGRAPH IS CHANGED TO:

Notify the ME at least 3 days before shipping to the Project so that arrangements for inspection can be made. The ME will reject signs not fabricated according to the 2004 Edition of Standard Highway Signs and Markings Book, its 2012 Supplement, and the Plans. The ME will ensure that finished signs are clear and legible without smudging, blisters, delamination, loose edges, or other blemishes. The ME will also ensure that the colors have a consistent chromaticity across all signs of the same color.

**911.02 SIGN SUPPORTS**

**911.02.01 Steel "U" Post Sign Supports**

THE SUBPART IS RENAMED TO:

**911.02.01 Steel "U"and Square Tube Post Sign Supports**
THE FOLLOWING IS ADDED AT THE END:

Use steel "U" post sign supports conforming to ASTM A 499, Grade 50 or 60, with the length of post and minimum pounds per foot as shown on the Plans. Provide 18-8 stainless steel 5/16 × 18 UNC hexagonal headed bolts and nuts conforming to ASTM A 320, Grade B8, Class 1, for securing the signs to the steel "U" post. Provide sign mounting bolts that are sized to extend beyond the end of each nut by no more than 3/4 inches when fully tightened.

Submit a certification of compliance, as specified in 106.07, for "U" posts.

Use square steel tube post sign supports conforming to ASTM A 1011, Grade 50, with the length of post and minimum pounds per foot as shown on the Plans. Provide 18-8 stainless steel 5/16 × 18 UNC hexagonal headed bolts and nuts conforming to ASTM A 320, Grade B8, Class 1, for securing the signs to the square steel tube post. Provide sign mounting bolts that are sized to extend beyond the end of each nut by no more than 3/4 inches when fully tightened.

Submit a certification of compliance, as specified in 106.07, for square steel tube posts.

## SECTION 912 – PAINTS, COATINGS, TRAFFIC STRIPES, AND TRAFFIC MARKINGS

**912.01.04 Concrete Stain**
THE SUBSECTION IS CHANGED TO:

Provide a penetrating stain that is a single component, water-based acrylic coating, alkali resistant, and water repellant. Primer is required for application on smooth concrete. Provide a primer that is a penetrating, water based, water repellent concrete sealer. Ensure that the stain conforms to the requirements in Table 912.01.04-1.

**Table 912.01.04-1 Requirements for Concrete Stain**

| Property | Value | ASTM Test Method |
|---|---|---|
| Dry – to – Touch Time | Max. 1 hour | D 1640 |
| Dry – to – Recoat Time | Max. 4 hour | D 1640 |
| Weight per Gallon | 11.0 + 0.5 lbs. | D 1475 |
| Weight Solids | 52 + 2% | D 2369 |
| Adhesion, Tape Test | Min. 4A | D 3359 |
| Gloss | Flat | D 523 |
| Weathering | <3.0 dE @ 3,000 hrs. | G 154 / D 4587 |
| VOC | <100 g/L | D 2369 |

**912.04.02 Removable Pavement Marking Tape**

**A. Temporary Pavement Tape.**

THE FOURTH PARAGRAPH IN PART A IS CHANGED TO:

Provide a certification of compliance, as specified in 106.07, for temporary pavement tape.

**B. Removable Black Line Masking Tape.**

THE THIRD PARAGRAPH IN PART B IS CHANGED TO:

Provide a certification of compliance, as specified in 106.07, for removable black masking tape.

## SECTION 917 – LANDSCAPING MATERIALS

**917.07 SOD**

**917.08 PLANT MATERIALS**

**H. Inspection.**

Notify the RE at least 48 hours in advance of delivery to the Project Limits for installation.

# DIVISION 1000 – EQUIPMENT

## SECTION 1001 – TRAFFIC CONTROL EQUIPMENT

**1001.01 FLASHING ARROW BOARD**
SUBSECTION HEADING AND THE ENTIRE TEXT ARE CHANGED TO:

**1001.01 ARROW BOARD**

Provide either Type A or Type C or both types of arrow boards. Ensure the arrow board elements conform to the MUTCD and the following requirements:

1. Non-reflective, black boards equipped with battery-operated amber lights.
2. A minimum peak luminous intensity of 8,800 candelas and equipped with photocells that will automatically reduce the luminous intensity to 1,500 candelas when the ambient light level drops to 5 foot-candles.
3. A light on the rear face of the board to indicate that the lights are operating.
4. Solid state controls with polarity and surge protection.
5. Panel operation controls mounted in a lockable enclosure.

Ensure the arrow boards are equipped with a diesel charged battery system. Do not use gasoline powered systems. With RE approval, the Contractor may use the arrow boards equipped with solar charged battery systems in non-moving operations. The Department may require a solar charged battery system in noise sensitive areas.

Securely mount arrow boards on a manufacturer-approved 2 wheeled towing trailer.

**1001.03 TRAFFIC CONTROL TRUCK WITH MOUNTED CRASH CUSHIONS**

THE ENTIRE SUBSECTION IS CHANGED TO:

Provide a truck affixed with a bed-mounted type C arrow board, as specified in 1001.01, and a rear mounted crash cushion. Ensure the weight of the truck with the type C arrow board and the rear mounted crash cushion is minimum total weight of 10 tons. The Contractor may use ballast to meet the weight requirement. When using ballast, ensure that it is securely fastened to the truck. Provide crash cushions that conforms to the following requirements:

1. Meets crash-worthiness requirements as specified in 159.03.02.
2. Designed to be attached to the rear of a truck.
3. Equipped with a 90 degree hydraulic tilt system to raise and lower the crash cushion. The tilt system shall have a locking mechanism to secure the crash cushion when in the raised position.
4. If equipped with energy absorbing modules, ensure that they are painted yellow.
5. Displays alternating 6 inch wide black and yellow bands, composed of Type III-retroreflective sheeting, as specified in ASTM D 4956, in an inverted “V” chevron pattern on the surface of the rear module that faces traffic. When in the raised position, ensure that the surface of the rear facing module also displays the chevron pattern.
6. Equipped with standard trailer lighting systems, including brake lights, taillights, and turn signals that are visible in the raised and lowered positions.

THE FOLLOWING SUBSECTION IS ADDED:

## SECTION 1003 – HMA SITE EQUIPMENT

**1003.01 MATERIALS TRANSFER VEHICLE (MTV)**

THE FOLLOWING IS ADDED AFTER THE LAST PARAGRAPH:

Ensure the MTVs Gross Weight and maximum speed limit do not exceed the load restrictions as shown in 105.09 Special Provisions.

## SECTION 1008 – MISCELLANEOUS EQUIPMENT

THE FOLLOWING SUBSECTION IS ADDED:

**1008.07** CONCRETE VERTICAL CURB SAW

Provide a power-driven vertical curb saw with horizontally-oriented blade capable of sawing to the required dimensions without causing uncontrolled cracking. Equip the vertical curb saw with water-cooled, circular, diamond-edge blades or abrasive wheels, and alignment guides. Ensure that the vertical curb saw is capable of immediately collecting the slurry produced from the operations. The Contractor may use a vertical curb saw that does not collect slurry if the RE approves an alternate slurry collection method.

When sawcutting grooves, use a multi-bladed saw with an adequate number of blades and alignment wheels.

Provide within the Project Limits spare saw blades and at least one standby saw that meets the above requirements.

## SECTION 1009 – HMA PLANT EQUIPMENT

**1009.01 HMA PLANT**

**A. Requirements for HMA Mixing Plants.**

**4. Equipment for Preparation of Asphalt Binder.**

THE 4TH PARAGRAPH IN PART 4 IS CHANGED TO:

> Provide valves according to ASTMD 140, except ensure that a sampling valve is also located in the lowest third of each storage tank. If any additive is added at the HMA plant, provide a sampling valve according to AASHTO M 156, Section 4.3.4.

**8. Safety.**

THE THIRD PARAGRAPH IS CHANGED TO:

> When plant production occurs during night operations, provide permanently fixed lighting throughout the plant operations, plant laboratory, and truck scale areas to ensure a clear view of the operations. Also provide permanently mounted lighting at the sampling platforms to sufficiently illuminate the bed of the truck for inspection and sampling operations.

**1009.03 ASPHALT-RUBBER BINDER BLENDING EQUIPMENT**

THE 5TH PARAGRAPH IS CHANGED TO:

Provide valves according to ASTMD 140, except ensure that a sampling valve is also located in the lowest third of each storage tank.

# NJDOT TEST METHODS

## NJDOT R-1 – DETERMINING RIDE QUALITY OF PAVEMENT SURFACES

**B. Apparatus.**
PART B IS CHANGED TO:

Use the following apparatus:

1. Class 1 IPS that meets the requirements of ASTM E 950, Sections 4.0, 5.0 and 6.0 of AASHTO M 328, and the following:
    a. Valid certification.
    b Recertification after any major component repairs or replacements.
    c. The data system provides the raw profile data in format readable in ProVal.
    d. Current version of pavement profile analysis software installed on the IPS computer to compute the IRI.
2. Base plate and gauge blocks, of 1 inch and 2 inch thickness, provided by the manufacturer to verify daily vertical calibration.
3. Retro-reflective traffic marking tape or other approved mechanism to automatically trigger the start and stop of profile measurements.

**C. Procedure.**
PART C IS CHANGED TO:

Perform the following steps:

1. Turn on the inertial profiler and warm up all electronic equipment in accordance with the manufacturer recommendations before testing.
2. Perform Block and Bounce tests each day before collecting data. Record the results in the calibration log. Ensure tolerances are within the certified limits.
3. Ensure retro-reflective traffic marking tape or other approved mechanism is placed at the beginning and end of each direction of travel lane.
4. Enter project information in the test equipment system.
5. Make provisions to start and stop recording profile at the beginning and end of testing. If an automatic trigger mechanism is not installed, make provision to initiate start and end of data recording manually by pressing an appropriate key(s) on the computer.
6. Ensure that the required speed, as recommended by the manufacturer, is achieved and that the system is collecting profile data before recording profile.
7. For each test section, perform 3 test runs to collect data of both wheel paths of each lane in the longitudinal direction of travel. The wheel path is defined as being located approximately 3 feet on each side of the centerline of the lane and extending for the full length of the lane. Lanes are defined by striping.
8. Save data from each run separately before the next run or lane testing, clearly identifying each test run, lane identification, and run number.

# STATE FUNDED PROJECT ATTACHMENT 1

## SMALL BUSINESS ENTERPRISE UTILIZATION ON WHOLLY STATE FUNDED PROJECTS

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

**B. Policy.** It is the policy of the Department that small businesses, as defined in N.J.A.C. 17:13-1.2 et seq. comprising a Small Business Enterprise (SBE) shall have the maximum opportunity to participate in the performance of contracts financed wholly with State funds. In this regard, the Department and all Contractors shall take all necessary and reasonable steps to ensure that registered Small Business Enterprises are utilized on, compete for, and perform on NJDOT construction contracts.

**C. Definitions**

**1. Small Business Enterprise.** A business which has its principal place of business in the State of New Jersey; is independently owned and operated; has no more than 100 full-time employees; has gross revenues that do not exceed the applicable Federal revenue standards referenced at N.J.A.C. 17:13-2.1 and satisfies any additional eligibility standards under this chapter.

Small businesses with no more than 100 full-time employees will be registered in one of the following three categories:

a. Small business with gross revenues that do not exceed $3 million.
b. Small businesses with gross revenues that do not exceed 50 percent of the applicable annual revenue standards set forth in federal regulation at 13 CFR 121.201, incorporated herein by reference, and as may be adjusted periodically.
c. Small business with gross revenues that do not exceed the applicable annual revenue standards set forth in federal regulation at 13 CFR 121.201, incorporated herein by reference, as may be adjusted periodically.

The business must be independently owned and operated, with management being responsible for both its daily and long-term operation, as well as owning at least 51 percent interest in the business.

Businesses must be incorporated or registered with the Division of Revenue & Enterprise Services to do business in the State and have its principal place of business in New Jersey, defined when:

a. 51 percent or more of its employees work in New Jersey supported by paid New Jersey unemployment taxes or;
b. 51 percent or more of its business operations/activities occur in New Jersey supported by income and/or business tax returns.
c. The business must be a sole proprietorship, partnership, limited liability company or corporation with 100 or fewer employees in full-time positions, not including:

    1. Seasonal and part-time employees employed for less than 90 days, if seasonal and casual part-time employment are common to that industry and
    2. Consultants employed under contracts for which the business wants to be eligible as a small business.

**2. Commercially Useful Function (CUF).** A SBE performs a commercially useful function when it is responsible for execution of a distinct element of the work of a contract and carrying out its responsibility by actually performing, managing, and supervising the work involved. To perform a commercially useful function, the SBE must also be responsible, with respect to materials and supplies used on the contract, for preparing the estimate, negotiating price, determining quality and

quantity, ordering the material, arranging delivery, installing (where applicable), and paying for the material and supplies itself for the project.

3. **Transaction expeditor (broker).** A SBE who arranges or expedites transactions and who arranges for material drop shipments.

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

5. **SBE manufacturer.** A firm that operates or maintains a factory or establishment that produces on the premises, the materials, supplies, articles, or equipment required for the Contract.

6. **Good faith effort (GFE).** Efforts to achieve a SBE goal or other requirement of N.J.A.C. 17:13 et seq. which by their scope, intensity, and appropriateness to the objective, can reasonably be expected to fulfill the program requirement. Efforts to include firms not certified as SBEs in the state where the contract is being let are consequently not good faith efforts to meet a SBE contract goal.

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

**E Contractor SBE Goal Obligations.** Ensure that SBEs have an equal opportunity to receive and participate in contracts and subcontracts financed in whole with State funds in performing work with the Department. Take all necessary and reasonable steps in accordance with the Contract to ensure that SBEs are given equal opportunity to compete for and to perform on the Department's wholly State funded projects. Do not discriminate in the award and performance of any Contract obligation including, but not limited to, performance of obligations on wholly State funded contracts, as specified in Section 107.

1. Post Award Obligations

   a. Give SBEs equal consideration with non-small business firms in negotiation for any subcontracts, purchase orders or leases.
   b. Attempt to obtain qualified SBEs to perform the work. A directory of registered Small Businesses Enterprise firms can be found in the New Jersey Selective Assistance Vendor Information (NJSAVI) database online at: https://www20.state.nj.us/TYTR_SAVI/vendorSearch.jsp

2. Affirmative Action After Award of the Contract

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

      (1) Notify the RE, in writing, of the type and approximate value of the work which the Contractor intends to accomplish by such subcontract, purchase order or lease.
      (2) Submit the Post-Award SBE Certification Form to the Regional Supervising Engineer with the application to sublet, or prior to purchasing material or leasing equipment. Obtain Post Award SBE Certification forms from the RE.
      (3) Efforts made to identify and retain a SBE as a replacement subcontractor, lower tier subcontractor, transaction expeditor, regular dealer, supplier, manufacturer, or trucker when the arrangements with the original SBE prove unsuccessful, shall be followed as specified for SBE subcontractors in Section 108. Work in the category concerned shall not begin until such approval is granted in writing by the Department.
      (4) Notification of a SBE subcontractor's termination will be the same as for SBE subcontractors, specified in Section 108. Send notice in writing to the Department through the RE, with a copy to DCR/AA. Said termination notice will include the firm's ethnic classification, whether the firm is a SBE and the detailed reason(s) for termination.

   **b. Selection and Retention of Subcontractors.** Do not discriminate in the selection and retention of subcontractors, including procurement of materials and leases of equipment as specified in 108.01. Provide the RE with a listing of firms, organizations or enterprises solicited and those utilized as subcontractors on the proposed project. Such listing shall clearly delineate which

firms are classified as SBEs. Provide the RE with subcontract agreements for all subcontractors performing work on the Contract as specified in Section 108.

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

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

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

**d. Termination, Substitution or Replacement of SBEs.** Make good faith efforts to replace a SBE that is terminated or has otherwise failed to complete its work on the Contract with another registered SBE, to the extent needed to meet the Contract SBE goal. Notify the DCR/AA immediately of the SBE's inability or unwillingness to perform and provide reasonable documented evidence. Prior to termination, substitution, or replacement of a SBE subcontractor, lower-tier subcontractor, transaction expeditor, regular dealer, supplier, manufacturer, or trucker, submit a Revised CR-266 – Schedule of DBE.ESBE/SBE Participation form to the Department naming the replacement SBE firm(s), type of work performed, specific Contract work items, whether the SBE is performing full or partial work on the items, dollar value and percent of total Contract for each SBE firm. Submit detailed written explanation of why each change is being made, including documented evidence of good faith effort(s) with the submission of the revised Form CR- 266. Submit along with the revised CR-266: 1) a completed Confirmation of SBE Firm (Form CR-273) to demonstrate direct written confirmation from each SBE firm participating on the Contract, confirming the kind and amount of work that was provided on the Contractor's CR-266, and if applicable; 2) a completed SBE Regular Dealer/Supplier Verification (Form CR-272) for all SBE Regular Dealers/Suppliers listed on the revised CR-266; and if applicable, 3) a completed SBE Trucking Verification (Form CR-274) for all SBE truckers listed on the revised CR-266 form. The Contractor is not permitted to complete any portion of the CR-273, CR-272 or CR-274 forms. Termination, substitution, or replacement of SBEs shall be made as specified in Section 108. Termination or replacement of SBE cannot be made without prior written approval of the Department as per Section108.

**e. Submission of Good Faith Effort Documentation.** If the Contractor is unable to meet the Contract goal for SBE participation, submit to the DCR/AA for review and approval, documented evidence of good faith efforts along with the monthly CR-267 form. This submission must include written details addressing each of the good faith efforts outlined in the Contract. Submittal of such information does not imply DCR/AA approval.

**F. SBE Goals for this Contract.** This Contract includes a goal of awarding _____ percentage of the Total Contract Price to subcontractors qualifying as SBEs.

**NOTE: SUBCONTRACTING GOALS ARE NOT APPLICABLE IF THE PRIME CONTRACTOR IS A REGISTERED SMALL BUSINESS ENTERPRISE (SBE) FIRM.**

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

meet the Contract SBE goal or made adequate good faith efforts to do so, the Department will follow Section 105.

**G. Counting SBE Participation.**

1. Each SBE is subject to a registration procedure to ensure its SBE eligibility status prior to the award of Contract. All SBEs working on the Contract must be registered SBEs. Only Small Business Enterprises registered prior to the date of bid, or prospective Small Business Enterprises that have submitted to the New Jersey Commerce and Economic Growth Commission on or before the day of bid, a completed "State of New Jersey Small Business Vendor Registration Form" and all the required support documentation, will be considered in determining whether the Contractor has met the established Contract SBE goal. Early submission of required documentation is encouraged.
2. The Department determines the percentage of SBE participation that will be counted toward the Contract SBE goal. Once a firm is determined to be a bona fide SBE by the New Jersey Commerce and Growth Commission, the total dollar value of the contract awarded to the SBE is counted toward the applicable goal.
3. The Contractor will count SBE participation toward the Contract SBE goal only the value of the work actually performed by a SBE when that SBE performs a commercially useful function in the work of a contract as per Section H of this Special Provision Attachment.
4. If a Contractor is part of a Joint Venture and one or more of the Sole Proprietorships, Partnerships, Limited Liability companies or Corporations comprising the Joint Venture is a registered SBE, the actual payments made to the Joint Venture for work performed by the SBE member, will be applied toward the Contract SBE goal. Payments made to the Joint Venture for work performed by a non-small business firm will not be applied toward the Contract SBE goal.
5. If the Contractor is a registered SBE, payments made to the Contractor for work that the Contractor is registered to perform and performed by the Contractor will be applied toward the Contract SBE goal. Payments made to the Contractor for work performed by non-SBEs will not be applied toward the Contract SBE goal.
6. When a SBE subcontracts part of the work of its contract to another firm, the value of the subcontracted work may be counted towards the SBE goal only if the subcontractor itself is an SBE. Work that a SBE subcontracts to a non-SBE firm does not count toward the Contract SBE goal.

**H. Commercially Useful Function**

**1. Performance of Work.** The SBE must perform the work with their own permanent employees, or employees recruited through traditional recruitment and/or employment centers. SBEs must employ and control their own workforce, and cannot share employees with the Contractor, other subcontractors on the present project, or the renter-lessor of equipment being used on the present project. The SBE firm must be responsible for all payroll and labor compliance requirements for all of their employees performing work on the Contract. Direct or indirect payments by any other contractor are not allowed.

**2. Managing Work.** The SBE must manage the work themselves including the scheduling of work operations, ordering of equipment and materials, hiring/firing of employees, including supervisory employees, and preparing and submitting certified payrolls. The SBE must supervise their portion of daily work operations of the project. With respect to materials and supplies used on the Contract, the SBE must be responsible for preparing the estimate, negotiating price, determining quantity and quality, ordering the material, arranging delivery, installing, (where applicable), and paying for the material and supplies for the project.

**3. Responsibility of Work.** A SBE must perform or exercise responsibility for at least 30 percent of the total cost of its contract with its own workforce. The SBE must not subcontract a greater portion of the work of a contract than would be expected on the basis of normal industry practice for the type of work involved.

**4. Equipment of SBE.** The SBE must perform the work stated in the subcontract with their own equipment, whether owned or leased and operated on a long-term agreement, not an ad hoc or contract by contract agreement. The equipment must be owned by the SBE firm or leased/rented from traditional equipment lease/rental sources. The equipment will not belong to the Contractor, any

other subcontractor or lower tier subcontractors on the current project, or supplier of materials being installed by the SBE firm.

5. **Lease of Equipment.** A SBE firm may lease specialized equipment from a contractor, but not from the Contractor, if it is consistent with normal industry practices and at rates competitive for the area. Rental agreements must be for short periods of time, specify the terms of the agreement and involve specialty equipment to be used at the job site. The lease may allow the operator to remain on the lessor's payroll if it is the generally accepted industry practice, but the operation of the equipment must be subject to full control by the SBE. The SBE shall provide the operator for non-specialized equipment and is responsible for all payroll and labor compliance requirements. A separate lease agreement is required.

6. **SBE Trucking.** SBE trucking companies must perform a commercially useful function. Contrived arrangements for the purpose of meeting SBE goals will not be allowed. The SBE must be responsible for the management and supervision of the entire trucking operation on a contract-by-contract basis, and must own and operate at least one fully, licensed, insured, and operational truck used on the Contract.

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

   The Contractor shall have signed Hiring Agreements. Submit copies of these signed Hiring Agreements, and copies of all signed lease agreements to the RE prior to the trucking firm's commencing work on the project. Prior to the SBE trucking firm beginning work on the Contract, SBE Trucking firms will be required to complete the SBE Trucking Verification (Form CR-274). The SBE and Contractor must sign the form and the Contractor submit the original CR-274 form directly to the Department's RE, with a copy submitted to the DCR/AA. The Contractor is not permitted to complete any portion of the CR-274 form. The Contractor must prepare, sign and submit along with the CR-267 – Monthly Report of Utilization of DBE/ESBE or SBE form, a Monthly Trucking Verification form (CR-271), identifying each truck owner, SBE Certification number, company name and address, truck number, and commission or amount paid for all SBE and non-SBE truckers performing work on the project. Also, submit the form to the Department as per Section E of this Special Provision for the DCR/AA's review, approval, and determination of credit toward the Contract goal. Failure to submit the forms may result in denial or limit of credit toward the Contract SBE goal, payment being delayed or withheld as specified in Section 105, assessing sanctions or termination of the Contract as specified in Section 108.

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

8. **SBE Manufacturers.** SBE manufacturers must be a firm that operates or maintains a factory or establishment that produces on the premises, the materials, supplies, articles, or equipment required for this Contract.

9. The Contractor shall not use a SBE solely for the purpose of acting as an extra participant in a transaction, a contract or the Contract through which funds are passed in order to obtain the appearance of SBE participation.

**I. Good Faith Effort.** To demonstrate good faith efforts to meet the Contract SBE goal, a Contractor shall, on an ongoing basis, adequately document the steps it takes to obtain SBE participation, including but not limited to the following:

1. Conducting market research to identify qualified potential small business subcontractors and suppliers and soliciting through all reasonable and available means, the interest of registered SBEs that have the capability to perform the work of the Contract. This may include attendance at pre-bid and business matchmaking meetings and events, advertising and/or written notices, posting of Notices of Sources Sought and/or Requests for Proposals, written notices, or emails to all registered SBEs listed in the New Jersey Selective Assistance Vendor Information (NJSAVI) database that specialize in the areas of work desired (as noted in SAVI) and which are located in the area or surrounding areas of the project.

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

   Request a listing of small businesses from the New Jersey Department of the Treasury, Division of Property Management and Construction if none are known to the Contractor

2. Selecting portions of the work to be performed by SBEs in order to increase the likelihood that the SBE goals will be achieved. This includes, where appropriate, breaking out Contract work items into economically feasible units (for example, smaller tasks or quantities) to facilitate SBE participation, even when the Contractor might otherwise prefer to perform these work items with its own forces. This may include, where possible, establishing flexible timeframes for performance and delivery schedules in a manner that encourages and facilitates SBE participation.

3. Providing all potential SBE subcontractors with detailed information about the plans, specifications, and requirements of the Contract in a timely manner to assist them in responding to a solicitation with their offer for the subcontract. Attempt to contact all potential subcontractors on the same day and use similar methods to contact them.

4. Negotiating in good faith with interested SBEs. Make a portion of the work available to SBE subcontractors and suppliers and select those portions of the work or material needs consistent with the available SBE subcontractors and suppliers, so as to facilitate SBE participation. Evidence of such negotiation includes the names, addresses, and telephone numbers of SBEs that were considered; a description of the information provided regarding the plans and specifications for the work selected for subcontracting; and evidence as to why additional Agreements could not be reached for SBEs to perform the work.

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

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

   Inability to find a replacement SBE at the original price is not alone sufficient to support a finding that good faith efforts have been made to replace the original SBE. The fact that the Contractor has the ability and/or desire to perform the contract work with its own forces does not relieve the Contractor

of the obligation to make good faith efforts to find a replacement SBE, and it is not a sound basis for rejecting a prospective replacement SBE's reasonable quote. Attempt, wherever possible, to negotiate prices with potential subcontractors which submitted higher than acceptable price quotes.

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

6. Making efforts to assist interested SBEs in obtaining bonding, lines of credit, or insurance as required by the recipient or Contractor.
7. Making efforts to assist interested SBEs in obtaining necessary equipment, supplies, materials, or related assistance or services.

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

**J. Submission of Affirmative Action Program**

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

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

1. Copy of company's comprehensive EEO/Affirmative Action Plan, with a cover page that includes the company name and address, and signature of the Chief Executive or EEO Officer.
2. Copy of document designating the company's corporate EEO Officer, including the name, address and contact telephone number for the officer, and signature of the Chief Executive or President, on company letterhead.
3. Copy of the company's EEO Policy Statement on company letterhead, dated and signed by the Chief Executive and the EEO Officer.
4. Copy of the company's Sexual Harassment Policy on company letterhead.
5. EEO Legend such as letterhead, envelope, or published advertisement showing the company is an equal opportunity employer.
6. Copy of document designating the company's SBE Liaison Officer to administer the firm's Small Business Program.
7. SBE Affirmative Action Plan which is an explanation of affirmative action methods intended to be used to seek out and consider SBEs as subcontractors, material suppliers or equipment lessors. This refers to the Contractor's ongoing responsibility, i.e., Small Business Enterprise/Affirmative Action activities after the award of the Contract and for the duration of the Contract.

**K. SBE Liaison Officer.** Designate a SBE Liaison Officer who shall be responsible for the administration of your SBE program in accordance with the Contract and ensuring that the Contractor complies with all provisions of the SBE Program.

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

**M. Conciliation.** In cases of alleged discrimination regarding these and all equal employment opportunity provisions and guidelines, investigations and conciliation will be undertaken by the DCR/AA.

**N. Documentation**

1. **Requiring of Information.** The Department or the State funding agencies may at any time require information as specified in Subsection 107.02 and deemed necessary in the judgment of the Department to ascertain the compliance of any Bidder, Contractor, or subcontractor with the terms of the Contract.

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

    a. The names of SBE contractors, subcontractors, transaction expeditors and material suppliers contacted for work on the Contract, including when and how contacted, and the specific Contract work items and other information provided to each.
    b. Work, services, and materials which are not performed or supplied by the Contractor.
    c. The actual dollar value of work subcontracted and awarded to SBEs, including specific Contract work items and cost of each work item.
    d. The progress being made, and efforts taken in seeking out and utilizing SBEs to include: solicitations, specific Contract work items and the quotes and bids regarding those specific Contract work items, supplies, leases, or other contract items, etc.
    e. Detailed written documentation of all correspondence, contacts, telephone calls, etc., including names and dates/times, to obtain the services of SBEs on the Contract.
    f. Records of all SBEs and non-SBEs who have submitted quotes/bids to the Contractor on the Contract.
    g. Monthly CR-267 – Monthly Report, Utilization of DBE/ESBE or SBE, and other reports required for submission to the Department, hiring agreements, subcontracts, lease agreements, equipment rental agreements, supply tickets, delivery slips, payment information, and other records documenting SBE utilization on the Contract.
    h. Documentation outlining EEO workforce information for the Contract.
    i. Documentation outlining EEO and Affirmative Action efforts made in the administration and performance of the Contract.

3. **Submission of Reports, Forms and Documentation.** Submit reports, forms, and documentation, as required by the Department, on those contracts and other business transactions executed with SBEs in such form and manner as may be prescribed by the Department. Failure to submit the required forms, reports or other documentation as required may result in payment being delayed or withheld as specified in Section 105, assessing sanctions, or termination of the contract as specified in Section 108. Submission of falsified forms, reports, or other required documentation may result in termination of the Contract as specified in Section 108, investigation by the Department's Inspector General, and prosecution by the State Attorney General's Office.

4. **Maintaining Records.** All records must be maintained for a period of three (3) years following acceptance of final payment and will be available for inspection by the Department, or the State funding agencies.

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

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

# STATE FUNDED PROJECT ATTACHMENT 2

## STATE OF NEW JERSEY EQUAL EMPLOYMENT OPPORTUNITY SPECIAL PROVISIONS FOR WHOLLY STATE FUNDED PROJECTS

**A. General.** It is the policy of the New Jersey Department of Transportation (hereafter "NJDOT") that its contracts should create a workforce that reflects the diversity of the State of New Jersey. Therefore, contractors engaged by the Department to perform under a construction contract shall put forth a good faith effort to engage in recruitment and employment practices that further the goal of fostering equal opportunities to minorities and women.

The Contractor must demonstrate to the Department's satisfaction that a good faith effort was made to ensure that minorities and women have been afforded equal opportunity to gain employment under the Department's contract with the Contractor. Payment may be withheld from a Contractor's contract for failure to comply with these provisions.

Evidence of a "good faith effort" includes, but is not limited to:

1. The Contractor shall recruit prospective employees through the New Jersey career connections website, managed by the Department of Labor and Workforce Development, available online at **Error! Hyperlink reference not valid.** http://careerconnections.nj.gov/careerconnections/for_businesses.shtml
2. The Contractor shall keep detailed documented evidence of its efforts, including records of all individuals interviewed and hired, including the specific numbers of minorities and women;
3. The Contractor shall actively solicit and shall provide the Department with proof of solicitations for employment, including but not limited to advertisements in general circulation media, professional service publications and electronic media;
4. The Contractor shall provide evidence of efforts described at 2 above to the Department no less frequently than once every 12 months; and
5. The Contractor shall comply with the requirements set forth at N.J.A.C. 17:27-1.1 et seq.

The Contractor is required to implement and maintain a specific Affirmative Action Compliance Program of Equal Employment Opportunity in support of the New Jersey "Law Against Discrimination", N.J.S.A. 10:5-31 et seq., and according to the Affirmative Action Regulations set forth at N.J.A.C. 17:27-1.1 et seq.

The provisions of N.J.S.A. 10:2-1 through 10:2-4 and N.J.S.A. 10:5-31 et seq., as amended and supplemented) dealing with discrimination in employment on public contracts, and the rules and regulations promulgated pursuant thereunto, are hereby made a part of this contract and are binding upon the Contractor.

Noncompliance by the Contractor with the requirements of the Affirmative Action program for Equal Employment Opportunity may be cause for delaying or withholding monthly and final payments pending corrective and appropriate measures by the Contractor to the satisfaction of the Department.

The Contractor will cooperate with the State agencies in carrying out its Equal Employment Opportunity obligations and in their review of its activities under the contract.

The Contractor and all its subcontractors, not including material suppliers, holding subcontracts of $2,500 or more, will comply with the following minimum specific requirement activities of Equal Opportunity and Affirmative Action set forth in these special provisions. The Contractor will include the following mandatory equal employment opportunity language in every subcontract of $2,500 or more with such modification of language in the provisions of such contracts as is necessary to make them binding on the subcontractor.

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

1. The Contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality, or sex. The

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

2. The Contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.
3. The Contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union 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.
4. 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.
5. When hiring or scheduling workers in each construction trade, the Contractor or subcontractor agrees to make good faith efforts to employ minority and women workers in each construction trade consistent with the targeted employment goal prescribed by N.J.A.C. 17:27-7.2; provided, however, that the NJ Department of Labor and Workforce Development, Construction EEO Monitoring Program, may, in its discretion, exempt a contractor or subcontractor from compliance with the good faith procedures prescribed by the following provisions, a, b, and c, as long as the NJ Department of Labor and Workforce Development, Construction EEO Monitoring Program is satisfied that the Contractor or subcontractor is employing workers provided by a union which provides evidence, in accordance with standards prescribed by the NJ Department of Labor and Workforce Development, Construction EEO Monitoring Program, that its percentage of active "card carrying" members who are minority and women workers is equal to or greater than the targeted employment goal established in accordance with N.J.A.C. 17:27-7.2. The Contractor or subcontractor agrees that a good faith effort shall include compliance with the following procedures:

    a. If the Contractor or subcontractor has a referral agreement or arrangement with a union for a construction trade, the Contractor or subcontractor shall, within three business days of the contract award, seek assurances from the union that it will cooperate with the Contractor or sub-contractor as it fulfills its affirmative action obligations under this contract and in accordance with the rules promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et. seq., as supplemented and amended from time to time and the Americans with Disabilities Act. If the Contractor or subcontractor is unable to obtain said assurances from the construction trade union at least five business days prior to the commencement of construction work, the Contractor or sub-contractor agrees to afford equal employment opportunities minority and women workers directly, consistent with this chapter. If the Contractor's or subcontractor's prior experience with a construction trade union, regardless of whether the union has provided said assurances, indicates a significant possibility that the trade union will not refer sufficient minority and women workers consistent with affording equal employment opportunities as specified in this chapter, the Contractor or subcontractor agrees to be prepared to provide such opportunities to minority and women workers directly, consistent with this chapter, by complying with the hiring or scheduling procedures prescribed under (B) below; and the Contractor or subcontractor further agrees to take said action immediately if it determines that the union is not referring minority and women workers consistent with the equal employment opportunity goals set forth in this chapter.

    b. If good faith efforts to meet targeted employment goals have not or cannot be met for each construction trade by adhering to the procedures of (a.) above, or if the Contractor does not have

a referral agreement or arrangement with a union for a construction trade, the Contractor or subcontractor agrees to take the following actions:

(1) To notify the public agency compliance officer, the NJ Department of Labor and Workforce Development, Construction EEO Monitoring Program, and minority and women referral organizations listed by the Division pursuant to N.J.A.C. 17:27-5.3, of its workforce needs, and request referral of minority and women workers;
(2) To notify any minority and women workers who have been listed with it as awaiting available vacancies;
(3) Prior to commencement of work, to request that the local construction trade union refer minority and women workers to fill job openings, provided the Contractor or subcontractor has a referral agreement or arrangement with a union for the construction trade;
(4) To leave standing requests for additional referral to minority and women workers with the local construction trade union, provided the Contractor or subcontractor has a referral agreement or arrangement with a union for the construction trade, the State Training and Employment Service and other approved referral sources in the area;
(5) If it is necessary to lay off some of the workers in a given trade on the construction site, layoffs shall be conducted in compliance with the equal employment opportunity and non-discrimination standards set forth in this regulation, as well as with applicable Federal and State court decisions;
(6) To adhere to the following procedure when minority and women workers apply or are referred to the Contractor or subcontractor:

i. The Contactor or subcontractor shall interview the referred minority or women worker.
ii. If said individuals have never previously received any document or certification signifying a level of qualification lower than that required in order to perform the work of the construction trade, the Contractor or subcontractor shall in good faith determine the qualifications of such individuals. The Contractor or subcontractor shall hire or schedule those individuals who satisfy appropriate qualification standards in conformity with the equal employment opportunity and non-discrimination principles set forth in this chapter. However, a Contractor or subcontractor shall determine that the individual at least possesses the requisite skills, and experience recognized by a union, apprentice program or a referral agency, provided the referral agency is acceptable to the NJ Department of Labor and Workforce Development, Construction EEO Monitoring Program. If necessary, the Contractor or subcontractor shall hire or schedule minority and women workers who qualify as trainees pursuant to these rules. All of the requirements, however, are limited by the provisions of (c) below.
iii. The name of any interested women or minority individual shall be maintained on a waiting list and shall be considered for employment as described in 6(i) above, whenever vacancies occur. At the request of the NJ Department of Labor and Workforce Development, Construction EEO Monitoring Program, the Contractor or subcontractor shall provide evidence of its good faith efforts to employ women and minorities from the list to fill vacancies.
iv. If, for any reason, said Contractor or subcontractor determines that a minority individual or a woman is not qualified or if the individual qualifies as an advanced trainee or apprentice, the Contractor or subcontractor shall inform the individual in writing of the reasons for the determination, maintain a copy of the determination in its files, and send a copy to the public agency compliance officer and to the NJ Department of Labor and Workforce Development, Construction EEO Monitoring Program.

(7) To keep a complete and accurate record of all requests made for the referral of workers in any trade covered by the contract, on forms made available by the NJ Department of Labor and Workforce Development, Construction EEO Monitoring Program and submitted promptly to the NJ Department of Labor and Workforce Development, Construction EEO Monitoring Program upon request.

c. The Contractor or subcontractor agrees that nothing contained in (b.) above shall preclude the Contractor or subcontractor from complying with the union hiring hall or apprentice-ship policies

in any applicable collective bargaining agreement or union hiring hall arrangement, and, where required by custom or agreement, it shall send journeymen and trainees to the union for referral, or to the apprenticeship program for admission, pursuant to such agreement or arrangement. However, where the practices of a union or apprenticeship program will result in the exclusion of minorities and women or the failure to refer minorities and women consistent with the targeted county employment goal, the Contractor or subcontractor shall consider for employment persons referred pursuant to (b) above without regard to such agreement or arrangement; provided further, however, that the Contractor or subcontractor shall not be required to employ women and minority advanced trainees and trainees in numbers which result in the employment of advanced trainees and trainees as a percentage of the total workforce for the construction trade, which percentage significantly exceeds the apprentice to journey worker ratio specified in the applicable collective bargaining agreement, or in the absence of a collective bargaining agreement, exceeds the ratio established by practice in the area for said construction trade. Also, the Contractor or subcontractor agrees that, in implementing the procedures of (b) above, it shall, where applicable, employ minority and women workers residing within the geographical jurisdiction of the union.

The Contractor agrees to cooperate with the public agency in the payment of budgeted funds, as is necessary, for on-the-job and/or off-the-job programs for outreach and training of minorities and women.

The Contractor and its subcontractors shall furnish such reports or other documents to the NJ Department of Labor and Workforce Development, Construction EEO Monitoring Program as may be requested by the NJ Department of Labor and Workforce Development, Construction EEO Monitoring Program 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 NJ Department of Labor and Workforce Development, Construction EEO Monitoring Program for conducting a compliance investigation pursuant to N.J.A.C. 17:27-1.1 et seq..

The Contractor agrees to cooperate with the public agency in the payment of budgeted funds, as is necessary, for on-the-job and off-the-job programs for outreach and training of minority and female trainees employed on the construction projects.

**B. Equal Employment Opportunity Policy.** The Contractor agrees that it will accept and implement during the performance of this contract as its operating policy the following statement which is designed to further the provision of Equal Employment Opportunity to all persons 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 and to promote the full realization of Equal Employment Opportunity through a positive continuing program:

"It is the policy of this company that it 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 and that it will take Affirmative Action to ensure that 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."

**C. Equal Employment Opportunity Officer.** Designate and make known to the Department's contracting officers, an Equal Employment Opportunity Officer (hereafter "EEO Officer") who will have the responsibility for and must be capable of effectively administering and promoting an active Equal Employment Opportunity program and be assigned adequate authority and responsibility to do so.

**D. Dissemination of Policy.**

**1. Implementation.** All members of the Contractor's staff who are authorized to hire, supervise, promote, and discharge employees, or who recommend such action, will be made fully cognizant of, and will implement, the Contractor's Equal Employment Opportunity Policy and contractual

responsibilities to provide Equal Employment Opportunity in each grade and classification of employment. To ensure that the above agreement will be met, the following actions will be taken as a minimum:

**a. Initial Project Site Meeting.** Conduct an initial project site meeting with supervisory and personnel office employees before the start of work and then not less often than once every 6 months, at which time the Contractor's Equal Employment Opportunity Policy and its implementation will be reviewed and explained. The EEO Officer will conduct the meetings.

**b. EEO Obligations.** Give all new supervisory or personnel office employees a thorough indoctrination by the EEO Officer covering all major aspects of the Contractor's Equal Employment Opportunity obligations within 30 days following their reporting for duty with the Contractor.

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

2. Take the following actions in order to make the Contractor's Equal Employment Opportunity Policy known to all employees, prospective employees, and potential sources of employees, i.e., schools, employment agencies, labor unions (where appropriate), college placement officers, etc.

   a. Place notices and posters setting forth in the Contractor's Equal Employment Opportunity policy, as set forth in Section 2 of these Equal Employment Opportunity Special Provisions in conspicuous places readily accessible to employees, applicants for employment and potential employees.

   b. Bring the Contractor's Equal Employment Opportunity Policy and the procedures to implement such policy to the attention of employees by means of meetings, employee handbooks, or other appropriate channels.

**E. Recruitment**

1. In all solicitations and advertisements for employees placed by or on behalf of the Contractor, the Contractor will 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, veteran's status, disability, nationality, or sex. All such advertisements will be published in newspapers or other publications having a large circulation among minorities and women in the area from which the project workforce would normally be derived.
2. Unless precluded by a valid bargaining agreement, conduct systematic and direct recruitment through public and private employee referral sources likely to yield qualified minority and women applicants, including, but not limited to state employment agencies, schools, colleges and minority and women organizations. Through their EEO Officer, identify sources of potential minority and women employees, and establish with such identified sources procedures whereby minority and women applicants may be referred to the Contractor for employment consideration.
3. In the event the Contractor has a valid bargaining agreement providing for exclusive hiring hall referrals, he is expected to observe the provisions of that agreement to the extent that the system permits the Contractor's compliance with Equal Employment Opportunity contract provisions. (The US Department of Labor has held that where implementations of such agreements have the effect of discriminating against minorities or women, or obligates the Contractor to do the same; such implementation violates Executive Order 11246, as amended).
4. In the event that the process of referrals established by such a bargaining agreement fails to provide the Contractor with a sufficient number of minority and women referrals within the time period set forth in such an agreement, the Contractor shall comply with the provisions of "Section I Unions" of this "State Of New Jersey Equal Employment Opportunity Special Provisions for Wholly State Funded Projects" Attachment.

**F. Personnel Actions.** Wages, working conditions, and employee benefits shall be established and administered, and personnel actions of every type, including hiring, upgrading, promotion, transfer, demotion, layoff, and termination, shall be taken without regard to age, race, color, creed, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, veterans' status, disability, nationality, or sex. The following procedures shall be followed:

1. Conduct periodic inspections of project sites to ensure that working conditions and employee facilities do not indicate discriminatory treatment of project site personnel.
2. Periodically evaluate the spread of wages paid within each classification to determine any evidence of discriminatory wage practices.
3. Periodically review selected personnel actions in-depth to determine whether there is evidence of discrimination. Where evidence is found, the Contractor will promptly take corrective action. If the review indicates that the discrimination may extend beyond the actions reviewed, such corrective action shall include all affected persons.
4. Promptly investigate all complaints of alleged discrimination made to the Contractor in connection with his/her obligations under this contract, will attempt to resolve such complaints, and will take appropriate corrective action within a reasonable time. If the investigation indicates that the discrimination may affect persons other than the complainant, such corrective action shall include such other persons. Upon completion of each investigation, the Contractor will inform every complainant of all of their avenues of appeal.

**G. Training and Promotions.**

1. Assist in locating, qualifying, and increasing the skills of minority group and women workers, and applicants for employment.
2. Consistent with the Contractor's workforce requirements and as permissible under State regulations, make full use of training programs, i.e., apprenticeship, and on-the-job training programs, for the geographical area of contract performance. Where feasible, 25 percent of apprentices or trainees in each occupation shall be in their first year of apprenticeship or training.
3. Advise employees and applicants for employment of available training programs and entrance requirements for each.
4. Periodically review the training and promotion potential of minority group and women workers and encourage eligible employees to apply for such training and promotion.

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

1. The Contractor will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract of understanding, a notice advising the labor union or workers' representative of the Contractor's commitments under both the law against discrimination and this contract and shall post copies of the notice in conspicuous places readily accessible to employees and applicants for employment. Further, the notice will request assurance from the union or worker's representative that such union or worker's representative will cooperate with the Contractor in complying with the Contractor's Equal Employment Opportunity and Affirmative Action obligations.
2. The Contractor will use their best efforts to develop, in cooperation with the unions, joint training programs aimed toward qualifying more minority group members and women for membership in the unions and increasing the skills of minority group employees and women so that they may qualify for higher paying employment.
3. The Contractor will use their best efforts to incorporate an Equal Employment Opportunity clause into each union agreement to the end that such union will be contractually bound to refer applicants without regard to their age, race, color, creed, sex, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, or nationality.
4. The Contractor is to obtain information as to the referral practices and policies of the labor union except to the extent that such information is within the exclusive possession of the labor union and such labor unions refuse to furnish this information to the Contractor, certify to the Department and shall set forth what efforts have been made to obtain this information.
5. In the event the union is unable to provide the Contractor with a reasonable flow of minority and women referrals within the time limit set forth in the collective bargaining agreement, the Contractor will, through independent recruitment efforts, fill the employment vacancies without regard to age, race, color, creed, sex, national origin, ancestry, marital status, affectional or sexual orientation,

gender identity or expression, disability, or nationality making full efforts to obtain qualified and/or qualifiable minority group persons and women. (The US Department of Labor has held that it shall be no excuse that the union with which the Contractor has a collective bargaining agreement providing for exclusive referral failed to refer minority employees). In the event the union referral practice prevents the Contractor from meeting the obligations pursuant to Executive Order 11246, as amended, and these Special Provisions, such Contractor shall immediately notify the Department.

**I. Subcontracting.** The Contractor will use his best efforts to solicit bids from and to utilize minority group and women subcontractors or subcontractors with meaningful minority group and women representation among their employees. Contractors may use lists of minority owned and women owned construction firms as issued by the NJDOT and/or the New Jersey Unified Certification Program (NJUCP).

Ensure subcontractor compliance with the Contract's Equal Employment Opportunity obligations.

**J. Records and Reports**

1. Keep such records as are necessary to determine compliance with the Contractor's Equal Employment Opportunity obligations. Records kept will be designed to indicate:
    a. The work hours of minority and non-minority group members and women employed in each work classification on the project;
    b. The progress and efforts being made in cooperation with unions to increase employment opportunities for minorities and women (applicable only to Contractors who rely in whole or in part on unions as a source of their workforce);
    c. The progress and efforts being made in locating, hiring, training, qualifying, and upgrading minority and women workers; and
    d. The progress and efforts being made in securing the services of minority group and women subcontractors or subcontractors with meaningful minority and women representation among their employees.
2. All such records must be retained for a period of five (5) years following completion of the contract work and shall be available at reasonable times and places for inspection by authorized representatives of the NJDOT.
3. Submit monthly reports to the NJDOT after construction begins for the duration of the project, indicating the work hours of minority, women, and non-minority group employees currently engaged in each work classification required by the contract work. This information is to be reported on a form supplied by the NJDOT.

# STATE FUNDED PROJECT ATTACHMENT 3

## REQUIREMENTS FOR AFFIRMATIVE ACTION TO ENSURE EQUAL EMPLOYMENT OPPORTUNITY ON WHOLLY STATE FUNDED PROJECTS

**A. Minority and Women Employment Goal Obligations**. The Department has established, pursuant to N.J.A.C. 17:27-7.2, the minority and women goals for each construction contractor and subcontractor based on availability statistics as reported by the New Jersey Department of Labor, Division of Planning and Research, in its report, "EEO Tabulation - Detailed Occupations by Race/Hispanic Groups." The goals for minority and women participation, in the covered area, expressed in percentage terms for the Contractor's aggregate work force in each trade, on all construction work are:

| **Minority and Women Employment Goal Obligations for Construction Contractors and Subcontractors on Wholly State Funded Projects** | | |
|---|---|---|
| County | Minority % Participation Percent | Women % Participation Percent |
| Atlantic | 18 | 6.9 |
| Bergen | 22 | 6.9 |
| Burlington | 15 | 6.9 |
| Camden | 19 | 6.9 |
| Cape May | 5 | 6.9 |
| Cumberland | 27 | 6.9 |
| Essex | 53 | 6.9 |
| Gloucester | 9 | 6.9 |
| Hudson | 60 | 6.9 |
| Hunterdon | 3 | 6.9 |
| Mercer | 30 | 6.9 |
| Middlesex | 24 | 6.9 |
| Monmouth | 15 | 6.9 |
| Morris | 16 | 6.9 |
| Ocean | 7 | 6.9 |
| Passaic | 36 | 6.9 |
| Salem | 10 | 6.9 |
| Somerset | 20 | 6.9 |
| Sussex | 4 | 6.9 |
| Union | 45 | 6.9 |
| Warren | 5 | 6.9 |

The NJ Department of Labor and Workforce Development, Construction EEO Monitoring Program has interpreted Section 7.2 of the State of New Jersey Affirmative Action Regulations as applicable to work hour goals for minority and women participation.

If a project is located in more than one county, the minority work hour goal will be determined by the county which serves as the primary source of hiring or, if workers are obtained equally from one or more counties, the single minority goal shall be the average of the individual goal for the affected counties.

The NJ State Department of Labor and Workforce Development, Construction EEO Monitoring Program may designate a regional goal for minority membership for a union that has regional jurisdiction. No regional goals shall apply to this project unless specifically designated elsewhere herein.

When hiring workers in the construction trade, the Contractor and/or subcontractor agree to attempt, in good faith, to employ minority and women workers in each construction trade, consistent with the applicable county or, in special cases, regional goals.

It is understood that the goals are not quotas. If the Contractor or subcontractor has attempted, in good faith, to satisfy the applicable goals, they will have complied with their obligations under these EEO Special Provisions. It is further understood that if the Contractor shall fail to attain the goals applicable to this project, it will be the Contractor's obligation to establish to the satisfaction of the Department that it has made a good faith effort to satisfy such goals. The Contractor or subcontractor agrees that a good faith effort to achieve the goals set forth in these special provisions shall include compliance with the following procedures:

**B. Requests for Referrals from Unions to Meet Contract Workforce Goals.** Requests shall be made by the Contractor or subcontractor to each union or collective bargaining unit with which the Contractor or subcontractor has a referral agreement or arrangement for the referral of minority and women workers to fill job openings. Requests shall also be made for assurances for the referral of minority and women workers to fill job openings. Requests shall also be made for assurances from such unions or collective bargaining units that they will cooperate with the Contractor or subcontractor in fulfilling the Affirmative Action obligations of the Contractor or subcontractor under this contract. Such requests shall be made prior to the commencement of construction under the contract.

1. The Contractor and its subcontractors shall comply with Section I, Unions of these EEO Special Provisions and, in particular, with Section I, Paragraph D, if the referral process established in any collective bargaining arrangement is failing to provide the Contractor or subcontractor with a sufficient number of minority and women referrals.
2. The Contractor and its subcontractors shall notify the Department's Compliance Officer, the NJ Department of Labor and Workforce Development, Construction EEO Monitoring Program and at least one approved minority referral organization of the Contractor's or subcontractors work force needs and of the Contractor's or subcontractor's desire for assistance in attaining the goals set forth herein. The notifications should include a request for referral of minority and women workers.
3. The Contractor and its subcontractors shall notify the Department's Compliance Officer and the NJ Department of Labor and Workforce Development, Construction EEO Monitoring Program in the event that a union or collective bargaining unit is not making sufficient minority and women referrals to enable the Contractor or subcontractor to attain the workforce goals for the Contract.
4. The Contractor and its subcontractors shall make standing requests to all local construction unions, the State's training and employment service and other approved referral sources for additional referrals of minority and women workers until such time as the project workforce is consistent with the work hour goals for the Contract.

**C.** In the event that it is necessary to lay off some of the workers in a given trade on the construction site, the Contractor and its subcontractors shall ensure that fair layoff practices are followed regarding minority, women and other workers.

**D**. Comply with the other requirements of these EEO Special Provisions.

**E**. Reporting Requirements.

1. Directly provide the NJ Department of Labor and Workforce Development, Office of Diversity Compliance, Construction Contract Compliance Unit with workforce data for the Contract.

    a. After notification of award, but prior to signing the Contract, submit to the Department and the Department of Labor and Workforce Development, Construction EEO Monitoring Program an AA-201 – Initial Project Workforce Report Construction form in accordance with

N.J.A.C. 17:27-7. Also, submit the information within 10 working days of award of any construction subcontract in excess of $10,000 at any tier for construction work under the Contract. This form is available online at the New Jersey Department of the Treasure's website at:
https://www.nj.gov/treasury/contract_compliance/documents/pdf/forms/aa202.pdf.
Instructions for completing the form can be found online at: https://www.nj.gov/treasury/contract_compliance/documents/pdf/forms/aa201ins.pdf.

b. Monthly, complete and submit an AA 202 - Monthly Project Workforce Report – Construction form for the duration of the Contract. This form may be completed:

   (1) Manually and mailed to the Department of Labor & Workforce Development, Construction & EEO Monitoring Program, P.O. Box 209, Trenton, NJ 08625-0209, or:
   (2) Input electronically directly onto the AA-202 form via the Department of the Treasury's Premier Business Services Online Forms web application. Information about how to register and access the Premier Business Services web application can be found at: https://www.nj.gov/treasury/contract_compliance/documents/pdf/PBS-Introduction-Page.pdf. Follow all instructions to set up online access to the web application.
   (3) Submit a printed copy of the AA-202 form to the Department along with the hard copy of the CC-257R and confirmation e-mail of the successful submission of Monthly Employment Utilization Report.

2. Directly provide the Department with employment workforce data of the number and work hours of minority and non-minority group members and women employed in each work classification for the Contract. The Contractor, subcontractors, professional service firms and others working on the project must submit this information via a web-based application through the New Jersey portal, Vendor Workforce Reporting Manager. Instructions on how to complete Form CC-257R are provided within the web application. Instructions for registering and receiving the authentication code to access the web based application can be found at the Contractor Manpower Project Reporting CC-257R website at: https://www.nj.gov/transportation/business/civilrights/pdf/CC257R.pdf.

   a. On a monthly basis, submit Form CC-257R through the web-based application within 10 days following the end of each reporting month.
   b. In addition to the above, submit a hard copy of the electronic Form CC-257R to the RE within 10 days following the end of each reporting month.
   c. Submit a copy of the confirmation e-mail of the successful submission of Monthly Employment Utilization Report to the RE within 10 days following the end of each reporting month.

3. All employment data must be accurate and consistent with certified payroll records. The Contractor is responsible for ensuring compliance with these reporting requirements. Failure of the Contractor, subcontractors, professional service firms and others working on the Contract to report monthly employment and wage data may result in payments being delayed or withheld as per 105.01, or impact the Contractor's prequalification rating with the Department.

# STATE FUNDED PROJECT ATTACHMENT 4

## INVESTIGATING, REPORTING AND RESOLVING EMPLOYMENT DISCRIMINATION AND SEXUAL HARASSMENT COMPLAINTS ON WHOLLY STATE FUNDED PROJECTS

The Contractor hereby agrees to the following requirements in order to implement fully the nondiscrimination provisions of the Supplemental Specifications:

The Contractor agrees that in instances when it receives from any person working on the project site a verbal or written complaint of employment discrimination, prohibited under N.J.S.A. 10:5-1 et seq. 10:2-1 et seq., 42 U.S.C. 2000 (d) et seq., 42 U.S.C. 2000(e) et seq. and Executive Order 11246, it shall take the following actions:

A. Within one (1) working day commence an investigation of the complaint, which will include but not be limited to interviewing the complainant, the respondent, and all possible witnesses to the alleged act or acts of discrimination or sexual harassment.

B. Prepare and keep for its use and file a detailed written investigation report which includes the following information:

   1. Investigatory activities and findings.
   2. Dates and parties involved and activities involved in resolving the complaint.
   3. Resolution and corrective action taken if discrimination or sexual harassment is found to have taken place.
   4. A signed copy of resolution of complaint by complainant and Contractor.

   (In addition to keeping in its files the above-noted detailed written investigative report, the Contractor shall keep for possible future review by the Department, all other records, including, but not limited to, interview memos and statements.)

C. Upon the request of the Department, provides to the Department within ten (10) calendar days a copy of its detailed written investigative report and all other records on the complaint investigation and resolution.

D. Take appropriate disciplinary actions against any Contractor employee, official or agent who has committed acts of discrimination or sexual harassment against any Contractor employee or person working on the project. If the person committing the discrimination is a subcontractor employee, then the Contractor is required to attempt to effectuate corrective and/or disciplinary action by the subcontractor in order to establish compliance with the Contract.

E. Take appropriate disciplinary action against any Contractor employee, official or agent who retaliates, coerces or intimidates any complainant and/or person who provides information or assistance to any investigation of complaints of discrimination or sexual harassment. If the person retaliating, coercing or intimidating a complainant or other person assisting in an investigation is a subcontractor's employee, then the Contractor is required to attempt to effectuate corrective and/or disciplinary action taken by the subcontractor in order to establish compliance with the Contract.

F. Ensure to the maximum extent possible that the privacy interests of all persons who give confidential information in aid of the Contractor's employment discrimination investigation are protected.

G. In conjunction with the above requirements, the Contractor herein agrees to develop and post a written sexual harassment policy for its workforce.

H. The Contractor also agrees that its failure to comply with the above requirements may be cause for the Department to institute against the Contractor any and all enforcement proceedings and/or sanctions authorized by the Contract or by State and/or Federal law.

# STATE FUNDED PROJECT ATTACHMENT 5

## PAYROLL REQUIREMENTS FOR WHOLLY STATE FUNDED PROJECTS

**A. Payroll Reports.** Each Contractor and subcontractor shall furnish the RE with payroll reports for each week of contract work. Such reports shall be submitted within 10 days of the date of payment covered thereby and shall contain the following information:

1. Each employee's full name and address of each such employee.
2. The ethnicity and gender of each employee.
3. Each employee's specific work classification (s).
4. Entries indicating each employee's basis hourly wage rate(s) and, where applicable, the overtime hourly wage rate(s). Any fringe benefits paid to approved plans, funds or programs on behalf of the employee must be indicated. Any fringe benefits paid to the employee in cash must be indicated.
5. Each employee's daily and weekly hours worked in each classification, including actual overtime hours worked (not adjusted).
6. Each employee's gross wage.
7. The itemized deductions made.
8. The net wages paid.

**B. Statement of Wages.** Each Contractor or subcontractor shall furnish a statement each week to the RE with respect to the wages paid each of its employees engaged in contract work covered by the New Jersey Prevailing Wage Act during the preceding weekly payroll period. The statement shall be executed by the Contractor or subcontractor or by an authorized officer or employee of the Contractor or subcontractors who supervises the payment of wages. Contractors and subcontractors must use the certification set forth on NJ Department of Labor Payroll Certification for Public Works Project (R-08-12-08), or any form with identical wording.

**C. Maintaining Records.** Contractor and subcontractor shall maintain complete social security numbers and home address for employees. Government agencies are entitled to request or review all relevant payroll information, including social security numbers and addresses of employees. Contractors and subcontractors are required to provide such information upon request.

**D. Lack of Compliance.** Failure of the Contractor or subcontractor to comply with the payroll requirements may result in payment being delayed or withheld as specified in Section 105, default as specified in Section 108 or termination of the Contract as specified in Section 108.

# STATE FUNDED PROJECT ATTACHMENT 6

## AMERICANS WITH DISABILITIES ACT REQUIREMENTS FOR WHOLLY STATE FUNDED PROJECTS

**Equal Opportunity for Individuals with Disabilities.**

The CONTRACTOR and the STATE do hereby agree that the provisions of Title II of the American With Disabilities Act of 1990 (the "ACT") (42 U.S.C. Section 12101 et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, and activities provided or made available by public entities, and the rules and regulations promulgated pursuant thereunto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the STATE pursuant to this contract, the 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 STATE in any action or administrative proceeding commenced pursuant to this Act. The CONTRACTOR shall indemnify, protect, and save harmless the STATE, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages of whatever kind or nature arising out of or claimed to arise out of the alleged violation. The CONTRACTOR shall, at its own expense, appear, defend, and pay any and all charges for legal services and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the STATE'S grievance procedure, the CONTRACTOR agrees to abide by any decision of the STATE which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the STATE or if the STATE incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the CONTRACTOR shall satisfy and discharge the same at its own expense.

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

It is expressly agreed and understood that any approval by the STATE of the services provided by the 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 STATE pursuant to this paragraph.

It is further agreed and understood that the STATE 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 STATE from taking any other actions available to it under any other provisions of this Agreement or otherwise at law.

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Simple Search Search Editor

- Any Words
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- Exact Phrase

e.g. 1606N020Q02

"reggio construction"

Federal Organizations

Enter Code or Name

Status

All Domains Contracting Federal Assistance Entity Information Federal Hierarchy Wage De

Sort by

Date Modified/Updated

Showing 1 - 1 of 1 results

**REGGIO CONSTRUCTION INC** Active Registration

Entity

Unique Entity ID
GKQHPM42KTZ8

CAGE Code
893G9

Physical Address
416 E CENTRAL BLVD,
PALISADES PARK, NJ
07650 USA

Expiration Date
Oct 3, 2026

Purpose of Registration
All Awards

page 1 of 1

results per page 25

181-26

- [x] Active
- [ ] Inactive

Reset




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Keggio Const. Inc.
416 E. Central Blvd
Palisades Park, NJ 07650

"2025 MA Helen Florence La
Township of West O
66 Main St
West Orange, NJ.

Bid Date: 6/23/26

Bid Time: 11:00 Am

2026 JUN 23 AM 10:39
TOWNSHIP OF WEST ORANGE

PROPOSAL AND SCHEDULE OF BIDS

## BID DOCUMENT SUBMISSION CHECKLIST - TOWNSHIP OF WEST ORANGE

**NJDOT MA 2025**
**HELEN AVE., LAWRENCE AVE., FLORENCE PL,**
**AND LOWELL AVE. IMPROVEMENT PROJECT**
*(Name of Construction/Public Works Project)*

*(Project Or Bid Number)*

**A. Failure to submit the following documents is a mandatory cause for the bid to be rejected. (NJSA 40A:11-23.2)**

| Required With Submission of Bid (Owner's checkmarks) | | Initial Each Item Submitted With Bid (Bidder's initials) |
|---|---|---|
| X | • Bid guarantee as required, by NJSA 40A: 11-21 | |
| X | • Certificate from a surety company, pursuant to NJSA 40A: 11-22 | |
| X | • Statement of corporate ownership, pursuant to NJSA 52:25-24.2 | |
| X | • Listing of Subcontractors as required by NJSA 40A: 11- 16 | |
| X | • If applicable, Bidder's acknowledgment of receipt of any notice(s) or re-vision(s) or addenda to an advertisement, specifications or bid document(s) | |

**B. Failure to submit the following documents may be a cause for the bid to be rejected. (NJSA 40A: 11-23.1b.)**

| Required with Submission of Bid (Owner's checkmarks) | | Initial Each Item Submitted with Bid (Bidder's initials) | Required with Submission of Bid (Owner's checkmark) | | Initial Each Item Submitted with Bid (Bidder's initials) |
|---|---|---|---|---|---|
| | A Certified Financial Statement prepared within the last 12 months | | | Consent of surety as to maintenance bond as required by NJSA 40: 11 - 16.3b | |
| | Consent of Surety as to a Labor and Material Payment Bond | | X | Submission of a Non-Collusion Affidavit (this form must be notarized) | |
| | Statement of compliance with NJSA 45: 14C-2(h) (licensed master plumber) | | X | Certification of Bidder showing that Bidder owns, leases, or controls any necessary equipment | |
| X | Affirmative Action Program Information | | X | Qualification Questionnaire | |
| | Disclosure of Political Contributions | | X | Disclosure of Investment Activities in Iran | |
| X | Business Registration Certificate | | X | Certificate of Registration required if this is a "Public Work" project as defined in the Public Work Contractor Registration Act (PL 1999,C.238) | |
| X | Business Registration Certificate for all subcontractors | | X | Certificate of Registration required if this is a "Public Work" project as defined in the Public Work Contractor Registration Act (PL 1999,C.238) for all subcontractors | |
| X | Statement of Non-Debarment for Federal Government Contracts | | X | Certification of Non-Involvement in Prohibited Activities in Russia or Belarus | |
| | Lowest Bidder Prevailing Wage Certification | | X | SAM Number, Cage Code Number and DUNS Numbers | |
| X | Certificate of Insurance - All parties to the Contract must be named as additional insured/co-insured | | X | Americans with Disabilities Act of 1990 Acknowledgement | |

416 E. CENTRAL BLVD.

**C. SIGNATURE: The undersigned hereby acknowledges and has submitted the above listed requirements.**

Name of Bidder: REGGIO CONSTRUCTION INC.

By Authorized Representative: PALISADES PARK, NJ 07650

Signature:

Print Name and Title: Sec.

Date: 6/23/26

**THIS FORM MUST BE EXECUTED BY THE BIDDER (ALL ITEMS MUST BE COMPLETED IN INK.)**

# TOWNSHIP OF WEST ORANGE

## ACKNOWLEDGMENT OF RECEIPT OF ADDENDA

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

| Addendum Number | Dated | Acknowledge Receipt (Initial) |
|---|---|---|
| | | |
| | | |
| | | |
| | | |

☑ No addenda were received. (Please check off if no addenda received)

Acknowledged for: _____
(Company Name)

416 E. CENTRAL BLVD.
REGGIO CONSTRUCTION INC.
PALISADES PARK, NJ 07650

By: _____
(Signature of Authorized Representative)

Name: _____
(Print)

Title: Sec.

Date: 6/23/21

TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

**NJDOT MA 2025**
**HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT**

SCHEDULE OF PRICES

## BASE BID

ITEM 1 PERFORMANCE BOND AND PAYMENT BOND

1 DOLL @ $ 7,000.00 Per DOLL $ 7,000.00

Seven thousand dolls

Write UNIT Price for Item 1 in Words and Numbers

ITEM 2 MOBILIZATION

1 LS @ $ 7,000.00 Per LS $ 7,000.00

Seven thousand dollars

Write LUMP SUM Price for Item 2 in Words and Numbers

ITEM 3 INLET FILTER TYPE 1

100 SF @ $ 1.00 Per SF $ 100.00

One dollar

Write UNIT Price for Item 3 in Words and Numbers

ITEM 4 BREAKAWAY BARRICADE

10 UNIT @ $ 1.00 Per UNIT $ 10.00

One dollar

Write UNIT Price for Item 4 in Words and Numbers

ITEM 5 DRUM

30 UNIT @ $ 1.00 Per UNIT $ 30.00

One dollar

Write UNIT Price for Item 5 in Words and Numbers

ITEM 6 TRAFFIC CONE

50 UNIT @ $ 1.00 Per UNIT $ 50.00

One dollar

Write UNIT Price for Item 6 in Words and Numbers

ITEM 7 CONSTRUCTION SIGNS

300 SF @ $ 1.00 Per SF $ 300.00

1.

Write UNIT Price for Item 7 in Words and Numbers

ITEM 8 POLICE TRAFFIC DIRECTORS

1 LS @ $ 250,000.00 Per LS $ 250,000.00

TWO HUNDRED FIFTY THOUSAND DOLLARS AND ZERO CENTS

Write LUMP SUM Price for Item 8 in Words and Numbers

ITEM 9 FUEL PRICE ADJUSTMENT

5000 DOLL @ $ 1.00 Per DOLL $ 5,000.00

ONE DOLLAR AND ZERO CENTS

Write UNIT Price for Item 9 in Words and Numbers

ITEM 10 ASPHALT PRICE ADJUSTMENT

15000 DOLL @ $ 1.00 Per DOLL $ 15,000.00

ONE DOLLAR AND ZERO CENTS

Write UNIT Price for Item 10 in Words and Numbers

ITEM 11 CLEARING SITE

1 LS @ $ 7,000.00 Per LS $ 7,000.00

Seven thousand dollars

Write LUMP SUM Price for Item 11 in Words and Numbers

ITEM 12 EXCAVATION, TEST PIT (IF & WHERE DIRECTED)

20 CY @ $ 1.00 Per CY $ 20.00

One dollar

Write UNIT Price for Item 12 in Words and Numbers

ITEM 13 ROCK EXCAVATION, UNCLASSIFIED (IF & WHERE DIRECTED)

100 CY @ $ 1.00 Per CY $ 100.00

One dollar

Write UNIT Price for Item 13 in Words and Numbers

ITEM 14 EXCAVATION, BASE REPAIR, 12" DEEP

260 CY @ $ 1.00 Per CY $ 260.00

One dollar

Write UNIT Price for Item 14 in Words and Numbers

ITEM 15 SELECT FILL (IF AND WHERE DIRECTED)

250 CY @ $ 1.00 Per CY $ 250.00

One dollar

Write UNIT Price for Item 15 in Words and Numbers

ITEM 16 DENSE-GRADED AGGREGATE BASE COURSE, 6" THICK

735 SY @ $ 1.00 Per SY $ 735.00

One dollar

Write UNIT Price for Item 16 in Words and Numbers

ITEM 17 HMA MILLING, 3" OR LESS

11150 SY @ $ 5.00 Per SY $ 55,750.00

Five dollars

Write UNIT Price for Item 17 in Words and Numbers

ITEM 18 HOT MIX ASPHALT 12.5 M 64 SURFACE COURSE

1630 TON @ $ 105.00 Per TON $ 171,150.00

One hundred five dollars

Write UNIT Price for Item 18 in Words and Numbers

ITEM 19 HOT MIX ASPHALT 19 M 64 BASE COURSE

205 TON @ $ 1.00 Per TON $ 205.00

One dollar

Write UNIT Price for Item 19 in Words and Numbers

ITEM 20 UNDERDRAIN, 6" PERFORATED HIGH DENSITY POLYETHYLENE PIPE

160 LF @ $ 60.00 Per LF $ 9,600.00

Sixty dollars

Write UNIT Price for Item 20 in Words and Numbers

ITEM 21 6" POLYVINYL CHLORIDE PIPE

60 LF @ $ 200.00 Per LF $ 12,000.00

Two hund dollars

Write UNIT Price for Item 21 in Words and Numbers

ITEM 22 CURB DRAIN CONNECTION, INCLUDING CLEANOUT

10 UNIT @ $ 500.00 Per UNIT $ 5,000.00

Five hund dollars

Write UNIT Price for Item 22 in Words and Numbers

ITEM 23 15" REINFORCED CONCRETE PIPE, CLASS V

450 LF @ $ 150.00 Per LF $ 67,500.00

One hund fifty dollars

Write UNIT Price for Item 23 in Words and Numbers

ITEM 24 INLET, TYPE A (IF & WHERE DIRECTED)

1 UNIT @ $ 1.00 Per UNIT $ 1.00

One dollar

Write UNIT Price for Item 24 in Words and Numbers

ITEM 25 INLET, TYPE B (IF & WHERE DIRECTED)

1 UNIT @ $ 1.00 Per UNIT $ 1.00

One dollar

Write UNIT Price for Item 25 in Words and Numbers

ITEM 26 INLET, TYPE D

4 UNIT @ $ 3,000.00 Per UNIT $ 12,000.00

Three thousand dollars

Write UNIT Price for Item 26 in Words and Numbers

ITEM 27 RECONSTRUCTED MANHOLE, USING NEW CASTING

3 UNIT @ $ 800.00 Per UNIT $ 2,400.00

Eight hund dollrs

Write UNIT Price for Item 27 in Words and Numbers

ITEM 28 PARGING MANHOLE (FULL DEPTH OF WALLS) (IF AND WHERE DIRECTED)

21 UNIT @ $ 100.00 Per UNIT $ 2,100.00

One hund dolrs

Write UNIT Price for Item 28 in Words and Numbers

ITEM 29 RESET EXISTING CASTING (IF AND WHERE DIRECTED)

21 UNIT @ $ 1.00 Per UNIT $ 21.00

Write UNIT Price for Item 29 in Words and Numbers

ITEM 30 RECONSTRUCTED INLET, TYPE A, USING EXISTING CASTING (IF & WHERE DIRECTED)

1 UNIT @ $ 1.00 Per UNIT $ 1.00

One dollr.

Write UNIT Price for Item 30 in Words and Numbers

ITEM 31 RECONSTRUCTED INLET, TYPE B, USING EXISTING CASTING (IF & WHERE DIRECTED)

1 UNIT @ $ 1.00 Per UNIT $ 1.00

One dollr

Write UNIT Price for Item 31 in Words and Numbers

ITEM 32 RECONSTRUCTED INLET, TYPE D, USING EXISTING CASTING

9 UNIT @ $ 1,500.00 Per UNIT $ 13,500.00

Fiften hund dollrs

Write UNIT Price for Item 32 in Words and Numbers

ITEM 33 RECONSTRUCTED INLET, TYPE A, USING NEW CASTING

2 UNIT @ $ 1,800.00 Per UNIT $ 3,600.00

Thirh Six hund dollrs

Write UNIT Price for Item 33 in Words and Numbers

ITEM 34 RECONSTRUCTED INLET, TYPE B, USING NEW CASTING

2 UNIT @ $ 2,500.00 Per UNIT $ 5,000.00

Twenty Five hundred dollars

Write UNIT Price for Item 34 in Words and Numbers

ITEM 35 RECONSTRUCTED INLET, TYPE D, USING NEW CASTING

8 UNIT @ $ 2,200.00 Per UNIT $ 17,600.00

Twenty two hundred dollars

Write UNIT Price for Item 35 in Words and Numbers

ITEM 36 BICYCLE SAFE GRATE

12 UNIT @ $ 500.00 Per UNIT $ 6,000.00

Five hundred dollars

Write UNIT Price for Item 36 in Words and Numbers

ITEM 37 CURB PIECE

10 UNIT @ $ 500.00 Per UNIT $ 5,000.00

Five hundred dollars

Write UNIT Price for Item 37 in Words and Numbers

ITEM 38 CLEANING DRAINAGE STRUCTURE

21 UNIT @ $ 1.00 Per UNIT $ 21.00

One dollar

Write UNIT Price for Item 38 in Words and Numbers

ITEM 39 CONCRETE SIDEWALK, 4" THICK

1615 SY @ $ 90.00 Per SY $ 145,350.00

Ninety dollars

Write UNIT Price for Item 39 in Words and Numbers

ITEM 40 CONCRETE SIDEWALK, REINFORCED 6" THICK

600 SY @ $ 100.00 Per SY $ 60,000.00

One hundred dollars

Write UNIT Price for Item 40 in Words and Numbers

ITEM 41 HOT MIX ASPHALT DRIVEWAY, 2" THICK

410 SY @ $ 40.00 Per SY $ 16,400.00

Forty dollars

Write UNIT Price for Item 41 in Words and Numbers

ITEM 42 DETECTABLE WARNING SURFACE

7 SY @ $ 300.00 Per SY $ 2,100.00

three hundred dollars

Write UNIT Price for Item 42 in Words and Numbers

ITEM 43 RESET PAVERS

75 SY @ $ 1.00 Per SY $ 75.00

One

Write UNIT Price for Item 43 in Words and Numbers

ITEM 44 9"X18" CONCRETE VERTICAL CURB

65 LF @ $ 40.00 Per LF $ 2,600.00

Forty dollars

Write UNIT Price for Item 44 in Words and Numbers

ITEM 45 GRANITE BLOCK CURB

6028 LF @ $ 40.00 Per LF $ 241,120.00

Forty

Write UNIT Price for Item 45 in Words and Numbers

ITEM 46 TRAFFIC MARKING LINES, 4"

700 LF @ $ 1.00 Per LF $ 700.00

One dollar

Write UNIT Price for Item 46 in Words and Numbers

ITEM 47 TRAFFIC MARKING LINES, 6" (IF & WHERE DIRECTED)

500 LF @ $ 2.00 Per LF $ 1,000.00

Two dollars

Write UNIT Price for Item 47 in Words and Numbers

ITEM 48 TRAFFIC MARKING LINES, 8"

300 LF @ $ 3.00 Per LF $ 900.00

Three dollars

Write UNIT Price for Item 48 in Words and Numbers

ITEM 49 TRAFFIC MARKING LINES, 12" (IF & WHERE DIRECTED)

100 LF @ $ 4.00 Per LF $ 400.00

Four dollars

Write UNIT Price for Item 49 in Words and Numbers

ITEM 50 TRAFFIC MARKING LINES, 24"

105 LF @ $ 5.00 Per LF $ 525.00

Five dollars

Write UNIT Price for Item 50 in Words and Numbers

ITEM 51 TRAFFIC MARKINGS SYMBOLS (IF & WHERE DIRECTED)

100 SF @ $ 10.00 Per SF $ 1,000.00

Ten dollars

Write UNIT Price for Item 51 in Words and Numbers

ITEM 52 REGULATORY AND WARNING SIGN

129.75 SF @ $ 1.00 Per SF $ 130.00

One dollar

Write UNIT Price for Item 52 in Words and Numbers

ITEM 53 GUIDE SIGN, TYPE GA, STEEL "U" AND SQUARE TUBE POST SUPPORTS

28 SF @ $ 1.00 Per SF $ 28.00

One dollar

Write UNIT Price for Item 53 in Words and Numbers

ITEM 54 RECONSTRUCTED MANHOLE, SANITARY SEWER, USING EXISTING CASTING

1 UNIT @ $ 1.00 Per UNIT $ 1.00

One dollar

Write UNIT Price for Item 54 in Words and Numbers

ITEM 55 RECONSTRUCTED MANHOLE, SANITARY SEWER, USING NEW CASTING

18 UNIT @ $ 800.00 Per UNIT $ 14,400.00

Eight hundred

Write UNIT Price for Item 55 in Words and Numbers

ITEM 56 STUMP REMOVAL (IF AND WHERE DIRECTED)

5 UNIT @ $ 1.00 Per UNIT $ 5.00

One dollar

Write UNIT Price for Item 56 in Words and Numbers

ITEM 57 TREE REMOVAL, OVER 6" TO 12" DIAMETER (IF & WHERE DIRECTED)

2 UNIT @ $ 600.00 Per UNIT $ 1,200.00

Six hundred dollars

Write UNIT Price for Item 57 in Words and Numbers

ITEM 58 TREE REMOVAL, OVER 12" TO 18" DIAMETER

3 UNIT @ $ 1,500.00 Per UNIT $ 4,500.00

Fifteen hundred dollars

Write UNIT Price for Item 58 in Words and Numbers

ITEM 59 TREE REMOVAL, OVER 18" TO 24" DIAMETER (IF & WHERE DIRECTED)

1 UNIT @ $ 2,000.00 Per UNIT $ 2,000.00

Two thousand dollars

Write UNIT Price for Item 59 in Words and Numbers

ITEM 60 TREE REMOVAL, OVER 24" TO 30" DIAMETER (IF & WHERE DIRECTED)

1 UNIT @ $ 1.00 Per UNIT $ 1.00

Write UNIT Price for Item 60 in Words and Numbers

ITEM 61 TREE REMOVAL, OVER 30" TO 36" DIAMETER (IF & WHERE DIRECTED)

1 UNIT @ $ 1.00 Per UNIT $ 1.00

Write UNIT Price for Item A61 in Words and Numbers

ITEM 62 TREE REMOVAL, OVER 36" DIAMETER (IF & WHERE DIRECTED)

1 UNIT @ $ 1.00 Per UNIT $ 1.00

One dollar

Write UNIT Price for Item 62 in Words and Numbers

ITEM 63 SMALL DECIDUOUS TREE, 2.0-2.5" CAL., B&B

50 UNIT @ $ 600.00 Per UNIT $ 30,000.00

Six hundred dollars

Write UNIT Price for Item 63 in Words and Numbers

ITEM 64 CONTRACT ALLOWANCE

1 LS @ $ 50,000.00 Per LS $ 50,000.00

FIFTY THOUSAND DOLLARS AND ZERO CENTS

Write LUMP SUM Price for Item 64 in Words and Numbers

**TOTAL BASE BID (Items 1 – 64)** $ 1,255,743.00

One million two hundred fifty five thousand seven hundred forty three dollars

(Write Total Base Bid in Words)

# ALTERNATE BID 'A'

ITEM A1 HMA MILLING, 3" OR LESS

565 SY @ $ 5.00 Per SY $ 2,825.00

Five dollars

Write UNIT Price for Item A1 in Words and Numbers

ITEM A2 HOT MIX ASPHALT 12.5M64 SURFACE COURSE

75 TON @ $ 155.00 Per TON $ 11,625.00

One hundred fifty five dollars

Write UNIT Price for Item A2 in Words and Numbers

ITEM A3 RECONSTRUCTED MANHOLE, USING NEW CASTING

1 UNIT @ $ 800.00 Per UNIT $ 800.00

Eight hundred dollars

Write UNIT Price for Item A3 in Words and Numbers

ITEM A4 PARGING MANHOLE (FULL DEPTH OF WALLS)
(IF AND WHERE DIRECTED)

2 UNIT @ $ 100.00 Per UNIT $ 200.00

1.00

Write UNIT Price for Item A4 in Words and Numbers

ITEM A5 RESET EXISTING CASTING (IF AND WHERE DIRECTED)

4 UNIT @ $ 1.00 Per UNIT $ 4.00

One dollar

Write UNIT Price for Item A5 in Words and Numbers

ITEM A6 RECONSTRUCTED INLET, TYPE B, USING NEW CASTING

2 UNIT @ $ 2,500.00 Per UNIT $ 5,000.00

Twenty Five hundred

Write UNIT Price for Item A6 in Words and Numbers

ITEM A7 RECONSTRUCTED INLET, TYPE D, USING NEW CASTING

1 UNIT @ $ 2,200.00 Per UNIT $ 2,200.00

Twenty two hundred

Write UNIT Price for Item A7 in Words and Numbers

ITEM A8 BICYCLE SAFE GRATE

3 UNIT @ $ 500.00 Per UNIT $ 1,500.00

Five hundred dollar

Write UNIT Price for Item A8 in Words and Numbers

ITEM A9 CURB PIECE

3 UNIT @ $ 500.00 Per UNIT $ 1,500.00

Five hundred dollar

Write UNIT Price for Item A9 in Words and Numbers

ITEM A10 CLEANING DRAINAGE STRUCTURE

4 UNIT @ $ 1.00 Per UNIT $ 4.00

One dollar

Write UNIT Price for Item A10 in Words and Numbers

ITEM A11 CONCRETE SIDEWALK, 4" THICK

40 SY @ $ 100.00 Per SY $ 4,000.00

One hundred dollars

Write UNIT Price for Item A11 in Words and Numbers

ITEM A12 HOT MIX ASPHALT DRIVEWAY, 2" THICK

67 SY @ $ 50.00 Per SY $ 3,350.00

Fifty dollars

Write UNIT Price for Item A12 in Words and Numbers

ITEM A13 DETECTABLE WARNING SURFACE

2 SY @ $ 300.00 Per SY $ 600.00

Write UNIT Price for Item A13 in Words and Numbers

ITEM A14 RESET PAVERS

22 SY @ $ 1.00 Per SY $ 22.00

Write UNIT Price for Item A14 in Words and Numbers

ITEM A15 9"X18" CONCRETE VERTICAL CURB

14 LF @ $ 40.00 Per LF $ 560.00

Forty dollars

Write UNIT Price for Item A15 in Words and Numbers

ITEM A16 GRANITE CURB

445 LF @ $ 40.00 Per LF $ 17,800.00

Forty dollars

Write UNIT Price for Item A16 in Words and Numbers

ITEM A17 TRAFFIC MARKING LINES, 8"

70 LF @ $ 5.00 Per LF $ 350.00

Five dollars

Write UNIT Price for Item A17 in Words and Numbers

ITEM A18 TRAFFIC MARKING LINES, 24"

30 LF @ $ 10.00 Per LF $ 300.00

Ten

Write UNIT Price for Item A18 in Words and Numbers

ITEM A19 REGULATORY AND WARNING SIGN

12.5 SF @ $ 1.00 Per SF $ 12.50

One

Write UNIT Price for Item A19 in Words and Numbers

ITEM A20 GUIDE SIGN, TYPE GA, STEEL "U" AND SQUARE TUBE POST SUPPORTS

4 SF @ $ 1.00 Per SF $ 4.00

One

Write UNIT Price for Item A20 in Words and Numbers

ITEM A21 RECONSTRUCTED MANHOLE, SANITARY SEWER, USING NEW CASTING

1 UNIT @ $ 800.00 Per UNIT $ 800.00

Eight hundred dollars

Write UNIT Price for Item A21 in Words and Numbers

ITEM A22 TREE REMOVAL, OVER 6" TO 12" DIAMETER

1 UNIT @ $ 1,000.00 Per UNIT $ 1,000.00

one thousand dollars

Write UNIT Price for Item A22 in Words and Numbers

**TOTAL ALTERNATE BID (Items A1 – A22)** $ 54,456.50

Fifty Four thousand four hundred fifty six dollars and fifty Cents

(Write Total Alternate Bid in Words)

ITEM B8 RECONSTRUCTED INLET, TYPE B, USING NEW CASTING

1 UNIT @ $ 2,500.00 Per UNIT $ 2,500.00

Twenty Five hundred dollars

Write UNIT Price for Item B8 in Words and Numbers

ITEM B9 INLET CONVERTED TO MANHOLE

2 UNIT @ $ 3,000.00 Per UNIT $ 6,000.00

Three thousand dollars

Write UNIT Price for Item B9 in Words and Numbers

ITEM B10 BICYCLE SAFE GRATE

2 UNIT @ $ 500.00 Per UNIT $ 1,000.00

Five hundred dollars

Write UNIT Price for Item B10 in Words and Numbers

ITEM B11 CURB PIECE

2 UNIT @ $ 500.00 Per UNIT $ 1,000.00

Five hundred dollars

Write UNIT Price for Item B11 in Words and Numbers

ITEM B12 CLEANING DRAINAGE STRUCTURE

4 UNIT @ $ 1.00 Per UNIT $ 4.00

One dollar

Write UNIT Price for Item B12 in Words and Numbers

ITEM B13 CONCRETE SIDEWALK, 4" THICK

122 SY @ $ 100.00 Per SY $ 12,200.00

One hundred dollars

Write UNIT Price for Item B13 in Words and Numbers

ITEM B14 CONCRETE SIDEWALK, REINFORCED 6" THICK

22 SY @ $ 100.00 Per SY $ 2,200.00

One hundred dollars

Write UNIT Price for Item B14 in Words and Numbers

ITEM B15 HOT MIX ASPHALT DRIVEWAY, 2" THICK

124 SY @ $ 50.00 Per SY $ 620.00

Fifty dollars

Write UNIT Price for Item B15 in Words and Numbers

ITEM B16 DETECTABLE WARNING SURFACE

2 SY @ $ 300.00 Per SY $ 600.00

Three hundred dollars

Write UNIT Price for Item B16 in Words and Numbers

ITEM B17 RESET PAVERS

24 SY @ $ 1.00 Per SY $ 24.00

One dollar

Write UNIT Price for Item B17 in Words and Numbers

ITEM B18 9"X18" CONCRETE VERTICAL CURB

14 LF @ $ 40.00 Per LF $ 560.00

Forty dollars

Write UNIT Price for Item B18 in Words and Numbers

ITEM B19 GRANITE CURB

500 LF @ $ 40.00 Per LF $ 20,000.00

Forty dollars

Write UNIT Price for Item B19 in Words and Numbers

ITEM B20 TRAFFIC MARKING LINES, 8"

50 LF @ $ 5.00 Per LF $ 250.00

Five dollars

Write UNIT Price for Item B20 in Words and Numbers

ITEM B21 TRAFFIC MARKING LINES, 24"

20 LF @ $ 10.00 Per LF $ 200.00

Ten dollars

Write UNIT Price for Item B21 in Words and Numbers

ITEM B22 REGULATORY AND WARNING SIGN

77.25 SF @ $ 1.00 Per SF $ 77.00

One

Write UNIT Price for Item B22 in Words and Numbers

ITEM B23 GUIDE SIGN, TYPE GA, STEEL "U" AND SQUARE TUBE POST SUPPORTS

4 SF @ $ 1.00 Per SF $ 4.00

One

Write UNIT Price for Item B23 in Words and Numbers

ITEM B24 RECONSTRUCTED MANHOLE, SANITARY SEWER, USING NEW CASTING

1 UNIT @ $ 800.00 Per UNIT $ 800.00

Eight hund dollrs

Write UNIT Price for Item B24 in Words and Numbers

ITEM B25 TREE REMOVAL, OVER 6" TO 12" DIAMETER

1 UNIT @ $ 1,000.00 Per UNIT $ 1,000.00

One thaun dollrs

Write UNIT Price for Item B25 in Words and Numbers

**TOTAL ALTERNATE BID (Items B1 – B25)** $ 68,708.00

Sixty Eight thousnd Seven hund eight dollrs

(Write Total Alternate Bid in Words)

## BID PROPOSAL FORM

NJDOT MA 2025 Helen Lawrence Lowell Florence
(Contract Title and Bid Number, if applicable)

(Description of goods/services being bid)

The undersigned, being authorized, proposes to furnish and deliver the above goods/services pursuant to the bid specification and made part hereof:

One million three hundred seventy eight thousand nine hundred seven dollars & fifty cents
Amount in words

$ 1,378,907.50
Amount in numbers

416 E. CENTRAL BLVD.
REGGIO CONSTRUCTION INC.
PALISADES PARK, NJ 07650

Company Name

Address

Signature of Authorized Agent

Type or Print Name

Title: Sec.

201-363-0156
Telephone Number

6/23/26
Date

Fax Number

Reggioinc@aol.com
Email address

Accompanying this Proposal is a Certified Check or Bid Bond payable to the Township of West Orange, New Jersey in the sum of $_____ which the undersigned agrees 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 furnish the Performance Bond required within the stipulated time. Otherwise, the check or bid bond will be returned to the undersigned.

Has the undersigned bidder, or has any person, firm, corporation or partnership having an interest in the undersigned bidder, ever been listed or barred from the performance of public work by any department or agency of the State of New Jersey by reason of the violation of any law, rule or regulation of the State?

No X Yes _____

If yes, state full details including the dates of all occurrences.

_____

_____

_____

The undersigned Bidder is a ~~partnership~~ corporation ~~individual~~ under the laws.

of the State of NJ having its principal office at

416 E. CENTRAL BLVD.
REGGIO CONSTRUCTION INC.
PALISADES PARK, NJ 07650

_____

with a telephone number of (201) 363-0156 for purposes of receiving telephone communications in connection with the performance of the Contract.

416 E. CENTRAL BLVD.
REGGIO CONSTRUCTION INC.
PALISADES PARK, NJ 07650

## RESOLUTION OF AUTHORIZATION IF BIDDER IS A CORPORATION

RESOLVED that _____ be authorized to sign and submit the bid or proposal of this corporation for this project, and to include in such bid or proposal the certificate as to non-collusion as the act and deed of such corporation, and for any inaccuracies or misstatements in such certificate this corporate bidder shall be liable under the penalties of perjury. If awarded the contract(s), said individual is also authorized to sign and execute the Contract Agreement as the act and deed of such corporation.

The foregoing is a true and correct copy of the resolution adopted by

_____ at a meeting of its Board of

Directors held on the 9/1 day of _____, 2005.

SEAL OF CORPORATION

_____
Secretary

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.**

416 E. CENTRAL BLVD.

**Name of Organization:** REGGIO CONSTRUCTION INC.

**Organization Address:** PALISADES PARK, NJ 07650

**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 |
|---|---|
| Joseph Bagnato | 77 Canaan Pl. Allendale, NJ |
| | |
| Carmelo Bagnato | 623 Taylor Ave Cliffside Park Oradell, NJ. |
| | |

## Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

**If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing,** ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

| Website (URL) containing the last annual SEC (or foreign equivalent) filing | Page #'s |
|---|---|
| | |
| | |
| | |

**Please list** the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above.** The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

| Stockholder/Partner/Member and Corresponding Entity Listed in Part II | Address |
|---|---|
| | |
| | |
| | |

## Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the ***Township of West Orange*** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with ***Township of West Orange*** to notify the ***Township of West Orange*** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the ***Township of West Orange*** to declare any contract(s) resulting from this certification void and unenforceable.

| | | | |
|---|---|---|---|
| Full Name (Print): | | Title: | Sec |
| Signature: | | Date: | 6/23/26 |

BIDDER'S AFFIDAVIT

State of New Jersey )
) ss:
County of Bergen )

Joseph Bagnato, being of full age and being duly sworn, upon their oath deposes and says:

1. I reside at 77 Canaan Pl. Allendale, NJ.

2. I am Sec. of the firm of
416 E. CENTRAL BLVD.
REGGIO CONSTRUCTION INC.
PALISADES PARK, NJ 07650
(Name of Bidder)

3. I am the person who signed the foregoing Bid and I was duly authorized to execute such Bid. The Bid is a true offer of the Bidder. If the Bidder has a seal, then such seal is affixed to the Bid. All of the statements and declarations contained in the Bid are true to the best of my knowledge and belief.

(Signature) (Seal)

Subscribed and sworn to

before me this 23 day

of Jan, 2026.

Notary Public of the State
of New Jersey

My Commission expires # 2410932
(Notary Seal)

## AFFIDAVIT OF NON-COLLUSION

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

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

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

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

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

Date: 6/23/26 _____

**(Signature)**

Sec.

_____

**(Name and Title)**

415 E. CENTRAL BLVD.
REGGIO CONSTRUCTION INC.
PALISADES PARK, NJ 07650

_____

**(Company Name)**

_____

**(Address)**

_____

(Corporate Seal)

Subscribed and sworn to before me

this 23rd day of June, 2026

Notary Seal

#2410432

# BID BOND

KNOW ALL MEN BY THESE PRESENTS, that we, the undersigned, _____ as Principal, and _____as Surety, is hereby held and firmly bound unto the Township of West Orange, in the County of Essex as Owner, in the

Penal Sum of $_____(the penal sum shall be equal to ten percent (10%) of the Base Bid, but not more than $20,000) for the payment of which, well and truly to be made, we hereby jointly and severally bind ourselves, successors and assigns.

Signed this_____day of_____, 2026

The condition of the above obligation is such that whereas the Principal has submitted to the Township of West Orange, in the County of Essex, New Jersey

a certain bid, attached hereto and hereby made a part of hereof, to enter into a contract in writing for the

**HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT**

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

## CONSENT OF SURETY

In consideration of the premises and of One Dollar ($1.00) lawful money of the United States, to it is hand paid by the Contractor, the receipt whereof is hereby acknowledged, the undersigned surety consents and agrees that if the contract, for which the preceding 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 equals to one hundred percent (100%) of the contract price, and will execute it as party of the third part thereto when required so to do by the Owner, and if the said Contractor shall omit or refuse to execute such Contract, remand to the Owner any increase between the sum to which the said Contract would have been entitled upon the completion of the said Contract and the sum which the said Owner may afterwards be awarded, the amount in such case to be determined by the bids plus the cost, if any, of readvertising the 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 _____, 2026.

A corporate acknowledgment and statement of authority to be here attached by the surety company.

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:

To: _____
(Owner)

Re: _____
(Contractor)

_____
(Project Description)

This is to certify that the _____
(Surety Company)

will provide to _____a performance bond in the full amount
(Owner)
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.**

## BID SECURITY

This Proposal is accompanied by bid security in accordance with the conditions stated in the Invitation to Bid.

The bid security in the form of:

A. Surety Bid Bond

B. Certified/Treasurer's check

C. Cash

the amount of (10% Not to exceed $20,000.00)

payable to Township of West Orange

The Bidder hereby agrees that if this Proposal shall be accepted by the Owner and the Bidder shall fail to execute and deliver the Contract and the required Performance Bond or other required documents in accordance with the requirements of this Proposal and other sections of the Contract Documents within the time specified, then the Bidder shall be deemed to have abandoned the Contract and thereupon the Proposal and acceptance shall be null and void and the security accompanying the Proposal shall be forfeited to and retained by the Owner, as liquidated damages for such failure or neglect, and to indemnify the Owner for any loss which may be sustained by failure of the Bidder to execute the Contract and furnish documents as aforesaid.

In compliance with the Laws of the State the Bidder is:

An Individual _____
A Partnership _____
A Corporation X

of REGGIO CONSTRUCTION INC. having principal offices at 416 E. CENTRAL BLVD. PALISADES PARK, NJ 07650

# NOTICE OF AWARD

Dated: _____

TO: _____
(Bidder)

ADDRESS: _____

_____

OWNER'S PROJECT NO. _____

PROJECT: _____

OWNER'S CONTRACT NO. _____

CONTRACT FOR _____

---

You are notified that your Bid dated _____ for the above Contract has been considered. You are the successful bidder and have been awarded a contract for **Helen Ave, Lawrence Ave, Florence Pl and Lowell Ave, Improvements Project**. The Contract Price of your contract is $_____.

Three copies of each of the proposed Contract Documents (except Drawings) accompany this Notice of Award. Drawings will be delivered separately or otherwise made available to you immediately.

You must comply with the following conditions precedent within ten days of the date of this Notice of Award, that is by _____.

1. You must deliver to the OWNER three (3) fully executed counterparts of the Agreement including all the Contract Documents.

2. You must deliver with the executed Agreement the Contract Security (Bonds) as specified in the Instructions to Bidders (paragraph B1.3.6) General Conditions (paragraph F5.1) and Supplementary Conditions (paragraph G5.1).

3. Other conditions:

   A. Certificates of insurance in not less than the required amounts, types and form per F5.3 and G5.3.7, inclusive.

   B. Owners and Engineer's Co-Insurance Certificate in proper form and substance per G5.3.2.

   C. Progress schedule per F2.6, G2.6.4 and 1-2.6.

Failure to comply with these conditions within the time specified will entitle OWNER to consider your bid abandoned, to annul this Notice of Award and to declare your Bid Security forfeited.

NOTICE TO PROCEED

Dated _____

TO:

_____
(Contractor)

ADDRESS:

_____

_____

OWNER'S PROJECT NO. _____

PROJECT HELEN AVENUE, LAWRENCE AVENUE, FLORENCE PLACE AND LOWELL AVENUE IMPROVEMENTS PROJECT

OWNER'S CONTRACT NO. _____

CONTRACT FOR _____

_____
(Indicate name of Contract as it appears in the Bidding Documents)

You are notified that the Contract Time under the above contract will commence to run on _____, 20_____. By that date, you are to start performing your obligations under the Contract Documents. In accordance with Article 3 of the Agreement the dates of Substantial Completion and Final Completion are _____, 20_____ and _____, 20_____, respectively.

Before you may start any Work at the site, paragraph 2.7 of the General Conditions provides that you must deliver to the Owner (with copies to ENGINEER) certificates of insurance which each is required to purchase and maintain in accordance with the Contract Documents.

Also before you may start any Work at the site, you must

Provide Project Schedule

Initial Project Workforce Report

Shop Drawings

_____

_____

_____
(Owner)

By: _____
(Authorized Signature)

_____
(Title)

## REQUIRED EVIDENCE (AFFIRMATIVE ACTION)

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

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

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or

2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or

3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

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

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

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

The following questions must be answered by all Bidders:

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

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

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

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

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.

REGGIO CONSTRUCTION INC.
PALISADES PARK, NJ 07650

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.

STATEMENT OF BIDDER'S RESPONSIBILITY

(This Statement must accompany the Bid)

1. Name under which Bidder conducts business: 416 E. CENTRAL BLVD. REGGIO CONSTRUCTION INC.

2. Business address: PALISADES PARK, NJ 07650

3. Form of Bidder's business: Individual

Corporation

Partnership

If Bidder is a joint venture, all questions must be answered by each venturer.

If a corporation, state

Date of incorporation 9/05

State of incorporation NJ

Address of principal office in New Jersey 416 E. CENTRAL BLVD. REGGIO CONSTRUCTION INC. PALISADES PARK, NJ 07650

If a partnership, state

Date of organization

Is partnership general or limited?

Names and addresses of general partners:

4. State the number of years during which the Bidder has engaged in business under the name set forth above:

21

8. Has the Bidder or any predecessor thereof ever failed to complete any work under any contract or subcontract?

No

If so, give full details: _____

9. Has the Bidder or any predecessor thereof every failed to execute a contract awarded to the Bidder or any predecessor?

No

If so, give full details: _____

10. List all companies which have written performance bonds for the Bidder or any predecessor thereof within the last five (5) years.

Dale Group

416 E. CENTRAL BLVD.
REGGIO CONSTRUCTION INC.
PALISADES PARK, NJ 07650

Date: 6/23/21 _____
(Name of Bidder)

By: _____ -Sec

(Printed name and title of person signing above)

## EQUIPMENT CERTIFICATION

The undersigned Bidder hereby certifies as follows:

The bidder owns, controls, or has proof of lease of all the necessary equipment required to accomplish the work described in the specifications. To the extent that said equipment is not currently owned or under lease by the bidder, attached hereto is documentation from that owner or leasing organization that states the equipment will be available as required by the bidder upon award of a contract.

☑ Check here if documentation is attached.

| | |
|---|---|
| Name of Bidder: | 416 E. CENTRAL BLVD. REGGIO CONSTRUCTION INC. PALISADES PARK, NJ 07650 |
| By: | (Signature of Authorized Representative) |
| Name: | |
| Title: | ~Sec. |
| Date: | 6/23/26 |

## CERTIFICATE OF BIDDER SHOWING ABILITY TO PERFORM CONTRACT

PURSUANT TO N.J.S.A. 40A: 11-20

The undersigned Bidder hereby certifies as follows:

The undersigned bidder hereby certifies to the Township of West Orange that he owns, leases or controls all the necessary equipment required by the plans, specifications, and advertisements under which bids are asked for. To the extent that the undersigned is not the actual owner or lessee of any such equipment, I have completed and attached hereto the Equipment Source List showing the source from which the equipment will be obtained together with a certificate from the owner or person in control of the equipment granting to the undersigned the control of the equipment required during such time as may be necessary for the completion of that portion of the contract for which the equipment is required and necessary.

Signed 

Date 6/23/26

## STATUS OF PRESENT CONTRACTS

Give full information about all of your contracts; whether private or government contracts; whether prime or sub-contracts; whether in progress or awarded but not yet begun; or where you are low bidder pending formal award of contract.

| OWNER | PHONE # | LOCATION | DESCRIPTION | ADJUSTED CONTRACT AMOUNT | DATE OF COMPLETION |
|---|---|---|---|---|---|
| West Orange | | | Curb Sidewalk Mill Pave | 1,255,000.- | 7/15/26 |
| Little Ferry | | | Curb Sidewalk Mill Pave | 1,052,00.- | 8/25/26 |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

## LOWEST BIDDER PREVAILING WAGE CERTIFICATION

In the matter of an award of a TOWNSHIP OF WEST ORANGE contract for public work

Certification of Lowest Bidder

Joseph Bozuto, of full age and under oath, duly provides the following sworn statement:

416 E. CENTRAL BLVD.

(1). I am the owner and/or highest-ranking official or officer of a company or firm named REGGIO CONSTRUCTION INC, which holds a currently valid public works contractor registration pursuant to the New Jersey Public Works Contractor Registration Act, N.J.S.A. 34:11-56.48 et seq., certificate number See Attached.

PARAMUS, NJ 07652

(2). I submitted a bid for a contract award in the above identified project and the public body has informed me that I am the lowest bidder by 10 percent or more as compared to the next lowest bid submitted. (3). The amount of my bid does include paying the prevailing wage rate to all workers who perform work on the project at rates of pay, including both base wage and fringe benefits, set forth in applicable Wage Determinations, (1) for the appropriate locality, (2) for the appropriate work classification (e.g., carpenter, electrician, mason, plumber), and (3) for the appropriate job title (e.g., Apprentice, Journeyman, Foreman), published by the New Jersey Department of Labor and Workforce Development (NJDOL) pursuant to the New Jersey Prevailing Wage Act (NJPWA), N.J.S.A. 34:11-56.25 et seq., and corresponding NJDOL rules, N.J.A.C. 12:60. I certify under penalty of perjury that the foregoing statements made by me are true. I am aware that if any of the foregoing statements made by me are false, I am subject to punishment. See N.J.S.A. 2C:28-1 et seq., specifically, N.J.S.A. 2C:28-3, within the New Jersey Code of Criminal Justice.

Dated: 6/23/21

Signature: _____

Title: Sec.

## HOLD HARMLESS AGREEMENT

BETWEEN THE **TOWNSHIP OF WEST ORANGE**

AND

416 E. CENTRAL BLVD.

REGGIO CONSTRUCTION INC.

Company Name

PALISADES PARK, NJ 07650

Address (Not Post Office Box)

201-363-0156

Telephone Number

Organization Type (Individual, Partnership, Non-Profit Corporation, Corporation, Public Entity)

The bidder awarded the contract under the bid specifications shall indemnify and hold harmless the Township of West Orange, its officers, employees, agents and servants from and against any and all claims, demands, suits, actions, recoveries, judgments, costs and expenses including attorney's fees incurred or suffered on account of property damage or loss and/or personal injury, including loss of life, of any person, agency, corporation or governmental entity which shall arise out of the course of or in consequence to any acts or omissions of the bidder, its employees, agents, servants or subcontractors in the performance of the work to be reimbursed pursuant to these specifications or the failure of the bidder, its employees, agents, servants or subcontractors to comply with any term or condition of these specifications. The bidder further agrees that this indemnification by the bidder shall continue after completion of the contract for all claims, demands, suits, actions, recoveries, judgments, costs and expenses, including attorney's fees resulting from acts or omissions of the bidder, its employees, agents, servants or subcontractors which occur prior to the completion of the contract.

416 E. CENTRAL BLVD.

REGGIO CONSTRUCTION INC.

PALISADES PARK, NJ 07650

Signed this 23 day of June 2026 as

The binding act in deed of _____

Business Name

_____

Authorized Signature

Steve

Type or Print Name

_____

Witness

## 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 |
|---|---|---|
| Frank MacMar Paving | Rockville Park N.J. | Mill & Pave |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |

DATE:_____

DISCLOSURE OF POLITICAL CONTRIBUTIONS

# 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.**

**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

| STANDARD BID DOCUMENT REFERENCE | | | | | | |
|---|---|---|---|---|---|---|
| **Name of Form** | **DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN** | | | | | |
| **Statutory Reference** | N.J.S.A. 52:32-55 et seq.<br>N.J.S.A. 40A:11-2.1<br>N.J.S.A. 18A:18A-49.4 | | | | | |
| **Applicability** | | **Y/N** | | **Mandatory** | **Optional** | **N/A** |
| | **LPCL** | **Y** | Goods and Services | **X** | | |
| | **PSCL** | **Y** | Construction | | | **X** |
| **Instructions Reference** | | | | | | |
| **Description** | P.L. 2012, c.25 prohibits the awarding of State and local public contracts for goods and services with persons or entities engaging in certain investment activities in energy or finance sectors of Iran. Prior to contract award, vendors and contractors must certify that neither they nor any parent entity, subsidiary, or affiliate is listed on the New Jersey Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List"). | | | | | |

The Certification form requires the insertion of contracting unit identification information which should be filled in (in italics on the form) prior to its use.

## Disclosure of Investment Activities in Iran

| Person or Entity | REGGIO CONSTRUCTION INC. |
|---|---|

**Part 1: Certification**

COMPLETE PART 1 BY CHECKING **EITHER BOX**.

Pursuant to Public Law 2012, c. 25, any person or entity that is a successful bidder or proposer, or otherwise proposes to enter into or renew a contract, must complete the certification below to attest, under penalty of perjury, that neither the person or entity, nor any parent entity, subsidiary, or affiliate is identified on the State Department of Treasury's Chapter 25 list as a person or entity engaging in investment activities in Iran. The list is found on Treasury's website at www.state.nj.us/treasury/purchase/pdf/Chapter25List.pdf.

The Chapter 25 list must be reviewed prior to completing the below certification. If a vendor or contractor is found to be in violation of law, action may be taken as appropriate and as may provided by law, rule or contract, including but not limited to imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

| | |
|---|---|
| ☑ | *I certify, pursuant to Public Law 2012, c. 25, that neither the person or entity listed above, nor any parent entity, subsidiary, or affiliate thereof is listed on the N.J. Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List"). I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf. I will skip Part 2 and sign and complete the Certification below.* |
| **OR** | |
| ☐ | *I am unable to certify as above because the person or entity and/or a parent entity, subsidiary, or affiliate thereof is listed on the N.J. Department of the Treasury's Chapter 25 list. I will provide a detailed, accurate and precise description of the activities in Part 2 below sign and complete the Certification below.* |

## Part 2: Additional Information

PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN.

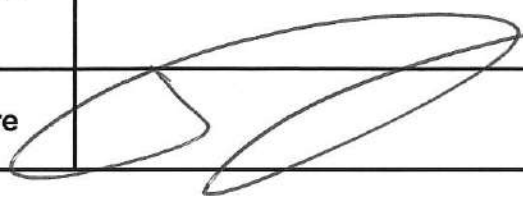
You must provide a detailed, accurate and precise description of the activities of the person or entity, or a parent entity, subsidiary, or affiliate thereof engaging in investment activates in Iran below and, if more space is needed, on additional sheets provided by you.

## Part 3: Certification of True and Complete Information

*I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments there to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity.*

*I acknowledge that the **TOWNSHIP OF WEST ORANGE** is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the **TOWNSHIP OF WEST ORANGE** to notify the **TOWNSHIP** in writing of any changes to the answers of information contained herein.*

*I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the **TOWNSHIP OF WEST ORANGE** and that the **TOWNSHIP** at its option may declare any contract(s) resulting from this certification void and unenforceable.*

| | | | |
|---|---|---|---|
| **Full Name (Print)** | | **Title** | Sec. |
| **Signature** |  | **Date** | 6/22/26 |

## CERTIFICATION OF NON-INVOLVEMENT IN PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS

Pursuant to N.J.S.A. 52:32-60.1, et seq. and N.J.S.A. 40A:11-2.2 (L. 2022, c. 3) any person or entity (hereinafter "Vendor") that seeks to enter into or renew a contract with a local contracting unit subject to the Local Public Contracts Law for the provision of goods or services, or the purchase of bonds or other obligations, must complete the certification below indicating whether or not the Vendor is identified on the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, available here: https://sanctionssearch.ofac.treas.gov/. If the Department of the Treasury finds that a Vendor has made a certification in violation of the law, it shall take any action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

I, the undersigned, certify that I have read the definition of "Vendor" below, and have reviewed the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, and having done so certify:

*(Check the Appropriate Box)*

☒ A. That the Vendor is not identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

*OR*

○ B. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

*OR*

○ C. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list. However, the Vendor is engaged in activity related to Russia and/or Belarus consistent with federal law, regulation, license or exemption. A detailed description of how the Vendor's activity related to Russia and/or Belarus is consistent with federal law is set forth below.

*(Attach Additional Sheets If Necessary.)*

| | |
|---|---|
| Signature of Vendor's Authorized Representative | Date 6/23/26 |
| Print Name and Title of Vendor's Authorized Representative 416 E. CENTRAL BLVD. | Vendor's FEIN 203225317 |
| Vendor's Name REGGIO CONSTRUCTION INC. | Vendor's Phone Number 201-363-0156 |
| Vendor's Address (Street Address) | Vendor's Fax Number |
| Vendor's Address (City/State/Zip Code) PALISADES PARK, NJ 07650 | Vendor's Email Address Reggioinc@aol.com |

[1] Vendor means: (1) A natural person, corporation, company, limited partnership, limited liability partnership, limited liability company, business association, sole proprietorship, joint venture, partnership, society, trust, or any other nongovernmental entity, organization, or group; (2) Any governmental entity or instrumentality of a government, including a multilateral development institution, as defined in Section 1701(c)(3) of the International Financial Institutions Act, 22 U.S.C. 262r(c)(3); or (3) Any parent, successor, subunit, direct or indirect subsidiary, or any entity under common ownership or control with, any entity described in paragraph (1) or (2).

NJ Rev. 1.22.2024

AMERICAN'S WITH DISABILITIES ACT OF 1990

Date: 6/23/20

**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:

See

Signature of Vendor

**CERTIFICATION OF NON-DEBARMENT**
**FOR FEDERAL GOVERNMENT CONTRACTS**
N.J.S.A. 52:32-44.1 (P.L. 2019, c.406)

**This certification shall be completed, certified to, and submitted to the contracting unit prior to contract award, except for emergency contracts where submission is required prior to payment.**

| **PART I: VENDOR INFORMATION** | |
|---|---|
| Individual or Organization Name | 416 E. CENTRAL BLVD. REGGIO CONSTRUCTION INC. |
| Physical Address of Individual or Organization | PALISADES PARK, NJ 07650 |
| Unique Entity ID (if applicable) | |
| CAGE/NCAGE Code (if applicable) | |
| **Check the box that represents the type of business organization:** | |

☐Sole Proprietorship (skip Parts III and IV) ☐Non-Profit Corporation (skip Parts III and IV)

☒For-Profit Corporation (any type) ☐Limited Liability Company (LLC) ☐Partnership

☐Limited Partnership ☐Limited Liability Partnership (LLP)

☐Other (be specific): _____

| **PART II – CERTIFICATION OF NON-DEBARMENT: Individual or Organization** | | | |
|---|---|---|---|
| I hereby certify that the **individual or organization listed above in Part I** is not debarred by the federal government from contracting with a federal agency. I further acknowledge: that I am authorized to execute this certification on behalf of the above-named organization; 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 date of contract award by ***the 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 ***Township of West Orange*** permitting the ***Township of West Orange*** to declare any contract(s) resulting from this certification void and unenforceable. | | | |
| Full Name (Print): | | Title: | Sec. |
| Signature: | | Date: | 6/23/20 |

| PART III – CERTIFICATION OF NON-DEBARMENT: Individual or Entity Owning Greater than 50 Percent of Organization | |
|---|---|
| **Section A (Check the Box that applies)** | |
| ☐ | Below is the name and address of the stockholder in the corporation who owns more than 50 percent of its voting stock, or of the partner in the partnership who owns more than 50 percent interest therein, or of the member of the limited liability company owning more than 50 percent interest therein, as the case may be. |
| **Name of Individual or Organization** | |
| **Physical Address** | |
| **OR** | |
| ☒ | No one stockholder in the corporation owns more than 50 percent of its voting stock, or no partner in the partnership owns more than 50 percent interest therein, or no member in the limited liability company owns more than 50 percent interest therein, as the case may be. |
| **Section B (Skip if no Business entity is listed in Section A above)** | |
| ☐ | Below is the name and address of the stockholder in the corporation who owns more than 50 percent of the voting stock of the organization's parent entity, or of the partner in the partnership who owns more than 50 percent interest in the organization's parent entity, or of the member of the limited liability company owning more than 50 percent interest in organization's parent entity, as the case may be. |
| **Stockholder/Partner/Member Owning Greater Than 50 Percent of Parent Entity** | |
| **Physical Address** | |
| **OR** | |
| ☒ | No one stockholder in the parent entity corporation owns more than 50 percent of its voting stock, no partner in the parent entity partnership owns more than 50 percent interest therein, or no member in the parent entity limited liability company owns more than 50 percent interest therein, as the case may be. |

| Section C – Part III Certification | | | |
|---|---|---|---|
| I hereby certify that no individual or organization that is debarred by the federal government from contracting with a federal agency owns greater than 50 percent of the **Organization listed above in Part I** or, if applicable, owns greater than 50 percent of a parent entity of _____. I further acknowledge: that I am authorized to execute this certification on behalf of the above-named organization; 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 date of contract award by ***the Township*** to notify the ***Township*** 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 **Township** permitting the ***Township*** to declare any contract(s) resulting from this certification void and unenforceable. | | | |
| Full Name (Print): | | Title: | |
| Signature: | | Date: | |

| Part IV – CERTIFICATION OF NON-DEBARMENT: Contractor – Controlled Entities | | |
|---|---|---|
| **Section A** | | |
| ☐ | Below is the name and address of the corporation(s) in which the **Organization listed in Part I** owns more than 50 percent of voting stock, or of the partnership(s) in which the **Organization listed in Part I** owns more than 50 percent interest therein, or of the limited liability company or companies in which the **Organization listed above in Part I** owns more than 50 percent interest therein, as the case may be. | |
| **Name of Business Entity** | | **Physical Address** |
| | | |
| | | |
| | | |
| **Add additional sheets if necessary** | | |
| **OR** | | |
| ☐ | The **Organization listed above in Part I** does not own greater than 50 percent of the voting stock in any corporation and does not own greater than 50 percent interest in any partnership or any limited liability company. | |

| Section B (skip if no business entities are listed in Section A of Part IV) | |
|---|---|
| ☐ | Below are the names and addresses of any entities in which an entity listed in Part III A owns greater than 50 percent of the voting stock (corporation) or owns greater than 50 percent interest (partnership or limited liability company). |

| Name of Business Entity Controlled by Entity Listed in Section A of Part IV | Physical Address |
|---|---|
| | |
| | |
| | |

**Add additional Sheets if necessary**

**OR**

| | |
|---|---|
| ☒ | No entity listed in Part III A owns greater than 50 percent of the voting stock in any corporation or owns greater than 50 percent interest in any partnership or limited liability company. |

**Section C – Part IV Certification**

I hereby certify that the **Organization listed above in Part I** does not own greater than 50 percent of any entity that that is debarred by the federal government from contracting with a federal agency and, if applicable, does not own greater than 50 percent of any entity that in turns owns greater than 50 percent of any entity debarred by the federal government from contracting with a federal agency. I further acknowledge: that I am authorized to execute this certification on behalf of the above-named organization; 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 date of contract award by ***Township*** to notify the ***Township*** 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 **Township** permitting the ***Township*** to declare any contract(s) resulting from this certification void and unenforceable.

| | | | |
|---|---|---|---|
| Full Name (Print): | | Title: | Sec |
| Signature: | | Date: | 6/23/26 |

# INITIAL PROJECT WORKFORCE REPORT - CONSTRUCTION

*STATE OF NEW JERSEY*
*DIVISION OF CONTRACT COMPLIANCE*
*EQUAL EMPLOYMENT OPPORTUNITY IN PUBLIC CONTRACTS*

*FORM AA-201*
*Revised 10/93*

INITIAL PROJECT WORKFORCE REPORT CONSTRUCTION

**Official Use Only**
*Assignment*
*Code*

READ INSTRUCTIONS ON THE BACK CAREFULLY BEFORE THE COMPLETION AND DISTRIBUTION OF THIS FORM.
PLEASE TYPE OR PRINT IN BLACK OR BLUE INK.

1. FID NUMBER
2. CONTRACTOR ID NUMBER
3. NAME AND ADDRESS OF PRIME CONTRACTOR
(Name)
(Street Address)
(City) (State) (Zip Code)
4. IS THIS COMPANY MINORITY OWNED [ ] OR WOMAN OWNED [ ]
5. NAME AND ADDRESS OF PUBLIC AGENCY AWARDING CONTRACT
CONTRACT NUMBER DATE OF AWARD DOLLAR AMOUNT OF AWARD
6. NAME AND ADDRESS OF PROJECT
7. PROJECT NUMBER
COUNTY
8. IS THIS PROJECT COVERED BY A PROJE
LABOR AGREEMENT (PLA)? ☐ YES ☐ NO

| 9. TRADE OR CRAFT | PROJECTED TOTAL EMPLOYEES | | | | PROJECTED MINORITY EMPLOYEES | | | | PROJECTED PHASE - IN DATE | PROJECTED COMPLETION DATE |
|---|---|---|---|---|---|---|---|---|---|---|
| | MALE | | FEMALE | | MALE | | FEMALE | | | |
| | J | AP | J | AP | J | AP | J | AP | | |
| 1. ASBESTOS WORKER | | | | | | | | | | |
| 2. BRICKLAYER OR MASON | | | | | | | | | | |
| 3. CARPENTER | | | | | | | | | | |
| 4. ELECTRICIAN | | | | | | | | | | |
| 5. GLAZIER | | | | | | | | | | |
| 6. HVAC MECHANIC | | | | | | | | | | |
| 7. IRONWORKER | | | | | | | | | | |
| 8. OPERATING ENGINEER | | | | | | | | | | |
| 9. PAINTER | | | | | | | | | | |
| 10. PLUMBER | | | | | | | | | | |
| 11. ROOFER | | | | | | | | | | |
| 12. SHEET METAL WORKER | | | | | | | | | | |
| 13. SPRINKLER FITTER | | | | | | | | | | |
| 14. STEAMFITTER | | | | | | | | | | |
| 15. SURVEYOR | | | | | | | | | | |
| 16. TILER | | | | | | | | | | |
| 17. TRUCK DRIVER | | | | | | | | | | |
| 18. LABORER | | | | | | | | | | |
| 19. OTHER | | | | | | | | | | |
| 20. OTHER | | | | | | | | | | |

I hereby certify that the foregoing statements made by me are true. I am aware that if any of the foregoing statements are willfully false, I am subject to punishment.

(Signature)

10. (Please Print Your Name) (Title)

(Area Code) (Telephone Number) (Ext.) (Date)

INSTRUCTIONS FOR COMPLETING THE INITIAL PROJECT
WORKFORCE REPORT – CONSTRUCTION (AA201)

DO NOT COMPLETE THIS FORM FOR GOODS AND/OR SERVICE CONTRACTS

1. Enter the Federal Identification Number assigned to the contractor by the Internal Revenue Service, or if a Federal Employer Identification Number has been applied for but not yet issued, or if your business is such that you have not or will not receive a Federal Identification Number, enter the social security number assigned to the single owner or one partner, in the case of a partnership.

2. Note: The Division of CC/EEO will assign a contractor ID number to your company. This number will be your permanently assigned contractor ID number that must be on all correspondence and reports submitted to this office.

3. Enter the prime contractor's name, address and zip code number.

4. Check box if Company is Minority Owned or Woman Owned

5. Enter the complete name and address of the Public Agency awarding the contract. Include the contract number, date of award and dollar amount of the contract.

6. Enter the name and address of the project, including the county in which the project is located.

7. Note: A project contract ID number will be assigned to your firm upon receipt of the completed Initial Project Workforce Report (AA201) for this contract. This number must be indicated on all correspondence and reports submitted to this office relating to this contract.

8. Check "Yes" or "No" to indicate whether a Project Labor Agreement (PLA) was established with the labor organization(s) for this project.

9. Under the Projected Total Number of Employees in each trade or craft and at each level of classification, enter the total composite workforce of the prime contractor and all subcontractors projected to work on the project. Under Projected Employees enter total minority and female employees of the prime contractor and all subcontractors projected to work on the project. Minority employees include Black, Hispanic, American Indian and Asian, (J=Journeyworker, AP=Apprentice). Include projected phase-in and completion dates.

10. Print or type the name of the company official or authorized Equal Employment Opportunity (EEO) official include signature and title, phone number and date the report is submitted.

This report must be submitted to the Public Agency that awards the contract and the Division of Contract Compliance and Equal Employment Opportunity in Public Contracts no later than three (3) days after the contractor signs the contract.

THE CONTRACTOR IS TO RETAIN THE FOURTH AND FINAL COPY MARKED "CONTRACTOR", SUBMIT THE THIRD COPY MARKED "PUBLIC AGENCY" TO THE PUBLIC AGENCY AWARDING THE CONTRACT AND FORWARD THE REMAINING TWO (2) COPIES TO:

NEW JERSEY DEPARTMENT OF THE TREASURY
DIVISION OF CONTRACT COMPLIANCE & EQUAL EMPLOYMENT OPPORTUNITY IN PUBLIC CONTRACTS
P.O. BOX 209
TRENTON, NJ 08625-0209
(609) 292-9550

# FORM W-9

Form **W-9**
(Rev. October 2018)
Department of the Treasury
Internal Revenue Service

## Request for Taxpayer Identification Number and Certification

▶ Go to *www.irs.gov/FormW9* for instructions and the latest information.

**Give Form to the requester. Do not send to the IRS.**

Print or type. See Specific Instructions on page 3.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.

2 Business name/disregarded entity name, if different from above

3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only **one** of the following seven boxes.

☐ Individual/sole proprietor or single-member LLC ☐ C Corporation ☐ S Corporation ☐ Partnership ☐ Trust/estate

☐ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶ _____

**Note:** Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that **is not** disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.

☐ Other (see instructions) ▶

4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any) _____

Exemption from FATCA reporting code (if any) _____

*(Applies to accounts maintained outside the U.S.)*

5 Address (number, street, and apt. or suite no.) See instructions.

Requester's name and address (optional)

6 City, state, and ZIP code

7 List account number(s) here (optional)

### Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

**Note:** If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

**Social security number**

☐☐☐ - ☐☐ - ☐☐☐☐

or

**Employer identification number**

☐☐ - ☐☐☐☐☐☐☐

### Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

**Certification instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

**Sign Here** Signature of U.S. person ▶ Date ▶

## General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

**Future developments.** For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to *www.irs.gov/FormW9*.

### Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)
- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

*If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See* What is backup withholding, *later.*

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

## Business Registration Certification and Public Works Contractor Registration Certification

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

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

**********

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

SAMPLE CERTIFICATE



STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE
FOR STATE AGENCY AND CASINO SERVICE CONTRACTORS

DEPARTMENT OF TREASURY
DIVISION OF REVENUE
PO BOX 252
TRENTON NJ

TAXPAYER NAME:
TAX REGISTRATION TEST ACCOUNT

TRADE NAME:
CLIENT REGISTRATION

TAXPAYER IDENTIFICATION#:
970-097-382/500

SEQUENCE NUMBER
0107330

ADDRESS:
847 ROEBLING AVE
TRENTON NJ 08611

ISSUANCE DATE:
07/14/04

EFFECTIVE DATE:
01/01/01

Acting Director

FORM BRC(08-01)

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

# STATE OF NEW JERSEY
# BUSINESS REGISTRATION CERTIFICATE

| | |
|---|---|
| **Taxpayer Name:** | TAX REG TEST ACCOUNT |
| **Trade Name:** | |
| **Address:** | 847 ROEBLING AVE<br>TRENTON, NJ 08611 |
| **Certificate Number:** | 1093907 |
| **Date of Issuance:** | October 14, 2004 |

**For Office Use Only:**

**20041014112823533**

Certificate Number
######

Registration Date: 11/16/2023
Expiration Date: 11/15/2025

# 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:

SAMPLE

**2023**

**Responsible Representative(s):**
NAME, TITLE

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.

P-55

PUBLIC WORKS CONTRACTOR REGISTRATION

# Bid Bond

KNOW ALL MEN BY THESE PRESENTS, That we, the undersigned

**Reggio Construction Inc.** as Principal, **Bondex Insurance Company** as Surety, are hereby and firmly bound unto the **Township of West Orange**, in the penal sum of **Ten Percent Of The Amount Bid Not To Exceed Twenty Thousand And 00/100 Dollars (10% Of The Amount Bid Not To Exceed $20,000.00)** for payment of which, well and truly to be made, we hereby bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

Signed this **23rd day of June, 2026**.

The condition of the above obligation is such that whereas the Principal has submitted to the Owner as defined, a certain Bid, attached hereto, and hereby made a part hereof, to enter into a contract in writing for:

**NJDOT MA 2025 - Helen Avenue, Lawrence Avenue, Florence Place & Lowell Avenue Improvements**

NOW, THEREOF, if said Bid shall be rejected, or, in the alternative,

If said Bid shall be accepted and the Principal shall execute and deliver a Contract in the form of Contract provided (properly completed in accordance with said Bid) and shall furnish a bond for his faithful performance of said Contract, and shall in all other respects perform the Agreement created by the acceptance of the Bid.

Then this obligation shall be void, otherwise the same shall remain in 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 Principal may accept such Bid; and said Surety does hereby waive notice of any such extension.

IN WITNESS WHEREOF, the Principal and Surety have set their hands and seals, and such of them as are corporations having 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.

Surety: **Bondex Insurance Company**

By: _____
Jaclyn Murphy, Attorney-in-Fact

_____
Claudia Pereira, Witness

Principal: **Reggio Construction Inc.**

By: _____

_____

# Consent of Surety

**Bondex Insurance Company,** a corporation created and existing under the laws of the State of **New Jersey,** maintaining an office in **Florham Park, NJ,** duly authorized to transact business in the State of **New Jersey** (hereinafter, the "Surety") does hereby consent and agree with the bid of **Reggio Construction Inc.** (hereinafter, the "Principal"), as principal, for **NJDOT MA 2025 - Helen Avenue, Lawrence Avenue, Florence Place & Lowell Avenue Improvements** (hereafter the "Contract") be accepted and the Contract shall be properly and lawfully awarded to the Principal in the amount not to exceed the Principal's bid, the Surety shall execute and deliver to the Principal a bond(s) for the faithful performance of the Contract in such form as may set forth in, and as required by, the bid specifications, solicitation or advertisement (hereinafter, the "Bid Documents").

This Consent of Surety shall remain in force and effect for so long as the Bid Documents provide for acceptance of the Principal's bid or execution of the Contract. If no such period is set forth in the Bid Documents, for 90 days after bid opening, or as otherwise may be required by statue or regulation, whichever period is longer, unless the Principal and the Surety shall agree in writing to a longer period.

This Consent of Surety has been signed, sealed and dated on **June 23, 2026**

**ATTEST:**

**Bondex Insurance Company**

**Claudia Pereira,** Witness

**Jaclyn Murphy,** Attorney In fact

**POWER OF ATTORNEY**

# Bondex Insurance Company

Bond Number **BID BOND**

**KNOW ALL MEN BY THESE PRESENTS:** That **Bondex Insurance Company**, a corporation duly organized under the laws of the State of New Jersey, and having its principal office in Atlanta, County of Cobb, State of Georgia, does hereby appoint:

**Philip S. Tobey, Lionel D. Jorge, Jeffrey R. Bauman, Claudia Pereira, Brenda Turiello, Jaclyn Murphy, Loreen Aponte, Destiny Perez**

its true and lawful Attorney(s)-in Fact, with full power and authority to execute on its behalf bonds, undertakings, including but not limited to, consents of surety, bid bonds, performance bonds, payments bonds, maintenance bonds, lien discharge bonds, and renewals of any of the foregoing, recognizances, and other contracts of indemnity and writings obligatory in nature thereof, issued in the course of its business and to bind the Company in an amount not to exceed Fifteen Million and 00/100 Dollars ($15,000,000.00).

This Power of Attorney is granted and is signed and sealed by the authority of the following Resolution adopted by the Board of Directors of Bondex Insurance Company at a meeting duly called and held on the 7th day of March, 2007.
*RESOLVED that the Chief Executive Officer, President, Vice President or Secretary, shall have the power and authority*

1. *To appoint Attorney(s)-in-Fact and to authorize them to execute on behalf of the Company, and attach the seal of the Company thereto, bonds and undertakings, contracts of indemnity and other writing obligatory in the nature thereof and,*

2. *To remove, at any time, any such Attorney-in-Fact and revoke any authority given.*

*RESOLVED FURTHER, that the signatures of such officers and the seal of the Company may be affixed to any such Power of Attorney or certificate relating thereto by facsimile, and any such Power of Attorney or certificate bearing such facsimile signatures or facsimile seal shall be valid and binding upon the Company and any such power so executed and certified by facsimile signatures and facsimile seal shall be valid and binding upon the Company in the future with respect to any bond or undertaking to which it is attached as though manually affixed.*

IN WITNESS WHEREOF, **BONDEX INSURANCE COMPANY** has caused its seal to be affixed hereto and executed by its President on the 6th day of February, 2026.

**BONDEX INSURANCE COMPANY**

BY Antonio R. Barner
Antonio R. Barner, President

State of GEORGIA
County of COBB

## ACKNOWLEDGEMENT

On this 6th day of February, 2026, before me, a notary public, personally appeared Antonio R. Barner, personally known to me, who being duly sworn did say that he is the President of Bondex Insurance Company, the Corporation described in the foregoing instrument, and that the Seal affixed to said instrument is the said Corporate Seal and that he executed the same in his authorized capacity, and that said instrument was signed and sealed on behalf of said Corporation by authority of its Board of Directors.

In Testimony Whereof I have set my hand and affixed my official Seal, the day and year first written above,

MARA BUFFINGTON NOTARY PUBLIC FULTON COUNTY GEORGIA EXPIRES 04/03/2027

BY Mara Buffington
Name: Mara Buffington
Notary Public

## CERTIFICATE

I, Antonio R. Barner, Secretary of Bondex Insurance Company, do hereby certify that the Power of Attorney and the resolution adopted by the Board of Directors of said company as set forth above, are true and correct transcripts thereof and that neither the said Power of Attorney nor the resolution have been revoked and they are now in full force and effect.

Signed and Sealed at Atlanta, Georgia this **23rd** day of **June**, **2026**.

BONDEX INSURANCE COMPANY CORPORATE SEAL 2007 NEW JERSEY

BY Antonio R. Barner
Antonio R. Barner, Secretary

**WARNING: Any person who knowingly and with intent to defraud any insurance company or other person, files and application for insurance of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties.**

**DLG**

Certificate Number
648569

Registration Date: 03/09/2026
Expiration Date: 03/08/2028

# 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:

Reggio Construction Inc.

2026

**Responsible Representative(s):**
Carmelo Bagnato, President

**Responsible Representative(s):**
Joseph Bagnato, Secretary

Michael B. Marich, Acting Commissioner
Department of Labor and Workforce Development

NON TRANSFERABLE

This certificate may not be transferred or assigned and may be revoked for cause by the Commissioner of Labor and Workforce Development.

STATE OF NEW JERSEY

# BUSINESS REGISTRATION CERTIFICATE

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

TAXPAYER NAME:
REGGIO CONSTRUCTION INC.

TRADE NAME:

ADDRESS:
1573 WEST ST .
FORT LEE NJ 07024

SEQUENCE NUMBER:
1193249

EFFECTIVE DATE:
07/21/05

ISSUANCE DATE:
11/16/05

FORM-BRC(08-01)

Director

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

# Reggio Construction Inc.

1575 West Street * Fort Lee, NJ 07024
Phone: 201.363.0156 * Fax: 201.363.8965


## LIST OF COMPLETED JOBS

| | |
|---|---|
| Owner: | Township of West Orange |
| Project: | 2017 Phase III Street Improvements |
| Contract Price: | $1,755,182.37 |
| Contact Person: | Township Engineer, Len Leppore 973.325.0641 |
| Completed: | Yes |

| | |
|---|---|
| Owner: | Township of West Orange |
| Project: | 2017 Phase IV Street Improvements |
| Contract Price: | $2,055,200.72 |
| Contact Person: | Township Engineer, Len Leppore 973.325.0641 |
| Completed: | Yes |

| | |
|---|---|
| Owner: | Township of West Orange |
| Project: | 2018 Phase II 2017 Road Improvements Various Streets |
| Contract Price: | $955,255.00 |
| Contact Person: | Township Engineer, Len Leppore 973.325.0641 |
| Completed: | Yes |

| | |
|---|---|
| Owner: | BOROUGH OF CLIFFSIDE PARK |
| Project: | 2017 Road Program |
| Contract Price: | $601,382.09 |
| Contact Person: | John Englese, Boswell Engineering (201) 641-0770 |
| Completed: | Yes |

| | |
|---|---|
| Owner: | BOROUGH OF CLIFFSIDE PARK |
| Project: | 2018 Road Program |
| Contract Price: | $1,055,186.15 |
| Contact Person: | John Englese, Boswell Engineering (201) 641-0770 |
| Completed: | Yes |

# REGGIO CONSTRUCTION, INC.

1575 West Street * Fort Lee, NJ 07024
Phone: 201.363.0156 * Fax: 201.363.8965

List Of Equipment

| | | |
|---|---|---|
| 1. 410 G BACKHOE | 2 | EXCELLENT |
| 2. 410 L BACKHOE | 2 | EXCELLENT |
| 3. DUMP TRUCK TANDEM | 3 | EXCELLENT |
| 4. SMALL DUMP TRUCK F-Super | 2 | EXCELLENT |
| 5. COMPRESSOR | 2 | EXCELLENT |
| 6. PAVEMENT BREAKER | 2 | EXCELLENT |
| 7. UTILITY PICKUP F-350 | 1 | EXCELLENT |
| 8. FORM TRUCK F-550 | 1 | EXCELLENT |
| 9. TAG ALONG TRAILER | 1 | EXCELLENT |

Certificate Number
692492

Registration Date: 08/05/2024
Expiration Date: 08/04/2026

# State of New Jersey

## Department of Labor and Workforce Development
### Division of Wage and Hour Compliance

## Public Works Contractor Registration Act

Pursuant to N.J.S.A. 34:11-56.48, et seq. of the Public Works Contractor Registration Act, this certificate of registration is issued for purposes of bidding on any contract for public work or for engaging in the performance of any public work to:

Frank A. Macchione Construction, Inc.

2024

**Responsible Representative(s):**
Frank Macchione, President

Robert Asaro-Angelo, Commissioner
Department of Labor and Workforce Development

NON TRANSFERABLE

This certificate may not be transferred or assigned and may be revoked for cause by the Commissioner of Labor and Workforce Development.

# STATE OF NEW JERSEY
# BUSINESS REGISTRATION CERTIFICATE

| | |
|---|---|
| **Taxpayer Name:** | FRANK A. MACCHIONE CONSTRUCTION INC. |
| **Trade Name:** | |
| **Address:** | 168 MIDWOOD RD<br>PARAMUS, NJ 07652-1608 |
| **Certificate Number:** | 0601250 |
| **Effective Date:** | February 18, 1993 |
| **Date of Issuance:** | September 06, 2017 |

**For Office Use Only:**

**20170906091226915**

**EXHIBIT C**

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

**GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS**

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

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

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

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

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

The contractor or subcontractor agrees to make good faith efforts to employ minority and women workers consistent with the applicable county employment goals established in accordance with N.J.A.C. l7:27-5.2, or a binding determination of the applicable county employment goals determined by the Division, pursuant to N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

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

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

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

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA302

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

# REQUIRED EVIDENCE

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

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

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or

2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or

3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

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

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

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

The following questions must be answered by all Bidders:

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

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

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

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

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

COMPANY: _____ NAME: _____

SIGNATURE:_____ TITLE:_____

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

**182-26**
**July 7, 2026**

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

**WHEREAS**, the Governing Body of the Township of West Orange (the "Township") has determined that there exists a need to provide the following professional services for the Township: Professional Architectural Services for the Interior Alterations for the Existing Female Police Locker and Proposed Expansion & Lactation Room at the Police Building, 60 Main Street; and

**WHEREAS,** the Professional Services are exempt from the requirements of public bidding pursuant to the Local Public Contracts Law, more specifically, N.J.S.A. 40A:11-5(1)(a)(i); and

**WHEREAS,** the Local Public Contracts Law, N.J.S.A. 40A:11-5(1)(a)(1) requires that notice of the award of contracts for "Professional Services" without competitive bidding must be published in a local newspaper; and

**WHEREAS**, this contract is for an amount over $17,500.00 and is being awarded pursuant to a "Non-Fair and Open Process" pursuant to N.J.S.A. 19:44A-20.5; and

**WHEREAS,** the Township Engineer solicited and received a proposal dated May 13, 2026 for the Professional Architectural Services; and

**WHEREAS,** Herbst-Musciano, LLC, proposed the Professional Architectural Services for Female Police Locker Expansion & Lactation Room at the Police Building, 60 Main Street; and

**WHEREAS,** Herbst-Musciano, LLC, have performed similar work for other Townships on several projects; and

**WHEREAS,** by letter dated June 30, 2026 the Township's Municipal Engineer recommended a professional services contract be awarded to complete the phases described in the Proposal to Herbst-Musciano, LLC, 611 Main Street, Second Floor, Boonton, NJ 07005, for Professional Architectural Services associated for the Interior Alterations for Female Police Locker Expansion & Lactation Room at the Police Building, 60 Main Street; and

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

**WHEREAS**, upon execution of the Agreement, Herbst-Musciano, LLC shall complete and submit a Business Entity Disclosure Certification, which certifies that Herbst-Musciano, LLC has not made any reportable contributions to a political or a candidate committee in the Township of West Orange in the previous one (1) year prior to award, and that the contract will prohibit Herbst-Musciano, LLC, from making any reportable contribution through the term of the contract.

**NOW THEREFORE BE IT RESOLVED** by the Township Council of the Township of West Orange, New Jersey that a professional services contract be awarded to Herbst-Musciano, LLC, to provide Professional Architectural Services for the Interior Alterations for New Municipal Offices at 46 Mt. Pleasant Avenue for a period of one (1) year in the amount not to exceed $30,550.00, in the substantially similar form, subject to Township Attorney approval, as attached hereto and incorporated by reference herein.

**BE IT FURTHER RESOLVED**, that the Mayor and Township Clerk are hereby authorized to sign the agreement on behalf of the Township, which shall be available for public inspection in the office of the Township Clerk; and,

**BE IT FURTHER RESOLVED** that a copy of this Resolution be posted to the Township website at www.westorange.org, "Current Legal Notices", "Resolution Notices," within ten (10) days after passage hereof.

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

**Susan Scarpa, Council President**

**Adopted: July 7, 2026**

**I hereby certify funds are available from:**

**ACCOUNT NO.**
**2025 Capital Budget**
**Account # 03-2915-25-0900-010**
**$30,550.00**

**John C. Ditinyak, Chief Financial Officer**

# PROFESSIONAL SERVICES AGREEMENT

THIS AGREEMENT, made this 7th day of July, 2026

BETWEEN: Township of West Orange
66 Main Street
West Orange, New Jersey 07052
Hereinafter Referred to as the "Township"

AND: **HERBST-MUSCIANO, 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 Architectural Services;** and

**WHEREAS,** in that connection **HERBST-MUSCIANO, LLC** is qualified to provide said services; and

**WHEREAS**, the Township desires to engage **HERBST-MUSCIANO, LLC,** to serve as an "Professional" to provide professional services that may be designated by the Township as a non-fair and open contract pursuant to the provisions of N.J.S.A. 40A:11-5(1)(a)(i);

**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 as specified and detailed in the proposal for services issued on May 13, 2026 (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

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 Herbst Musciano Municipal Rate Sheet attached hereto as Exhibit A.

3. PAYMENT

Payment shall be made by the Township within thirty (30) days of the receipt and approval of itemized bills and vouchers. No payments may be made in advance of services pursuant to N.J.S.A. 40A:5-16.

4. NOT-TO EXCEED AMOUNT

Total compensation under this Agreement shall not exceed $30,550.00 (the "Not-to-Exceed Amount") without a further written encumbrance and additional authorization by resolution of the Township Council.

5. 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 16, below.

6. 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.

7. 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.

8. 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.

9. 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.

10. 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.

11. 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.

12. 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.

13. 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.

14. INSURANCE

The Professional performing work for or on behalf of the Township 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. The Township reserves the right to accept, amend or modify any of the conditions listed. The Township 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 $1,000.000.00 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.

15. 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 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.

16. TERMINATION

The Township may terminate the Agreement upon twenty (20) days written notice to the Professional. 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.

17. 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.

18. 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 N.J.A.C. 5:30-5.4

19. NON-FAIR AND OPEN

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 is awarded without competitive bidding as a "Professional Service" in accordance with N.J.S.A. 40A:11-5(1)(a)(i) of the Local Public Contracts Law because the performance of the services requires knowledge of an advanced type as defined by N.J.S.A. 40A:11-2(6).

20. 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.

21. 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.A.C. 5:30-5.S(e).

22. 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.

23. 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.

24. 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 B entitled "Affirmative Action Mandatory Language."

25. 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: | HERBST-MUSCIANO, LLC |
| _____ | _____ |
| By: | By: |
| _____ | _____ |
| Attest: | Attest: |

EXHIBIT A

PROPOSAL FOR SERVICES

EXHIBIT B

AFFIRMATIVE ACTION

MANDATORY LANGUAGE

182-26

May 13, 2026

Zayibeth Carballo, PE, PLS, PP
Municipal Engineer
Department of Engineering
Township of West Orange
60 Main Street
West Orange, NJ

A/E SERVICES PROPOSAL FOR:
Interior Alterations for
Female Police Locker Expansion &
Lactation Room
Police Building
West Orange, NJ

1. Project Description:
    a. Interior alterations to an existing second floor space to accommodate new Female Police Locker Room and a separate Lactation Room. See attached Block Diagram.
    b. Project to Generally Include:
        i. Selective demolition
        ii. New suspended ceiling
        iii. Partitions
        iv. Doors, Frames & Hardware
        v. Supply and return air
        vi. Exhaust fan(s) per IMC
        vii. LED Lighting and switch circuits
        viii. Outlet receptacles / GFIC
        ix. Emergency Lighting
        x. Exit lights
        xi. Sprinkler head locations
        xii. Fire Alarm signaling devices
        xiii. Millwork: Space for under-counter refrigerator & Microwave
        xiv. Hot and cold water w/ tempering valve
        xv. Floor drain, hand sink
        xvi. Lockers suitable for Police
        xvii. Floor and wall finishes
        xviii. Barrier Free features as can be accomplished
2. A/E Services
    a. PRELIMINARY DESIGN, RESEARCH, FIELD PHASE
        i. Field Work and Documentation of Existing Conditions
        ii. Code Research including accessibility
        iii. Preliminary Design
        iv. Meet with Township
        v. Revisions per Township's Comments

    b. CONSTRUCTION DOCUMENTS PHASE
        i. Based on approved Design Development Documents and any further adjustments in the scope and quality of the project or in the budget, prepare Construction Documents for approval by Township.

ii. These documents will consist of drawings and specifications setting forth in detail the requirements for the construction of the project. including:
    1. Architectural
    2. HVAC engineering
    3. Plumbing engineering
    4. Electrical engineering
    5. Fire Alarm System outline spec
iii. Construction Documents will be prepared.
iv. Provide Construction Budget Estimate
v. Provide signed and sealed drawings for filing with permit application.

c. CONSTRUCTION CONTRACT ADMINISTRATION
    i. Unless otherwise provided in this Agreement and incorporated in the Contract Documents, the Architect will provide administration of the Contract for Construction generally as follows:
        1. The Architect will assist the Township of West Orange in the process of bidding the work including:
            a. Respond to RFIs
            b. Issue Addenda if required through the Township.
            c. Provide 20 sets of bid documents to the Township's Purchasing Department.
            d. Hold a Pre-Bid meeting on-site with Township representatives and prospective bidders.
        2. Visit the site only as authorized by the Township.
        3. Hold up to 6 job-meeting conference calls with the Contractor and Township Representatives.
        4. Provide and issue Meeting Reports for Pre-Bid meeting and others.
        5. Review and approve or take the other appropriate action on Contractor's submissions of shop drawings, including pre-engineered components and product literature with respect to their conformity with the Contract Documents.
        6. Review and take action on Contractor's applications for payment.
        7. Respond to contractor's questions and requests for information.
        8. Prepare finish selections for all specified products and finishes.
        9. Conduct punch list and final inspection.

3. QUALIFICATIONS
    a. This proposal limits the duration of construction administration to a period not to exceed 10 calendar weeks.
    b. This proposal excludes:
        i. Site plan (zoning) approval process.
        ii. Boundary Survey.
        iii. Site plan and permit application fees.
        iv. Identification, handling or abatement of hazardous or otherwise controlled materials.
        v. Revisions to documents made after acceptance by the Town or jurisdictional agencies or authorities.
        vi. Revisions to documents due to changes made in field or due to substitution of products or changes of specified materials or methods.
        vii. Additional construction administration
    c. Client shall defend, hold harmless and indemnify the Architect for all claims, expenses, loss or liability (including attorney's fees) incurred during the construction and/or use of the facility when constructed in accordance with plans and specifications prepared under the terms of this agreement, except as solely by reason of the acts or omissions or negligence of the Architect. Such indemnity shall extend to include all claims, expenses, loss or liability, which occurs due to construction material or methods not in complete conformity with the requirements of the plans and specifications.
    d. Any controversy, dispute or question arising out of, in connection with or in relation to this agreement or its interpretation or performance or breach thereof shall be determined by arbitration conducted in New Jersey in

accordance with the then existing rules of the American Arbitration Association, and judgment upon any award of damages may be entered by the highest court having jurisdiction. Each party shall select an arbitrator and selected arbitrator shall select a third arbitrator who shall conduct the arbitration. All expenses incurred or paid by reason of this arbitration, including the reasonable fees and expenses of the arbitrator shall be borne equally by the parties hereto.

4. Compensation
   a. For the services described herein a lump sum fee generally attributed as noted below:

| Task | Est. Man-Hrs | Av. Hourly Rate $ | Fee $ | Notes |
|---|---|---|---|---|
| Field & Schematic Phase | 24 | 150. | 3,600. | |
| Construction Drawings | 95 | 150. | 14,250. | Includes MEP Engineering |
| Construction Budget Estimate | 00 | - | 4,900. | Subconsultant |
| Contract Administration | 42 | 150. | 6,300. | |
| Printing & Delivery of 20 Sets of Bid Documents | 00 | - | 1,500. | Allowance |
| | 161 | TOTAL | $30,550. | Includes Printing & Delivery |

Billing will be made monthly in proportion to services rendered and payment is appreciated within 30 days of date of invoice.

Please contact me if you have any questions or comments.

Sincerely,

Gary Musciano, AIA, PP

HERBST-MUSCIANO, LLC
Architecture & Planning
New Jersey Certificate of Authorization AC 830
611 Main Street, Second Floor, Boonton, New Jersey 07005 Tel 973 538 3815 Fax 973 538 4095 www.herbstmusciano.com

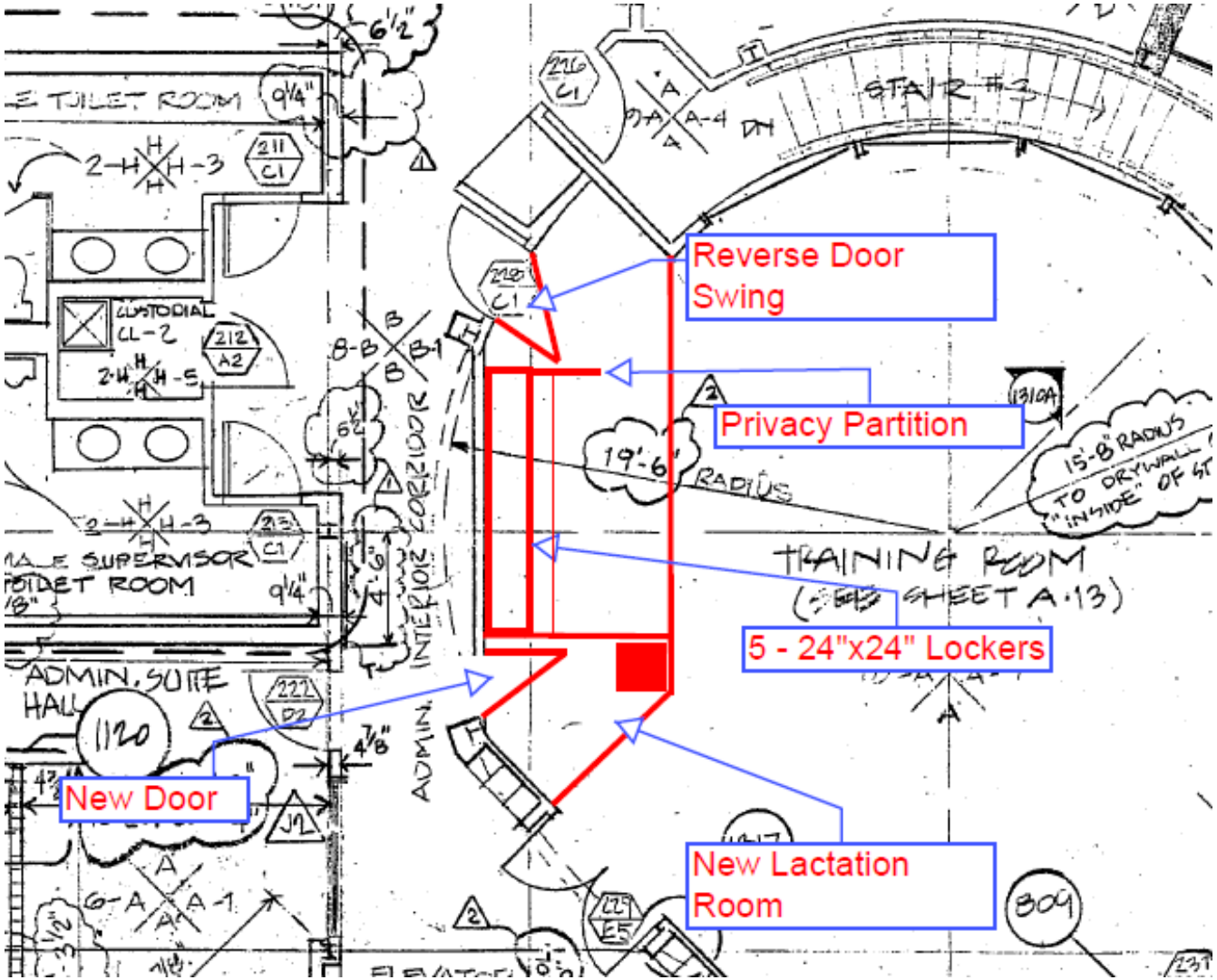

Reverse Door Swing
Privacy Partition
5 - 24"x24" Lockers
New Door
New Lactation Room
STAIR #3
TRAINING ROOM
ADMIN. SUITE HALL
1120
CUSTODIAL
CORRIDOR
RADIUS

**EXHIBIT B**

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

**GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS**

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

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

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

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

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

The contractor or subcontractor agrees to make good faith efforts to employ minority and women workers consistent with the applicable county employment goals established in accordance with N.J.A.C. l7:27-5.2, or a binding determination of the applicable county employment goals determined by the Division, pursuant to N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

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

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

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

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA302

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

# REQUIRED EVIDENCE

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

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

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or

2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or

3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

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

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

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

The following questions must be answered by all Bidders:

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

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

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

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

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

COMPANY: _____ NAME: _____

SIGNATURE:_____ TITLE:_____

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

**183-26**
**July 7, 2026**

**RESOLUTION AUTHORIZING INCLUSION IN THE ESSEX COUNTY URBAN COUNTY COMMUNITY DEVELOPMENT PROGRAM FOR FEDERAL FISCAL YEARS 2027-2029 (OCTOBER 1, 2026, TO SEPTEMBER 30, 2029)**

**WHEREAS**, certain Federal funds are potentially available to the County of Essex under Title I of the Housing and Community Development Act of 1974, as amended, commonly known as the Community Development Block Grant Program (CDBG); and

**WHEREAS**, certain Federal funds are potentially available to the County of Essex under Title II of the National Affordable Housing Act of 1990, as amended; commonly known as the HOME Investment Partnerships program (HOME); and

**WHEREAS**, substantial Federal funds are provided to the County of Essex through Subtitle B of Title IV of the McKinney-Vento Homeless Assistance Act are allocated to prevent homelessness and to enable homeless individuals and families to move toward independent living, commonly known as the Emergency Solutions Grants program (ESG)

**WHEREAS**, the current Uniform Shared Services and Consolidated Act (N.J.S.A. 40A:65-1 et seq.) provides a mechanism through which counties and municipalities may enter into agreements for the provision of joint services; and

**WHEREAS**, by July 8, 2026, each municipality must notify the Essex County Division of Housing & Community Development of its intent to continue as a participant in the Urban County entitlement programs noted above as part of the Urban County Requalification Process; and

**WHEREAS**, it is in the best interest of the Township of West Orange and its residents to participate in said entitlement programs; and.

**WHEREAS,** the Township of West Orange desires to renew its participation in the Essex Urban County for conducting certain community development activities for Federal Fiscal Years 2027-2029 (October 1, 2026, to September 30, 2029); and

**WHEREAS,** a letter has been drafted by the Mayor to the Essex County Division of Housing and Community Development notifying the County of the Township/Village/City's desire to renew its inclusion as a participant municipality in the Essex Urban County entitlement program for Federal Fiscal Years 2027 to 2029 (October 1, 2026- September 30, 2029) and for successive three (3) year periods, as provided in the Housing and Community Development Act, until terminated; and

**WHEREAS,** the Township of West Orange and the Essex Urban County desire to enter into a Cooperation Agreement for Federal Fiscal Years 2027-2029 (October 1, 2026 to September 30, 2029) which authorizes the automatic renewal of the agreement for successive qualification periods of three years, and shall remain in effect at least until the CDBG, ESG and

HOME funds from each of the federal fiscal years of the agreement's specified qualification period, and each successive qualification period for which the agreement is renewed, are expended and the funded activities completed.

**NOW, THEREFORE, BE IT RESOLVED** by the Mayor and Council of the Township of West Orange, that it hereby authorizes the Mayor and Municipal Clerk to execute the Cooperation Agreement in a substantially similar form as attached hereto and in accordance with the provisions of law, subject to Township Attorney review; for the Federal Fiscal Years 2027 to 2029 (October 1, 2026- September 30, 2029), and for successive three (3) year periods, as provided in the Housing and Community Development Act, until terminated; and

**BE IT FURTHER RESOLVED**, that this resolution shall take effect immediately upon its adoption, and a copy to this resolution be forwarded to the Essex County Division of Housing & Community Development no later than July 31, 2026.

**APPROVED**, this 7th day of July, 2026

| | |
|---|---|
| **Karen J. Carnevale, R.M.C.** | **Susan Scarpa,** |
| **Municipal Clerk** | **Council President** |

**184-26**
**July 7, 2026**

**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 **July 7, 2026** 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.

**(X)** 5. Pending or anticipated litigation or contract negotiation in which this body is or maybe a party.

(X) 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.

**()** 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):

**184-26** Resolution Authorizing an Executive Session for the purpose of discussing matters 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; and for the discussion of matters which, by express provision of federal law, state statute, or rule of court, are required to be rendered confidential, specifically including: (s)-(a) **Contract Negotiations – Redevelopment – Movie Studio** **Executive Session matters are subject to change.**

**(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 **July 7, 2026.**

Motion:

Second:

**Vote**

Aye:

Opposed:

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

**Susan Scarpa**
**Council President**

**Adopted: July 7, 2026**

**185-26**
**July 7, 2026**

**RESOLUTION**

**WHEREAS**, accumulated time remaining upon resignation from the Township of West Orange will be paid to the employee at the rate of pay at the time of separation; and

**WHEREAS**, Adrian Delgado, hired on September 10, 2007, has resigned in good standing from the Township of West Orange effective May 1, 2026; and

**WHEREAS,** a calculation of Adrian Delgado's accumulated balances are attached and have been provided to support the total payment; and

**WHEREAS,** outside legal counsel has reviewed documentation and has verified the accuracy of the figures supporting the total payment amount, and has provided a written opinion in support thereof; and

**WHEREAS,** Adrian Delgado has signed a Settlement Agreement and General Release pertaining to this matter;

**NOW, THEREFORE BE IT RESOLVED** by the Mayor and Council of the Township of West Orange in the County of Essex, State of New Jersey that the following separated employee, Adrian Delgado, be paid in the payroll cycle immediately preceding approval of the resolution in the total amount of $8,307.39; and

**BE IT FURTHER RESOLVED**, that the method of payment shall be determined on a case-by-case basis by the Township Chief Financial Officer upon the passage of a resolution approving payment by the Township Council. Payment may be made in one lump sum if feasible and requested by the retiree.

**Adrian Delgado $8,307.39**

I, Karen J. Carnevale, Township Clerk for the Township of West Orange, County of Essex, State of New Jersey, do hereby certify this is a true and correct copy of the resolution adopted by the Township Council at its Regular Meeting held on July 7, 2026.

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

**Susan Scarpa**
**Council President**

185-26

# SETTLEMENT AGREEMENT AND GENERAL RELEASE

This Settlement Agreement and General Release (hereinafter referred to as the "Agreement") is entered into this ___ day of July 2026 between the Township of West Orange (hereinafter referred to as "Township") and Adrian Delgado hereinafter referred to as ("Delgado") (collectively, the "Parties," each a "Party").

**WHEREAS**, Delgado has been an employee with the Township from the period of September 10, 2007- May 1, 2026;

**WHEREAS**, a calculation of Delgado's accumulated accrued leave time balances have been provided to support a total payment of $8,307.39.

**WHEREAS**, outside legal counsel has reviewed documentation, including accrual balances, has verified the figures that support the total payment amount, and has provided a written opinion in support thereof;

**WHEREAS**, the Parties wish to resolve all disputes which may have arisen out of or in relation to the processing of payment of Delgado's accrued earned and unused paid leave and Delgado's employment with the Township to date; and

**WHEREAS**, the Parties wish to memorialize in the Agreement all the terms and conditions of Delgado's employment separation payout and desire to resolve all outstanding issues with respect to this matter;

**NOW, THEREFORE**, in consideration for the promises and mutual covenants set forth herein, the Parties agree as follows:

## COVENANTS AND TERMS OF AGREEMENT

1. **TOWNSHIP TO PROCESS PAYMENT**

a. The Township agrees to process payment to Delgado for all his accrued earned and unused paid leave time without further delay in the amount of **$8,307.39.**

b. Delgado agrees to waive any and all claims to back pay, benefits, and any and all other monetary claims including, but not limited to, attorneys' fees with respect to his employment with the Township to date with the sole exception of the payment pursuant to paragraph (a) above.

c. Delgado and the Township acknowledge that this Agreement does not nor will it establish precedent in any future proceedings, nor is it intended to add to, modify or change any collective bargaining agreement.

d. The Parties also understand that Delgado may be applying for retirement

benefits with the State of New Jersey, Division of Pensions and Benefits. Delgado understands and agrees that the ultimate approval of said pensionable benefits is at the sole risk of Delgado and any denial thereof shall in no way affect the enforceability of this Agreement or diminish the consideration given therefore.

2. **COMPLETE RELEASE.** In exchange for the above consideration, Delgado and his heirs, assigns and agents, hereby irrevocably and unconditionally waive, release and forever discharge any and all claims or rights, whether known or unknown, from the beginning to time up to the date this Agreement is executed against the Township personally and officially, individually and collectively, its past and present Council members, all officers and administrators, its attorneys, agents and employees, personally and officially, as well as their successors, and assigns (collectively, the "Releasees"), including, but not limited to any and all claims for damages, reinstatement, attorney's fees, penalties, potential lost interest payments and/or costs under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. § 621 et seq. ("ADEA"), the Americans with Disabilities Act, 42 U.S.C. § 12101 et seq. ("ADA"), the Pregnancy Discrimination Act, the Equal Pay Act, the Family and Medical Leave Act ("FMLA"), as amended, the Sarbanes-Oxley Act of 2002, the United States Constitution, the Constitution of the State of New Jersey, the Conscientious Employee Protection Act ("CEPA"), New Jersey Law Against Discrimination ("NJLAD"), the New Jersey Employer-Employee Relations Act, or any other federal, state or local laws, regulations or ordinances regulating employment or the workplace or of similar effect to the foregoing, including, but not limited to any federal, state or local law regarding retaliation for protected activity or interference with protected rights, and all amendments to each such law. Delgado understands and acknowledges that Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the ADEA, the ADA, the FMLA, the CEPA, the Equal Pay Act, NJLAD, the state and local civil rights laws, provide Delgado the right to bring actions against the Township if, among other things, Delgado believes he has been discriminated against on the basis of race, ancestry, color, religion, sex, pregnancy, national origin, disability, age, need for protected leave, medical condition, sexual orientation, marital status, veteran status, benefit eligibility or any other protected basis. This Agreement shall constitute and may be raised by the Township and other Releasees as, a bar to recovery by Delgado in any action initiated by him or on his behalf against the Township and other Releasees or any of them in any forum, including, but not limited to, administrative charges filed with the EEOC or National Labor Relations Board under one or more of the statutes listed above. Nothing in this waiver and release is intended to or shall interfere with Delgado's right to participate in a proceeding with any appropriate federal, state or local government agency enforcing discrimination laws, nor shall this Agreement prohibit Delgado from filing a charge of discrimination or cooperating with any such agency in its investigation. Provided, however, Delgado hereby waives the right to receive money or monetary relief in any action he institutes or is instituted on his behalf by any other person, entity or government agency. It is expressly understood that the arrangement herein shall not be construed to represent any policy or procedure of the Township.

3. **FUTURE EMPLOYMENT.** Delgado agrees that if he applies for employment in any position with the Township at any time in the future, the Township has the absolute discretion to refuse to hire him. Delgado specifically acknowledges that this agreement may constitute a waiver of any right he may have under the Civil Service Commission to be hired by the Township for any position. Delgado will not appeal or challenge the Township's refusal to hire him in any court of law, administrative agency, in arbitration or before any governmental body.

4. **NON-ADMISSION.** This Agreement is executed and all consideration is given in final settlement of disputed claims and shall not be construed as an admission of any allegation or of liability by the Township, by whom any such obligation or liability is expressly denied.

5. **NO DISPARAGING STATEMENTS.** Delgado agrees that he will not make any statement(s) that has, have or can be expected to have the effect of disparaging the Township or any of its representatives, agents and employees.

6. **CONSULTATION WITH ATTORNEY.** Delgado has been given the opportunity to consult with his attorney with respect to this Agreement and to review with his attorney all the terms and conditions of this Agreement prior to executing this Agreement.

7. **COMPLETE AGREEMENT.** This Agreement contains the entire agreement between Delgado and the Township, and each of them, with respect to the subject matter and supersedes all prior agreements or understandings dealing with the same subject matter. There is no agreement on the part of the Township to do anything other than as is expressly stated in this Agreement. This Agreement shall in all respects be interpreted, enforced and governed by the Laws of the State of New Jersey.

8. **MODIFICATION.** No modification or amendment of this Agreement will be enforceable unless it is in writing and signed by the party to be charged.

9. **SEVERABILITY.** Should any provision of this Agreement be declared or determined by any court of competent jurisdiction to be illegal, invalid or unenforceable, the legality, validity, and enforceability of the remaining parts, terms, or provisions shall not be affected thereby and said illegal, unenforceable or invalid part, term, or provision shall be deemed not to be a part of this Agreement.

10. **DELGADO ATTESTS.** Delgado represents and warrants that he has carefully read each and every provision of this Agreement and that he fully understands all of the terms and conditions contained in each provision of this Agreement. Delgado represents and warrants that he enters into this Agreement voluntarily, of his own free will, without any pressure or coercion from any person or entity including, but not limited to, the Township or the Releasees.

11. **FULL KNOWLEDGE OF TERMS AND REVIEW PERIOD.** The

Township advises Delgado to consult with an attorney of his choice and his expense prior to executing this Agreement and Delgado hereby represents and warrants that, prior to executing this Agreement, he has fully discussed its meaning and effect with an attorney of his choosing, or that he has waived his right to consult with an attorney, and he fully understands its meaning and effect. Delgado has twenty-one (21) days from the date it is provided to him to consider it before signing it. In particular, Delgado represents and warrants that his attorney has explained to him, and/or he fully comprehends the meaning of each of the provisions of this Agreement and that he has entered into this Agreement voluntarily. Delgado's signature also acknowledges that (1) the Township advised him to consult with an attorney before signing this Agreement; (2) he has up to twenty-one (21) days from the date he receives this Agreement to consider it before signing it; and (3) if Delgado signs this Agreement less than twenty-one (21) days after receiving it, he does so knowingly and voluntarily, and waives any right he might have under the Age Discrimination in Employment Act, as amended, to the full twenty-one (21) days to consider this Agreement. Delgado has seven (7) days after signing this Agreement in which to revoke his acceptance by delivering written notice revoking his acceptance.

This revocation must be provided directly to the **Township's Labor Counsel, Ramon E. Rivera, Esq. of Antonelli Kantor Rivera PC, 354 Eisenhower Pkwy, Suite 1000, Livingston, New Jersey 07039.** Accordingly, this Agreement shall not become effective or enforceable until the seven (7) day revocation period has expired. If Delgado does not revoke this Agreement during the seven (7) day revocation period, it shall be deemed accepted. Delgado agrees that he made an informed and voluntary decision to sign this Agreement on the date he has done so, because he did not need any additional time to decide whether to sign this Agreement.

**IN WITNESS WHEREOF**, and intending to be legally bound hereby I, Adrian Delgado, executed the foregoing Agreement this 7th day of July 2026.

_____
ADRIAN DELGADO

**TOWNSHIP OF WEST ORANGE**

BY: _____

**WAIVER**

By signing below, the undersigned hereby irrevocably elects to waive the 21-day period referred to in the 11th recital on page 4 of this Agreement.

_____

ADRIAN DELGADO

DATED:

## TERMINAL LEAVE REPORT

**Employee Name: Delgado, Adrian Id - [redacted] (Retirement/Termination date May 1, 2026)**

| Balance | Hours Remaining | Hourly/Daily Rate (Blended for Sick Day payout) | Total | Sick pay payout ($12,000 Limit) | Sick pay (>12000 *.30) | Total Terminal Leave payout (All Accumulated Time) | |
|---|---|---|---|---|---|---|---|
| Sick | 209.81 | | - | | - | - | |
| Vacation | 139.77 | 39.93 | 5,580.98 | | | 5,580.98 | |
| Personal | -4.72 | 39.93 | (188.47) | | | (188.47) | |
| Comp Time (Overtime not Paid) | 8 | 39.93 | 319.44 | | | 319.44 | |
| Limited Time Due (LTD) | 63 | 39.93 | 2,515.58 | | | 2,515.58 | |
| Snow day | 2 | 39.93 | 79.86 | | | 79.86 | |
| Grandfathered Comp Time | | | | | | | |
| Over Accrued Comp Time (OVT) | | | - | | | - | |
| FFCRA Leave | | | - | | | - | |
| FLSA | | | - | | | - | |
| **TOTAL** | | | **8,307.39** | **-** | **-** | **8,307.39** | |

Peter F. Smeraldo, Jr., Business Administrator

Date

**Report:** Accrual Balances: Default
**Sorted By:** Last Name Ascending
**Filtered By:** Employee Filter: All Employees; Accrual Category: All; Accrual Periods: CURRENT; Last Name starts with delgado; First Name starts with adrian
**Date & Time:** 05/07/2026 09:56a
**Generated By:** Kate Davenport
**Company:** TOWNSHIP OF WEST ORANGE (WESTOR)

| Accrual Profile | Accrual Category | ID | First Name | Last Name | Date Started | Period Start | Carry Over | Earned | Taken | Sched. | Balance | Location(1) | Pay Type |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Non-Uniform Non-Exempt w/ FTE | Sick | [redacted] | Adrian | Delgado | 09/10/2007 | 01/01/2026 | 210.00 | 34.81 | 35.00 - | | 209.81 | Town Hall | Salary |
| Non-Uniform Non-Exempt w/ FTE | Vacation | | Adrian | Delgado | 09/10/2007 | 01/01/2026 | 126.00 | 41.77 | 28.00 - | | 139.77 | Town Hall | Salary |
| Non-Uniform Non-Exempt w/ FTE | Personal | | Adrian | Delgado | 09/10/2007 | 01/01/2026 - | | 9.28 | 14.00 - | | -4.72 | Town Hall | Salary |
| Non-Uniform Non-Exempt w/ FTE | Comp / FLSA / OVT | | Adrian | Delgado | 09/10/2007 | 01/01/2026 | 8.00 - | - | - | | 8.00 | Town Hall | Salary |
| Non-Uniform Non-Exempt w/ FTE | Limited Time Due (LTD) | | Adrian | Delgado | 09/10/2007 | 01/01/2026 | 63.00 - | - | - | | 63.00 | Town Hall | Salary |
| Non-Uniform Non-Exempt w/ FTE | Snow Day | | Adrian | Delgado | 09/10/2007 | 01/01/2026 - | | 16.00 | 14.00 - | | 2.00 | Town Hall | Salary |
| Non-Uniform Non-Exempt w/ FTE | Grandfathered Comp Time | | Adrian | Delgado | 09/10/2007 | 01/01/2026 - | - | - | - | | 0.00 | Town Hall | Salary |
| Non-Uniform Non-Exempt w/ FTE | Over Accrued Comp Time | | Adrian | Delgado | 09/10/2007 | 04/01/2026 - | - | - | - | | 0.00 | Town Hall | Salary |
| **Total** | | | | | | | **407.00** | **101.86** | **91.00** | **0.00** | **417.86** | | |

**185-26**
**July 7, 2026**

# RESOLUTION

WHEREAS, accumulated time remaining upon resignation from the Township of West Orange will be paid to the employee at the rate of pay at the time of separation; and

WHEREAS, Anthony Bonafede, hired on October 1, 2022, has resigned in good standing from the Township of West Orange effective May 2, 2026; and

WHEREAS, a calculation of Anthony Bonafede's accumulated balances are attached and have been provided to support the total payment; and

WHEREAS, outside legal counsel has reviewed documentation and has verified the accuracy of the figures supporting the total payment amount, and has provided a written opinion in support thereof; and

WHEREAS, Anthony Bonafede has signed a Settlement Agreement and General Release pertaining to this matter;

NOW, THEREFORE BE IT RESOLVED by the Mayor and Council of the Township of West Orange in the County of Essex, State of New Jersey that the following separated employee, Anthony Bonafede, be paid in the payroll cycle immediately preceding approval of the resolution in the total amount of $5.36; and

BE IT FURTHER RESOLVED, that the method of payment shall be determined on a case-by-case basis by the Township Chief Financial Officer upon the passage of a resolution approving payment by the Township Council. Payment may be made in one lump sum if feasible and requested by the retiree.

| | |
|---|---|
| Anthony Bonafede | $5.36 |

I, Karen J. Carnevale, Township Clerk for the Township of West Orange, County of Essex, State of New Jersey, do hereby certify this is a true and correct copy of the resolution adopted by the Township Council at its Regular Meeting held on July 7, 2026.

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

**Susan Scarpa**
**Council President**

**186-26**

# SETTLEMENT AGREEMENT AND GENERAL RELEASE

This Settlement Agreement and General Release (hereinafter referred to as the "Agreement") is entered into this 7th day of July 2026 between the Township of West Orange (hereinafter referred to as "Township") and Anthony Bonafede hereinafter referred to as ("Bonafede") (collectively, the "Parties," each a "Party").

**WHEREAS**, Bonafede has been an employee with the Township from the period of October 1, 2022- May 2, 2026.

**WHEREAS**, a calculation of Bonafede's accumulated accrued leave time balances have been provided to support a total payment of $5.36.

**WHEREAS**, outside legal counsel has reviewed documentation, including accrual balances, has verified the figures that support the total payment amount, and has provided a written opinion in support thereof;

**WHEREAS**, the Parties wish to resolve all disputes which may have arisen out of or in relation to the processing of payment of Bonafede's accrued earned and unused paid leave and Bonafede's employment with the Township to date; and

**WHEREAS**, the Parties wish to memorialize in the Agreement all the terms and conditions of Bonafede's employment separation payout and desire to resolve all outstanding issues with respect to this matter;

**NOW, THEREFORE**, in consideration for the promises and mutual covenants set forth herein, the Parties agree as follows:

## COVENANTS AND TERMS OF AGREEMENT

1. **TOWNSHIP TO PROCESS PAYMENT**

a. The Township agrees to process payment to Bonafede for all his accrued earned and unused paid leave time without further delay in the amount of **$5.36.**

b. Bonafede agrees to waive any and all claims to back pay, benefits, and any and all other monetary claims including, but not limited to, attorneys' fees with respect to his employment with the Township to date with the sole exception of the payment pursuant to paragraph (a) above.

c. Bonafede and the Township acknowledge that this Agreement does not nor will it establish precedent in any future proceedings, nor is it intended to add to, modify or change any collective bargaining agreement.

d. The Parties also understand that Bonafede may be applying for retirement benefits with the State of New Jersey, Division of Pensions and Benefits. Bonafede understands and agrees that the ultimate approval of said pensionable benefits is at the sole risk of Bonafede and any denial thereof shall in no way affect the enforceability of this Agreement or diminish the consideration given therefore.

2. **COMPLETE RELEASE.** In exchange for the above consideration, Bonafede and his heirs, assigns and agents, hereby irrevocably and unconditionally waive, release and forever discharge any and all claims or rights, whether known or unknown, from the beginning to time up to the date this Agreement is executed against the Township personally and officially, individually and collectively, its past and present Council members, all officers and administrators, its attorneys, agents and employees, personally and officially, as well as their successors, and assigns (collectively, the "Releasees"), including, but not limited to any and all claims for damages, reinstatement, attorney's fees, penalties, potential lost interest payments and/or costs under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. § 621 et seq. ("ADEA"), the Americans with Disabilities Act, 42 U.S.C. § 12101 et seq. ("ADA"), the Pregnancy Discrimination Act, the Equal Pay Act, the Family and Medical Leave Act ("FMLA"), as amended, the Sarbanes-Oxley Act of 2002, the United States Constitution, the Constitution of the State of New Jersey, the Conscientious Employee Protection Act ("CEPA"), New Jersey Law Against Discrimination ("NJLAD"), the New Jersey Employer-Employee Relations Act, or any other federal, state or local laws, regulations or ordinances regulating employment or the workplace or of similar effect to the foregoing, including, but not limited to any federal, state or local law regarding retaliation for protected activity or interference with protected rights, and all amendments to each such law. Bonafede understands and acknowledges that Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the ADEA, the ADA, the FMLA, the CEPA, the Equal Pay Act, NJLAD, the state and local civil rights laws, provide Bonafede the right to bring actions against the Township if, among other things, Bonafede believes he has been discriminated against on the basis of race, ancestry, color, religion, sex, pregnancy, national origin, disability, age, need for protected leave, medical condition, sexual orientation, marital status, veteran status, benefit eligibility or any other protected basis. This Agreement shall constitute and may be raised by the Township and other Releasees as, a bar to recovery by Bonafede in any action initiated by him or on his behalf against the Township and other Releasees or any of them in any forum, including, but not limited to, administrative charges filed with the EEOC or National Labor Relations Board under one or more of the statutes listed above. Nothing in this waiver and release is intended to or shall interfere with Bonafede's right to participate in a proceeding with any appropriate federal, state or local government agency enforcing discrimination laws, nor shall this Agreement prohibit Bonafede from filing a charge of discrimination or cooperating with any such agency in its investigation. Provided, however, Bonafede hereby waives the right to receive money or monetary relief in any action he institutes or is instituted on his behalf by any other person, entity or government agency. It is expressly understood that the arrangement herein shall not be construed to represent any policy or procedure of the Township.

3. **FUTURE EMPLOYMENT.** Bonafede agrees that if he applies for employment in any position with the Township at any time in the future, the Township has the absolute discretion to refuse to hire him. Bonafede specifically acknowledges that this agreement may constitute a waiver of any right he may have under the Civil Service Commission to be hired by the Township for any position. Bonafede will not appeal or challenge the Township's refusal to hire him in any court of law, administrative agency, in arbitration or before any governmental body.

4. **NON-ADMISSION.** This Agreement is executed and all consideration is given in final settlement of disputed claims and shall not be construed as an admission of any allegation or of liability by the Township, by whom any such obligation or liability is expressly denied.

5. **NO DISPARAGING STATEMENTS.** Bonafede agrees that he will not make any statement(s) that has, have or can be expected to have the effect of disparaging the Township or any of its representatives, agents and employees.

6. **CONSULTATION WITH ATTORNEY.** Bonafede has been given the opportunity to consult with his attorney with respect to this Agreement and to review with his attorney all the terms and conditions of this Agreement prior to executing this Agreement.

7. **COMPLETE AGREEMENT.** This Agreement contains the entire agreement between Bonafede and the Township, and each of them, with respect to the subject matter and supersedes all prior agreements or understandings dealing with the same subject matter. There is no agreement on the part of the Township to do anything other than as is expressly stated in this Agreement. This Agreement shall in all respects be interpreted, enforced and governed by the Laws of the State of New Jersey.

8. **MODIFICATION.** No modification or amendment of this Agreement will be enforceable unless it is in writing and signed by the party to be charged.

9. **SEVERABILITY.** Should any provision of this Agreement be declared or determined by any court of competent jurisdiction to be illegal, invalid or unenforceable, the legality, validity, and enforceability of the remaining parts, terms, or provisions shall not be affected thereby and said illegal, unenforceable or invalid part, term, or provision shall be deemed not to be a part of this Agreement.

10. **BONAFEDE ATTESTS.** Bonafede represents and warrants that he has carefully read each and every provision of this Agreement and that he fully understands all of the terms and conditions contained in each provision of this Agreement. Bonafede represents and warrants that he enters into this Agreement voluntarily, of his own free will, without any pressure or coercion from any person or entity including, but not limited to, the Township or the Releasees.

11. **FULL KNOWLEDGE OF TERMS AND REVIEW PERIOD.** The

Township advises Bonafede to consult with an attorney of his choice and his expense prior to executing this Agreement and Bonafede hereby represents and warrants that, prior to executing this Agreement, he has fully discussed its meaning and effect with an attorney of his choosing, or that he has waived his right to consult with an attorney, and he fully understands its meaning and effect. Bonafede has twenty-one (21) days from the date it is provided to him to consider it before signing it. In particular, Bonafede represents and warrants that his attorney has explained to him, and/or he fully comprehends the meaning of each of the provisions of this Agreement and that he has entered into this Agreement voluntarily. Bonafede's signature also acknowledges that (1) the Township advised him to consult with an attorney before signing this Agreement; (2) he has up to twenty-one (21) days from the date he receives this Agreement to consider it before signing it; and (3) if Bonafede signs this Agreement less than twenty-one (21) days after receiving it, he does so knowingly and voluntarily, and waives any right he might have under the Age Discrimination in Employment Act, as amended, to the full twenty-one (21) days to consider this Agreement. Bonafede has seven (7) days after signing this Agreement in which to revoke his acceptance by delivering written notice revoking his acceptance.

This revocation must be provided directly to the **Township's Labor Counsel, Ramon E. Rivera, Esq. of Antonelli Kantor Rivera PC, 354 Eisenhower Pkwy, Suite 1000, Livingston, New Jersey 07039.** Accordingly, this Agreement shall not become effective or enforceable until the seven (7) day revocation period has expired. If Bonafede does not revoke this Agreement during the seven (7) day revocation period, it shall be deemed accepted. Bonafede agrees that he made an informed and voluntary decision to sign this Agreement on the date he has done so, because he did not need any additional time to decide whether to sign this Agreement.

**IN WITNESS WHEREOF**, and intending to be legally bound hereby I, Anthony Bonafede, executed the foregoing Agreement this 7th day of July 2026.

ANTHONY BONAFEDE

**TOWNSHIP OF WEST ORANGE**

BY: _____

**WAIVER**

By signing below, the undersigned hereby irrevocably elects to waive the 21-day period referred to in the 11th recital on page 4 of this Agreement.

ANTHONY BONAFEDE

DATED:

## TERMINAL LEAVE REPORT

**Employee Name: Bonafede, Anthony Id -** [redacted] **(Retirement/Terminated date May 2, 2026)**

| Balance | Hours Remaining | Hourly/Daily Rate (Blended for Sick Day payout) | Total | Sick pay payout ($12,000 Limit) | Sick pay (>12000 *.30) | Total Terminal Leave payout (All Accumulated Time) | |
|---|---|---|---|---|---|---|---|
| Sick | 481.35 | | - | | - | - | |
| Vacation | 7.08 | 53.57 | 379.28 | | | 379.28 | |
| Personal | -6.98 | 53.57 | (373.92) | | | (373.92) | |
| Comp Time (Overtime not Paid) | | | | | | | |
| Limited Time Due (LTD) | | | - | | | - | |
| Snow day | | | - | | | - | |
| Grandfathered Comp Time | | | | | | | |
| Over Accrued Comp Time (OVT) | | | - | | | - | |
| FFCRA Leave | | | - | | | - | |
| FLSA | | | - | | | - | |
| **TOTAL** | | | **5.36** | **-** | **-** | **5.36** | |

Peter F. Smeraldo, Jr., Business Administrator

Date

**Report:** Accrual Balances: Default
**Sorted By:** Last Name Ascending
**Filtered By:** Employee Filter: All Employees; Accrual Category: All; Accrual Periods: CURRENT; Last Name starts with bonafede; First Name starts with anthony
**Date & Time:** 05/07/2026 09:58a
**Generated By:** Kate Davenport
**Company:** TOWNSHIP OF WEST ORANGE (WESTOR)

| Accrual Profile | Accrual Category | ID | First Name | Last Name | Date Started | Period Start | Carry Over | Earned | Taken | Sched. | Balance | Location(1) | Pay Type |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Non-Uniform Non-Exempt w/ FTE | Sick | [redacted] | Anthony | Bonafede | 10/01/2022 | 01/01/2026 | 474.25 | 35.10 | 28.00 | - | 481.35 | Town Hall | Salary |
| Non-Uniform Non-Exempt w/ FTE | Vacation | | Anthony | Bonafede | 10/01/2022 | 01/01/2026 | - | 63.08 | 56.00 | - | 7.08 | Town Hall | Salary |
| Non-Uniform Non-Exempt w/ FTE | Personal | | Anthony | Bonafede | 10/01/2022 | 01/01/2026 | - | 17.52 | 24.50 | - | -6.98 | Town Hall | Salary |
| Non-Uniform Non-Exempt w/ FTE | Comp / FLSA / OVT | | Anthony | Bonafede | 10/01/2022 | 01/01/2026 | - | - | - | - | 0.00 | Town Hall | Salary |
| Non-Uniform Non-Exempt w/ FTE | Grandfathered Comp Time | | Anthony | Bonafede | 10/01/2022 | 01/01/2026 | - | - | - | - | 0.00 | Town Hall | Salary |
| Non-Uniform Non-Exempt w/ FTE | Snow Day | | Anthony | Bonafede | 10/01/2022 | 01/01/2026 | - | 14.00 | 14.00 | - | 0.00 | Town Hall | Salary |
| Non-Uniform Non-Exempt w/ FTE | Limited Time Due (LTD) | | Anthony | Bonafede | 10/01/2022 | 01/01/2026 | - | - | - | - | 0.00 | Town Hall | Salary |
| Non-Uniform Non-Exempt w/ FTE | Over Accrued Comp Time | | Anthony | Bonafede | 10/01/2022 | 04/01/2026 | - | - | - | - | 0.00 | Town Hall | Salary |
| **Total** | | | | | | | **474.25** | **129.69** | **122.50** | **0.00** | **481.44** | | |

**187-26**
**July 7, 2026**

**RESOLUTION**

**WHEREAS**, accumulated time remaining upon retirement from the Township of West Orange will be paid to the employee at the rate of pay at the time of retirement; and

**WHEREAS**, Anthony Vecchio, hired on June 4, 2001, has retired from the Township of West Orange effective June 1, 2026; and

**WHEREAS,** a calculation of Anthony Vecchio's accumulated balances are attached and have been provided to support the total payment; and

**WHEREAS,** outside legal counsel has reviewed documentation and has verified the accuracy of the figures supporting the total payment amount, and has provided a written opinion in support thereof; and

**WHEREAS,** Anthony Vecchio has signed a Settlement Agreement and General Release pertaining to this matter;

**NOW, THEREFORE BE IT RESOLVED** by the Mayor and Council of the Township of West Orange in the County of Essex, State of New Jersey that the following separated employee, Anthony Vecchio, be paid in the payroll cycle immediately preceding approval of the resolution in the total amount of

**Anthony Vecchio $267,650.85**

**BE IT FURTHER RESOLVED**, that the method of payment shall be determined on a case-by-case basis by the Township Chief Financial Officer upon the passage of a resolution approving payment by the Township Council. Payment may be made in one lump sum if feasible and requested by the retiree.

**Anthony Vecchio $267,650.85**

I, Karen J. Carnevale, Township Clerk for the Township of West Orange, County of Essex, State of New Jersey, do hereby certify this is a true and correct copy of the resolution adopted by the Township Council at its Regular Meeting held on July 7, 2026.

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

**Susan Scarpa**
**Council President**

187-26

# SETTLEMENT AGREEMENT AND GENERAL RELEASE

This Settlement Agreement and General Release (hereinafter referred to as the "Agreement") is entered into this 7th day of July 2026 between the Township of West Orange (hereinafter referred to as "Township") and Anthony Vecchio hereinafter referred to as ("Vecchio") (collectively, the "Parties," each a "Party").

**WHEREAS**, Vecchio has been an employee with the Township from the period of June 4, 2001-June 1, 2026;

**WHEREAS**, a calculation of Vecchio's accumulated accrued leave time balances and ending pensionable rate have been provided to support a total payment of $267,650.85.

**WHEREAS**, outside legal counsel has reviewed documentation, including accrual balances, has verified the figures that support the total payment amount, and has provided a written opinion in support thereof;

**WHEREAS**, the Parties wish to resolve all disputes which may have arisen out of or in relation to the processing of payment of Vecchio's accrued earned and unused paid leave and Vecchio's employment with the Township to date; and

**WHEREAS**, the Parties wish to memorialize in the Agreement all the terms and conditions of Vecchio's employment separation payout and desire to resolve all outstanding issues with respect to this matter;

**NOW, THEREFORE**, in consideration for the promises and mutual covenants set forth herein, the Parties agree as follows:

## COVENANTS AND TERMS OF AGREEMENT

1. **TOWNSHIP TO PROCESS PAYMENT**

a. The Township agrees to process payment to Vecchio for all his accrued earned and unused paid leave time without further delay in the amount of **$ 267,650.85.**

b. Vecchio agrees to waive any and all claims to back pay, benefits, and any and all other monetary claims including, but not limited to, attorneys' fees with respect to his employment with the Township to date with the sole exception of the payment pursuant to paragraph (a) above.

c. Vecchio and the Township acknowledge that this Agreement does not nor will it establish precedent in any future proceedings, nor is it intended to add to, modify or change any collective bargaining agreement.

d. The Parties also understand that Vecchio may be applying for retirement benefits with the State of New Jersey, Division of Pensions and Benefits. Vecchio understands and agrees that the ultimate approval of said pensionable benefits is at the sole risk of Vecchio and any denial thereof shall in no way affect the enforceability of this Agreement or diminish the consideration given therefore.

2. **COMPLETE RELEASE.** In exchange for the above consideration, Vecchio and his heirs, assigns and agents, hereby irrevocably and unconditionally waive, release and forever discharge any and all claims or rights, whether known or unknown, from the beginning to time up to the date this Agreement is executed against the Township personally and officially, individually and collectively, its past and present Council members, all officers and administrators, its attorneys, agents and employees, personally and officially, as well as their successors, and assigns (collectively, the "Releasees"), including, but not limited to any and all claims for damages, reinstatement, attorney's fees, penalties, potential lost interest payments and/or costs under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. § 621 et seq. ("ADEA"), the Americans with Disabilities Act, 42 U.S.C. § 12101 et seq. ("ADA"), the Pregnancy Discrimination Act, the Equal Pay Act, the Family and Medical Leave Act ("FMLA"), as amended, the Sarbanes-Oxley Act of 2002, the United States Constitution, the Constitution of the State of New Jersey, the Conscientious Employee Protection Act ("CEPA"), New Jersey Law Against Discrimination ("NJLAD"), the New Jersey Employer-Employee Relations Act, or any other federal, state or local laws, regulations or ordinances regulating employment or the workplace or of similar effect to the foregoing, including, but not limited to any federal, state or local law regarding retaliation for protected activity or interference with protected rights, and all amendments to each such law. Vecchio understands and acknowledges that Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the ADEA, the ADA, the FMLA, the CEPA, the Equal Pay Act, NJLAD, the state and local civil rights laws, provide Vecchio the right to bring actions against the Township if, among other things, Vecchio believes he has been discriminated against on the basis of race, ancestry, color, religion, sex, pregnancy, national origin, disability, age, need for protected leave, medical condition, sexual orientation, marital status, veteran status, benefit eligibility or any other protected basis. This Agreement shall constitute and may be raised by the Township and other Releasees as, a bar to recovery by Vecchio in any action initiated by him or on his behalf against the Township and other Releasees or any of them in any forum, including, but not limited to, administrative charges filed with the EEOC or National Labor Relations Board under one or more of the statutes listed above. Nothing in this waiver and release is intended to or shall interfere with Vecchio's right to participate in a proceeding with any appropriate federal, state or local government agency enforcing discrimination laws, nor shall this Agreement prohibit Vecchio from filing a charge of discrimination or cooperating with any such agency in its investigation. Provided, however, Vecchio hereby waives the right to receive money or monetary relief in any action he institutes or is instituted on his behalf by any other person, entity or government agency. It is expressly understood that the arrangement herein shall not be construed to represent any policy or procedure of the Township.

3. **FUTURE EMPLOYMENT.** Vecchio agrees that if he applies for employment in any position with the Township at any time in the future, the Township has the absolute discretion to refuse to hire him. Vecchio specifically acknowledges that this agreement may constitute a waiver of any right he may have under the Civil Service Commission to be hired by the Township for any position. Vecchio will not appeal or challenge the Township's refusal to hire him in any court of law, administrative agency, in arbitration or before any governmental body.

4. **NON-ADMISSION.** This Agreement is executed and all consideration is given in final settlement of disputed claims and shall not be construed as an admission of any allegation or of liability by the Township, by whom any such obligation or liability is expressly denied.

5. **NO DISPARAGING STATEMENTS.** Vecchio agrees that he will not make any statement(s) that has, have or can be expected to have the effect of disparaging the Township or any of its representatives, agents and employees.

6. **CONSULTATION WITH ATTORNEY.** Vecchio has been given the opportunity to consult with his attorney with respect to this Agreement and to review with his attorney all the terms and conditions of this Agreement prior to executing this Agreement.

7. **COMPLETE AGREEMENT.** This Agreement contains the entire agreement between Vecchio and the Township, and each of them, with respect to the subject matter and supersedes all prior agreements or understandings dealing with the same subject matter. There is no agreement on the part of the Township to do anything other than as is expressly stated in this Agreement. This Agreement shall in all respects be interpreted, enforced and governed by the Laws of the State of New Jersey.

8. **MODIFICATION.** No modification or amendment of this Agreement will be enforceable unless it is in writing and signed by the party to be charged.

9. **SEVERABILITY.** Should any provision of this Agreement be declared or determined by any court of competent jurisdiction to be illegal, invalid or unenforceable, the legality, validity, and enforceability of the remaining parts, terms, or provisions shall not be affected thereby and said illegal, unenforceable or invalid part, term, or provision shall be deemed not to be a part of this Agreement.

10. **VECCHIO ATTESTS.** Vecchio represents and warrants that he has carefully read each and every provision of this Agreement and that he fully understands all of the terms and conditions contained in each provision of this Agreement. Vecchio represents and warrants that he enters into this Agreement voluntarily, of his own free will, without any pressure or coercion from any person or entity including, but not limited to, the Township or the Releasees.

11. **FULL KNOWLEDGE OF TERMS AND REVIEW PERIOD.** The

Township advises Vecchio to consult with an attorney of his choice and his expense prior to executing this Agreement and Vecchio hereby represents and warrants that, prior to executing this Agreement, he has fully discussed its meaning and effect with an attorney of his choosing, or that he has waived his right to consult with an attorney, and he fully understands its meaning and effect. Vecchio has twenty-one (21) days from the date it is provided to him to consider it before signing it. In particular, Vecchio represents and warrants that his attorney has explained to him, and/or he fully comprehends the meaning of each of the provisions of this Agreement and that he has entered into this Agreement voluntarily. Vecchio's signature also acknowledges that (1) the Township advised him to consult with an attorney before signing this Agreement; (2) he has up to twenty-one (21) days from the date he receives this Agreement to consider it before signing it; and (3) if Vecchio signs this Agreement less than twenty-one (21) days after receiving it, he does so knowingly and voluntarily, and waives any right he might have under the Age Discrimination in Employment Act, as amended, to the full twenty-one (21) days to consider this Agreement. Vecchio has seven (7) days after signing this Agreement in which to revoke his acceptance by delivering written notice revoking his acceptance.

This revocation must be provided directly to the **Township's Labor Counsel, Ramon E. Rivera, Esq. of Antonelli Kantor Rivera PC, 354 Eisenhower Pkwy, Suite 1000, Livingston, New Jersey 07039.** Accordingly, this Agreement shall not become effective or enforceable until the seven (7) day revocation period has expired. If Vecchio does not revoke this Agreement during the seven (7) day revocation period, it shall be deemed accepted. Vecchio agrees that he made an informed and voluntary decision to sign this Agreement on the date he has done so, because he did not need any additional time to decide whether to sign this Agreement.

**IN WITNESS WHEREOF**, and intending to be legally bound hereby I, Anthony Vecchio, executed the foregoing Agreement this _____ day of July 2026.

_____
ANTHONY VECCHIO

**TOWNSHIP OF WEST ORANGE**

BY: _____

**WAIVER**

By signing below, the undersigned hereby irrevocably elects to waive the 21-day period referred to in the 11th recital on page 4 of this Agreement.

_____

ANTHONY VECCHIO

DATED:

## TERMINAL LEAVE REPORT

**Employee Name: Vecchio, Anthony Id - [redacted] (Retirement/Terminated date June 1, 2026)**

| | Hours Remaining | Days Remaining | Hourly/Daily Rate (Blended for Sick Day payout) | Total | Sick pay payout ($12,000 Limit) | Sick pay (>12000 *.30) | Total Terminal Leave payout (All Accumulated Time) | |
|---|---|---|---|---|---|---|---|---|
| Sick | 3306 | | 65.14 | 215,360.02 | 12,000.00 | 61,008.01 | 73,008.01 | |
| Vacation | 528 | | 132.14 | 69,770.14 | | | 69,770.14 | |
| Personal | 0 | | 0.00 | - | | | - | |
| Comp/FLSA/OVT | 294.5 | | 132.14 | 38,915.35 | | | 38,915.35 | |
| Seniority dys | 156 | | 132.14 | 20,613.91 | | | 20,613.91 | |
| Limited Time Due (LTD) | 472 | | 132.14 | 62,370.28 | | | 62,370.28 | |
| Non-FLSA | 5 | | 132.14 | 660.70 | | | 660.70 | |
| Change of Time | 0 | | | - | | | - | |
| Swap Time | 0 | | | - | | | - | |
| Snow Day | 17.5 | | 132.14 | 2,312.46 | | | 2,312.46 | |
| FFCRA Leave | | | | - | | | - | |
| **TOTAL** | | | | **194,642.84** | **12,000.00** | **61,008.01** | **267,650.85** | |

Peter F. Smeraldo, Jr. Business Administrator

Date

**Report:** Accrual Balances: Default
**Sorted By:** Last Name Ascending
**Filtered By:** Employee Filter: All Employees; Accrual Category: All; Accrual Periods: CURRENT; Last Name starts with Vecchio; First Name starts with Anthony
**Date & Time:** 06/01/2026 12:46p
**Generated By:** Kate Davenport
**Company:** TOWNSHIP OF WEST ORANGE (WESTOR)

| Accrual Profile | Accrual Category | ID | First Name | Last Name | Date Started | Period Start | Carry Over | Earned | Taken | Sched. | Balance | Location(1) | Pay Type |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Fire Chief | Sick | [redacted] | Anthony | Vecchio | 06/04/2001 | 01/01/2026 | 3198.00 | 180.00 | 72.00 | - | 3306.00 | Fire Department | Salary |
| Fire Chief | Vacation | | Anthony | Vecchio | 06/04/2001 | 01/01/2026 | 264.00 | 264.00 | - | - | 528.00 | Fire Department | Salary |
| Fire Chief | Personal | | Anthony | Vecchio | 06/04/2001 | 01/01/2026 | - | 48.00 | 48.00 | - | 0.00 | Fire Department | Salary |
| Fire Chief | Seniority Days | | Anthony | Vecchio | 06/04/2001 | 01/01/2026 | 144.00 | 12.00 | - | - | 156.00 | Fire Department | Salary |
| Fire Chief | Non-FLSA | | Anthony | Vecchio | 06/04/2001 | 01/01/2026 | 5.00 | - | - | - | 5.00 | Fire Department | Salary |
| Fire Chief | Work Day | | Anthony | Vecchio | 06/04/2001 | 01/01/2026 | - | - | - | - | 0.00 | Fire Department | Salary |
| Fire Chief | Snow Day | | Anthony | Vecchio | 06/04/2001 | 01/01/2026 | 9.50 | 8.00 | - | - | 17.50 | Fire Department | Salary |
| Fire Chief | Limited Time Due (LTD) | | Anthony | Vecchio | 06/04/2001 | 01/01/2026 | 472.00 | - | - | - | 472.00 | Fire Department | Salary |
| Fire Chief | Comp / FLSA / OVT | | Anthony | Vecchio | 06/04/2001 | 01/01/2026 | 294.50 | - | - | - | 294.50 | Fire Department | Salary |
| **Total** | | | | | | | **4387.00** | **512.00** | **120.00** | **0.00** | **4779.00** | | |

**188-26**
**July 7, 2026**

**RESOLUTION**

WHEREAS, accumulated time remaining upon resignation from the Township of West Orange will be paid to the employee at the rate of pay at the time of separation; and

WHEREAS, Carlene Topoleski, hired on July 7, 2025, has resigned in good standing from the Township of West Orange effective June 1, 2026; and

WHEREAS, a calculation of Carlene Topoleski's accumulated balances are attached and have been provided to support the total payment; and

WHEREAS, outside legal counsel has reviewed documentation and has verified the accuracy of the figures supporting the total payment amount, and has provided a written opinion in support thereof; and

WHEREAS, Carlene Topoleski has signed a Settlement Agreement and General Release pertaining to this matter;

NOW, THEREFORE BE IT RESOLVED by the Mayor and Council of the Township of West Orange in the County of Essex, State of New Jersey that the following separated employee, Carlene Topoleski, be paid in the payroll cycle immediately preceding approval of the resolution in the total amount of $2,703.08; and

BE IT FURTHER RESOLVED, that the method of payment shall be determined on a case-by-case basis by the Township Chief Financial Officer upon the passage of a resolution approving payment by the Township Council. Payment may be made in one lump sum if feasible and requested by the retiree.

**Carlene Topoleski** **$2,703.08**

I, Karen J. Carnevale, Township Clerk for the Township of West Orange, County of Essex, State of New Jersey, do hereby certify this is a true and correct copy of the resolution adopted by the Township Council at its Regular Meeting held on July 7, 2026.

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

**Susan Scarpa**
**Council President**

**188-26**

# SETTLEMENT AGREEMENT AND GENERAL RELEASE

This Settlement Agreement and General Release (hereinafter referred to as the "Agreement") is entered into this 7th day of July 2026 between the Township of West Orange (hereinafter referred to as "Township") and Carlene Topoleski hereinafter referred to as ("Topoleski") (collectively, the "Parties," each a "Party").

**WHEREAS**, Topoleski has been an employee with the Township from the period of July 7, 2025 – June 1, 2026;

**WHEREAS**, a calculation of Topoleski's accumulated accrued leave time balances have been provided to support a total payment of $2,703.08;

**WHEREAS**, outside legal counsel has reviewed documentation, including accrual balances, has verified the figures that support the total payment amount, and has provided a written opinion in support thereof;

**WHEREAS**, the Parties wish to resolve all disputes which may have arisen out of or in relation to the processing of payment of Topoleski's accrued earned and unused paid leave and Topoleski's employment with the Township to date; and

**WHEREAS**, the Parties wish to memorialize in the Agreement all the terms and conditions of Topoleski's employment separation payout and desire to resolve all outstanding issues with respect to this matter;

**NOW, THEREFORE**, in consideration for the promises and mutual covenants set forth herein, the Parties agree as follows:

## COVENANTS AND TERMS OF AGREEMENT

1. **TOWNSHIP TO PROCESS PAYMENT**

a. The Township agrees to process payment to Topoleski for all her accrued earned and unused paid leave time without further delay in the amount of **$ 2,703.08.**

b. Topoleski agrees to waive any and all claims to back pay, benefits, and any and all other monetary claims including, but not limited to, attorneys' fees with respect to her employment with the Township to date with the sole exception of the payment pursuant to paragraph (a) above.

c. Topoleski and the Township acknowledge that this Agreement does not nor will it establish precedent in any future proceedings, nor is it intended to add to, modify or change any collective bargaining agreement.

d. The Parties also understand that Topoleski may be applying for retirement benefits with the State of New Jersey, Division of Pensions and Benefits. Topoleski understands and agrees that the ultimate approval of said pensionable benefits is at the sole risk of Topoleski and any denial thereof shall in no way affect the enforceability of this Agreement or diminish the consideration given therefore.

2. **COMPLETE RELEASE.** In exchange for the above consideration, Topoleski and her heirs, assigns and agents, hereby irrevocably and unconditionally waive, release and forever discharge any and all claims or rights, whether known or unknown, from the beginning to time up to the date this Agreement is executed against the Township personally and officially, individually and collectively, its past and present Council members, all officers and administrators, its attorneys, agents and employees, personally and officially, as well as their successors, and assigns (collectively, the "Releasees"), including, but not limited to any and all claims for damages, reinstatement, attorney's fees, penalties, potential lost interest payments and/or costs under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. § 621 et seq. ("ADEA"), the Americans with Disabilities Act, 42 U.S.C. § 12101 et seq. ("ADA"), the Pregnancy Discrimination Act, the Equal Pay Act, the Family and Medical Leave Act ("FMLA"), as amended, the Sarbanes-Oxley Act of 2002, the United States Constitution, the Constitution of the State of New Jersey, the Conscientious Employee Protection Act ("CEPA"), New Jersey Law Against Discrimination ("NJLAD"), the New Jersey Employer-Employee Relations Act, or any other federal, state or local laws, regulations or ordinances regulating employment or the workplace or of similar effect to the foregoing, including, but not limited to any federal, state or local law regarding retaliation for protected activity or interference with protected rights, and all amendments to each such law. Topoleski understands and acknowledges that Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the ADEA, the ADA, the FMLA, the CEPA, the Equal Pay Act, NJLAD, the state and local civil rights laws, provide Topoleski the right to bring actions against the Township if, among other things, Topoleski believes she has been discriminated against on the basis of race, ancestry, color, religion, sex, pregnancy, national origin, disability, age, need for protected leave, medical condition, sexual orientation, marital status, veteran status, benefit eligibility or any other protected basis. This Agreement shall constitute and may be raised by the Township and other Releasees as, a bar to recovery by Topoleski in any action initiated by her or on her behalf against the Township and other Releasees or any of them in any forum, including, but not limited to, administrative charges filed with the EEOC or National Labor Relations Board under one or more of the statutes listed above. Nothing in this waiver and release is intended to or shall interfere with Topoleski's right to participate in a proceeding with any appropriate federal, state or local government agency enforcing discrimination laws, nor shall this Agreement prohibit Topoleski from filing a charge of discrimination or cooperating with any such agency in its investigation. Provided, however, Topoleski hereby waives the right to receive money or monetary relief in any action she institutes or is instituted on her behalf by any other person, entity or government agency. It is expressly understood that the arrangement herein shall not be construed to represent any policy or procedure of the Township.

3. **FUTURE EMPLOYMENT.** Topoleski agrees that if she applies for employment in any position with the Township at any time in the future, the Township has the absolute discretion to refuse to hire her. Topoleski specifically acknowledges that this agreement may constitute a waiver of any right she may have under the Civil Service Commission to be hired by the Township for any position. Topoleski will not appeal or challenge the Township's refusal to hire her in any court of law, administrative agency, in arbitration or before any governmental body.

4. **NON-ADMISSION.** This Agreement is executed and all consideration is given in final settlement of disputed claims and shall not be construed as an admission of any allegation or of liability by the Township, by whom any such obligation or liability is expressly denied.

5. **NO DISPARAGING STATEMENTS.** Topoleski agrees that she will not make any statement(s) that has, have or can be expected to have the effect of disparaging the Township or any of its representatives, agents and employees.

6. **CONSULTATION WITH ATTORNEY.** Topoleski has been given the opportunity to consult with her attorney with respect to this Agreement and to review with her attorney all the terms and conditions of this Agreement prior to executing this Agreement.

7. **COMPLETE AGREEMENT.** This Agreement contains the entire agreement between Topoleski and the Township, and each of them, with respect to the subject matter and supersedes all prior agreements or understandings dealing with the same subject matter. There is no agreement on the part of the Township to do anything other than as is expressly stated in this Agreement. This Agreement shall in all respects be interpreted, enforced and governed by the Laws of the State of New Jersey.

8. **MODIFICATION.** No modification or amendment of this Agreement will be enforceable unless it is in writing and signed by the party to be charged.

9. **SEVERABILITY.** Should any provision of this Agreement be declared or determined by any court of competent jurisdiction to be illegal, invalid or unenforceable, the legality, validity, and enforceability of the remaining parts, terms, or provisions shall not be affected thereby and said illegal, unenforceable or invalid part, term, or provision shall be deemed not to be a part of this Agreement.

10. **TOPOLESKI ATTESTS.** Topoleski represents and warrants that she has carefully read each and every provision of this Agreement and that she fully understands all of the terms and conditions contained in each provision of this Agreement. Topoleski represents and warrants that she enters into this Agreement voluntarily, of her own free will, without any pressure or coercion from any person or entity including, but not limited to, the Township or the Releasees.

11. **FULL KNOWLEDGE OF TERMS AND REVIEW PERIOD.** The

Township advises Topoleski to consult with an attorney of her choice and her expense prior to executing this Agreement and Topoleski hereby represents and warrants that, prior to executing this Agreement, she has fully discussed its meaning and effect with an attorney of her choosing, or that she has waived her right to consult with an attorney, and she fully understands its meaning and effect. Topoleski has twenty-one (21) days from the date it is provided to her to consider it before signing it. In particular, Topoleski represents and warrants that her attorney has explained to her, and/or she fully comprehends the meaning of each of the provisions of this Agreement and that she has entered into this Agreement voluntarily. Topoleski's signature also acknowledges that (1) the Township advised her to consult with an attorney before signing this Agreement; (2) she has up to twenty-one (21) days from the date she receives this Agreement to consider it before signing it; and (3) if Topoleski signs this Agreement less than twenty-one (21) days after receiving it, she does so knowingly and voluntarily, and waives any right she might have under the Age Discrimination in Employment Act, as amended, to the full twenty-one (21) days to consider this Agreement. Topoleski has seven (7) days after signing this Agreement in which to revoke her acceptance by delivering written notice revoking her acceptance.

This revocation must be provided directly to the **Township's Labor Counsel, Ramon E. Rivera, Esq. of Antonelli Kantor Rivera PC, 354 Eisenhower Pkwy, Suite 1000, Livingston, New Jersey 07039.** Accordingly, this Agreement shall not become effective or enforceable until the seven (7) day revocation period has expired. If Topoleski does not revoke this Agreement during the seven (7) day revocation period, it shall be deemed accepted. Topoleski agrees that she made an informed and voluntary decision to sign this Agreement on the date she has done so, because she did not need any additional time to decide whether to sign this Agreement.

**IN WITNESS WHEREOF**, and intending to be legally bound hereby I, Carlene Topoleski, executed the foregoing Agreement this _____ day of July, 2026.

_____
CARLENE TOPOLESKI

**TOWNSHIP OF WEST ORANGE**

BY: _____

**WAIVER**

By signing below, the undersigned hereby irrevocably elects to waive the 21-day period referred to in the 11th recital on page 4 of this Agreement.

_____

CARLENE TOPOLESKI

DATED:

## TERMINAL LEAVE REPORT

**Employee Name: Topoleski, Carlene Id -** [redacted] **(Retirement/Terminated date June 1, 2026)**

| | Hours Remaining | Hourly/Daily Rate (Blended for Sick Day payout) | Total | Sick pay payout ($12,000 Limit) | Sick pay (>12000 *.30) | Total Terminal Leave payout (All Accumulated Time) | |
|---|---|---|---|---|---|---|---|
| Sick | 97.97 | 0.00 | - | | - | - | |
| vacation | 37.96 | 44.36 | 1,684.04 | | | 1,684.04 | |
| Personal | -10.67 | 44.36 | (473.36) | | | (473.36) | |
| Comp/FLSA/ OVT | 8.64 | 44.36 | 383.30 | | | 383.30 | |
| Limited Time Due (LTD) | | | - | | | - | |
| Snow day | 16 | 44.36 | 709.82 | | | 709.82 | |
| Grandfathered Comp Time | | | - | | | - | |
| Field Training Officer hours | | | - | | | - | |
| Change of Time | | | - | | | - | |
| Owed Day | | | - | | | - | |
| Swap Time | | | - | | | - | |
| Contractual Training Day | 9 | 44.36 | 399.27 | | | 399.27 | |
| Com Days | | | - | | | - | |
| Seniority dys | 0 | | - | | | - | |
| **TOTAL** | | | **2,703.08** | **-** | **-** | **2,703.08** | |

Peter F. Smeraldo, Jr., Business Administrator

Date

**Report:** Accrual Balances: Default
**Sorted By:** Last Name Ascending
**Filtered By:** Employee Filter: All Employees; Accrual Category: All; Accrual Periods: ON_DATE2026/06/01; Last Name starts with topoleski
**Date & Time:** 06/05/2026 08:48a
**Generated By:** Kate Davenport
**Company:** TOWNSHIP OF WEST ORANGE (WESTOR)

| Accrual Profile | Accrual Category | ID | First Name | Last Name | Date Started | Period Start | Carry Over | Earned | Taken | Sched. | Balance | Location(1) | Pay Type |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Police | Sick | [redacted] | Carlene | Topoleski | 07/07/2025 | 01/01/2026 | 16.00 | 81.97 | - | - | 97.97 | Police Academy | Salary |
| Police | Vacation | | Carlene | Topoleski | 07/07/2025 | 01/01/2026 | 16.00 | 101.96 | 80.00 | - | 37.96 | Police Academy | Salary |
| Police | Personal | | Carlene | Topoleski | 07/07/2025 | 01/01/2026 | - | 13.33 | 24.00 | - | -10.67 | Police Academy | Salary |
| Police | Limited Time Due (LTD) | | Carlene | Topoleski | 07/07/2025 | 01/01/2026 | - | - | - | - | 0.00 | Police Academy | Salary |
| Police | Snow Day | | Carlene | Topoleski | 07/07/2025 | 01/01/2026 | - | 24.00 | 8.00 | - | 16.00 | Police Academy | Salary |
| Police | Grandfathered Comp Time | | Carlene | Topoleski | 07/07/2025 | 01/01/2026 | - | - | - | - | 0.00 | Police Academy | Salary |
| Police | Field Training Officer Hours | | Carlene | Topoleski | 07/07/2025 | 01/01/2026 | - | - | - | - | 0.00 | Police Academy | Salary |
| Police | Change Of Time | | Carlene | Topoleski | 07/07/2025 | 01/01/2026 | - | - | - | - | 0.00 | Police Academy | Salary |
| Police | Owed Day | | Carlene | Topoleski | 07/07/2025 | 01/01/2026 | - | - | - | - | 0.00 | Police Academy | Salary |
| Police | Swap Time | | Carlene | Topoleski | 07/07/2025 | 01/01/2026 | - | - | - | - | 0.00 | Police Academy | Salary |
| Police | Contractual Training Day | | Carlene | Topoleski | 07/07/2025 | 01/01/2026 | - | 17.00 | 8.00 | - | 9.00 | Police Academy | Salary |
| Police | Com Days | | Carlene | Topoleski | 07/07/2025 | 01/15/2026 | - | - | - | - | 0.00 | Police Academy | Salary |
| Police | Seniority Days | | Carlene | Topoleski | 07/07/2025 | 01/01/2026 | - | - | - | - | 0.00 | Police Academy | Salary |
| Police | Comp / FLSA / OVT | | Carlene | Topoleski | 07/07/2025 | 01/01/2026 | - | 8.64 | - | - | 8.64 | Police Academy | Salary |
| Police | Over Accrued Comp Time | | Carlene | Topoleski | 07/07/2025 | 04/01/2026 | - | - | - | - | 0.00 | Police Academy | Salary |
| **Total** | | | | | | | **32.00** | **246.90** | **120.00** | **0.00** | **158.90** | | |

**189-26**
**July 7, 2026**

**RESOLUTION**

**WHEREAS**, accumulated time remaining upon retirement from the Township of West Orange will be paid to the employee at the rate of pay at the time of retirement; and

**WHEREAS**, Helen Mauro, hired on November 8, 2004, has retired from the Township of West Orange effective June 1, 2026; and

**WHEREAS,** a calculation of Helen Mauro's accumulated balances are attached and have been provided to support the total payment; and

**WHEREAS,** outside legal counsel has reviewed documentation and has verified the accuracy of the figures supporting the total payment amount, and has provided a written opinion in support thereof; and

**WHEREAS,** Helen Mauro has signed a Settlement Agreement and General Release pertaining to this matter;

**NOW, THEREFORE BE IT RESOLVED** by the Mayor and Council of the Township of West Orange in the County of Essex, State of New Jersey that the following separated employee, Helen Mauro, be paid in the payroll cycle immediately preceding approval of the resolution in the total amount of $1,721.78; and

**BE IT FURTHER RESOLVED**, that the method of payment shall be determined on a case by case basis by the Township Chief Financial Officer upon the passage of a resolution approving payment by the Township Council. Payment may be made in one lump sum if feasible and requested by the retiree.

**Helen Mauro $1,721.78**

I, Karen J. Carnevale, Township Clerk for the Township of West Orange, County of Essex, State of New Jersey, do hereby certify this is a true and correct copy of the resolution adopted by the Township Council at its Regular Meeting held on July 7, 2026.

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

**Susan Scarpa**
**Council President**

189-26

# SETTLEMENT AGREEMENT AND GENERAL RELEASE

This Settlement Agreement and General Release (hereinafter referred to as the "Agreement") is entered into this 7th day of July 2026 between the Township of West Orange (hereinafter referred to as "Township") and Helen Mauro hereinafter referred to as ("Mauro") (collectively, the "Parties," each a "Party").

**WHEREAS**, Mauro has been an employee with the Township from the period of November 8, 2004-June 1, 2026;

**WHEREAS**, a calculation of Mauro's accumulated accrued leave time balances and ending pensionable rate have been provided to support a total payment of $1,721.78;

**WHEREAS**, outside legal counsel has reviewed documentation, including accrual balances, has verified the figures that support the total payment amount, and has provided a written opinion in support thereof;

**WHEREAS**, the Parties wish to resolve all disputes which may have arisen out of or in relation to the processing of payment of Mauro's accrued earned and unused paid leave and Mauro's employment with the Township to date; and

**WHEREAS**, the Parties wish to memorialize in the Agreement all the terms and conditions of Mauro's employment separation payout and desire to resolve all outstanding issues with respect to this matter;

**NOW, THEREFORE**, in consideration for the promises and mutual covenants set forth herein, the Parties agree as follows:

## COVENANTS AND TERMS OF AGREEMENT

1. **TOWNSHIP TO PROCESS PAYMENT**

a. The Township agrees to process payment to Mauro for all her accrued earned and unused paid leave time without further delay in the amount of **$ 1,721.78.**

b. Mauro agrees to waive any and all claims to back pay, benefits, and any and all other monetary claims including, but not limited to, attorneys' fees with respect to her employment with the Township to date with the sole exception of the payment pursuant to paragraph (a) above.

c. Mauro and the Township acknowledge that this Agreement does not nor will it establish precedent in any future proceedings, nor is it intended to add to, modify or change any collective bargaining agreement.

d. The Parties also understand that Mauro may be applying for retirement benefits with the State of New Jersey, Division of Pensions and Benefits. Mauro understands and agrees that the ultimate approval of said pensionable benefits is at the sole risk of Mauro and any denial thereof shall in no way affect the enforceability of this Agreement or diminish the consideration given therefore.

2. **COMPLETE RELEASE.** In exchange for the above consideration, Mauro and her heirs, assigns and agents, hereby irrevocably and unconditionally waive, release and forever discharge any and all claims or rights, whether known or unknown, from the beginning to time up to the date this Agreement is executed against the Township personally and officially, individually and collectively, its past and present Council members, all officers and administrators, its attorneys, agents and employees, personally and officially, as well as their successors, and assigns (collectively, the "Releasees"), including, but not limited to any and all claims for damages, reinstatement, attorney's fees, penalties, potential lost interest payments and/or costs under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. § 621 et seq. ("ADEA"), the Americans with Disabilities Act, 42 U.S.C. § 12101 et seq. ("ADA"), the Pregnancy Discrimination Act, the Equal Pay Act, the Family and Medical Leave Act ("FMLA"), as amended, the Sarbanes-Oxley Act of 2002, the United States Constitution, the Constitution of the State of New Jersey, the Conscientious Employee Protection Act ("CEPA"), New Jersey Law Against Discrimination ("NJLAD"), the New Jersey Employer-Employee Relations Act, or any other federal, state or local laws, regulations or ordinances regulating employment or the workplace or of similar effect to the foregoing, including, but not limited to any federal, state or local law regarding retaliation for protected activity or interference with protected rights, and all amendments to each such law. Mauro understands and acknowledges that Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the ADEA, the ADA, the FMLA, the CEPA, the Equal Pay Act, NJLAD, the state and local civil rights laws, provide Mauro the right to bring actions against the Township if, among other things, Mauro believes she has been discriminated against on the basis of race, ancestry, color, religion, sex, pregnancy, national origin, disability, age, need for protected leave, medical condition, sexual orientation, marital status, veteran status, benefit eligibility or any other protected basis. This Agreement shall constitute, and may be raised by the Township and other Releasees as, a bar to recovery by Mauro in any action initiated by her or on her behalf against the Township and other Releasees or any of them in any forum, including, but not limited to, administrative charges filed with the EEOC or National Labor Relations Board under one or more of the statutes listed above. Nothing in this waiver and release is intended to or shall interfere with Mauro's right to participate in a proceeding with any appropriate federal, state or local government agency enforcing discrimination laws, nor shall this Agreement prohibit Mauro from filing a charge of discrimination or cooperating with any such agency in its investigation. Provided, however, Mauro hereby waives the right to receive money or monetary relief in any action she institutes or is instituted on her behalf by any other person, entity or government agency. It is expressly understood that the arrangement herein shall not be construed to represent any policy or procedure of the Township.

3. **FUTURE EMPLOYMENT.** Mauro agrees that if she applies for employment in any position with the Township at any time in the future, the Township has the absolute discretion to refuse to hire her. Mauro specifically acknowledges that this agreement may constitute a waiver of any right she may have under the Civil Service Commission to be hired by the Township for any position. Mauro will not appeal or challenge the Township's refusal to hire her in any court of law, administrative agency, in arbitration or before any governmental body.

4. **NON-ADMISSION.** This Agreement is executed and all consideration is given in final settlement of disputed claims and shall not be construed as an admission of any allegation or of liability by the Township, by whom any such obligation or liability is expressly denied.

5. **NO DISPARAGING STATEMENTS.** Mauro agrees that she will not make any statement(s) that has, have or can be expected to have the effect of disparaging the Township or any of its representatives, agents and employees.

6. **CONSULTATION WITH ATTORNEY.** Mauro has been given the opportunity to consult with her attorney with respect to this Agreement and to review with her attorney all the terms and conditions of this Agreement prior to executing this Agreement.

7. **COMPLETE AGREEMENT.** This Agreement contains the entire agreement between Mauro and the Township, and each of them, with respect to the subject matter and supersedes all prior agreements or understandings dealing with the same subject matter. There is no agreement on the part of the Township to do anything other than as is expressly stated in this Agreement. This Agreement shall in all respects be interpreted, enforced and governed by the Laws of the State of New Jersey.

8. **MODIFICATION.** No modification or amendment of this Agreement will be enforceable unless it is in writing and signed by the party to be charged.

9. **SEVERABILITY.** Should any provision of this Agreement be declared or determined by any court of competent jurisdiction to be illegal, invalid or unenforceable, the legality, validity, and enforceability of the remaining parts, terms, or provisions shall not be affected thereby and said illegal, unenforceable or invalid part, term, or provision shall be deemed not to be a part of this Agreement.

10. **MAURO ATTESTS.** Mauro represents and warrants that she has carefully read each and every provision of this Agreement and that she fully understands all of the terms and conditions contained in each provision of this Agreement. Mauro represents and warrants that she enters into this Agreement voluntarily, of her own free will, without any pressure or coercion from any person or entity including, but not limited to, the Township or the Releasees.

11. **FULL KNOWLEDGE OF TERMS AND REVIEW PERIOD.** The Township advises Mauro to consult with an attorney of her choice and her expense prior to

executing this Agreement and Mauro hereby represents and warrants that, prior to executing this Agreement, she has fully discussed its meaning and effect with an attorney of her choosing, or that she has waived her right to consult with an attorney, and she fully understands its meaning and effect. Mauro has twenty-one (21) days from the date it is provided to her to consider it before signing it. In particular, Mauro represents and warrants that her attorney has explained to her, and/or she fully comprehends the meaning of each of the provisions of this Agreement and that she has entered into this Agreement voluntarily. Mauro's signature also acknowledges that (1) the Township advised her to consult with an attorney before signing this Agreement; (2) she has up to twenty-one (21) days from the date she receives this Agreement to consider it before signing it; and (3) if Mauro signs this Agreement less than twenty-one (21) days after receiving it, she does so knowingly and voluntarily, and waives any right she might have under the Age Discrimination in Employment Act, as amended, to the full twenty-one (21) days to consider this Agreement. Mauro has seven (7) days after signing this Agreement in which to revoke her acceptance by delivering written notice revoking her acceptance.

This revocation must be provided directly to the **Township's Labor Counsel, Ramon E. Rivera, Esq. of Antonelli Kantor Rivera PC, 354 Eisenhower Pkwy, Suite 1000, Livingston, New Jersey 07039.** Accordingly, this Agreement shall not become effective or enforceable until the seven (7) day revocation period has expired. If Mauro does not revoke this Agreement during the seven (7) day revocation period, it shall be deemed accepted. Mauro agrees that she made an informed and voluntary decision to sign this Agreement on the date she has done so, because she did not need any additional time to decide whether to sign this Agreement.

**IN WITNESS WHEREOF**, and intending to be legally bound hereby I, Helen Mauro, executed the foregoing Agreement this _____ day of July, 2026.

_____
HELEN MAURO

**TOWNSHIP OF WEST ORANGE**

BY: _____

**WAIVER**

By signing below, the undersigned hereby irrevocably elects to waive the 21-day period referred to in the 11th recital on page 4 of this Agreement.

_____

HELEN MAURO

DATED:

## TERMINAL LEAVE REPORT

**Employee Name: Helen Mauro ID - [redacted] - (Retirement/Terminated June 1, 2026)**

| | Hours | Rate | Total | Sick pay payo | Sick pay >12000 *.30 | Total | |
|---|---|---|---|---|---|---|---|
| Sick | 0 | 20.87 | 0.00 | | | - | |
| Vacation | 82.5 | 20.87 | 1721.78 | | | 1,721.78 | |
| Personal | 0 | 20.87 | 0.00 | | | - | |
| Comp/FLSA/OVT | | | | | | | |
| Seniority dys | | | | | | | |
| LTD | | | | | | - | |
| Snow day | | | | | | - | |
| OVT | | | | | | - | |
| FFCRA Leave | | | | | | - | |
| FLSA | | | | | | 0 | |
| **TOTAL** | **82.5** | | **1721.78** | - | - | **1,721.78** | |

Peter F. Smeraldo, Jr. Business Administrator Date

**Report:** Accrual Balances: Default
**Sorted By:** Last Name Ascending
**Filtered By:** Employee Filter: All Employees; Accrual Category: All; Accrual Periods: CURRENT; Last Name starts with mauro; First Name starts with helen
**Date & Time:** 06/01/2026 12:38p
**Generated By:** Kate Davenport
**Company:** TOWNSHIP OF WEST ORANGE (WESTOR)

| Accrual Profile | Accrual Category | ID | First Name | Last Name | Date Started | Period Start | Carry Over | Earned | Taken | Sched. | Balance | Location(1) | Pay Type |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Non-Uniform Non-Exempt w/ FTE | Sick | [redacted] | Helen | Mauro | 11/08/2004 | 01/01/2026 | 85.00 | 60.00 | 145.00 | - | 0.00 | Valley Street Sub Station | Hourly |
| Non-Uniform Non-Exempt w/ FTE | Vacation | | Helen | Mauro | 11/08/2004 | 01/01/2026 | 32.00 | 80.00 | 29.50 | - | 82.50 | Valley Street Sub Station | Hourly |
| Non-Uniform Non-Exempt w/ FTE | Personal | | Helen | Mauro | 11/08/2004 | 01/01/2026 | - | 16.00 | 16.00 | - | 0.00 | Valley Street Sub Station | Hourly |
| Non-Uniform Non-Exempt w/ FTE | Comp / FLSA / OVT | | Helen | Mauro | 11/08/2004 | 01/01/2026 | - | - | - | - | 0.00 | Valley Street Sub Station | Hourly |
| Non-Uniform Non-Exempt w/ FTE | Limited Time Due (LTD) | | Helen | Mauro | 11/08/2004 | 01/01/2026 | - | - | - | - | 0.00 | Valley Street Sub Station | Hourly |
| Non-Uniform Non-Exempt w/ FTE | Snow Day | | Helen | Mauro | 11/08/2004 | 01/01/2026 | - | - | - | - | 0.00 | Valley Street Sub Station | Hourly |
| Non-Uniform Non-Exempt w/ FTE | Grandfathered Comp Time | | Helen | Mauro | 11/08/2004 | 01/01/2026 | - | - | - | - | 0.00 | Valley Street Sub Station | Hourly |
| Non-Uniform Non-Exempt w/ FTE | Over Accrued Comp Time | | Helen | Mauro | 11/08/2004 | 04/01/2026 | - | - | - | - | 0.00 | Valley Street Sub Station | Hourly |
| **Total** | | | | | | | **117.00** | **156.00** | **190.50** | **0.00** | **82.50** | | |

**190-26**
**July 7, 2026**

**RESOLUTION**

WHEREAS, accumulated time remaining upon retirement from the Township of West Orange will be paid to the employee at the rate of pay at the time of retirement; and

WHEREAS, Richard Smith, hired on June 4, 2001, has retired from the Township of West Orange effective June 1, 2026; and

WHEREAS, a calculation of Richard Smith's accumulated balances are attached and have been provided to support the total payment; and

WHEREAS, outside legal counsel has reviewed documentation and has verified the accuracy of the figures supporting the total payment amount, and has provided a written opinion in support thereof; and

WHEREAS, Richard Smith has signed a Settlement Agreement and General Release pertaining to this matter;

NOW, THEREFORE BE IT RESOLVED by the Mayor and Council of the Township of West Orange in the County of Essex, State of New Jersey that the following separated employee, Richard Smith, be paid in the payroll cycle immediately preceding approval of the resolution in the total amount of $65,484.65; and

BE IT FURTHER RESOLVED, that the method of payment shall be determined on a case by case basis by the Township Chief Financial Officer upon the passage of a resolution approving payment by the Township Council. Payment may be made in one lump sum if feasible and requested by the retiree.

**Richard Smith $65,484.65**

I, Karen J. Carnevale, Township Clerk for the Township of West Orange, County of Essex, State of New Jersey, do hereby certify this is a true and correct copy of the resolution adopted by the Township Council at its Regular Meeting held on July 7, 2026.

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

**Susan Scarpa**
**Council President**

**190-26**

# SETTLEMENT AGREEMENT AND GENERAL RELEASE

This Settlement Agreement and General Release (hereinafter referred to as the "Agreement") is entered into this 7th day of July 2026 between the Township of West Orange (hereinafter referred to as "Township") and Richard Smith hereinafter referred to as ("Smith") (collectively, the "Parties," each a "Party").

**WHEREAS**, Smith has been an employee with the Township from the period of June 4, 2001-June 1, 2026;

**WHEREAS**, a calculation of Smith's accumulated accrued leave time balances and ending pensionable rate have been provided to support a total payment of $65,484.65.

**WHEREAS**, outside legal counsel has reviewed documentation, including accrual balances, has verified the figures that support the total payment amount, and has provided a written opinion in support thereof;

**WHEREAS**, the Parties wish to resolve all disputes which may have arisen out of or in relation to the processing of payment of Smith's accrued earned and unused paid leave and Smith's employment with the Township to date; and

**WHEREAS**, the Parties wish to memorialize in the Agreement all the terms and conditions of Smith's employment separation payout and desire to resolve all outstanding issues with respect to this matter;

**NOW, THEREFORE**, in consideration for the promises and mutual covenants set forth herein, the Parties agree as follows:

## COVENANTS AND TERMS OF AGREEMENT

1. **TOWNSHIP TO PROCESS PAYMENT**

a. The Township agrees to process payment to Smith for all his accrued earned and unused paid leave time without further delay in the amount of **$ 65,484.65.**

b. Smith agrees to waive any and all claims to back pay, benefits, and any and all other monetary claims including, but not limited to, attorneys' fees with respect to his employment with the Township to date with the sole exception of the payment pursuant to paragraph (a) above.

c. Smith and the Township acknowledge that this Agreement does not nor will it establish precedent in any future proceedings, nor is it intended to add to, modify or change any collective bargaining agreement.

d. The Parties also understand that Smith may be applying for retirement benefits with the State of New Jersey, Division of Pensions and Benefits. Smith understands and agrees that the ultimate approval of said pensionable benefits is at the sole risk of Smith and any denial thereof shall in no way affect the enforceability of this Agreement or diminish the consideration given therefore.

2. **COMPLETE RELEASE.** In exchange for the above consideration, Smith and his heirs, assigns and agents, hereby irrevocably and unconditionally waive, release and forever discharge any and all claims or rights, whether known or unknown, from the beginning to time up to the date this Agreement is executed against the Township personally and officially, individually and collectively, its past and present Council members, all officers and administrators, its attorneys, agents and employees, personally and officially, as well as their successors, and assigns (collectively, the "Releasees"), including, but not limited to any and all claims for damages, reinstatement, attorney's fees, penalties, potential lost interest payments and/or costs under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. § 621 et seq. ("ADEA"), the Americans with Disabilities Act, 42 U.S.C. § 12101 et seq. ("ADA"), the Pregnancy Discrimination Act, the Equal Pay Act, the Family and Medical Leave Act ("FMLA"), as amended, the Sarbanes-Oxley Act of 2002, the United States Constitution, the Constitution of the State of New Jersey, the Conscientious Employee Protection Act ("CEPA"), New Jersey Law Against Discrimination ("NJLAD"), the New Jersey Employer-Employee Relations Act, or any other federal, state or local laws, regulations or ordinances regulating employment or the workplace or of similar effect to the foregoing, including, but not limited to any federal, state or local law regarding retaliation for protected activity or interference with protected rights, and all amendments to each such law. Smith understands and acknowledges that Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the ADEA, the ADA, the FMLA, the CEPA, the Equal Pay Act, NJLAD, the state and local civil rights laws, provide Smith the right to bring actions against the Township if, among other things, Smith believes he has been discriminated against on the basis of race, ancestry, color, religion, sex, pregnancy, national origin, disability, age, need for protected leave, medical condition, sexual orientation, marital status, veteran status, benefit eligibility or any other protected basis. This Agreement shall constitute and may be raised by the Township and other Releasees as, a bar to recovery by Smith in any action initiated by him or on his behalf against the Township and other Releasees or any of them in any forum, including, but not limited to, administrative charges filed with the EEOC or National Labor Relations Board under one or more of the statutes listed above. Nothing in this waiver and release is intended to or shall interfere with Smith's right to participate in a proceeding with any appropriate federal, state or local government agency enforcing discrimination laws, nor shall this Agreement prohibit Smith from filing a charge of discrimination or cooperating with any such agency in its investigation. Provided, however, Smith hereby waives the right to receive money or monetary relief in any action he institutes or is instituted on his behalf by any other person, entity or government agency. It is expressly understood that the arrangement herein shall not be construed to represent any policy or procedure of the Township.

3. **FUTURE EMPLOYMENT.** Smith agrees that if he applies for employment in any position with the Township at any time in the future, the Township has the absolute discretion to refuse to hire him. Smith specifically acknowledges that this agreement may constitute a waiver of any right he may have under the Civil Service Commission to be hired by the Township for any position. Smith will not appeal or challenge the Township's refusal to hire him in any court of law, administrative agency, in arbitration or before any governmental body.

4. **NON-ADMISSION.** This Agreement is executed and all consideration is given in final settlement of disputed claims and shall not be construed as an admission of any allegation or of liability by the Township, by whom any such obligation or liability is expressly denied.

5. **NO DISPARAGING STATEMENTS.** Smith agrees that he will not make any statement(s) that has, have or can be expected to have the effect of disparaging the Township or any of its representatives, agents and employees.

6. **CONSULTATION WITH ATTORNEY.** Smith has been given the opportunity to consult with his attorney with respect to this Agreement and to review with his attorney all the terms and conditions of this Agreement prior to executing this Agreement.

7. **COMPLETE AGREEMENT.** This Agreement contains the entire agreement between Smith and the Township, and each of them, with respect to the subject matter and supersedes all prior agreements or understandings dealing with the same subject matter. There is no agreement on the part of the Township to do anything other than as is expressly stated in this Agreement. This Agreement shall in all respects be interpreted, enforced and governed by the Laws of the State of New Jersey.

8. **MODIFICATION.** No modification or amendment of this Agreement will be enforceable unless it is in writing and signed by the party to be charged.

9. **SEVERABILITY.** Should any provision of this Agreement be declared or determined by any court of competent jurisdiction to be illegal, invalid or unenforceable, the legality, validity, and enforceability of the remaining parts, terms, or provisions shall not be affected thereby and said illegal, unenforceable or invalid part, term, or provision shall be deemed not to be a part of this Agreement.

10. **SMITH ATTESTS.** Smith represents and warrants that he has carefully read each and every provision of this Agreement and that he fully understands all of the terms and conditions contained in each provision of this Agreement. Smith represents and warrants that he enters into this Agreement voluntarily, of his own free will, without any pressure or coercion from any person or entity including, but not limited to, the Township or the Releasees.

11. **FULL KNOWLEDGE OF TERMS AND REVIEW PERIOD.** The Township advises Smith to consult with an attorney of his choice and his expense prior to

executing this Agreement and Smith hereby represents and warrants that, prior to executing this Agreement, he has fully discussed its meaning and effect with an attorney of his choosing, or that he has waived his right to consult with an attorney, and he fully understands its meaning and effect. Smith has twenty-one (21) days from the date it is provided to him to consider it before signing it. In particular, Smith represents and warrants that his attorney has explained to him, and/or he fully comprehends the meaning of each of the provisions of this Agreement and that he has entered into this Agreement voluntarily. Smith's signature also acknowledges that (1) the Township advised him to consult with an attorney before signing this Agreement; (2) he has up to twenty-one (21) days from the date he receives this Agreement to consider it before signing it; and (3) if Smith signs this Agreement less than twenty-one (21) days after receiving it, he does so knowingly and voluntarily, and waives any right he might have under the Age Discrimination in Employment Act, as amended, to the full twenty-one (21) days to consider this Agreement. Smith has seven (7) days after signing this Agreement in which to revoke his acceptance by delivering written notice revoking his acceptance.

This revocation must be provided directly to the **Township's Labor Counsel, Ramon E. Rivera, Esq. of Antonelli Kantor Rivera PC, 354 Eisenhower Pkwy, Suite 1000, Livingston, New Jersey 07039.** Accordingly, this Agreement shall not become effective or enforceable until the seven (7) day revocation period has expired. If Smith does not revoke this Agreement during the seven (7) day revocation period, it shall be deemed accepted. Smith agrees that he made an informed and voluntary decision to sign this Agreement on the date he has done so, because he did not need any additional time to decide whether to sign this Agreement.

**IN WITNESS WHEREOF**, and intending to be legally bound hereby I, Richard Smith, executed the foregoing Agreement this _____ day of July 2026.

_____
RICHARD SMITH

**TOWNSHIP OF WEST ORANGE**

BY: _____

**WAIVER**

By signing below, the undersigned hereby irrevocably elects to waive the 21-day period referred to in the 11th recital on page 4 of this Agreement.

_____

RICHARD SMITH

DATED:

**TERMINAL LEAVE REPORT**

**Employee Name: Smith, Richard Id - [redacted] (Retirement/Terminated date June 1, 2026)**

| | Hours Remaining | Hourly/Daily Rate (Blended for Sick Day payout) | Total | Sick pay payout ($12,000 Limit) | Sick pay (>12000 *.30) | Total Terminal Leave payout (All Accumulated Time) | |
|---|---|---|---|---|---|---|---|
| Sick | 51 | 36.13 | 1,842.66 | | - | 1,842.66 | |
| Vacation | 408 | 73.47 | 29,975.10 | | | 29,975.10 | |
| Personal | 0 | 0.00 | - | | | - | |
| Comp/FLSA/OVT | 306.25 | 73.47 | 22,499.70 | | | 22,499.70 | |
| Seniority dys | 24 | 73.47 | 1,763.24 | | | 1,763.24 | |
| Limited Time Due (LTD) | 120 | 73.47 | 8,816.21 | | | 8,816.21 | |
| Non-FLSA | 8 | 73.47 | 587.75 | | | 587.75 | |
| Change of Time | 0 | | - | | | - | |
| Swap Time | -74.5 | 0.00 | - | | | - | |
| Snow Day | 0 | | - | | | - | |
| FFCRA Leave | | | - | | | - | |
| **TOTAL** | | | **65,484.65** | - | - | **65,484.65** | |

Peter F. Smeraldo, Jr. Business Administrator

Date

**Report:** Accrual Balances: Default
**Sorted By:** Last Name Ascending
**Filtered By:** Employee Filter: All Employees; Accrual Category: All; Accrual Periods: CURRENT; Last Name starts with smith; First Name starts with richard
**Date & Time:** 06/01/2026 12:49p
**Generated By:** Kate Davenport
**Company:** TOWNSHIP OF WEST ORANGE (WESTOR)

| Accrual Profile | Accrual Category | ID | First Name | Last Name | Date Started | Period Start | Carry Over | Earned | Taken | Sched. | Balance | Location(1) | Pay Type |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Fire Captain | Sick | [redacted] | Richard | Smith | 06/04/2001 | 01/01/2026 | 723.00 | 180.00 | 852.00 | - | 51.00 | Fire Department | Salary |
| Fire Captain | Vacation | | Richard | Smith | 06/04/2001 | 01/01/2026 | 192.00 | 216.00 | - | | 408.00 | Fire Department | Salary |
| Fire Captain | Personal | | Richard | Smith | 06/04/2001 | 01/01/2026 | - | 48.00 | 48.00 | - | 0.00 | Fire Department | Salary |
| Fire Captain | Seniority Days | | Richard | Smith | 06/04/2001 | 01/01/2026 | - | 24.00 | - | | 24.00 | Fire Department | Salary |
| Fire Captain | Grandfathered Comp Time | | Richard | Smith | 06/04/2001 | 01/01/2026 | - | - | - | | 0.00 | Fire Department | Salary |
| Fire Captain | Snow Day | | Richard | Smith | 06/04/2001 | 01/01/2026 | - | 8.00 | 8.00 | - | 0.00 | Fire Department | Salary |
| Fire Captain | Limited Time Due (LTD) | | Richard | Smith | 06/04/2001 | 01/01/2026 | 120.00 | - | - | | 120.00 | Fire Department | Salary |
| Fire Captain | Non-FLSA | | Richard | Smith | 06/04/2001 | 01/01/2026 | 8.00 | - | - | | 8.00 | Fire Department | Salary |
| Fire Captain | Work Day | | Richard | Smith | 06/04/2001 | 01/01/2026 | - | - | - | | 0.00 | Fire Department | Salary |
| Fire Captain | Change Of Time | | Richard | Smith | 06/04/2001 | 01/01/2026 | - | - | - | | 0.00 | Fire Department | Salary |
| Fire Captain | Swap Time | | Richard | Smith | 06/04/2001 | 01/01/2026 | -60.50 | - | 14.00 | - | -74.50 | Fire Department | Salary |
| Fire Captain | Comp / FLSA / OVT | | Richard | Smith | 06/04/2001 | 01/01/2026 | 306.25 | - | - | | 306.25 | Fire Department | Salary |
| Fire Captain | Over Accrued Comp Time | | Richard | Smith | 06/04/2001 | 04/01/2026 | - | - | - | | 0.00 | Fire Department | Salary |
| **Total** | | | | | | | **1288.75** | **476.00** | **922.00** | **0.00** | **842.75** | | |

**191-26**
**July 7, 2026**

**RESOLUTION**

**WHEREAS**, accumulated time remaining upon resignation from the Township of West Orange will be paid to the employee at the rate of pay at the time of separation; and

**WHEREAS**, Robert Meola, hired on September 20, 2001, has resigned in good standing from the Township of West Orange effective April 13, 2026; and

**WHEREAS,** a calculation of Robert Meola's accumulated balances are attached and have been provided to support the total payment; and

**WHEREAS,** outside legal counsel has reviewed documentation and has verified the accuracy of the figures supporting the total payment amount, and has provided a written opinion in support thereof; and

**WHEREAS,** Robert Meola has signed a Settlement Agreement and General Release pertaining to this matter;

**NOW, THEREFORE BE IT RESOLVED** by the Mayor and Council of the Township of West Orange in the County of Essex, State of New Jersey that the following separated employee, Robert Meola, be paid in the payroll cycle immediately preceding approval of the resolution in the total amount of $301.15; and

**BE IT FURTHER RESOLVED**, that the method of payment shall be determined on a case-by-case basis by the Township Chief Financial Officer upon the passage of a resolution approving payment by the Township Council. Payment may be made in one lump sum if feasible and requested by the retiree.

**Robert Meola** **$301.15**

I, Karen J. Carnevale, Township Clerk for the Township of West Orange, County of Essex, State of New Jersey, do hereby certify this is a true and correct copy of the resolution adopted by the Township Council at its Regular Meeting held on July 7, 2026.

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

**Susan Scarpa**
**Council President**

**191-26**

# SETTLEMENT AGREEMENT AND GENERAL RELEASE

This Settlement Agreement and General Release (hereinafter referred to as the "Agreement") is entered into this 7th day of July 2026 between the Township of West Orange (hereinafter referred to as "Township") and Robert Meola hereinafter referred to as ("Meola") (collectively, the "Parties," each a "Party").

**WHEREAS**, Meola has been an employee with the Township from the period of September 20, 2001-April 13, 2026;

**WHEREAS**, a calculation of Meola's accumulated accrued leave time balances have been provided to support a total payment of $301.15.

**WHEREAS**, outside legal counsel has reviewed documentation, including accrual balances, has verified the figures that support the total payment amount, and has provided a written opinion in support thereof;

**WHEREAS**, the Parties wish to resolve all disputes which may have arisen out of or in relation to the processing of payment of Meola's accrued earned and unused paid leave and Meola's employment with the Township to date; and

**WHEREAS**, the Parties wish to memorialize in the Agreement all the terms and conditions of Meola's employment separation payout and desire to resolve all outstanding issues with respect to this matter;

**NOW, THEREFORE**, in consideration for the promises and mutual covenants set forth herein, the Parties agree as follows:

## COVENANTS AND TERMS OF AGREEMENT

1. **TOWNSHIP TO PROCESS PAYMENT**

a. The Township agrees to process payment to Meola for all his accrued earned and unused paid leave time without further delay in the amount of **$ 301.15.**

b. Meola agrees to waive any and all claims to back pay, benefits, and any and all other monetary claims including, but not limited to, attorneys' fees with respect to his employment with the Township to date with the sole exception of the payment pursuant to paragraph (a) above.

c. Meola and the Township acknowledge that this Agreement does not nor will it establish precedent in any future proceedings, nor is it intended to add to, modify or change any collective bargaining agreement.

d. The Parties also understand that Meola may be applying for retirement benefits with the State of New Jersey, Division of Pensions and Benefits. Meola understands and agrees that the ultimate approval of said pensionable benefits is at the sole risk of Meola and any denial thereof shall in no way affect the enforceability of this Agreement or diminish the consideration given therefore.

2. **COMPLETE RELEASE.** In exchange for the above consideration, Meola and his heirs, assigns and agents, hereby irrevocably and unconditionally waive, release and forever discharge any and all claims or rights, whether known or unknown, from the beginning to time up to the date this Agreement is executed against the Township personally and officially, individually and collectively, its past and present Council members, all officers and administrators, its attorneys, agents and employees, personally and officially, as well as their successors, and assigns (collectively, the "Releasees"), including, but not limited to any and all claims for damages, reinstatement, attorney's fees, penalties, potential lost interest payments and/or costs under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. § 621 et seq. ("ADEA"), the Americans with Disabilities Act, 42 U.S.C. § 12101 et seq. ("ADA"), the Pregnancy Discrimination Act, the Equal Pay Act, the Family and Medical Leave Act ("FMLA"), as amended, the Sarbanes-Oxley Act of 2002, the United States Constitution, the Constitution of the State of New Jersey, the Conscientious Employee Protection Act ("CEPA"), New Jersey Law Against Discrimination ("NJLAD"), the New Jersey Employer-Employee Relations Act, or any other federal, state or local laws, regulations or ordinances regulating employment or the workplace or of similar effect to the foregoing, including, but not limited to any federal, state or local law regarding retaliation for protected activity or interference with protected rights, and all amendments to each such law. Meola understands and acknowledges that Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the ADEA, the ADA, the FMLA, the CEPA, the Equal Pay Act, NJLAD, the state and local civil rights laws, provide Meola the right to bring actions against the Township if, among other things, Meola believes he has been discriminated against on the basis of race, ancestry, color, religion, sex, pregnancy, national origin, disability, age, need for protected leave, medical condition, sexual orientation, marital status, veteran status, benefit eligibility or any other protected basis. This Agreement shall constitute and may be raised by the Township and other Releasees as, a bar to recovery by Meola in any action initiated by him or on his behalf against the Township and other Releasees or any of them in any forum, including, but not limited to, administrative charges filed with the EEOC or National Labor Relations Board under one or more of the statutes listed above. Nothing in this waiver and release is intended to or shall interfere with Meola's right to participate in a proceeding with any appropriate federal, state or local government agency enforcing discrimination laws, nor shall this Agreement prohibit Meola from filing a charge of discrimination or cooperating with any such agency in its investigation. Provided, however, Meola hereby waives the right to receive money or monetary relief in any action he institutes or is instituted on his behalf by any other person, entity or government agency. It is expressly understood that the arrangement herein shall not be construed to represent any policy or procedure of the Township.

3. **FUTURE EMPLOYMENT.** Meola agrees that if he applies for employment in any position with the Township at any time in the future, the Township has the absolute discretion to refuse to hire him. Meola specifically acknowledges that this agreement may constitute a waiver of any right he may have under the Civil Service Commission to be hired by the Township for any position. Meola will not appeal or challenge the Township's refusal to hire him in any court of law, administrative agency, in arbitration or before any governmental body.

4. **NON-ADMISSION.** This Agreement is executed and all consideration is given in final settlement of disputed claims and shall not be construed as an admission of any allegation or of liability by the Township, by whom any such obligation or liability is expressly denied.

5. **NO DISPARAGING STATEMENTS.** Meola agrees that he will not make any statement(s) that has, have or can be expected to have the effect of disparaging the Township or any of its representatives, agents and employees.

6. **CONSULTATION WITH ATTORNEY.** Meola has been given the opportunity to consult with his attorney with respect to this Agreement and to review with his attorney all the terms and conditions of this Agreement prior to executing this Agreement.

7. **COMPLETE AGREEMENT.** This Agreement contains the entire agreement between Meola and the Township, and each of them, with respect to the subject matter and supersedes all prior agreements or understandings dealing with the same subject matter. There is no agreement on the part of the Township to do anything other than as is expressly stated in this Agreement. This Agreement shall in all respects be interpreted, enforced and governed by the Laws of the State of New Jersey.

8. **MODIFICATION.** No modification or amendment of this Agreement will be enforceable unless it is in writing and signed by the party to be charged.

9. **SEVERABILITY.** Should any provision of this Agreement be declared or determined by any court of competent jurisdiction to be illegal, invalid or unenforceable, the legality, validity, and enforceability of the remaining parts, terms, or provisions shall not be affected thereby and said illegal, unenforceable or invalid part, term, or provision shall be deemed not to be a part of this Agreement.

10. **MEOLA ATTESTS.** Meola represents and warrants that he has carefully read each and every provision of this Agreement and that he fully understands all of the terms and conditions contained in each provision of this Agreement. Meola represents and warrants that he enters into this Agreement voluntarily, of his own free will, without any pressure or coercion from any person or entity including, but not limited to, the Township or the Releasees.

11. **FULL KNOWLEDGE OF TERMS AND REVIEW PERIOD.** The Township advises Meola to consult with an attorney of his choice and his expense prior to

executing this Agreement and Meola hereby represents and warrants that, prior to executing this Agreement, he has fully discussed its meaning and effect with an attorney of his choosing, or that he has waived his right to consult with an attorney, and he fully understands its meaning and effect. Meola has twenty-one (21) days from the date it is provided to him to consider it before signing it. In particular, Meola represents and warrants that his attorney has explained to him, and/or he fully comprehends the meaning of each of the provisions of this Agreement and that he has entered into this Agreement voluntarily. Meola's signature also acknowledges that (1) the Township advised him to consult with an attorney before signing this Agreement; (2) he has up to twenty-one (21) days from the date he receives this Agreement to consider it before signing it; and (3) if Meola signs this Agreement less than twenty-one (21) days after receiving it, he does so knowingly and voluntarily, and waives any right he might have under the Age Discrimination in Employment Act, as amended, to the full twenty-one (21) days to consider this Agreement. Meola has seven (7) days after signing this Agreement in which to revoke his acceptance by delivering written notice revoking his acceptance.

This revocation must be provided directly to the **Township's Labor Counsel, Ramon E. Rivera, Esq. of Antonelli Kantor Rivera PC, 354 Eisenhower Pkwy, Suite 1000, Livingston, New Jersey 07039.** Accordingly, this Agreement shall not become effective or enforceable until the seven (7) day revocation period has expired. If Meola does not revoke this Agreement during the seven (7) day revocation period, it shall be deemed accepted. Meola agrees that he made an informed and voluntary decision to sign this Agreement on the date he has done so, because he did not need any additional time to decide whether to sign this Agreement.

**IN WITNESS WHEREOF**, and intending to be legally bound hereby I, Robert Meola, executed the foregoing Agreement this _____ day of July 2026.

_____

ROBERT MEOLA

**TOWNSHIP OF WEST ORANGE**

BY: _____

**WAIVER**

By signing below, the undersigned hereby irrevocably elects to waive the 21-day period referred to in the 11th recital on page 4 of this Agreement.

_____

ROBERT MEOLA

DATED:

## TERMINAL LEAVE REPORT

**Employee Name: Robert Meola Id -** [redacted] **(Retirement/Terminated Date April 13, 2026)**

| | Hours | Rate | Total | Sick pay payo | Sick pay >12000 *.30 | Total | | |
|---|---|---|---|---|---|---|---|---|
| Sick | -2.5 | 20.87 | -52.18 | | | | (52.18) | |
| Vacation | 16.93 | 20.87 | 353.33 | | | | 353.33 | |
| Personal | 0.39 | 0 | 0.00 | | | | - | |
| Comp/FLSA/OVT | | | | | | | | |
| Seniority dys | | | | | | | | |
| LTD | | | | | | | - | |
| Snow day | | | | | | | - | |
| OVT | | | | | | | - | |
| FFCRA Leave | | | | | | | - | |
| FLSA | | | | | | | 0 | |
| **TOTAL** | | | **301.15** | - | - | | **301.15** | |

Peter F. Smeraldo, Jr. Business Administrator

Date

**192-26**
**July 7, 2026**

**RESOLUTION**

**WHEREAS**, accumulated time remaining upon retirement from the Township of West Orange will be paid to the employee at the rate of pay at the time of retirement; and

**WHEREAS**, Steven Cusano, hired on June 4, 2001, has retired from the Township of West Orange effective June 1, 2026; and

**WHEREAS,** a calculation of Steven Cusano's accumulated balances are attached and have been provided to support the total payment; and

**WHEREAS,** outside legal counsel has reviewed documentation and has verified the accuracy of the figures supporting the total payment amount, and has provided a written opinion in support thereof; and

**WHEREAS,** Steven Cusano has signed a Settlement Agreement and General Release pertaining to this matter;

**NOW, THEREFORE BE IT RESOLVED** by the Mayor and Council of the Township of West Orange in the County of Essex, State of New Jersey that the following separated employee, Steven Cusano, be paid in the payroll cycle immediately preceding approval of the resolution in the total amount of $42,278.75; and

**BE IT FURTHER RESOLVED**, that the method of payment shall be determined on a case-by-case basis by the Township Chief Financial Officer upon the passage of a resolution approving payment by the Township Council. Payment may be made in one lump sum if feasible and requested by the retiree.

**Steven Cusano $42,278.75**

I, Karen J. Carnevale, Township Clerk for the Township of West Orange, County of Essex, State of New Jersey, do hereby certify this is a true and correct copy of the resolution adopted by the Township Council at its Regular Meeting held on July 7, 2026.

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

**Susan Scarpa**
**Council President**

**192-26**

# SETTLEMENT AGREEMENT AND GENERAL RELEASE

This Settlement Agreement and General Release (hereinafter referred to as the "Agreement") is entered into this 7th day of July 2026 between the Township of West Orange (hereinafter referred to as "Township") and Steven Cusano hereinafter referred to as ("Cusano") (collectively, the "Parties," each a "Party").

**WHEREAS**, Cusano has been an employee with the Township from the period of June 4, 2001-June 1, 2026;

**WHEREAS**, a calculation of Cusano's accumulated accrued leave time balances and ending pensionable rate have been provided to support a total payment of $42,278.75.

**WHEREAS**, outside legal counsel has reviewed documentation, including accrual balances, has verified the figures that support the total payment amount, and has provided a written opinion in support thereof;

**WHEREAS**, the Parties wish to resolve all disputes which may have arisen out of or in relation to the processing of payment of Cusano's accrued earned and unused paid leave and Cusano's employment with the Township to date; and

**WHEREAS**, the Parties wish to memorialize in the Agreement all the terms and conditions of Cusano's employment separation payout and desire to resolve all outstanding issues with respect to this matter;

**NOW, THEREFORE**, in consideration for the promises and mutual covenants set forth herein, the Parties agree as follows:

## COVENANTS AND TERMS OF AGREEMENT

1. **TOWNSHIP TO PROCESS PAYMENT**

a. The Township agrees to process payment to Cusano for all his accrued earned and unused paid leave time without further delay in the amount of **$ 42,278.75.**

b. Cusano agrees to waive any and all claims to back pay, benefits, and any and all other monetary claims including, but not limited to, attorneys' fees with respect to his employment with the Township to date with the sole exception of the payment pursuant to paragraph (a) above.

c. Cusano and the Township acknowledge that this Agreement does not nor will it establish precedent in any future proceedings, nor is it intended to add to, modify or change any collective bargaining agreement.

d. The Parties also understand that Cusano may be applying for retirement benefits with the State of New Jersey, Division of Pensions and Benefits. Cusano understands and agrees that the ultimate approval of said pensionable benefits is at the sole risk of Cusano and any denial thereof shall in no way affect the enforceability of this Agreement or diminish the consideration given therefore.

2. **COMPLETE RELEASE.** In exchange for the above consideration, Cusano and his heirs, assigns and agents, hereby irrevocably and unconditionally waive, release and forever discharge any and all claims or rights, whether known or unknown, from the beginning to time up to the date this Agreement is executed against the Township personally and officially, individually and collectively, its past and present Council members, all officers and administrators, its attorneys, agents and employees, personally and officially, as well as their successors, and assigns (collectively, the "Releasees"), including, but not limited to any and all claims for damages, reinstatement, attorney's fees, penalties, potential lost interest payments and/or costs under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. § 621 et seq. ("ADEA"), the Americans with Disabilities Act, 42 U.S.C. § 12101 et seq. ("ADA"), the Pregnancy Discrimination Act, the Equal Pay Act, the Family and Medical Leave Act ("FMLA"), as amended, the Sarbanes-Oxley Act of 2002, the United States Constitution, the Constitution of the State of New Jersey, the Conscientious Employee Protection Act ("CEPA"), New Jersey Law Against Discrimination ("NJLAD"), the New Jersey Employer-Employee Relations Act, or any other federal, state or local laws, regulations or ordinances regulating employment or the workplace or of similar effect to the foregoing, including, but not limited to any federal, state or local law regarding retaliation for protected activity or interference with protected rights, and all amendments to each such law. Cusano understands and acknowledges that Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the ADEA, the ADA, the FMLA, the CEPA, the Equal Pay Act, NJLAD, the state and local civil rights laws, provide Cusano the right to bring actions against the Township if, among other things, Cusano believes he has been discriminated against on the basis of race, ancestry, color, religion, sex, pregnancy, national origin, disability, age, need for protected leave, medical condition, sexual orientation, marital status, veteran status, benefit eligibility or any other protected basis. This Agreement shall constitute, and may be raised by the Township and other Releasees as, a bar to recovery by Cusano in any action initiated by him or on his behalf against the Township and other Releasees or any of them in any forum, including, but not limited to, administrative charges filed with the EEOC or National Labor Relations Board under one or more of the statutes listed above. Nothing in this waiver and release is intended to or shall interfere with Cusano's right to participate in a proceeding with any appropriate federal, state or local government agency enforcing discrimination laws, nor shall this Agreement prohibit Cusano from filing a charge of discrimination or cooperating with any such agency in its investigation. Provided, however, Cusano hereby waives the right to receive money or monetary relief in any action he institutes or is instituted on his behalf by any other person, entity or government agency. It is expressly understood that the arrangement herein shall not be construed to represent any policy or procedure of the Township.

3. **FUTURE EMPLOYMENT.** Cusano agrees that if he applies for employment in any position with the Township at any time in the future, the Township has the absolute discretion to refuse to hire him. Cusano specifically acknowledges that this agreement may constitute a waiver of any right he may have under the Civil Service Commission to be hired by the Township for any position. Cusano will not appeal or challenge the Township's refusal to hire him in any court of law, administrative agency, in arbitration or before any governmental body.

4. **NON-ADMISSION.** This Agreement is executed and all consideration is given in final settlement of disputed claims, and shall not be construed as an admission of any allegation or of liability by the Township, by whom any such obligation or liability is expressly denied.

5. **NO DISPARAGING STATEMENTS.** Cusano agrees that he will not make any statement(s) that has, have or can be expected to have the effect of disparaging the Township or any of its representatives, agents and employees.

6. **CONSULTATION WITH ATTORNEY.** Cusano has been given the opportunity to consult with his attorney with respect to this Agreement and to review with his attorney all the terms and conditions of this Agreement prior to executing this Agreement.

7. **COMPLETE AGREEMENT.** This Agreement contains the entire agreement between Cusano and the Township, and each of them, with respect to the subject matter and supersedes all prior agreements or understandings dealing with the same subject matter. There is no agreement on the part of the Township to do anything other than as is expressly stated in this Agreement. This Agreement shall in all respects be interpreted, enforced and governed by the Laws of the State of New Jersey.

8. **MODIFICATION.** No modification or amendment of this Agreement will be enforceable unless it is in writing and signed by the party to be charged.

9. **SEVERABILITY.** Should any provision of this Agreement be declared or determined by any court of competent jurisdiction to be illegal, invalid or unenforceable, the legality, validity, and enforceability of the remaining parts, terms, or provisions shall not be affected thereby and said illegal, unenforceable or invalid part, term, or provision shall be deemed not to be a part of this Agreement.

10. **CUSANO ATTESTS.** Cusano represents and warrants that he has carefully read each and every provision of this Agreement and that he fully understands all of the terms and conditions contained in each provision of this Agreement. Cusano represents and warrants that he enters into this Agreement voluntarily, of his own free will, without any pressure or coercion from any person or entity including, but not limited to, the Township or the Releasees.

11. **FULL KNOWLEDGE OF TERMS AND REVIEW PERIOD.** The

Township advises Cusano to consult with an attorney of his choice and his expense prior to executing this Agreement and Cusano hereby represents and warrants that, prior to executing this Agreement, he has fully discussed its meaning and effect with an attorney of his choosing, or that he has waived his right to consult with an attorney, and he fully understands its meaning and effect. Cusano has twenty-one (21) days from the date it is provided to him to consider it before signing it. In particular, Cusano represents and warrants that his attorney has explained to him, and/or he fully comprehends the meaning of each of the provisions of this Agreement and that he has entered into this Agreement voluntarily. Cusano's signature also acknowledges that (1) the Township advised him to consult with an attorney before signing this Agreement; (2) he has up to twenty-one (21) days from the date he receives this Agreement to consider it before signing it; and (3) if Cusano signs this Agreement less than twenty-one (21) days after receiving it, he does so knowingly and voluntarily, and waives any right he might have under the Age Discrimination in Employment Act, as amended, to the full twenty-one (21) days to consider this Agreement. Cusano has seven (7) days after signing this Agreement in which to revoke his acceptance by delivering written notice revoking his acceptance.

This revocation must be provided directly to the **Township's Labor Counsel, Ramon E. Rivera, Esq. of Antonelli Kantor Rivera PC, 354 Eisenhower Pkwy, Suite 1000, Livingston, New Jersey 07039.** Accordingly, this Agreement shall not become effective or enforceable until the seven (7) day revocation period has expired. If Cusano does not revoke this Agreement during the seven (7) day revocation period, it shall be deemed accepted. Cusano agrees that he made an informed and voluntary decision to sign this Agreement on the date he has done so, because he did not need any additional time to decide whether to sign this Agreement.

**IN WITNESS WHEREOF**, and intending to be legally bound hereby I, Steven Cusano, executed the foregoing Agreement this _____ day of July 2026.

_____
STEVEN CUSANO

**TOWNSHIP OF WEST ORANGE**

BY: _____

**WAIVER**

By signing below, the undersigned hereby irrevocably elects to waive the 21-day period referred to in the 11th recital on page 4 of this Agreement.

_____

STEVEN CUSANO

DATED:

**TERMINAL LEAVE REPORT**

**Employee Name: Cusano, Steven Id - [redacted] (Retirement/Terminated date June 1, 2026)**

| | Hours Remaining | Hourly/Daily Rate (Blended for Sick Day payout) | Total | Sick pay payout ($12,000 Limit) | Sick pay (>12000 *.30) | Total Terminal Leave payout (All Accumulated Time) | |
|---|---|---|---|---|---|---|---|
| Sick | 729 | 29.56 | 21,546.35 | 12,000.00 | 2,863.91 | 14,863.91 | |
| Vacation | 192 | 60.09 | 11,536.77 | | | 11,536.77 | |
| Personal | 0 | 0.00 | - | | | - | |
| Comp/FLSA/OVT | 12.25 | 60.09 | 736.07 | | | 736.07 | |
| Seniority dys | 252 | 60.09 | 15,142.01 | | | 15,142.01 | |
| Limited Time Due (LTD) | 0 | 60.09 | - | | | - | |
| Non-FLSA | 0 | 60.09 | - | | | - | |
| Change of Time | 0 | | - | | | - | |
| Swap Time | -122.18 | 0.00 | - | | | - | |
| Snow Day | 0 | | - | | | - | |
| FFCRA Leave | | | - | | | - | |
| **TOTAL** | | | **27,414.84** | **12,000.00** | **2,863.91** | **42,278.75** | |

Peter F. Smeraldo, Jr. Business Administrator

Date

**Report:** Accrual Balances: Default
**Sorted By:** Last Name Ascending
**Filtered By:** Employee Filter: All Employees; Accrual Category: All; Accrual Periods: CURRENT; Last Name starts with cusano; First Name starts with steven
**Date & Time:** 06/01/2026 12:47p
**Generated By:** Kate Davenport
**Company:** TOWNSHIP OF WEST ORANGE (WESTOR)

| Accrual Profile | Accrual Category | ID | First Name | Last Name | Date Started | Period Start | Carry Over | Earned | Taken | Sched. | Balance | Location(1) | Pay Type |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Firefighter | Sick | [redacted] | Steven | Cusano | 06/04/2001 | 01/01/2026 | 1101.00 | 180.00 | 552.00 | - | 729.00 | Fire Department | Salary |
| Firefighter | Vacation | | Steven | Cusano | 06/04/2001 | 01/01/2026 | 24.00 | 192.00 | 24.00 | - | 192.00 | Fire Department | Salary |
| Firefighter | Personal | | Steven | Cusano | 06/04/2001 | 01/01/2026 | - | 48.00 | 48.00 | - | 0.00 | Fire Department | Salary |
| Firefighter | Seniority Days | | Steven | Cusano | 06/04/2001 | 01/01/2026 | 192.00 | 60.00 | - | - | 252.00 | Fire Department | Salary |
| Firefighter | Limited Time Due (LTD) | | Steven | Cusano | 06/04/2001 | 01/01/2026 | - | - | - | - | 0.00 | Fire Department | Salary |
| Firefighter | Non-FLSA | | Steven | Cusano | 06/04/2001 | 01/01/2026 | - | - | - | - | 0.00 | Fire Department | Salary |
| Firefighter | Grandfathered Comp Time | | Steven | Cusano | 06/04/2001 | 01/01/2026 | - | - | - | - | 0.00 | Fire Department | Salary |
| Firefighter | Work Day | | Steven | Cusano | 06/04/2001 | 01/01/2026 | - | - | - | - | 0.00 | Fire Department | Salary |
| Firefighter | Change Of Time | | Steven | Cusano | 06/04/2001 | 01/01/2026 | - | - | - | - | 0.00 | Fire Department | Salary |
| Firefighter | Swap Time | | Steven | Cusano | 06/04/2001 | 01/01/2026 | -122.18 | - | - | - | -122.18 | Fire Department | Salary |
| Firefighter | Snow Day | | Steven | Cusano | 06/04/2001 | 01/01/2026 | - | - | - | - | 0.00 | Fire Department | Salary |
| Firefighter | Comp / FLSA / OVT | | Steven | Cusano | 06/04/2001 | 01/01/2026 | 12.25 | - | - | - | 12.25 | Fire Department | Salary |
| Firefighter | Over Accrued Comp Time | | Steven | Cusano | 06/04/2001 | 04/01/2026 | - | - | - | - | 0.00 | Fire Department | Salary |
| **Total** | | | | | | | **1207.06** | **480.00** | **624.00** | **0.00** | **1063.06** | | |

**193-26**
**July 7, 2026**

**RESOLUTION**

WHEREAS, accumulated time remaining upon retirement from the Township of West Orange will be paid to the employee at the rate of pay at the time of retirement; and

WHEREAS, Thomas Heys, hired on June 4, 2001, has retired from the Township of West Orange effective June 1, 2026; and

WHEREAS, a calculation of Thomas Heys's accumulated balances are attached and have been provided to support the total payment; and

WHEREAS, outside legal counsel has reviewed documentation and has verified the accuracy of the figures supporting the total payment amount, and has provided a written opinion in support thereof; and

WHEREAS, Thomas Heys has signed a Settlement Agreement and General Release pertaining to this matter;

NOW, THEREFORE BE IT RESOLVED by the Mayor and Council of the Township of West Orange in the County of Essex, State of New Jersey that the following separated employee, Thomas Heys, be paid in the payroll cycle immediately preceding approval of the resolution in the total amount of $99,732.22; and

BE IT FURTHER RESOLVED, that the method of payment shall be determined on a case-by-case basis by the Township Chief Financial Officer upon the passage of a resolution approving payment by the Township Council. Payment may be made in one lump sum if feasible and requested by the retiree.

**Thomas Heys $99,732.22**

I, Karen J. Carnevale, Township Clerk for the Township of West Orange, County of Essex, State of New Jersey, do hereby certify this is a true and correct copy of the resolution adopted by the Township Council at its Regular Meeting held on July 7, 2026.

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

**Susan Scarpa**
**Council President**

**193-26**

# SETTLEMENT AGREEMENT AND GENERAL RELEASE

This Settlement Agreement and General Release (hereinafter referred to as the "Agreement") is entered into this 7th day of July 2026 between the Township of West Orange (hereinafter referred to as "Township") and Thomas Heys hereinafter referred to as ("Heys") (collectively, the "Parties," each a "Party").

**WHEREAS**, Heys has been an employee with the Township from the period of June 4, 2001-June 1, 2026;

**WHEREAS**, a calculation of Heys's accumulated accrued leave time balances and ending pensionable rate have been provided to support a total payment of $99,732.22;

**WHEREAS**, outside legal counsel has reviewed documentation, including accrual balances, has verified the figures that support the total payment amount, and has provided a written opinion in support thereof;

**WHEREAS**, the Parties wish to resolve all disputes which may have arisen out of or in relation to the processing of payment of Heys's accrued earned and unused paid leave and Heys's employment with the Township to date; and

**WHEREAS**, the Parties wish to memorialize in the Agreement all the terms and conditions of Heys's employment separation payout and desire to resolve all outstanding issues with respect to this matter;

**NOW, THEREFORE**, in consideration for the promises and mutual covenants set forth herein, the Parties agree as follows:

## COVENANTS AND TERMS OF AGREEMENT

1. **TOWNSHIP TO PROCESS PAYMENT**

a. The Township agrees to process payment to Heys for all his accrued earned and unused paid leave time without further delay in the amount of **$ 99,732.22**.

b. Heys agrees to waive any and all claims to back pay, benefits, and any and all other monetary claims including, but not limited to, attorneys' fees with respect to his employment with the Township to date with the sole exception of the payment pursuant to paragraph (a) above.

c. Heys and the Township acknowledge that this Agreement does not nor will it establish precedent in any future proceedings, nor is it intended to add to, modify or change any collective bargaining agreement.

d. The Parties also understand that Heys may be applying for retirement benefits with the State of New Jersey, Division of Pensions and Benefits. Heys understands and agrees that the ultimate approval of said pensionable benefits is at the sole risk of Heys and any denial thereof shall in no way affect the enforceability of this Agreement or diminish the consideration given therefore.

2. **COMPLETE RELEASE.** In exchange for the above consideration, Heys and his heirs, assigns and agents, hereby irrevocably and unconditionally waive, release and forever discharge any and all claims or rights, whether known or unknown, from the beginning to time up to the date this Agreement is executed against the Township personally and officially, individually and collectively, its past and present Council members, all officers and administrators, its attorneys, agents and employees, personally and officially, as well as their successors, and assigns (collectively, the "Releasees"), including, but not limited to any and all claims for damages, reinstatement, attorney's fees, penalties, potential lost interest payments and/or costs under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. § 621 et seq. ("ADEA"), the Americans with Disabilities Act, 42 U.S.C. § 12101 et seq. ("ADA"), the Pregnancy Discrimination Act, the Equal Pay Act, the Family and Medical Leave Act ("FMLA"), as amended, the Sarbanes-Oxley Act of 2002, the United States Constitution, the Constitution of the State of New Jersey, the Conscientious Employee Protection Act ("CEPA"), New Jersey Law Against Discrimination ("NJLAD"), the New Jersey Employer-Employee Relations Act, or any other federal, state or local laws, regulations or ordinances regulating employment or the workplace or of similar effect to the foregoing, including, but not limited to any federal, state or local law regarding retaliation for protected activity or interference with protected rights, and all amendments to each such law. Heys understands and acknowledges that Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq., the Civil Rights Act of 1991, 42 U.S.C. § 1981a et seq., the ADEA, the ADA, the FMLA, the CEPA, the Equal Pay Act, NJLAD, the state and local civil rights laws, provide Heys the right to bring actions against the Township if, among other things, Heys believes he has been discriminated against on the basis of race, ancestry, color, religion, sex, pregnancy, national origin, disability, age, need for protected leave, medical condition, sexual orientation, marital status, veteran status, benefit eligibility or any other protected basis. This Agreement shall constitute, and may be raised by the Township and other Releasees as, a bar to recovery by Heys in any action initiated by him or on his behalf against the Township and other Releasees or any of them in any forum, including, but not limited to, administrative charges filed with the EEOC or National Labor Relations Board under one or more of the statutes listed above. Nothing in this waiver and release is intended to or shall interfere with Heys's right to participate in a proceeding with any appropriate federal, state or local government agency enforcing discrimination laws, nor shall this Agreement prohibit Heys from filing a charge of discrimination or cooperating with any such agency in its investigation. Provided, however, Heys hereby waives the right to receive money or monetary relief in any action he institutes or is instituted on his behalf by any other person, entity or government agency. It is expressly understood that the arrangement herein shall not be construed to represent any policy or procedure of the Township.

3. **FUTURE EMPLOYMENT.** Heys agrees that if he applies for employment in any position with the Township at any time in the future, the Township has the absolute discretion to refuse to hire him. Heys specifically acknowledges that this agreement may constitute a waiver of any right he may have under the Civil Service Commission to be hired by the Township for any position. Heys will not appeal or challenge the Township's refusal to hire him in any court of law, administrative agency, in arbitration or before any governmental body.

4. **NON-ADMISSION.** This Agreement is executed and all consideration is given in final settlement of disputed claims, and shall not be construed as an admission of any allegation or of liability by the Township, by whom any such obligation or liability is expressly denied.

5. **NO DISPARAGING STATEMENTS.** Heys agrees that he will not make any statement(s) that has, have or can be expected to have the effect of disparaging the Township or any of its representatives, agents and employees.

6. **CONSULTATION WITH ATTORNEY.** Heys has been given the opportunity to consult with his attorney with respect to this Agreement and to review with his attorney all the terms and conditions of this Agreement prior to executing this Agreement.

7. **COMPLETE AGREEMENT.** This Agreement contains the entire agreement between Heys and the Township, and each of them, with respect to the subject matter and supersedes all prior agreements or understandings dealing with the same subject matter. There is no agreement on the part of the Township to do anything other than as is expressly stated in this Agreement. This Agreement shall in all respects be interpreted, enforced and governed by the Laws of the State of New Jersey.

8. **MODIFICATION.** No modification or amendment of this Agreement will be enforceable unless it is in writing and signed by the party to be charged.

9. **SEVERABILITY.** Should any provision of this Agreement be declared or determined by any court of competent jurisdiction to be illegal, invalid or unenforceable, the legality, validity, and enforceability of the remaining parts, terms, or provisions shall not be affected thereby and said illegal, unenforceable or invalid part, term, or provision shall be deemed not to be a part of this Agreement.

10. **HEYS ATTESTS.** Heys represents and warrants that he has carefully read each and every provision of this Agreement and that he fully understands all of the terms and conditions contained in each provision of this Agreement. Heys represents and warrants that he enters into this Agreement voluntarily, of his own free will, without any pressure or coercion from any person or entity including, but not limited to, the Township or the Releasees.

11. **FULL KNOWLEDGE OF TERMS AND REVIEW PERIOD.** The Township advises Heys to consult with an attorney of his choice and his expense prior to

executing this Agreement and Heys hereby represents and warrants that, prior to executing this Agreement, he has fully discussed its meaning and effect with an attorney of his choosing, or that he has waived his right to consult with an attorney, and he fully understands its meaning and effect. Heys has twenty-one (21) days from the date it is provided to him to consider it before signing it. In particular, Heys represents and warrants that his attorney has explained to him, and/or he fully comprehends the meaning of each of the provisions of this Agreement and that he has entered into this Agreement voluntarily. Heys's signature also acknowledges that (1) the Township advised him to consult with an attorney before signing this Agreement; (2) he has up to twenty-one (21) days from the date he receives this Agreement to consider it before signing it; and (3) if Heys signs this Agreement less than twenty-one (21) days after receiving it, he does so knowingly and voluntarily, and waives any right he might have under the Age Discrimination in Employment Act, as amended, to the full twenty-one (21) days to consider this Agreement. Heys has seven (7) days after signing this Agreement in which to revoke his acceptance by delivering written notice revoking his acceptance.

This revocation must be provided directly to the **Township's Labor Counsel, Ramon E. Rivera, Esq. of Antonelli Kantor Rivera PC, 354 Eisenhower Pkwy, Suite 1000, Livingston, New Jersey 07039.** Accordingly, this Agreement shall not become effective or enforceable until the seven (7) day revocation period has expired. If Heys does not revoke this Agreement during the seven (7) day revocation period, it shall be deemed accepted. Heys agrees that he made an informed and voluntary decision to sign this Agreement on the date he has done so, because he did not need any additional time to decide whether to sign this Agreement.

**IN WITNESS WHEREOF**, and intending to be legally bound hereby I, Thomas Heys, executed the foregoing Agreement this _____ day of July, 2026.

_____

THOMAS HEYS

**TOWNSHIP OF WEST ORANGE**

BY: _____

**WAIVER**

By signing below, the undersigned hereby irrevocably elects to waive the 21-day period referred to in the 11th recital on page 4 of this Agreement.

_____

THOMAS HEYS

DATED:

## TERMINAL LEAVE REPORT

**Employee Name: Heys, Thomas Id - [redacted] (Retirement/Terminated date June 1, 2026)**

| | Hours Remaining | Hourly/Daily Rate (Blended for Sick Day payout) | Total | Sick pay payout ($12,000 Limit) | Sick pay (>12000 *.30) | Total Terminal Leave payout (All Accumulated Time) | |
|---|---|---|---|---|---|---|---|
| Sick | 242 | 36.25 | 8,771.30 | | - | 8,771.30 | |
| Vacation | 408 | 73.70 | 30,068.51 | | | 30,068.51 | |
| Personal | 0 | 0.00 | - | | | - | |
| Comp/FLSA/OVT | 346.25 | 73.70 | 25,517.70 | | | 25,517.70 | |
| Seniority dys | 312 | 73.70 | 22,993.56 | | | 22,993.56 | |
| Limited Time Due (LTD) | 168 | 73.70 | 12,381.15 | | | 12,381.15 | |
| Non-FLSA | 0 | 73.70 | - | | | - | |
| Change of Time | 0 | | - | | | - | |
| Swap Time | 8.57 | | - | | | - | |
| Snow Day | 0 | | - | | | - | |
| FFCRA Leave | | | - | | | - | |
| **TOTAL** | | | **90,960.92** | **-** | **-** | **99,732.22** | |

Peter F. Smeraldo, Jr. Business Administrator

Date

**2978-26**

**AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, "TRAFFIC," SECTION 32.2, "RESTRICTED PARKING ZONES," OF THE MUNICIPAL CODE OF THE TOWNSHIP OF WEST ORANGE**

**WHEREAS**, The Mayor and Council of the Township of West Orange (the "Township"), have an interest in the efficient administration of government services; and

**WHEREAS**, pursuant to N.J.S.A. 40:48-1, the governing body of a municipality may make, amend, repeal, and enforce such other ordinances, regulations, rules and by-laws not contrary to the laws of this State or Federal Government, as it may deem necessary and proper for the good of government, order and protection of person and property, and for the preservation of the public health, safety and welfare of the municipality and its inhabitants, and as may be necessary to carry into effect the powers and duties conferred and imposed by this subtitle, or by any law; and

**WHEREAS**, N.J.S.A. 39:4-197.7. authorizes the restricted parking zones for use by residents with disabilities; and

**WHEREAS**, the Township desires to amend Chapter 7, "Traffic," Section 32.2, "Restricted Parking Zones," of the Township Municipal Code to add additional restricted zones for use by residents with disabilities and removing restricted zones no longer needed; and

**NOW, THEREFORE, BE IT ORDAINED,** by the Mayor and Township Council of the Township of West Orange, in the County of Essex, State of New Jersey, being the governing body thereof, that Section 32.2, "Restricted Parking Zones," of Chapter 7 "Traffic," shall be amended as follows.

**Section 1. RECITALS.** The foregoing whereas clauses are incorporated herein by reference and made a part hereof.

**Section 2.** Chapter 7, "Traffic," Section 32.2, "Restricted Parking Zones," is hereby amended to incorporate the following changes:

**Note:** Additions are shown in **bold and underline** and deletions are shown as ~~strikethrough~~.

**§ 7-32.2 Restricted Parking Zones**

| **Residence Address** | **No. of Spaces** | **Location** |
|---|---|---|
| **30 Kingsley Street** | **1** | **Beginning 151 feet north of the northerly curb line of Riggs Place and extending 20 feet north** |
| **99 High Street** | **1** | **Beginning 257 feet north of the** |

**northerly curb line of Ridge Avenue and extending 20 feet north.**

**Section 3.** If any provision of this Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any other provisions or applications of this Ordinance that can be given effect without the invalid provision(s) or application(s) and to this end the provisions of this Ordinance are severable. All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

**Section 4.** This Ordinance shall take effect upon final passage and publication in accordance with law.

**NOTICE**

**NOTICE IS HEREBY GIVEN**, that the above Ordinance was introduced and passed on first reading at the regular meeting of the Township Council of the Township of West Orange, County of Essex, State of New Jersey held in the Municipal Building on the 24th day of June, 2026, and the same came up for final passage at the regular meeting of the Township Council held on the 7th day of July, 2026, at which time, after persons interested were given the opportunity to be heard concerning said Ordinance, the same was passed and will be in full force and effect in the Township of West Orange after approval by the Mayor or in accordance with law.

**Susan McCartney, Mayor**

**Susan Scarpa, Council President**

**Karen J. Carnevale, RMC,**
**Township Clerk**

**Introduced: June 24, 2026**

**Adopted: July 7, 2026**

## LEGISLATIVE HISTORY

This Ordinance amends and supplements Chapter 7 Traffic, Subsection 32.2 Restricted Parking Zones of the Revised General Ordinances. Restricted Parking Stalls will be established in front of 30 Kingsley Street and 99 High Street for the exclusive use of the residents who are in possession of a NJMVC Disability ID and Parking Placard. These Stalls were requested by the residents of each location and are permissible under NJ Statutes Annotated (N.J.S.A.) 39:4-197.7. Parking is permitted in the restricted parking zone except when prohibited by other sections of Chapter 7 of the Revised General Ordinances.

**2975-26**

**AN ORDINANCE AMENDING CHAPTER 2, "ADMINISTRATION,", SECTION 40.2 "JUDGE OF THE MUNICIPAL COURT; POWERS AND," OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE TO CONSOLIDATE THE JUDGE OF THE MUNICIPAL COURT POSITIONS**

**WHEREAS**, The Mayor and Council of the Township of West Orange (the "Township"), have an interest in the efficient operation and effective administration of government services; and

**WHEREAS**, pursuant to N.J.S.A. 40:48-1, the governing body of a municipality may make, amend, repeal, and enforce such other ordinances, regulations, rules and by-laws not contrary to the laws of this State or Federal Government, as it may deem necessary and proper for the good of government, order and protection of person and property, and for the preservation of the public health, safety and welfare of the municipality and its inhabitants, and as may be necessary to carry into effect the powers and duties conferred and imposed by this subtitle, or by any law; and

**WHEREAS**, N.J.S.A. 2B:12-1, et seq., Section 2-40.1 of the Revised General Ordinances of the Township of West Orange (the "Township Code") establishes the Municipal Court of the Township of West Orange, Essex County (the "Municipal Court"); and

**WHEREAS**, Section 2-40.2 of the Township Code currently mandates the appointment of two Judges of the Municipal Court; and

**WHEREAS**, the Township finds that it is in the best interest of the municipality and its inhabitants, and for the efficient operation and effective administration of services of the Municipal Court to consolidate the two judge positions into one Chief Judge position for all municipal court proceedings; and

**WHEREAS**, the Township desires to amend Chapter 2, "Administration," Section 40.2, "Judge of the Municipal Court; Powers and Duties" of the Township Code to consolidate the positions of Judge of the Municipal Court

**NOW, THEREFORE, BE IT ORDAINED,** by the Mayor and Township Council of the Township of West Orange, in the County of Essex, State of New Jersey, being the governing body thereof, that Section 40.2, "Judge of the Municipal Court; Powers and Duties," of Chapter 2, "Administration," shall be amended as follows.

**Section 1. RECITALS.** The foregoing whereas clauses are incorporated herein by reference and made a part hereof.

**Section 2.** Chapter 2, "Administration," Section 40.2, "Judge of the Municipal Court; Powers and Duties," shall be amended as follows:

**Note: Additions are indicated in bold and underline;** ~~deletions are delineated via strikethrough~~

**§ 2-40.2 Judge of the Municipal Court; Powers and Duties**

There shall be **one** ~~two~~ **Chief** Judge~~s~~ of the Municipal Court appointed by the Mayor with the advice and consent of the Township Council. The **Chief** Judge~~s~~ of the Municipal Court shall serve for a term of three years from the date of appointment and until a successor ~~or successors~~ shall be appointed and qualified. The **Chief** Judge~~s~~ of the Municipal Court shall receive such compensation as provided by ordinance by the Council.

The **Chief** Judge~~s~~ of the Municipal Court shall have and possess the qualifications, and shall have, possess and exercise all the functions, duties, powers, and jurisdiction conferred by N.J.S.A. 2B:12-1, et seq., as amended and supplemented by general law or ordinance.

~~The Mayor may designate one of such Municipal Judges as "Chief Judge."~~ The Chief Judge **of the Municipal Court** shall ~~assume the prime administrative authority for the operation~~ **preside over all court proceedings** of the Municipal Court in accordance with the rules governing the Courts of the State of New Jersey.

The Mayor may appoint an Acting Municipal Court Judge with the advice and consent of the Township Council, pursuant to Statute, and subject to the rules governing the Courts of the State of New Jersey, in the event of disqualification, incapacity, incompetency, or death ~~of one or both~~ of the permanent, part-time **Chief** Judge~~s~~ referred to in this subsection.

**Deleted:** Municipal

**Section 3.** If any provision of this Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any other provisions or applications of this Ordinance that can be given effect without the invalid provision(s) or application(s) and to this end the provisions of this Ordinance are severable. All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

**Section 4.** This Ordinance shall take effect upon final passage and publication in accordance with law.

**NOTICE**

NOTICE IS HEREBY GIVEN, that the above Ordinance was introduced and passed on first reading at the regular meeting of the Township Council of the Township of West Orange, County of Essex, State of New Jersey held in the Municipal Building on the 7th day of July, 2026, and the same came up for final passage at the regular meeting of the Township Council held on the 21st day of July, 2026, at which time, after persons interested were given the opportunity to be heard concerning said Ordinance, the same was passed and will be in full force and effect in the Township of West Orange after approval by the Mayor or in accordance with law.

_____
**SUSAN McCARTNEY, MAYOR**

_____
**SUSAN SCARPA, COUNCIL PRESIDENT**

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

**INTRODUCED: July 7, 2026**

**ADOPTED: July 21, 2026**

**2977-26**

**AN ORDINANCE ADOPTING REDEVELOPMENT PLAN FOR 80 MAIN STREET**

**WHEREAS**, the Local Redevelopment and Housing Law, N.J.S.A. 40A:12A-1 et seq., provides a mechanism to empower and assist local governments in efforts to promote programs of redevelopment; and

**WHEREAS**, on December 14, 2021, the Township of West Orange (the "Township") declared the entirety of the Municipality as an Area in Need of Rehabilitation in 2021 (Resolution No. 323-21); and

**WHEREAS**, the Township determined to explore whether the real property located at 80 Main Street, West Orange, New Jersey, more commonly known as Block 88, Lot 17 on the Township of West Orange Tax Map, (the "Property") may be an appropriate for a redevelopment plan pursuant to N.J.S.A. 40A:12A-7(f); and;

**WHEREAS**, pursuant to N.J.S.A. 40A:12A-7(f), the Township commenced the process to prepare a redevelopment plan for the Property, after reviewing and considering a package of materials and a proposed concept provided by the Property's owner to add ground floor retail uses at the Property, setting forth potential permitted uses, rules and standards that the Township deems proper and appropriate be set forth in a redevelopment plan; and

**WHEREAS**, on March 10, 2026, the Township Council adopted a resolution authorizing Heyer, Gruel & Associates (“HGA”), to review and evaluate the proposal and supporting materials from the Property owner and, if consistent with sound planning principles and the Township’s goals and objectives, to prepare a redevelopment plan for the Property; and

**WHEREAS**, HGA prepared the *80 Main Street Redevelopment Plan,* dated May 14, 2026 (the "Redevelopment Plan"), attached hereto as **Exhibit** A;

**WHEREAS,** pursuant to *N.J.S.A.* 40A:12A-7, prior to adoption of an ordinance adopting a Redevelopment Plan, the governing body must refer the redevelopment plan to the Planning Board for review and recommendations; and

**WHEREAS,** upon introduction of this Ordinance, the Redevelopment Plan shall be referred to the Planning Board for review and recommendations, including a determination as to the consistency of the Redevelopment Plan with the Township Master Plan and identification of any provisions of the Redevelopment Plan that it deems to be inconsistent with the Master Plan; and

**WHEREAS,** the Township Council shall not adopt this Ordinance until it has received comments and/or recommendations from the Planning Board or until forty-five (45) days have lapsed since the introduction of this Ordinance referring the Redevelopment Plan to the Planning Board, whichever occurs first; and

**WHEREAS,** prior to second reading and final adoption of this Ordinance, the Township Council will have reviewed and considered the Redevelopment Plan and have considered the comments and/or recommendations of the Planning Board, including its determination as to whether the Redevelopment Plan is substantially consistent with the Township Master Plan; and

**WHEREAS,** in the event that the Planning Board finds that the Redevelopment Plan is substantially consistent with the Master Plan and has no other comments or recommendations to the Redevelopment Plan, the Council accept the Planning Board's determinations and will proceed to adopt the Redevelopment Plan Ordinance on second reading; and

**WHEREAS**, in the event that the Planning Board finds that the Redevelopment Plan is inconsistent with the Master Plan and/or has other comments or recommendations to the Redevelopment Plan, the Council will either (a) accept the Planning Board's Master Plan determination and recommendations before proceeding to adopt the Redevelopment Plan or (b) by a vote of the full majority of its authorized membership, approve the Redevelopment Plan with the Master Plan inconsistencies and set forth its reasons on the record, which shall also be reflected in the minutes of the meeting on second reading, for its determination with respect to the Planning Board's recommendation, pursuant to N.J.S.A. 40A:12A-7(d) and/or (e); and

**WHEREAS,** the Mayor and Council wish to adopt the Redevelopment Plan.

**NOW, THEREFORE, BE IT ORDAINED** by the Mayor and Council of the Township of West Orange that the Redevelopment Plan in the form attached hereto as **Exhibit A** is hereby adopted; and

**BE IT FURTHER ORDAINED** that the Redevelopment Plan shall supersede existing zoning for the Property and the Township Zoning Ordinance District Map is hereby, and shall be, amended to specifically designate the 80 Main Street Redevelopment Area zoning as set forth in the Redevelopment Plan; and

**BE IT FURTHER ORDAINED** that the Section 25-7.1 of the Land Use Regulations of the Township Code is hereby, and shall be, amended to add a new Section "d" stating:

> Pursuant to Section V (Administrative Provisions) of the 80 Main Street Redevelopment Plan, the Redevelopment Plan supersedes use, bulk and design standards and provisions of the Township Development regulations. See the 80 Main Street Redevelopment Plan for applicable regulations.

**TOWNSHIP OF WEST ORANGE**

**ATTEST:**

**By: Susan McCartney, Mayor**

**Karen J. Carnevale, RMC,**
**Township Clerk**

**Susan Scarpa, Council President**

**Introduced: July 7, 2026**

**Adopted: July 21, 2026**

#12487894.1
#12488429.1
#96041312.1

2977-26

# Township of West Orange

**Essex County, New Jersey**

# 76-80 Main Street Redevelopment Plan



**May 14, 2026**
**Adopted XX, 2026**

**Prepared by:**

HGA
HEYER, GRUEL & ASSOCIATES
COMMUNITY PLANNING CONSULTANTS

# 76-80 Main Street Redevelopment Plan

**Township of West Orange**

**Essex County, New Jersey**

**May 14, 2026**

Adopted: XX, 2026

**Prepared by**

**Heyer, Gruel & Associates**
Community Planning Consultants
236 Broad Street
Red Bank, New Jersey 07701
732-741-2900

The original of this report was signed and
sealed in accordance with N.J.A.C. 13:41-1.3(b)

Susan S. Gruel, P.P. #1955

*With assistance from Brooke Schwartzman, AICP, Associate Planner and Jonathan Hansel, Associate Planner*

## Acknowledgements

**Mayor and Township Council**

Susan McCartney, Mayor

Susan Scarpa, Council President

Michelle Casalino, Councilwoman

Joe Krakoviak, Councilman

Joyce Rudin, Councilwoman

Tammy Williams, Councilwoman

**Township of West Orange Planning Board**

Dr. Robert Bagoff, Chairman

Jerry Guarino, Vice-Chairman

Susan McCartney, Mayor

Susan Scarpa, Council President

Ken Alper

William B. Wilkes, II

Lee D. Klein, PE, PTOE

Christopher Morgan, Sr.

Frank Noborine

John Cardoza (Alternate #1)

Lori Kapferer (Alternate #2)


*Cover Image Source: Real Estate NJ & Iron Ore Properties, LLC*

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# 1 INTRODUCTION AND PROCESS

Across New Jersey, suburban office buildings have struggled to adapt to the economic changes brought about, in part, by the COVID-19 pandemic. As work-from-home rates and tenancy costs have increased, so too have vacancies in office buildings. To combat these challenges, developers have sought to enhance existing office buildings by incorporating new residential or commercial uses that inject new life into the structure and diversify revenue streams.

Constructed in the early 1970s, the five-story office building located at 76-80 Main Street has remained a vital employment location for decades, with current tenants including medical, legal, and financial companies. However, the property's underlying zoning standards do not support the range of modern, flexible commercial uses needed to support the building's continued success. Thus, to ensure the property's continued vitality, this Redevelopment Plan (the "Plan") seeks to streamline 76-80 Main Street's zoning standards to enable the renovation of the building's ground floor.

## 1.1 REHABILITATION STUDY AND DESIGNATION

An area in need of rehabilitation study is the first step in a multi-step planning process outlined in the Local Redevelopment and Housing Law (the "LRHL") at N.J.S.A. 40A:12A-1 et seq. The purpose of the study is to establish a factual basis for the designation of a specified area in need of rehabilitation.

On May 4, 2021, the Township Council adopted Resolution 77-21, directing the Township Engineer to prepare a report determining whether the entire Township qualified as an area in need of rehabilitation. Subsequently, the Township Council adopted Resolution 210-21 on August 17, 2021, directing the Township Planning Board to review the Township Engineer's report and determine whether the entirety of the Township met the statutory criteria to be designated as an area in need of rehabilitation pursuant to the LRHL. At the public hearing on September 1, 2021, the Planning Board voted in favor of the designation. In accordance with the Board's recommendation, the Township Council adopted Resolution 323-21 on December 14, 2021, designating the entire Township as an area in need of rehabilitation.

Since the Area governed by this Redevelopment Plan is an Area in Need of Rehabilitation, no condemnation or long-term tax exemption powers are conferred upon the Township pertaining to this plan.

# 2 STATUTORY REQUIREMENTS

This Plan has been prepared pursuant to Section 7 of the LRHL (N.J.S.A. 40A:12A-7), which provides that "no redevelopment project shall be undertaken or carried out except in accordance with a redevelopment plan adopted by ordinance of the municipal governing body, upon its finding that the specifically delineated project area is located in an … area in need of rehabilitation … according to criteria set forth in … section 14 … as appropriate." Pursuant to the requirements of the LRHL, this Redevelopment Plan includes an outline for the planning, development, redevelopment, or rehabilitation of the Area sufficient to indicate:

1. Its relationship to definite local objectives as to appropriate land uses, density of population, and improved traffic and public transportation, public utilities, recreational and community facilities and other public improvements;
2. Proposed land uses and building requirements in the project area;
3. Adequate provision for the temporary and permanent relocation, as necessary, of residents in the project area, including an estimate of the extent to which decent, safe and sanitary dwelling units affordable to displaced residents will be available to them in the existing local housing market;

4. An identification of any property within the redevelopment area proposed to be acquired in accordance with the redevelopment plan;
5. Any significant relationship of the redevelopment plan to:
    a. The Master Plans of contiguous municipalities;
    b. The Master Plan of the County in which the municipality is located; and
    c. The State Development and Redevelopment Plan adopted pursuant to the "State Planning Act" P.L. 1985, C398 (C52:18A-196 et al.);
6. As of the date of the adoption of the resolution finding the area to be in need of redevelopment, an inventory of all housing units affordable to low- and moderate-income households, as defined pursuant to section 4 of P.L. 1985 c.222 (C.52:27D-304), that are to be removed as a result of implementation of the redevelopment plan, whether as a result of subsidies or market conditions, listed by affordability level, number of bedrooms, and tenure;
7. A plan for the provision, through new construction or substantial rehabilitation of one comparable, affordable replacement housing unit for each affordable housing unit that has been occupied at any time within the last 18 months, that is subject to affordability controls and that is identified as to be removed as a result of implementation of the redevelopment plan;
8. Proposed locations for zero-emission vehicle fueling and charging infrastructure within the project area in a manner that appropriately connects with an essential public charging network.

# 3 EXISTING CONDITIONS

## 3.1 LOCATION AND DESCRIPTION

The Township of West Orange is centrally located within Essex County and is bordered by nine municipalities: the Township of Verona, the Township of Montclair, the Township of the City of Orange, the Village of South Orange, the Township of Maplewood, the Township of Millburn, the Township of Livingston, the Borough of Roseland, and the Borough of Essex Fells.

The Rehabilitation Area (the Area) is located in the Township's eastern section, at 76-80 Main Street (i.e., the site's primary address). The Area has approximately 103.2 feet and 618.2 feet of frontage along Mount Pleasant Avenue and Main Street, respectively.




*Figure 1 – Locational Map*

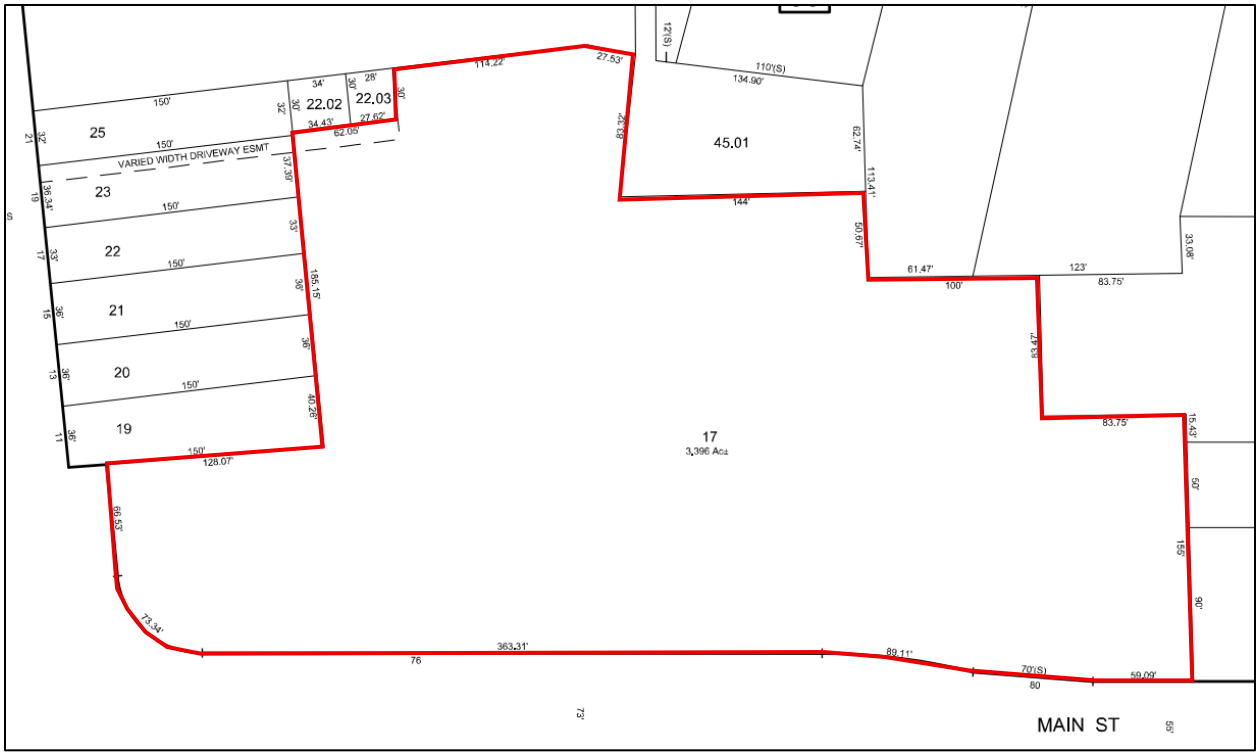



*Figure 2 – Tax Map of Rehabilitation Area*

The Area is made up of one (1) parcel: Block 88, Lot 17. The parcel measures approximately 147,812 square feet (±3.39 acres) in area. The property includes a five-story office building surrounded by a surface parking lot containing 375 parking spaces (Figure 4). A two-way vehicular driveway is located at each frontage (Figure 7), and a concrete pathway provides pedestrian access off of Main Street. A refuse/recycling and utility area are located in the site's northwest corner (Figure 5). The property is surrounded by a combination of landscaping and fencing.

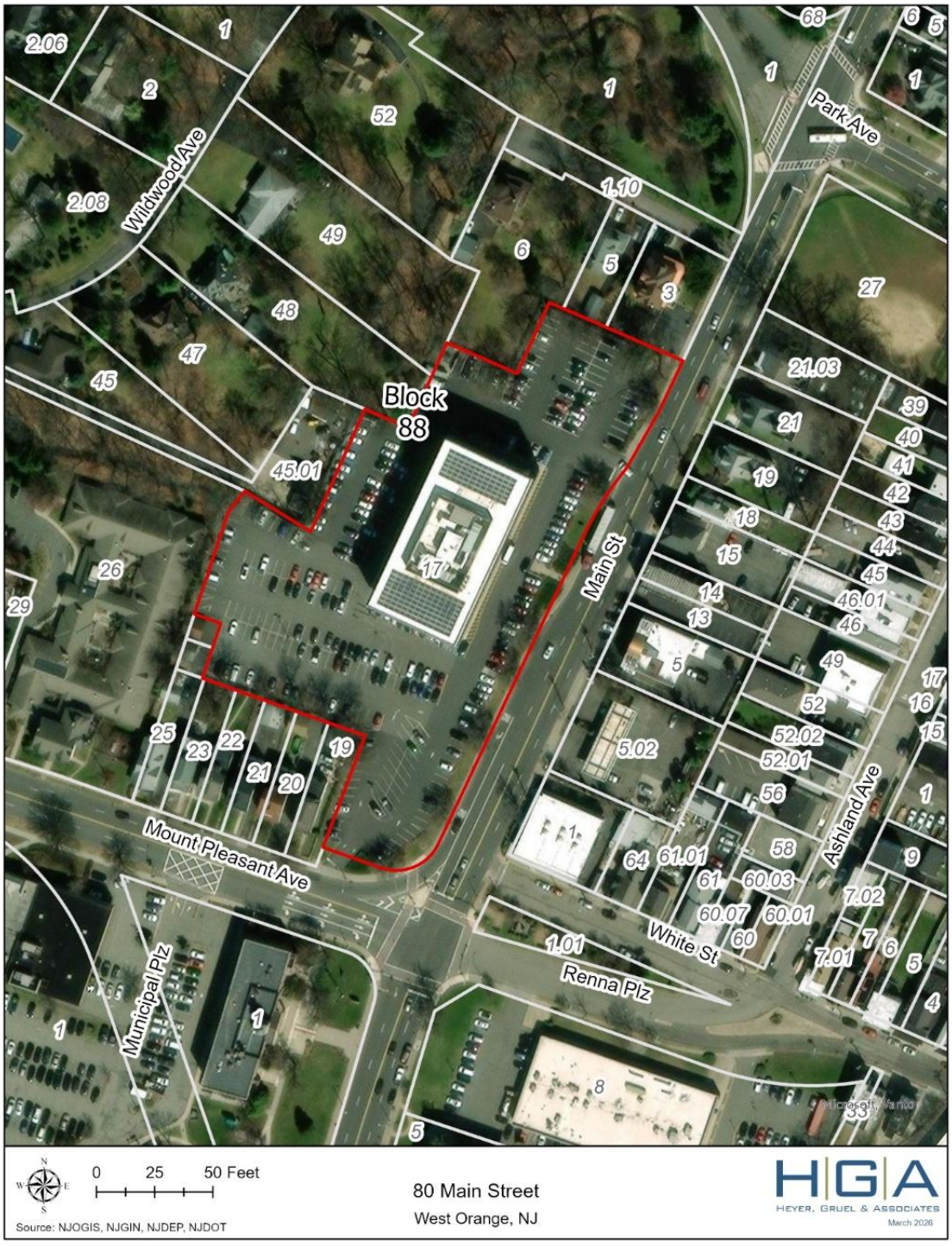



*Figure 3 - Rehabilitation Area Aerial Map*

**Rehabilitation Area Site Photographs, taken March 10, 2026**



*Figure 4: The office building viewed from the southern drive aisle*



*Figure 5: The property's refuse/recycling and utility area*




*Figure 6: The office building's primary entrance*



*Figure 7: The property viewed from the northern driveway*

The office building's current bulk standard measurements are outlined in the following table.

| Standard | Existing Condition |
|---|---|
| **Lot Area** | 147,812 SF |
| **Lot Width** | ±60' |
| **Front Yard Setback** | Main Street: 59.3'<br>Mount Pleasant Avenue: ±100' |
| **Side Yard Setback** | 78.1' |
| **Rear Yard Setback** | 50.4' |
| **Building Coverage** | ±10.6% |
| **Lot Coverage** | 91.7% |
| **Building Height** | 5 stories |

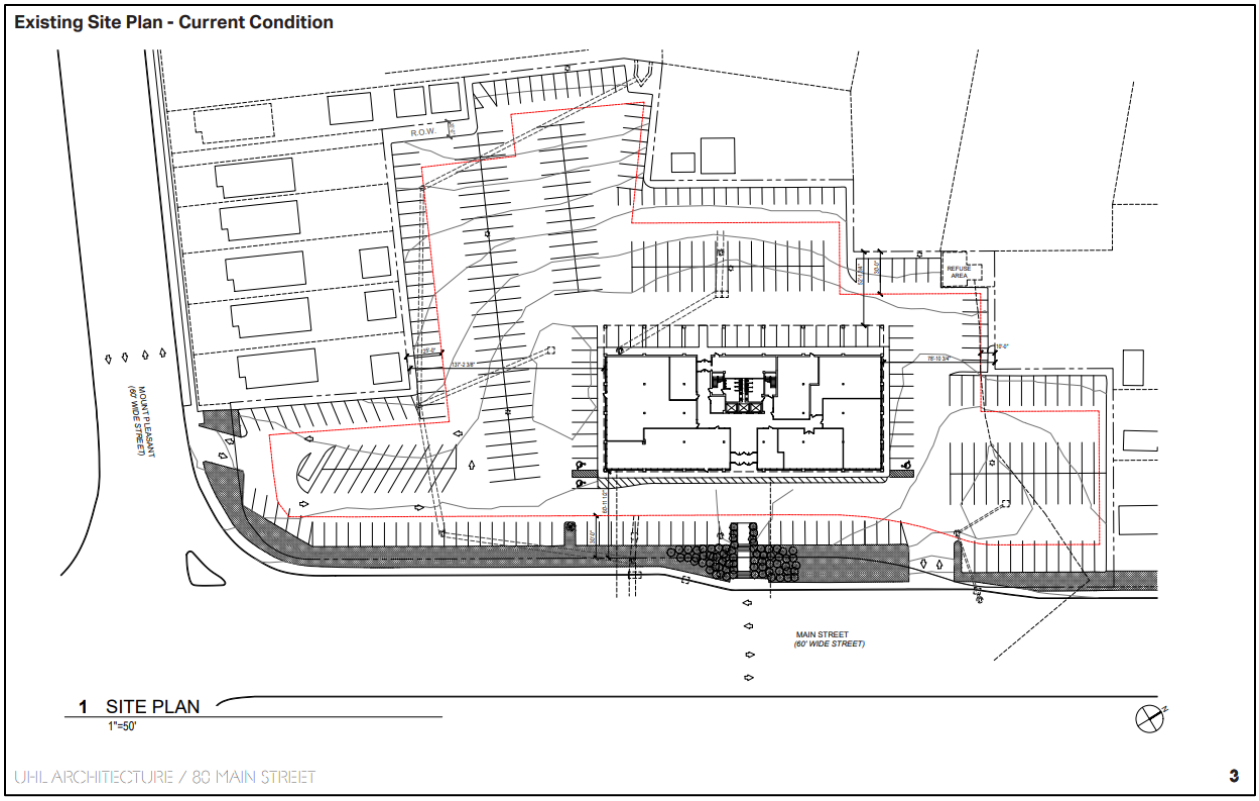



*Figure 8 – Existing Site Plan of Block 88, Lot 17*

## 3.2 LAND USE

Within a half-mile radius of the Area, prominent land use types include residential, commercial, and public uses. Residential uses include the Township's historic Llewellyn Park residential community and an assortment of other detached dwellings. Commercial uses are mainly concentrated along Main Street, including a BP gas station, the West Orange Hand Car Wash, the Bank of America Financial Center, and various other professional, retail, and food service businesses. Public uses include the West Orange Town Hall, the West Orange Police Department, and the Thomas Edison National Historical Park. In summation, this area of West Orange contains a diverse combination of uses. The Area's office building, in its existing and proposed state, is consistent with the existing neighborhood.

## 3.3 TRANSPORTATION

The Area fronts on two principal arterial county roads: Main Street (CR 659) and Mount Pleasant Avenue (CR 660). According to the U.S. Federal Highway Administration (FWHA), a principal arterial road "serves the major centers of activity in a region, provides the longest trips, and carries the highest traffic volumes over a minimum mileage. In addition, Interstate 280, a major highway, is located approximately two blocks west of the Area.

Furthermore, the Orange Station train stop, served by NJ Transit's Morristown Line and Gladstone Branch, is located one mile southeast of the Area. Also, approximately eight NJ Transit bus stations are located within a quarter mile of the Area.

## 3.4 ZONING

The Area is currently within the OB-2: Office Building District. The permitted principal uses for the OB-2 District include office buildings, detached one-family dwellings, water reservoirs, well towers, filter beds,

governmental facilities (federal, state, county, or township buildings), golf courses & golf club houses, farms, nurseries, greenhouses, and hospitals. Permitted accessory uses within the district include required accessory parking and signs.

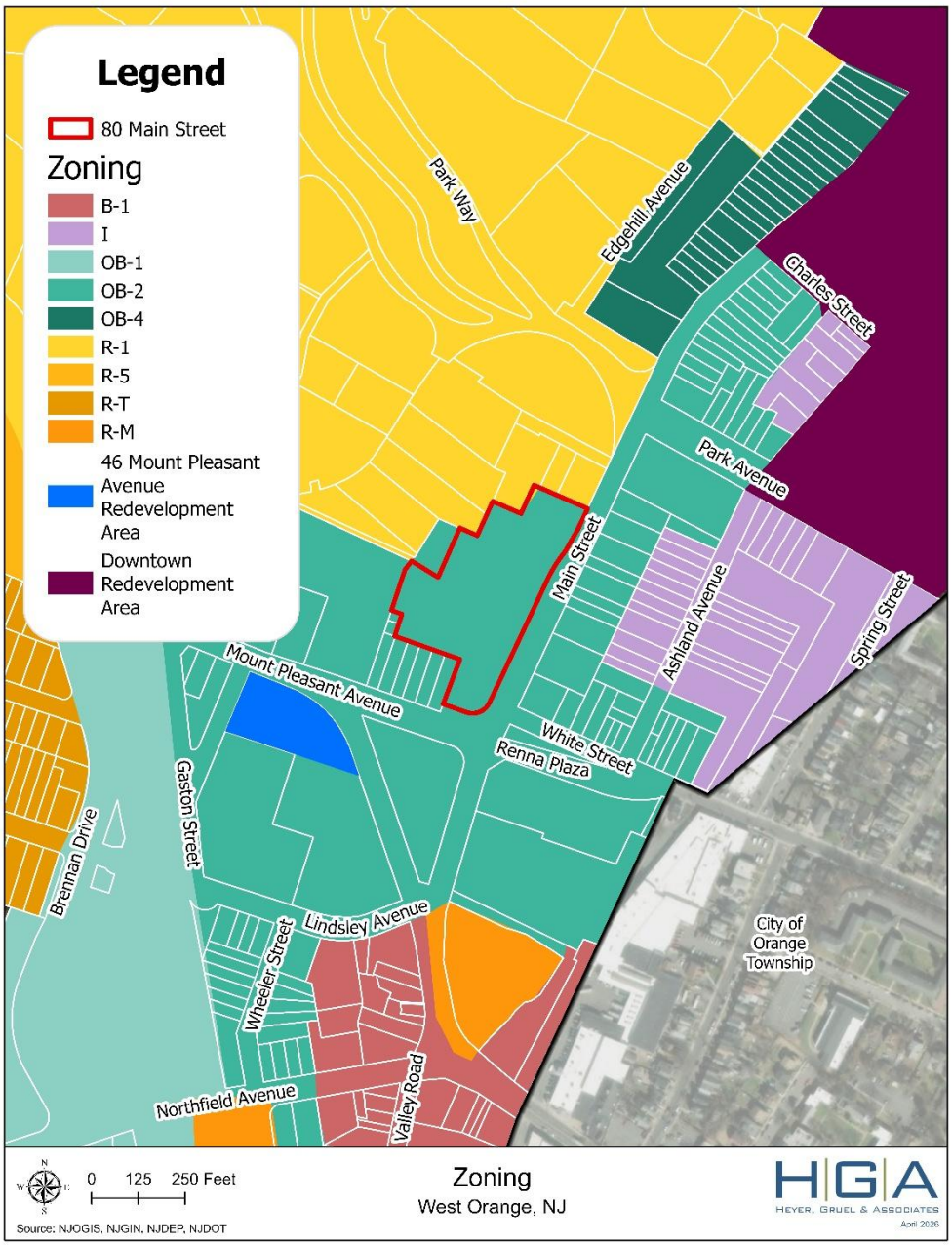



*Figure 9: Map of Existing Zoning*

# 4 PLAN PRINCIPLES, GOALS, AND OBJECTIVES

## 4.1 PURPOSE

The purpose of the 76-80 Main Street Redevelopment Plan is to (1) streamline the property's outdated zoning regulations, (2) promote the renovation of the interior and exterior of the structure's ground floor to accommodate new retail tenants, and (3) maintain the existing office building use.

## 4.2 PLAN GOALS AND OBJECTIVES

1. Encourage the renovation of the interior and exterior of the existing office building's ground floor, along with new external improvements such as restaurant seating, loading areas, and an expanded pedestrian walkway.
2. Create new retail spaces within the office building, stimulating economic development and providing new employment opportunities.
3. Modernize the property's land use standards.

# 5 RELATIONSHIP OF THE PLAN TO THE TOWNSHIP LAND DEVELOPMENT REGULATIONS

Per the LRHL at N.J.S.A. 40A:12A-7(C), redevelopment plans are required to specify whether they supersede existing zoning or act as an overlay to the existing zoning. This Redevelopment Plan shall supersede the existing underlying zoning within the Area. When utilizing the standards in this Redevelopment Plan, Township regulations affecting development that are in conflict are superseded by this Plan. Where design or engineering standards or definitions are not specified in this Plan, the standards set forth in the Township Ordinance shall apply.

No deviations from the Redevelopment Plan standards may be granted which would require a "d" variance pursuant to N.J.S.A. 40:55D-70d. If such a deviation is requested, it may only be addressed as an amendment to the Plan, subject to the sole discretion of the Mayor and Township Council. Requests for "d" variance relief shall not be heard by the Township's Zoning Board of Adjustment.

Any deviations from bulk and other specific standards shall require "c" variance relief, where noted in the Plan. The Planning Board shall have the power to grant relief to the same extent as the Board may grant relief from bulk and dimensional requirements pursuant to N.J.S.A. 40:55D-70(C).

An application requesting a deviation from the requirements of this Redevelopment Plan shall provide public notice of such application in accordance with the public notice requirement set forth in N.J.S.A. 40:55D-12(A) & (B).

The Planning Board may grant exceptions or waivers from design standards for site plan or subdivision approval as may be reasonable and within the general purpose and intent of the provisions for site plan review and/or subdivision approval within the Plan. The Board may grant exceptions or waivers if it is determined that the literal enforcement of one or more provisions of the Plan is impracticable or would exact undue hardship because of peculiar conditions pertaining to the site. No deviations may be granted under the terms of this section unless such deviations can be granted without resulting in substantial detriment to the public good and will not substantially impair the intent and purpose of the Redevelopment Plan and Master Plan.

All development must be approved by the Planning Board except as otherwise specified and shall be submitted through the normal site plan and subdivision procedures as identified in applicable Township Ordinances and by N.J.S.A. 40:55D-1, et seq.

# 6 LAND USE PLAN

The Land Use Plan defines one (1) district with specific use, bulk, and design standards: the "76-80 Main Street District". This district encompasses Lot 17 within Block 88.

## 6.1 76-80 MAIN STREET DISTRICT

### 6.1.1 Purpose

The purpose of the 76-80 Main Street District is to ensure the vitality of the property's office building through an interior and exterior ground-floor renovation that creates new retail space. The district's development will encompass the adaptive reuse of the existing structure's ground-floor and exterior renovations.

### 6.1.2 Permitted Principal Uses

The following uses shall be permitted principal uses. Mixed uses and multiple principal uses on one lot shall be permitted. Definitions for the permitted uses may be found in Appendix A. Uses followed by an asterisk (*) are permitted for ground floor use only. Any use not listed below shall be prohibited.

| | | |
|---|---|---|
| Art Gallery or Studio | Artisan Workshop* | Bank/Fiduciary (with or without drive-thru) |
| Commercial Recreation* | Experiential Retail* | Fitness Center/Health Club* |
| Massage, Bodywork, or Somatic Therapy Establishment* | Microbrewery* | Offices, General, Medical, and Professional |
| Personal Service Store or Studio* | Pet Grooming* | Restaurant (with or without liquor license and bar use)* |
| Retail Store* | Urgent Care* | Video Arcade or Amusement Arcade* |
| Winery* | | |

### 6.1.3 Permitted Accessory Uses

The following uses shall be permitted accessory uses. Any use that is incidental and accessory to the principal permitted use is permitted, including, but not limited to, the following:

| | | |
|---|---|---|
| Electric vehicle supply equipment | Fencing | Outdoor cafe |
| Signage | | Surface parking and loading |

### 6.1.4 Bulk Standards

The following table outlines the 76-80 Main Street District's required bulk standards. On corner lots, each lot line abutting a street shall be considered a front yard. The primary front yard is that which the primary entrance of the structure faces: in this instance, the yard fronting on Main Street. The other front yard will be considered the secondary front yard. Each lot line intersecting with either of the frontages shall be

considered a side yard. Any lot line that does not form a front yard or side yard shall be considered the rear yard.

| 76-80 Main Street District Standard | Required |
|---|---|
| **Minimum Lot Area** | 145,000 SF |
| **Minimum Lot Width** | 60’ |
| **Minimum Front Yard Setback** | Main Street: 59’<br>Mount Pleasant Avenue: 100’ |
| **Minimum Side Yard Setback** | 78’ |
| **Minimum Rear Yard Setback** | 50’ |
| **Maximum Building Coverage** | 30% |
| **Maximum Lot Coverage** | 95% |
| **Maximum Building Height** | 5 stories / 60’ |

### 6.1.5 Additional Standards for Outdoor Cafés

1. The outdoor café licensing requirements found at §5-10 of West Orange’s Code are hereby incorporated.
2. Adequate access for emergency response personnel must be allowed to the main entrance of the serving establishment from the outdoor serving area as defined by Township fire regulations.
3. Adequate sidewalk access (at least four feet) must be maintained for easy passage of pedestrians on any public sidewalk or right-of-way.
4. Outdoor or patio type furniture must be used; upholstered furniture is prohibited.
5. Cleanliness of the outdoor serving area is the responsibility of the serving establishment.
6. A sketch showing the proposed location of tables, chairs and umbrellas shall be prepared and submitted to the Director of Planning and Development for approval prior to the use of the sidewalk area.
7. The use of the described locations shall be authorized by a sidewalk cafe permit issued by the Director of Planning upon compliance by the applicant with the requirements of this subsection and the payment of an annual fee to be prescribed by Resolution at the approval of the Township Council.
8. Any permit issued by the Director of Planning shall designate the hours of operation of any sidewalk cafe but in no event may a sidewalk cafe remain open after 11:00 p.m. on Sunday through Thursday or after 12:00 midnight on Friday, Saturday and legal holidays.
9. Nothing herein shall be deemed to be a waiver of the provisions of any health and/or licensing ordinance regulating the operation of a sidewalk cafe.

## 6.2 SIGNAGE STANDARDS

Unless otherwise specified herein, all projects within the Area shall comply with OB-2 signage and general regulations per §25-15. Deviation from the signage standards requires variance relief pursuant to N.J.S.A. 40:55D-70(C). Notwithstanding the provision of §25-15.7 of the Township Land Use Code, site plan approval shall not be required for changes to individual tenant signage upon a change of tenancy where the proposed new signage is otherwise consistent with the design standards under §25-15 of the Township Code.

### 6.2.1 Façade Signage

1. Each ground-floor tenant may have one façade sign per façade, limited to a maximum area of 40 square feet.

### 6.2.2 Freestanding and Monument Signage

1. One freestanding/monument sign with (or without) tenant panels shall be permitted.
2. The maximum width of a monument sign shall be 8 feet.

### 6.2.3 Awnings & Awning Signage

1. No portion of an awning or canopy or its sign may extend below 6.5 feet when extended or retracted, and may not extend more than eight feet from the building line when open. An awning or canopy sign may not exceed eight inches in height, but may run the entire length of the allowable edge.

## 6.3 PARKING REQUIREMENTS

The following parking requirements shall apply to the Area. Deviation from the parking standards requires variance relief pursuant to N.J.S.A. 40:55D-70(C).

### 6.3.1 Minimum Required Number of Parking Spaces

1. Minimum Required Parking Spaces: For office uses, 3 parking spaces per 1,000 SF of gross floor area are required. For ground-floor commercial uses, 4 parking spaces per 1,000 SF of gross floor area are required.
    a. Redevelopers must supply electric vehicle parking as required by §25-12.6.
    b. The parking requirement for a building or development with a mix of nonresidential uses shall be the total of the requirements of the component uses.

### 6.3.2 Off-Street Loading Requirements

Unless otherwise specified herein, all projects within the Area shall comply with the loading regulations at §25-12 of West Orange's Land Use Ordinance.

## 6.4 LANDSCAPING AND ENVIRONMENTAL REQUIREMENTS

The following landscaping and environmental requirements shall apply to the Area. Deviation from the landscaping and environmental standards requires variance relief pursuant to N.J.S.A. 40:55D-70(C).

1. Green roofs shall be permitted and installed in accordance with §25-8.11 of West Orange's Land Use Ordinance.
2. Along any side or rear property line which is contiguous to a residential use, a 5-foot-wide buffer strip shall be planted and maintained in perpetuity with trees and shrubbery of such sizes and densities as to adequately screen the buildings from such abutting residential district or use in a residential zone. When a required buffer area is impractical due to size constraints, decorative fencing shall be provided in lieu of a landscaped buffer.
3. Landscaping shall be required for any part of the property not used for buildings, off-street parking, sidewalk area or other similar purposes.
    a. All plant material used shall be planted consistent with standards as established by the American Association of Nurserymen. A planting schedule shall be provided by the developer as part of any Site Plan Application. Any landscaping that dies within one (1) year of planting shall be replaced.
4. All developments shall comply with the Township of West Orange Zoning Ordinance at §25-29, "Stormwater Control," in addition to the NJDEP's current regulations and best practices for stormwater management.
5. All applicants for major site plan and/or subdivision approval shall complete a Sustainability Checklist form as a completeness item as outlined in §25-51.16.

## 6.5 DESIGN STANDARDS

The following are site plan design standards. The standard for relief for any deviations from these standards shall be consistent with the MLUL requirements at N.J.S.A 40:55D-51 as a design waiver. The design standards are intended to reinforce the physical, visual, and spatial characteristics of the Area.

### 6.5.1 Fencing and Screening Requirements

1. Walls and fences which are not more than 50% solid are permitted anywhere on the property provided they are not higher than four feet.
2. Solid fences or walls not exceeding six feet in height shall be permitted in the side and rear yards.
3. A fence or wall to be used for screening may not exceed six feet in height.
4. The finished side of the fence must face away from the applicant's property.
5. The use of barbed wire, razor wire, and electrical wire fence is prohibited.
6. Utility boxes and other ground level utility structures shall be screened on at least three sides by either fencing and/or landscaping that will conceal the box throughout all seasons of the year, while permitting access by the utility company.
7. Roof equipment including but not limited to elevator towers, air conditioning units, satellite dishes, and similar equipment shall be screened with either a solid or decorative shield. Such equipment should be located in the center of the roof when possible. No roof equipment shall exceed 15 feet in height.

### 6.5.2 Lighting Requirements

1. Site lighting shall be designed to (1) provide adequate illumination in appropriate locations for site users and the general public for purposes of traffic and pedestrian safety, security, property and building identification, and aesthetic improvement; (2) prevent excessive illumination and glare; and (3) provide proper orientation and shielding of fixtures to prevent undue illumination of adjacent properties.
2. All new lighting fixtures shall be directed downward and shall be equipped with the necessary shielding so as to prevent the direct source of light from being visible from any point beyond the property lines of the premises upon which the lighting structure is located.
3. The level of illumination at ground level shall not exceed 0.1 footcandles at the property line.
4. The duration of operation of all lighting and maximum lumen power permitted shall be as determined satisfactory by the Planning Board with due regard to whether any limitations imposed will deprive the applicant of a reasonable use of his property and whether the application will be detrimental to the public health and general welfare or to the property and personal rights of the abutting owners. Provisions shall be made for the reduction in the intensity of illumination to the minimum needed for security purposes when the facility is not in operation.
5. All new wiring for light fixtures shall be laid underground and not strung between poles or buildings.
6. All areas of the site as depicted on the site plan shall be identified as to the minimum and maximum levels of illumination. The fixture spacing, type mounting height, wattage, photometric pattern shall be shown and calculated for each type of fixture used. A plot of the minimum and maximum design illumination shall show the location of each fixture by a symbol and the limits of the isolux/isocandela trace. The lighting for off-street parking shall be designed to direct light downward towards the parking areas.
7. The following illumination standards shall be required:

| Illumination Standards | |
|---|---|
| **Standard Type** | **Required Illumination Levels** |
| **Building Entrances/Exits** | 1.0 FC min. to 6 FC max. |
| **Parking Areas** | 1.5 FC min. to 5 FC max. |
| **Pedestrian Walkways** | 0.6 FC min. to 3 FC max. |

### 6.5.3 Circulation and Off-street Parking Requirements

1. For any street-fronting property line, a sidewalk shall be provided within the road right-of-way. The sidewalk standards found in Chapter 20 of West Orange's Code shall apply.
2. All off-street parking areas shall be surfaced with an asphalt, bituminous, or cement binder pavement which shall be graded and drained to dispose of all surface water as provided by the Township Engineer. There shall be a five-foot-wide sidewalk at least five inches above the parking area level between any building and a parking area or drive used by the public.
3. The entire perimeter of all newly paved parking areas and the edges of all newly paved entrance and exit drives shall be enclosed with a concrete or granite block curb at least six inches above the paving surface. New curbing shall not be less than five feet from any fence or screening nor less than five feet from any structure.
4. Concrete wheel stops shall be provided for newly paved parking areas.
5. All parking spaces within a parking area shall be clearly marked showing the parking arrangement and traffic direction within the parking area, and such marking shall be continuously maintained.
6. Any parking area shall be screened on any side which adjoins a residential use by a fence, wall, berm, evergreen or hedge maintained in good condition as required.
7. All parking areas shall be so designed that vehicles are not required to back directly onto a public right-of-way.
8. Such parking area shall be used solely for the parking of passenger automobiles and no repair work or service of any kind shall be conducted in the parking lot.
9. All driveways for two-way traffic shall be a minimum of 24 feet wide and in no case shall a driveway be less than 14 feet wide. All parking areas shall be designed with service aisles to meet the following standards:

| Parking Angle | Aisle Width |
|---|---|
| **30°** | **11 feet (one-way)** |
| **45°** | **13 feet (one-way)** |
| **60°** | **18 feet (one-way)** |
| **90°** | **24 feet (two-way)** |

10. Each entrance or exit from such parking area shall be at least 10 feet from any residential use.
11. All required parking for the Area shall be provided on the same lot as the principal building or use that they serve.
12. Off-street parking facilities may be placed in any required yard provided that the parking area is screened pursuant to the requirements in 6.2.1 of this Redevelopment Plan. Off-street parking facilities may be placed in any required front yard provided that there is a minimum of 10 feet distance between the parking area and the lot line.
13. The existing dimensions of the site's parking spaces shall be grandfathered in. Should the parking lot be restriped, minimum dimensions of 9 feet by 18 feet and 8.5 feet by 18 feet shall be required for ground-floor and office uses, respectively. Minimum parking space dimensions

shall be measured perpendicular to the axis of the length with adequate provisions for ingress and egress to all parking spaces.

#### 6.5.4 Recycling and Refuse Storage

Unless specified otherwise herein, all projects within the Area shall comply with the recycling regulations at §25-8.14 of West Orange's Land Use Ordinance.

1. A recycling and refuse storage area shall be provided on the property.
2. For purposes of this redevelopment plan, the standards found within §25-8.14 shall also apply to the property's required refuse storage area, where applicable.

## 7 ELECTRIC VEHICLE INFRASTRUCTURE

The LRHL (N.J.S.A. 40A:12A-7(A)(8)) requires that redevelopment plans state the proposed locations for zero-emission vehicle fueling and charging infrastructure within the project area in a manner that appropriately connects with an essential public charging network. As previously stated, it is a requirement of this redevelopment plan that redevelopers supply electric vehicle parking in accordance with the West Orange Land Use Ordinance's EV standards.

## 8 CONFORMANCE WITH TOWNSHIP OBJECTIVES

The LRHL (N.J.S.A. 40A:12A-7(A)(1)) requires that redevelopment plans be reviewed for consistency with local policies and objectives, which includes a review of the Township's Master Planning documents.

### 8.1 2019 MASTER PLAN UPDATE

The 2019 Master Plan Update, West Orange's most recent Master Plan document, was approved in December 2019. The Plan includes a Reexamination Report and Plan Element Updates. Below are the Township's planning goals and objectives from the 2019 Master Plan Update that are most relevant to the 76-80 Main Street Rehabilitation Area:

1. Consider changes to permitted uses, including modifying permitted uses in commercial zones.
2. Modify zone district designations to address inconsistencies between existing land uses and zoning, and to promote economic development in certain locations.
3. Continue to maintain a balance of land uses, including varied nonresidential uses and a range of appropriate housing types and sizes.
4. Promote development in locations near transit and services.
5. Increase focus on walkability and complete streets throughout the Township.

## 9 RELATIONSHIP TO OTHER PLANS

### 9.1 2025 STATE DEVELOPMENT AND REDEVELOPMENT PLAN

The LRHL requires a review of the relationship between the Redevelopment Plan and the State Development and Redevelopment Plan (SDRP) (N.J.S.A. 40A:12A-7(a)(5)).

In December 2025, the State Planning Commission adopted the newest iteration of the SDRP. The SDRP is a document that, while not binding, guides State-level development and redevelopment policy as well

as local and regional planning efforts. Ten statewide goals are articulated in the Plan, along with dozens of corresponding implementation policies. The goals are as follows:

- **Economic Development**: Promote economic growth that benefits all residents of New Jersey.
- **Housing**: Provide an adequate supply of housing for residents of all ages and incomes in communities of their choosing that meet their needs and offer ready access to the full range of supportive goods and services.
- **Infrastructure**: Economic opportunity through nation leading infrastructure.
- **Revitalization and Recentering**: Revitalize and recenter the State's underutilized developed areas.
- **Climate Change**: Effectively address the adverse impacts of global climate change.
- **Natural and Water Resources**: Protect, maintain, and restore the State's natural and water resources and ecosystems.
- **Pollution and Environmental Clean-Up**: Protect the environment, prevent and clean up pollution.
- **Historic and Scenic Resources**: Protect, enhance, and improve access to areas with exceptional archeological, historic, cultural, scenic, open space, and recreational value.
- **Equity**: Implement equitable planning practices to promote thriving communities for all New Jerseyans.
- **Comprehensive Planning**: Foster sound and integrated planning and implementation at all levels Statewide.

The 76-80 Main Street Redevelopment Plan meets the following goals of the 2025 SDRP:

1. Continue to promote the retention and expansion of existing businesses, and the creation of new businesses in Centers.
2. Foster economic development opportunities to enable infrastructure improvements.
3. Coordinate and direct economic development activities to promote revitalization of urban, suburban, and rural communities and foster infill opportunities and the redevelopment of existing underutilized areas.
4. Provide financial and technical assistance for the redevelopment and adaptive reuse of obsolete or underutilized public and private facilities for appropriate economic development purposes, which can include housing.
5. Broaden the range of uses in office districts by introducing restaurants, daycare facilities, personal and professional services, retail, and residential uses previously lacking.

The SDRP also includes a State Plan Policy Map, which divides the state into regions known as Planning Areas. The Area is in the Metropolitan Planning Area (PA-1), which is characterized by intensive existing development and is the target for rehabilitation and redevelopment efforts. The goals for PA-1 include the following:

- Provide for much of the State's future growth in compact development and redevelopment.
- Revitalize cities, towns and neighborhoods, and in particular overburdened neighborhoods.
- Address existing legacy issues such as air pollution, urban heat islands, lead contamination, Brownfields, urban highways, and combined sewer systems.
- Prevent displacement and gentrification.
- Promote growth that occurs in Centers, other appropriate areas that are pedestrian friendly, and in compact transit-oriented forms.
- Rebalance urbanization with natural systems.
- Promote increased biodiversity and habitat restoration.

- Stabilize and enhance older inner ring suburbs.
- Redesign and revitalize auto oriented areas.
- Protect and enhance the character of existing stable communities.

The 76-80 Main Street Redevelopment Plan meets the goals for Planning Area 1.

### 9.2 ESSEX COUNTY PLANS

The LRHL requires a review of any significant relationship between the Redevelopment Plan and County Plans (N.J.S.A. 40A:12A-7.a(5)(b)). The most current version of the Essex County Master Plan is the Land Use/Housing Element, adopted in August 1980. The Area aligns with the relevant goals of the Essex County Plans.

### 9.3 RELATIONSHIP TO MASTER PLANS OF CONTIGUOUS MUNICIPALITIES

The LRHL requires a review of any significant relationship between the Redevelopment Plan and the Master Plans of adjacent municipalities (N.J.S.A. 40A:12A-7.a(5)(a)). West Orange shares its borders with the Township of Verona, the Township of Montclair, the Township of the City of Orange, the Village of South Orange, the Township of Maplewood, the Township of Millburn, the Township of Livingston, the Borough of Roseland, and the Borough of Essex Fells.

The boundaries of the Area do not abut any of the nearby municipalities but, the Area is located approximately two blocks to the west of the City of Orange Township. This Redevelopment Plan proposes interior and exterior renovations to the existing office building's ground floor. The proposed permitted and accessory uses will complement the surrounding commercial district. The Plan, therefore, will have no associated impact on the nearby municipalities.

## 10 IMPLEMENTATION OF THE REDEVELOPMENT PLAN

The mechanisms by which a redevelopment plan is implemented are statutorily imposed by the Local Redevelopment and Housing Law. All relevant provisions of the LRHL shall apply to the implementation of this Plan.

### 10.1 PROPERTY ACQUISITION AND RELOCATION

Acquisition of privately-owned property and displacement or relocation of any residents within the Area will not be necessary to effectuate the Redevelopment Plan and is not permitted under a Rehabilitation designation.

### 10.2 APPROVAL OF A DESIGNATED DEVELOPER

In order to redevelop a property within the Area, an entity must first be designated as a Redeveloper by the Redevelopment Entity. It is anticipated that the current owner of the property will seek to be designated to undertake the redevelopment and the Township does not intend to engage in any solicitation process for potential redevelopers for the Area. Tenants are not required to be designated as redevelopers.

In order to be considered for approval and designation as a redeveloper for the Area, redevelopers will be required to submit to the Redevelopment Entity for review and approval (1) an estimated time schedule, (2) conceptual site plans including visual plans and elevations at a minimum, and (3) an explanation illustrating how the project is in compliance with the Redevelopment Plan.

### 10.3 APPOINTMENT OF A DESIGNATED REDEVELOPER

Upon the Redevelopment Entity's satisfactory review of the above, it shall then proceed to negotiate a formal Redevelopment Agreement.

Designation of a Redeveloper by the Redevelopment Entity shall be subject to the execution of an appropriate Redevelopment Agreement. The estimates referred to in the previous section shall be finalized by the designated Redeveloper at the time of execution of such agreement.

Prior to the commencement of construction of any improvements on Area land, final plans and specifications must be submitted to the Planning Board for site plan approval as required pursuant to the Municipal Land Use Law (NJSA 40:55D-1 et seq.) by the Redeveloper for approval to ensure conformance with the approved preliminary submission.

### 10.4 CONDITIONS IN REDEVELOPMENT AGREEMENT

1. The Redevelopment Agreement shall incorporate the pertinent aspects of the selected developer's proposal and will address financial considerations, planning, phasing, development, and such other issues as deemed appropriate and/or as required according to state law in order to implement the Redevelopment Plan.
2. A Designated Redeveloper shall be obligated to complete on-site improvements as approved, together with any specified off-site improvements, as may be required in accordance with the Redevelopment Plan.
3. The deed of conveyance shall include a restriction that the Designated Redeveloper and his successors or assignees shall devote land to the use(s) specified in the Designated Redeveloper's final plan and shall not devote such land to any other uses.
4. No Designated Redeveloper shall be permitted to dispose of property until all required improvements are completed, unless the prior written consent of the Township of West Orange has been obtained.
5. The consent of the Township of West Orange shall be required prior to the disposition of all or any of the Designated Redeveloper's interest in the Area. Such consent shall be effective upon the completion by the Designated Redeveloper of all on and off-site improvements as may have been approved and required.
6. No covenant, agreement, lease, conveyance, or other instrument shall be effective or executed by the Township of West Orange or by purchasers or lessees from them, or by any successors in interest of such purchasers or lessees, by which land in the Area is restricted as to sale, lease, or occupancy upon the basis of race, color, creed, religion, ancestry, national origin, sex, or marital status.
7. The Township of West Orange reserves the right to terminate any Redeveloper Agreement with a Designated Redeveloper subject to the terms and conditions of the Redevelopment Agreement.

### 10.5 DURATION OF REDEVELOPMENT PLAN

During the time that the Redevelopment Plan is in effect, any party acting as a redeveloper (as defined in the LRHL) must obtain the approval of the Redevelopment Entity (unless the Redevelopment Entity has been dissolved in which event the municipal governing body assumes the responsibility). The Redevelopment Plan will remain in effect for 30 years. After that period, the Zoning Ordinance will regulate the development of the Area.

### 10.6 AMENDING THE REDEVELOPMENT PLAN

This Redevelopment Plan may be amended from time to time in compliance with the requirements of law, provided that with respect to any land in the project area previously disposed of by the Redevelopment Entity for use in accordance with the Redevelopment Plan, the Entity will notice the owner of such land whose interests therein may be materially affected by such amendment.

# APPENDIX A

Definitions shall be consistent with those found in §25-4 "Definitions," unless specified otherwise herein:

- **Art Gallery or Studio** - Any establishment primarily displaying and/or selling pieces of artwork, including paintings, photography, sculpture, pottery and similar items.
- **Artisan Workshop** - Shops of special trade including the individually crafted artwork, jewelry, furniture, sculpture, pottery, leathercraft, hand-woven articles, baked or prepared food and drink, and similar items by one or more artisans. Retail sales on the premises of products made on the premises are required. Artisanal workshops shall not exhibit any exterior noise, smell, glare or dust from their operations.
- **Bank / Fiduciary** - Provision of banking services to consumers or clients. Typical uses include banks, savings and loan associations, savings banks, credit unions, lending establishments, and automatic teller machines (ATMs).
- **Experiential Retail** - Type of retail use where customers come into a physical retail space and are offered additional experiences as part of the traditional retail process, including but not limited to testing/interacting with products, involvement in designing/creating the purchased product, and activities that promote spending time in the retail space. Experiential Retail amenities may include test kitchens, live music, virtual reality, cafés and lounges, video display walls, and interactive experiences (axe throwing, escape rooms, painting, etc.).
- **Fitness Center / Health Club** - Facilities for conducting recreational activities such as aerobic exercises, running and jogging, and which may contain exercise equipment, sports courts and swimming facilities. This use also includes establishments for group fitness instruction such as yoga, Pilates, karate and dance studios, boxing gyms, etc. This use may include accessory saunas, showers, massage rooms and lockers, snack bars providing nonalcoholic drinks and prepackaged snacks not prepared on the premises, and sale of sports equipment and clothing.
- **Office, General and Professional** - A room, suite of rooms, or building in which is used for conducting the affairs of a business, profession, service, industry or government, and generally furnished with desks, tables, files and communication equipment, including offices of general, business, executive, legal, accounting, architect, planning, engineer, real estate, contractor and employment agencies, but excluding medical offices.
- **Office, Medical** - A room, suite of rooms, or building in which provides diagnostic, therapeutic, or preventive medical, osteopathic, chiropractic, dental, psychological and similar or related treatment by a practitioner or group of practitioners licensed to perform such services to ambulatory patients on an outpatient basis only, and without facilities for inpatient care, major surgical procedures. A medical office may also contain associated in-house ancillary services such as in-house diagnostic testing facilities, physical therapy, medical counseling services, and similar services.
- **Pet Grooming** - Establishments that provide bathing and trimming services for animals on a commercial basis.
- **Site Plan Approval** - Shall not be required for (1) façade changes or improvements to individual retail tenant spaces that are otherwise consistent with the design requirements of this Redevelopment Plan, (2) a change in use or modification of an existing use that does not change the size of an existing building or (3) propose any modifications to the height, width, or location of existing site improvements such as sidewalks, driveways, parking areas, fences and walls in any manner that is inconsistent with an existing site plan approval or this Redevelopment Plan.
- **Urgent Care** - A health care facility outside of a hospital emergency department, which provides diagnosis and treatment for illnesses and injuries on a walk-in basis with no appointment needed. The facility may offer health care services such as vaccine administration, lab testing, IV therapy, X-rays, and physicals. Persons visiting the facility receive services and depart from the facility on the same day.

# Township of West Orange

**Essex County, New Jersey**

# 76-80 Main Street Redevelopment Plan



**May 14, 2026**
**Adopted XX, 2026**

**Prepared by:**

HGA
HEYER, GRUEL & ASSOCIATES
COMMUNITY PLANNING CONSULTANTS

# 76-80 Main Street Redevelopment Plan

**Township of West Orange**

**Essex County, New Jersey**

**May 14, 2026**

Adopted: XX, 2026

**Prepared by**

**Heyer, Gruel & Associates**
Community Planning Consultants
236 Broad Street
Red Bank, New Jersey 07701
732-741-2900

The original of this report was signed and
sealed in accordance with N.J.A.C. 13:41-1.3(b)

Susan S. Gruel, P.P. #1955

*With assistance from Brooke Schwartzman, AICP, Associate Planner and Jonathan Hansel, Associate Planner*

## Acknowledgements

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Susan Scarpa, Council President

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Tammy Williams, Councilwoman

**Township of West Orange Planning Board**

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*Cover Image Source: Real Estate NJ & Iron Ore Properties, LLC*

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# 1 INTRODUCTION AND PROCESS

Across New Jersey, suburban office buildings have struggled to adapt to the economic changes brought about, in part, by the COVID-19 pandemic. As work-from-home rates and tenancy costs have increased, so too have vacancies in office buildings. To combat these challenges, developers have sought to enhance existing office buildings by incorporating new residential or commercial uses that inject new life into the structure and diversify revenue streams.

Constructed in the early 1970s, the five-story office building located at 76-80 Main Street has remained a vital employment location for decades, with current tenants including medical, legal, and financial companies. However, the property's underlying zoning standards do not support the range of modern, flexible commercial uses needed to support the building's continued success. Thus, to ensure the property's continued vitality, this Redevelopment Plan (the "Plan") seeks to streamline 76-80 Main Street's zoning standards to enable the renovation of the building's ground floor.

## 1.1 REHABILITATION STUDY AND DESIGNATION

An area in need of rehabilitation study is the first step in a multi-step planning process outlined in the Local Redevelopment and Housing Law (the "LRHL") at N.J.S.A. 40A:12A-1 et seq. The purpose of the study is to establish a factual basis for the designation of a specified area in need of rehabilitation.

On May 4, 2021, the Township Council adopted Resolution 77-21, directing the Township Engineer to prepare a report determining whether the entire Township qualified as an area in need of rehabilitation. Subsequently, the Township Council adopted Resolution 210-21 on August 17, 2021, directing the Township Planning Board to review the Township Engineer's report and determine whether the entirety of the Township met the statutory criteria to be designated as an area in need of rehabilitation pursuant to the LRHL. At the public hearing on September 1, 2021, the Planning Board voted in favor of the designation. In accordance with the Board's recommendation, the Township Council adopted Resolution 323-21 on December 14, 2021, designating the entire Township as an area in need of rehabilitation.

Since the Area governed by this Redevelopment Plan is an Area in Need of Rehabilitation, no condemnation or long-term tax exemption powers are conferred upon the Township pertaining to this plan.

# 2 STATUTORY REQUIREMENTS

This Plan has been prepared pursuant to Section 7 of the LRHL (N.J.S.A. 40A:12A-7), which provides that "no redevelopment project shall be undertaken or carried out except in accordance with a redevelopment plan adopted by ordinance of the municipal governing body, upon its finding that the specifically delineated project area is located in an … area in need of rehabilitation … according to criteria set forth in … section 14 … as appropriate." Pursuant to the requirements of the LRHL, this Redevelopment Plan includes an outline for the planning, development, redevelopment, or rehabilitation of the Area sufficient to indicate:

1. Its relationship to definite local objectives as to appropriate land uses, density of population, and improved traffic and public transportation, public utilities, recreational and community facilities and other public improvements;
2. Proposed land uses and building requirements in the project area;
3. Adequate provision for the temporary and permanent relocation, as necessary, of residents in the project area, including an estimate of the extent to which decent, safe and sanitary dwelling units affordable to displaced residents will be available to them in the existing local housing market;

4. An identification of any property within the redevelopment area proposed to be acquired in accordance with the redevelopment plan;
5. Any significant relationship of the redevelopment plan to:
    a. The Master Plans of contiguous municipalities;
    b. The Master Plan of the County in which the municipality is located; and
    c. The State Development and Redevelopment Plan adopted pursuant to the "State Planning Act" P.L. 1985, C398 (C52:18A-196 et al.);
6. As of the date of the adoption of the resolution finding the area to be in need of redevelopment, an inventory of all housing units affordable to low- and moderate-income households, as defined pursuant to section 4 of P.L. 1985 c.222 (C.52:27D-304), that are to be removed as a result of implementation of the redevelopment plan, whether as a result of subsidies or market conditions, listed by affordability level, number of bedrooms, and tenure;
7. A plan for the provision, through new construction or substantial rehabilitation of one comparable, affordable replacement housing unit for each affordable housing unit that has been occupied at any time within the last 18 months, that is subject to affordability controls and that is identified as to be removed as a result of implementation of the redevelopment plan;
8. Proposed locations for zero-emission vehicle fueling and charging infrastructure within the project area in a manner that appropriately connects with an essential public charging network.

# 3 EXISTING CONDITIONS

## 3.1 LOCATION AND DESCRIPTION

The Township of West Orange is centrally located within Essex County and is bordered by nine municipalities: the Township of Verona, the Township of Montclair, the Township of the City of Orange, the Village of South Orange, the Township of Maplewood, the Township of Millburn, the Township of Livingston, the Borough of Roseland, and the Borough of Essex Fells.

The Rehabilitation Area (the Area) is located in the Township's eastern section, at 76-80 Main Street (i.e., the site's primary address). The Area has approximately 103.2 feet and 618.2 feet of frontage along Mount Pleasant Avenue and Main Street, respectively.




*Figure 1 – Locational Map*

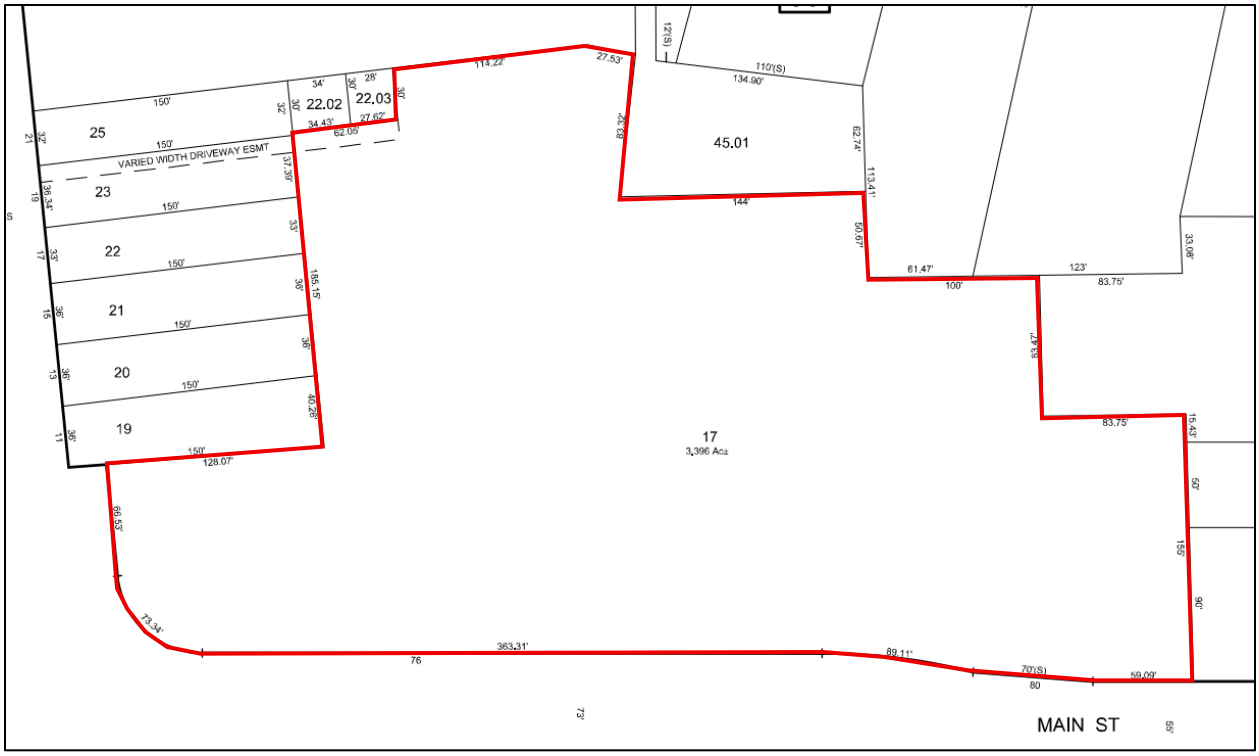



*Figure 2 – Tax Map of Rehabilitation Area*

The Area is made up of one (1) parcel: Block 88, Lot 17. The parcel measures approximately 147,812 square feet (±3.39 acres) in area. The property includes a five-story office building surrounded by a surface parking lot containing 375 parking spaces (Figure 4). A two-way vehicular driveway is located at each frontage (Figure 7), and a concrete pathway provides pedestrian access off of Main Street. A refuse/recycling and utility area are located in the site's northwest corner (Figure 5). The property is surrounded by a combination of landscaping and fencing.

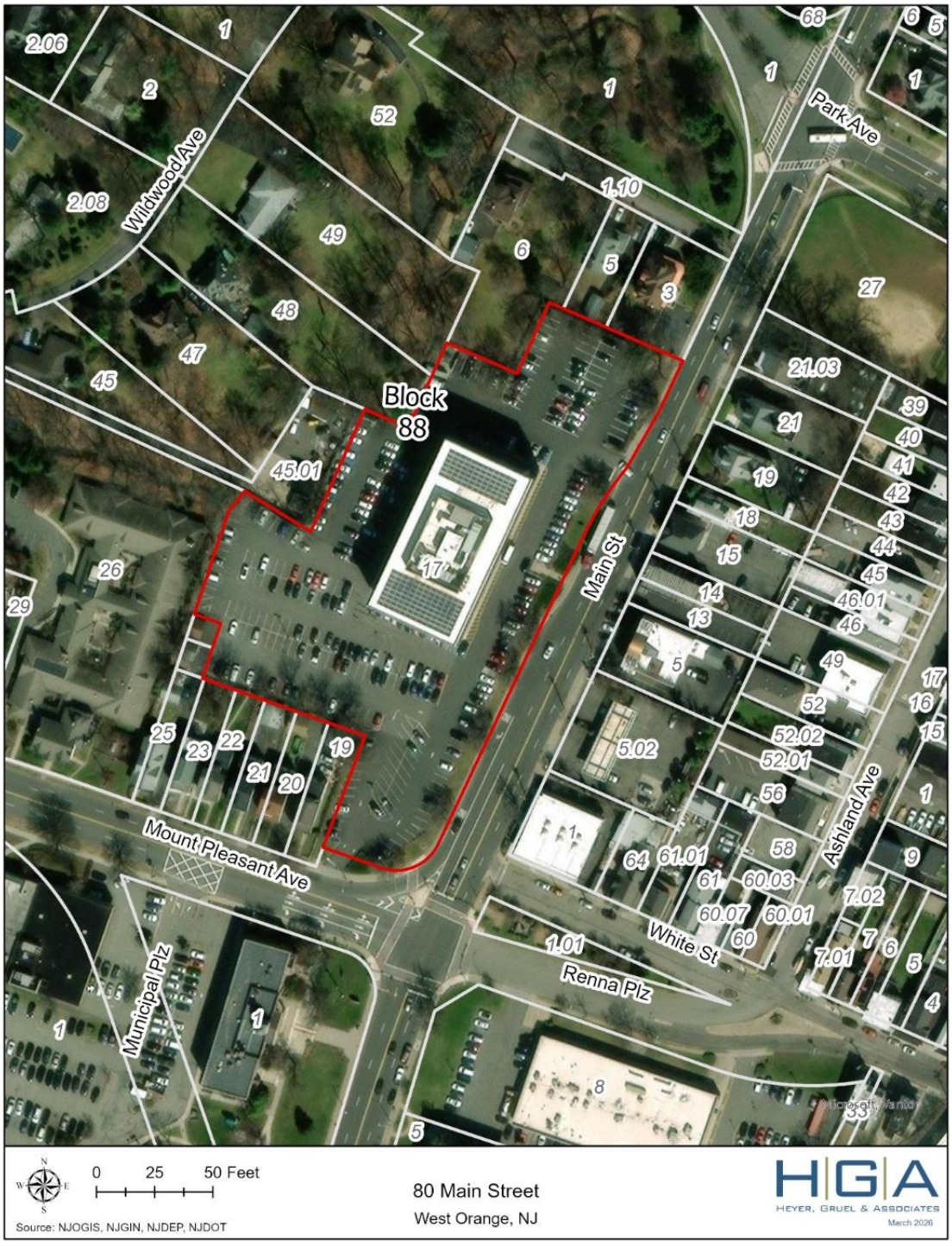



*Figure 3 - Rehabilitation Area Aerial Map*

**Rehabilitation Area Site Photographs, taken March 10, 2026**

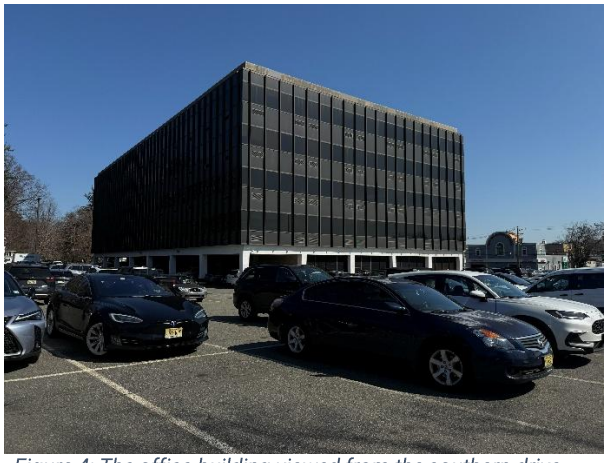


*Figure 4: The office building viewed from the southern drive aisle*

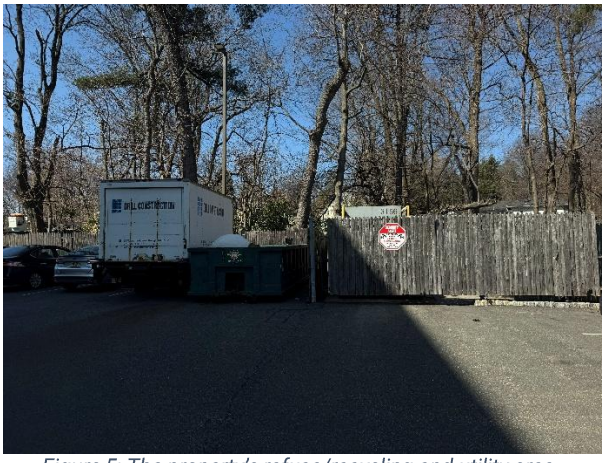


*Figure 5: The property's refuse/recycling and utility area*




*Figure 6: The office building's primary entrance*



*Figure 7: The property viewed from the northern driveway*

The office building's current bulk standard measurements are outlined in the following table.

| Standard | Existing Condition |
|---|---|
| **Lot Area** | 147,812 SF |
| **Lot Width** | ±60' |
| **Front Yard Setback** | Main Street: 59.3'<br>Mount Pleasant Avenue: ±100' |
| **Side Yard Setback** | 78.1' |
| **Rear Yard Setback** | 50.4' |
| **Building Coverage** | ±10.6% |
| **Lot Coverage** | 91.7% |
| **Building Height** | 5 stories |

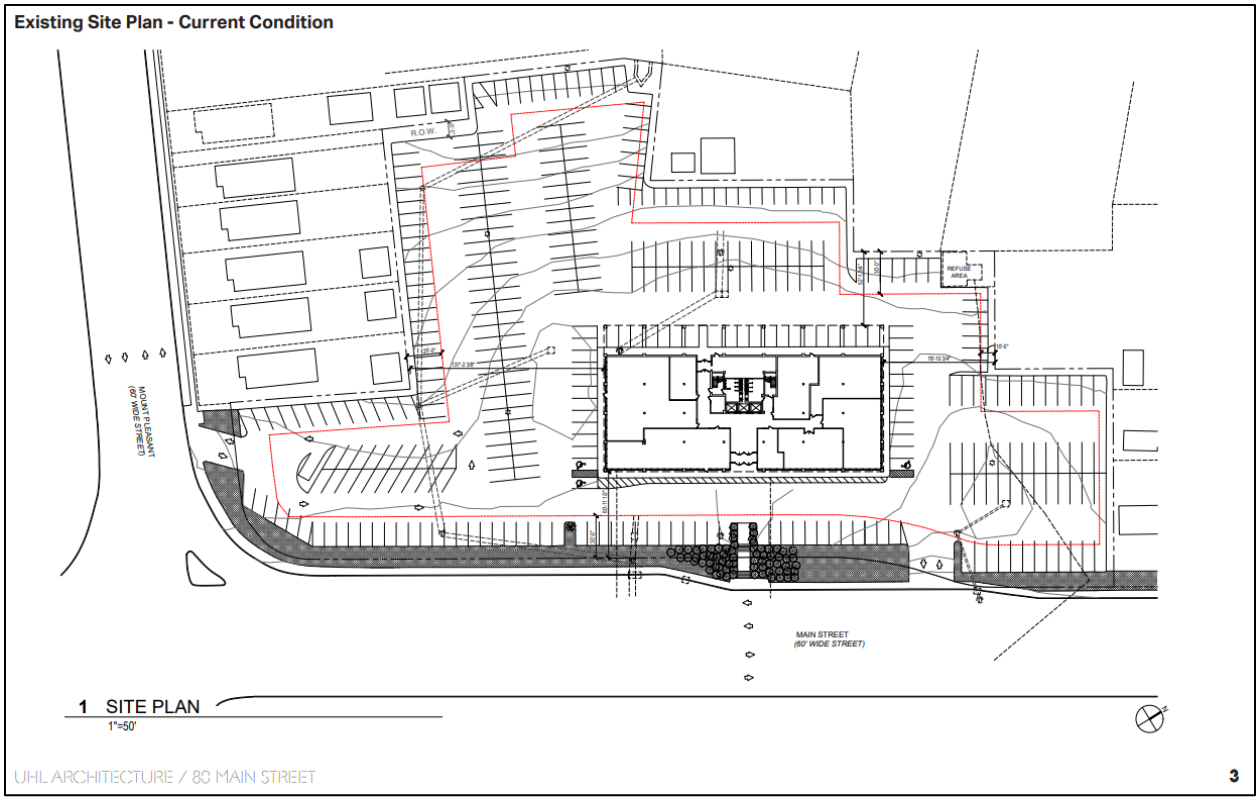



*Figure 8 – Existing Site Plan of Block 88, Lot 17*

## 3.2 LAND USE

Within a half-mile radius of the Area, prominent land use types include residential, commercial, and public uses. Residential uses include the Township's historic Llewellyn Park residential community and an assortment of other detached dwellings. Commercial uses are mainly concentrated along Main Street, including a BP gas station, the West Orange Hand Car Wash, the Bank of America Financial Center, and various other professional, retail, and food service businesses. Public uses include the West Orange Town Hall, the West Orange Police Department, and the Thomas Edison National Historical Park. In summation, this area of West Orange contains a diverse combination of uses. The Area's office building, in its existing and proposed state, is consistent with the existing neighborhood.

## 3.3 TRANSPORTATION

The Area fronts on two principal arterial county roads: Main Street (CR 659) and Mount Pleasant Avenue (CR 660). According to the U.S. Federal Highway Administration (FWHA), a principal arterial road "serves the major centers of activity in a region, provides the longest trips, and carries the highest traffic volumes over a minimum mileage. In addition, Interstate 280, a major highway, is located approximately two blocks west of the Area.

Furthermore, the Orange Station train stop, served by NJ Transit's Morristown Line and Gladstone Branch, is located one mile southeast of the Area. Also, approximately eight NJ Transit bus stations are located within a quarter mile of the Area.

## 3.4 ZONING

The Area is currently within the OB-2: Office Building District. The permitted principal uses for the OB-2 District include office buildings, detached one-family dwellings, water reservoirs, well towers, filter beds,

governmental facilities (federal, state, county, or township buildings), golf courses & golf club houses, farms, nurseries, greenhouses, and hospitals. Permitted accessory uses within the district include required accessory parking and signs.

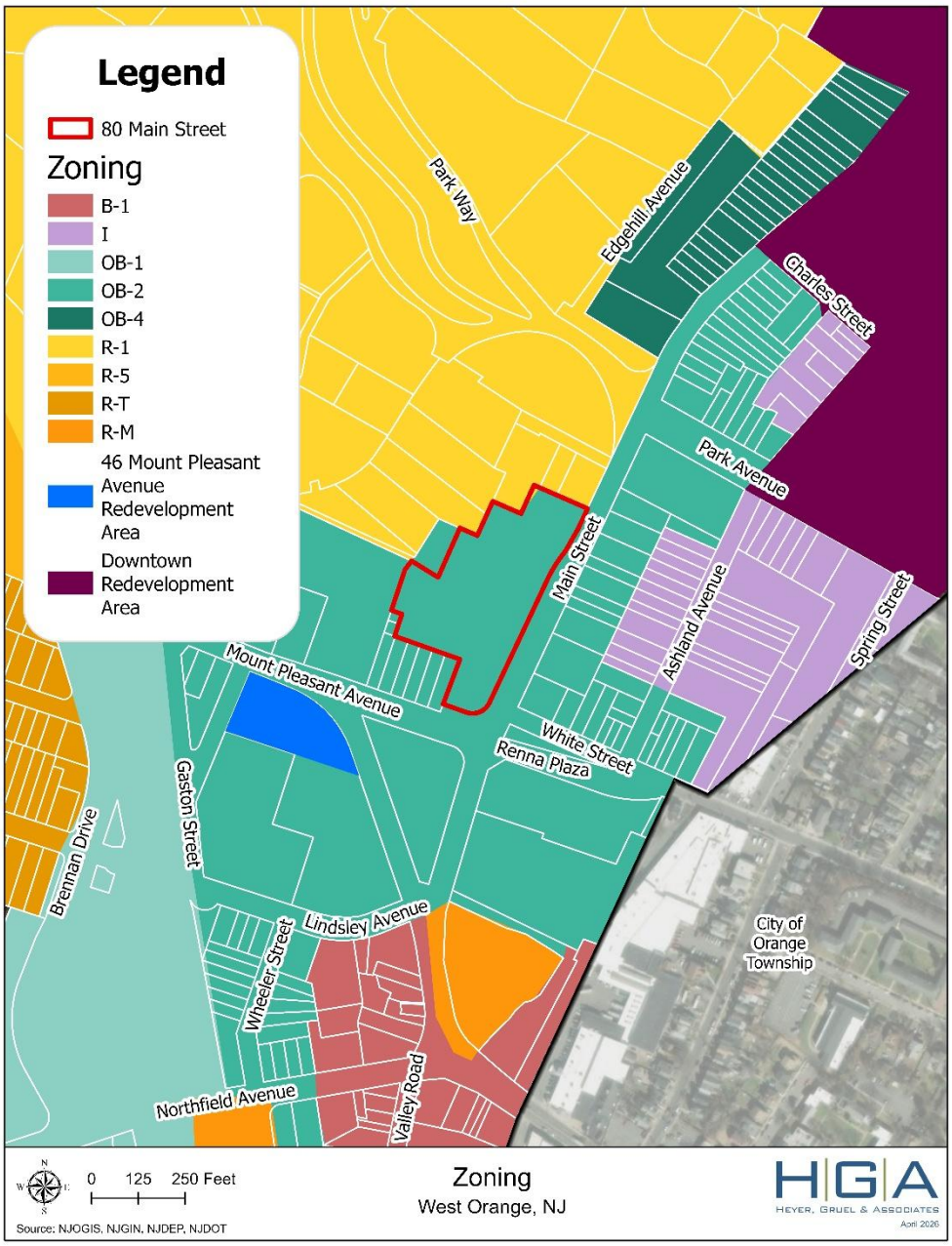



*Figure 9: Map of Existing Zoning*

# 4 PLAN PRINCIPLES, GOALS, AND OBJECTIVES

## 4.1 PURPOSE

The purpose of the 76-80 Main Street Redevelopment Plan is to (1) streamline the property's outdated zoning regulations, (2) promote the renovation of the interior and exterior of the structure's ground floor to accommodate new retail tenants, and (3) maintain the existing office building use.

## 4.2 PLAN GOALS AND OBJECTIVES

1. Encourage the renovation of the interior and exterior of the existing office building's ground floor, along with new external improvements such as restaurant seating, loading areas, and an expanded pedestrian walkway.
2. Create new retail spaces within the office building, stimulating economic development and providing new employment opportunities.
3. Modernize the property's land use standards.

# 5 RELATIONSHIP OF THE PLAN TO THE TOWNSHIP LAND DEVELOPMENT REGULATIONS

Per the LRHL at N.J.S.A. 40A:12A-7(C), redevelopment plans are required to specify whether they supersede existing zoning or act as an overlay to the existing zoning. This Redevelopment Plan shall supersede the existing underlying zoning within the Area. When utilizing the standards in this Redevelopment Plan, Township regulations affecting development that are in conflict are superseded by this Plan. Where design or engineering standards or definitions are not specified in this Plan, the standards set forth in the Township Ordinance shall apply.

No deviations from the Redevelopment Plan standards may be granted which would require a "d" variance pursuant to N.J.S.A. 40:55D-70d. If such a deviation is requested, it may only be addressed as an amendment to the Plan, subject to the sole discretion of the Mayor and Township Council. Requests for "d" variance relief shall not be heard by the Township's Zoning Board of Adjustment.

Any deviations from bulk and other specific standards shall require "c" variance relief, where noted in the Plan. The Planning Board shall have the power to grant relief to the same extent as the Board may grant relief from bulk and dimensional requirements pursuant to N.J.S.A. 40:55D-70(C).

An application requesting a deviation from the requirements of this Redevelopment Plan shall provide public notice of such application in accordance with the public notice requirement set forth in N.J.S.A. 40:55D-12(A) & (B).

The Planning Board may grant exceptions or waivers from design standards for site plan or subdivision approval as may be reasonable and within the general purpose and intent of the provisions for site plan review and/or subdivision approval within the Plan. The Board may grant exceptions or waivers if it is determined that the literal enforcement of one or more provisions of the Plan is impracticable or would exact undue hardship because of peculiar conditions pertaining to the site. No deviations may be granted under the terms of this section unless such deviations can be granted without resulting in substantial detriment to the public good and will not substantially impair the intent and purpose of the Redevelopment Plan and Master Plan.

All development must be approved by the Planning Board except as otherwise specified and shall be submitted through the normal site plan and subdivision procedures as identified in applicable Township Ordinances and by N.J.S.A. 40:55D-1, et seq.

# 6 LAND USE PLAN

The Land Use Plan defines one (1) district with specific use, bulk, and design standards: the "76-80 Main Street District". This district encompasses Lot 17 within Block 88.

## 6.1 76-80 MAIN STREET DISTRICT

### 6.1.1 Purpose

The purpose of the 76-80 Main Street District is to ensure the vitality of the property's office building through an interior and exterior ground-floor renovation that creates new retail space. The district's development will encompass the adaptive reuse of the existing structure's ground-floor and exterior renovations.

### 6.1.2 Permitted Principal Uses

The following uses shall be permitted principal uses. Mixed uses and multiple principal uses on one lot shall be permitted. Definitions for the permitted uses may be found in Appendix A. Uses followed by an asterisk (*) are permitted for ground floor use only. Any use not listed below shall be prohibited.

| | | |
|---|---|---|
| Art Gallery or Studio | Artisan Workshop* | Bank/Fiduciary (with or without drive-thru) |
| Experiential Retail* | Fitness Center/Health Club* | Massage, Bodywork, or Somatic Therapy Establishment* |
| Microbrewery* | Offices, General, Medical, and Professional | Personal Service Store or Studio* |
| Restaurant (with or without liquor license and bar use)* | Retail Store* | Winery* |

### 6.1.3 Permitted Accessory Uses

The following uses shall be permitted accessory uses. Any use that is incidental and accessory to a principal permitted use is permitted, including, but not limited to, the uses enumerated below. However, the "Video Arcade or Amusement Arcade" use shall only be permitted as an accessory use to the "Restaurant" use.

| | | |
|---|---|---|
| Electric vehicle supply equipment | Fencing | Outdoor cafe |
| Signage | Surface parking and loading | Video Arcade or Amusement Arcade |

### 6.1.4 Bulk Standards

The following table outlines the 76-80 Main Street District's required bulk standards. On corner lots, each lot line abutting a street shall be considered a front yard. The primary front yard is that which the primary entrance of the structure faces: in this instance, the yard fronting on Main Street. The other front yard will be considered the secondary front yard. Each lot line intersecting with either of the frontages shall be considered a side yard. Any lot line that does not form a front yard or side yard shall be considered the rear yard.

| 76-80 Main Street District Standard | Required |
|---|---|
| **Minimum Lot Area** | 145,000 SF |
| **Minimum Lot Width** | 60’ |
| **Minimum Front Yard Setback** | Main Street: 59’<br>Mount Pleasant Avenue: 100’ |
| **Minimum Side Yard Setback** | 78’ |
| **Minimum Rear Yard Setback** | 50’ |
| **Maximum Building Coverage** | 30% |
| **Maximum Lot Coverage** | 95% |
| **Maximum Building Height** | 5 stories / 60’ |

### 6.1.5 Additional Standards for Outdoor Cafés

1. The outdoor café licensing requirements found at §5-10 of West Orange’s Code are hereby incorporated.
2. Adequate access for emergency response personnel must be allowed to the main entrance of the serving establishment from the outdoor serving area as defined by Township fire regulations.
3. Adequate sidewalk access (at least four feet) must be maintained for easy passage of pedestrians on any public sidewalk or right-of-way.
4. Outdoor or patio type furniture must be used; upholstered furniture is prohibited.
5. Cleanliness of the outdoor serving area is the responsibility of the serving establishment.
6. A sketch showing the proposed location of tables, chairs and umbrellas shall be prepared and submitted to the Director of Planning and Development for approval prior to the use of the sidewalk area.
7. The use of the described locations shall be authorized by a sidewalk cafe permit issued by the Director of Planning upon compliance by the applicant with the requirements of this subsection and the payment of an annual fee to be prescribed by Resolution at the approval of the Township Council.
8. Any permit issued by the Director of Planning shall designate the hours of operation of any sidewalk cafe but in no event may a sidewalk cafe remain open after 11:00 p.m. on Sunday through Thursday or after 12:00 midnight on Friday, Saturday and legal holidays.
9. Nothing herein shall be deemed to be a waiver of the provisions of any health and/or licensing ordinance regulating the operation of a sidewalk cafe.

## 6.2 SIGNAGE STANDARDS

Unless otherwise specified herein, all projects within the Area shall comply with OB-2 signage and general regulations per §25-15. Deviation from the signage standards requires variance relief pursuant to N.J.S.A. 40:55D-70(C). Notwithstanding the provision of §25-15.7 of the Township Land Use Code, site plan approval shall not be required for changes to individual tenant signage upon a change of tenancy where the proposed new signage is otherwise consistent with the design standards under §25-15 of the Township Code.

### 6.2.1 Façade Signage

1. Each ground-floor tenant may have one façade sign per façade, limited to a maximum area of 40 square feet.

### 6.2.2 Freestanding and Monument Signage

1. One freestanding/monument sign with (or without) tenant panels shall be permitted.
2. The maximum width of a monument sign shall be 8 feet.

### 6.2.3 Awnings & Awning Signage

1. No portion of an awning or canopy or its sign may extend below 6.5 feet when extended or retracted, and may not extend more than eight feet from the building line when open. An awning or canopy sign may not exceed eight inches in height, but may run the entire length of the allowable edge.

## 6.3 PARKING REQUIREMENTS

The following parking requirements shall apply to the Area. Deviation from the parking standards requires variance relief pursuant to N.J.S.A. 40:55D-70(C).

### 6.3.1 Minimum Required Number of Parking Spaces

1. Minimum Required Parking Spaces: For office uses, 3 parking spaces per 1,000 SF of gross floor area are required. For ground-floor commercial uses, 4 parking spaces per 1,000 SF of gross floor area are required.
    a. Redevelopers must supply electric vehicle parking as required by §25-12.6.
    b. The parking requirement for a building or development with a mix of nonresidential uses shall be the total of the requirements of the component uses.

### 6.3.2 Off-Street Loading Requirements

Unless otherwise specified herein, all projects within the Area shall comply with the loading regulations at §25-12 of West Orange's Land Use Ordinance.

## 6.4 LANDSCAPING AND ENVIRONMENTAL REQUIREMENTS

The following landscaping and environmental requirements shall apply to the Area. Deviation from the landscaping and environmental standards requires variance relief pursuant to N.J.S.A. 40:55D-70(C).

1. Green roofs shall be permitted and installed in accordance with §25-8.11 of West Orange's Land Use Ordinance.
2. Along any side or rear property line which is contiguous to a residential use, a 5-foot-wide buffer strip shall be planted and maintained in perpetuity with trees and shrubbery of such sizes and densities as to adequately screen the buildings from such abutting residential district or use in a residential zone. When a required buffer area is impractical due to size constraints, decorative fencing shall be provided in lieu of a landscaped buffer.
3. Landscaping shall be required for any part of the property not used for buildings,off-street parking, sidewalk area or other similar purposes.
    a. All plant material used shall be planted consistent with standards as established by the American Association of Nurserymen. A planting schedule shall be provided by the developer as part of any Site Plan Application. Any landscaping that dies within one (1) year of planting shall be replaced.
4. All developments shall comply with the Township of West Orange Zoning Ordinance at §25-29, "Stormwater Control," in addition to the NJDEP's current regulations and best practices for stormwater management.
5. All applicants for major site plan and/or subdivision approval shall complete a Sustainability Checklist form as a completeness item as outlined in §25-51.16.

## 6.5 DESIGN STANDARDS

The following are site plan design standards. The standard for relief for any deviations from these standards shall be consistent with the MLUL requirements at N.J.S.A 40:55D-51 as a design waiver. The design standards are intended to reinforce the physical, visual, and spatial characteristics of the Area.

### 6.5.1 Fencing and Screening Requirements

1. Walls and fences which are not more than 50% solid are permitted anywhere on the property provided they are not higher than four feet.
2. Solid fences or walls not exceeding six feet in height shall be permitted in the side and rear yards.
3. A fence or wall to be used for screening may not exceed six feet in height.
4. The finished side of the fence must face away from the applicant's property.
5. The use of barbed wire, razor wire, and electrical wire fence is prohibited.
6. Utility boxes and other ground level utility structures shall be screened on at least three sides by either fencing and/or landscaping that will conceal the box throughout all seasons of the year, while permitting access by the utility company.
7. Roof equipment including but not limited to elevator towers, air conditioning units, satellite dishes, and similar equipment shall be screened with either a solid or decorative shield. Such equipment should be located in the center of the roof when possible. No roof equipment shall exceed 15 feet in height.

### 6.5.2 Lighting Requirements

1. Site lighting shall be designed to (1) provide adequate illumination in appropriate locations for site users and the general public for purposes of traffic and pedestrian safety, security, property and building identification, and aesthetic improvement; (2) prevent excessive illumination and glare; and (3) provide proper orientation and shielding of fixtures to prevent undue illumination of adjacent properties.
2. All new lighting fixtures shall be directed downward and shall be equipped with the necessary shielding so as to prevent the direct source of light from being visible from any point beyond the property lines of the premises upon which the lighting structure is located.
3. The level of illumination at ground level shall not exceed 0.1 footcandles at the property line.
4. The duration of operation of all lighting and maximum lumen power permitted shall be as determined satisfactory by the Planning Board with due regard to whether any limitations imposed will deprive the applicant of a reasonable use of his property and whether the application will be detrimental to the public health and general welfare or to the property and personal rights of the abutting owners. Provisions shall be made for the reduction in the intensity of illumination to the minimum needed for security purposes when the facility is not in operation.
5. All new wiring for light fixtures shall be laid underground and not strung between poles or buildings.
6. All areas of the site as depicted on the site plan shall be identified as to the minimum and maximum levels of illumination. The fixture spacing, type mounting height, wattage, photometric pattern shall be shown and calculated for each type of fixture used. A plot of the minimum and maximum design illumination shall show the location of each fixture by a symbol and the limits of the isolux/isocandela trace. The lighting for off-street parking shall be designed to direct light downward towards the parking areas.
7. The following illumination standards shall be required:

| Illumination Standards | |
|---|---|
| **Standard Type** | **Required Illumination Levels** |
| **Building Entrances/Exits** | 1.0 FC min. to 6 FC max. |
| **Parking Areas** | 1.5 FC min. to 5 FC max. |
| **Pedestrian Walkways** | 0.6 FC min. to 3 FC max. |

### 6.5.3 Circulation and Off-street Parking Requirements

1. For any street-fronting property line, a sidewalk shall be provided within the road right-of-way. The sidewalk standards found in Chapter 20 of West Orange's Code shall apply.
2. All off-street parking areas shall be surfaced with an asphalt, bituminous, or cement binder pavement which shall be graded and drained to dispose of all surface water as provided by the Township Engineer. There shall be a five-foot-wide sidewalk at least five inches above the parking area level between any building and a parking area or drive used by the public.
3. The entire perimeter of all newly paved parking areas and the edges of all newly paved entrance and exit drives shall be enclosed with a concrete or granite block curb at least six inches above the paving surface. New curbing shall not be less than five feet from any fence or screening nor less than five feet from any structure.
4. Concrete wheel stops shall be provided for newly paved parking areas.
5. All parking spaces within a parking area shall be clearly marked showing the parking arrangement and traffic direction within the parking area, and such marking shall be continuously maintained.
6. Any parking area shall be screened on any side which adjoins a residential use by a fence, wall, berm, evergreen or hedge maintained in good condition as required.
7. All parking areas shall be so designed that vehicles are not required to back directly onto a public right-of-way.
8. Such parking area shall be used solely for the parking of passenger automobiles and no repair work or service of any kind shall be conducted in the parking lot.
9. All driveways for two-way traffic shall be a minimum of 24 feet wide and in no case shall a driveway be less than 14 feet wide. All parking areas shall be designed with service aisles to meet the following standards:

| Parking Angle | Aisle Width |
|---|---|
| **30°** | **11 feet (one-way)** |
| **45°** | **13 feet (one-way)** |
| **60°** | **18 feet (one-way)** |
| **90°** | **24 feet (two-way)** |

10. Each entrance or exit from such parking area shall be at least 10 feet from any residential use.
11. All required parking for the Area shall be provided on the same lot as the principal building or use that they serve.
12. Off-street parking facilities may be placed in any required yard provided that the parking area is screened pursuant to the requirements in 6.2.1 of this Redevelopment Plan. Off-street parking facilities may be placed in any required front yard provided that there is a minimum of 10 feet distance between the parking area and the lot line.
13. The existing dimensions of the site's parking spaces shall be grandfathered in. Should the parking lot be restriped, minimum dimensions of 9 feet by 18 feet and 8.5 feet by 18 feet shall be required for ground-floor and office uses, respectively. Minimum parking space dimensions

shall be measured perpendicular to the axis of the length with adequate provisions for ingress and egress to all parking spaces.

#### 6.5.4 Recycling and Refuse Storage

Unless specified otherwise herein, all projects within the Area shall comply with the recycling regulations at §25-8.14 of West Orange's Land Use Ordinance.

1. A recycling and refuse storage area shall be provided on the property.
2. For purposes of this redevelopment plan, the standards found within §25-8.14 shall also apply to the property's required refuse storage area, where applicable.

## 7 ELECTRIC VEHICLE INFRASTRUCTURE

The LRHL (N.J.S.A. 40A:12A-7(A)(8)) requires that redevelopment plans state the proposed locations for zero-emission vehicle fueling and charging infrastructure within the project area in a manner that appropriately connects with an essential public charging network. As previously stated, it is a requirement of this redevelopment plan that redevelopers supply electric vehicle parking in accordance with the West Orange Land Use Ordinance's EV standards.

## 8 CONFORMANCE WITH TOWNSHIP OBJECTIVES

The LRHL (N.J.S.A. 40A:12A-7(A)(1)) requires that redevelopment plans be reviewed for consistency with local policies and objectives, which includes a review of the Township's Master Planning documents.

### 8.1 2019 MASTER PLAN UPDATE

The 2019 Master Plan Update, West Orange's most recent Master Plan document, was approved in December 2019. The Plan includes a Reexamination Report and Plan Element Updates. Below are the Township's planning goals and objectives from the 2019 Master Plan Update that are most relevant to the 76-80 Main Street Rehabilitation Area:

1. Consider changes to permitted uses, including modifying permitted uses in commercial zones.
2. Modify zone district designations to address inconsistencies between existing land uses and zoning, and to promote economic development in certain locations.
3. Continue to maintain a balance of land uses, including varied nonresidential uses and a range of appropriate housing types and sizes.
4. Promote development in locations near transit and services.
5. Increase focus on walkability and complete streets throughout the Township.

## 9 RELATIONSHIP TO OTHER PLANS

### 9.1 2025 STATE DEVELOPMENT AND REDEVELOPMENT PLAN

The LRHL requires a review of the relationship between the Redevelopment Plan and the State Development and Redevelopment Plan (SDRP) (N.J.S.A. 40A:12A-7(a)(5)).

In December 2025, the State Planning Commission adopted the newest iteration of the SDRP. The SDRP is a document that, while not binding, guides State-level development and redevelopment policy as well

as local and regional planning efforts. Ten statewide goals are articulated in the Plan, along with dozens of corresponding implementation policies. The goals are as follows:

- **Economic Development**: Promote economic growth that benefits all residents of New Jersey.
- **Housing**: Provide an adequate supply of housing for residents of all ages and incomes in communities of their choosing that meet their needs and offer ready access to the full range of supportive goods and services.
- **Infrastructure**: Economic opportunity through nation leading infrastructure.
- **Revitalization and Recentering**: Revitalize and recenter the State's underutilized developed areas.
- **Climate Change**: Effectively address the adverse impacts of global climate change.
- **Natural and Water Resources**: Protect, maintain, and restore the State's natural and water resources and ecosystems.
- **Pollution and Environmental Clean-Up**: Protect the environment, prevent and clean up pollution.
- **Historic and Scenic Resources**: Protect, enhance, and improve access to areas with exceptional archeological, historic, cultural, scenic, open space, and recreational value.
- **Equity**: Implement equitable planning practices to promote thriving communities for all New Jerseyans.
- **Comprehensive Planning**: Foster sound and integrated planning and implementation at all levels Statewide.

The 76-80 Main Street Redevelopment Plan meets the following goals of the 2025 SDRP:

1. Continue to promote the retention and expansion of existing businesses, and the creation of new businesses in Centers.
2. Foster economic development opportunities to enable infrastructure improvements.
3. Coordinate and direct economic development activities to promote revitalization of urban, suburban, and rural communities and foster infill opportunities and the redevelopment of existing underutilized areas.
4. Provide financial and technical assistance for the redevelopment and adaptive reuse of obsolete or underutilized public and private facilities for appropriate economic development purposes, which can include housing.
5. Broaden the range of uses in office districts by introducing restaurants, daycare facilities, personal and professional services, retail, and residential uses previously lacking.

The SDRP also includes a State Plan Policy Map, which divides the state into regions known as Planning Areas. The Area is in the Metropolitan Planning Area (PA-1), which is characterized by intensive existing development and is the target for rehabilitation and redevelopment efforts. The goals for PA-1 include the following:

- Provide for much of the State's future growth in compact development and redevelopment.
- Revitalize cities, towns and neighborhoods, and in particular overburdened neighborhoods.
- Address existing legacy issues such as air pollution, urban heat islands, lead contamination, Brownfields, urban highways, and combined sewer systems.
- Prevent displacement and gentrification.
- Promote growth that occurs in Centers, other appropriate areas that are pedestrian friendly, and in compact transit-oriented forms.
- Rebalance urbanization with natural systems.
- Promote increased biodiversity and habitat restoration.

- Stabilize and enhance older inner ring suburbs.
- Redesign and revitalize auto oriented areas.
- Protect and enhance the character of existing stable communities.

The 76-80 Main Street Redevelopment Plan meets the goals for Planning Area 1.

### 9.2 ESSEX COUNTY PLANS

The LRHL requires a review of any significant relationship between the Redevelopment Plan and County Plans (N.J.S.A. 40A:12A-7.a(5)(b)). The most current version of the Essex County Master Plan is the Land Use/Housing Element, adopted in August 1980. The Area aligns with the relevant goals of the Essex County Plans.

### 9.3 RELATIONSHIP TO MASTER PLANS OF CONTIGUOUS MUNICIPALITIES

The LRHL requires a review of any significant relationship between the Redevelopment Plan and the Master Plans of adjacent municipalities (N.J.S.A. 40A:12A-7.a(5)(a)). West Orange shares its borders with the Township of Verona, the Township of Montclair, the Township of the City of Orange, the Village of South Orange, the Township of Maplewood, the Township of Millburn, the Township of Livingston, the Borough of Roseland, and the Borough of Essex Fells.

The boundaries of the Area do not abut any of the nearby municipalities but, the Area is located approximately two blocks to the west of the City of Orange Township. This Redevelopment Plan proposes interior and exterior renovations to the existing office building's ground floor. The proposed permitted and accessory uses will complement the surrounding commercial district. The Plan, therefore, will have no associated impact on the nearby municipalities.

## 10 IMPLEMENTATION OF THE REDEVELOPMENT PLAN

The mechanisms by which a redevelopment plan is implemented are statutorily imposed by the Local Redevelopment and Housing Law. All relevant provisions of the LRHL shall apply to the implementation of this Plan.

### 10.1 PROPERTY ACQUISITION AND RELOCATION

Acquisition of privately-owned property and displacement or relocation of any residents within the Area will not be necessary to effectuate the Redevelopment Plan and is not permitted under a Rehabilitation designation.

### 10.2 APPROVAL OF A DESIGNATED DEVELOPER

In order to redevelop a property within the Area, an entity must first be designated as a Redeveloper by the Redevelopment Entity. It is anticipated that the current owner of the property will seek to be designated to undertake the redevelopment and the Township does not intend to engage in any solicitation process for potential redevelopers for the Area. Tenants are not required to be designated as redevelopers.

In order to be considered for approval and designation as a redeveloper for the Area, redevelopers will be required to submit to the Redevelopment Entity for review and approval (1) an estimated time schedule, (2) conceptual site plans including visual plans and elevations at a minimum, and (3) an explanation illustrating how the project is in compliance with the Redevelopment Plan.

### 10.3 APPOINTMENT OF A DESIGNATED REDEVELOPER

Upon the Redevelopment Entity's satisfactory review of the above, it shall then proceed to negotiate a formal Redevelopment Agreement.

Designation of a Redeveloper by the Redevelopment Entity shall be subject to the execution of an appropriate Redevelopment Agreement. The estimates referred to in the previous section shall be finalized by the designated Redeveloper at the time of execution of such agreement.

Prior to the commencement of construction of any improvements on Area land, final plans and specifications must be submitted to the Planning Board for site plan approval as required pursuant to the Municipal Land Use Law (NJSA 40:55D-1 et seq.) by the Redeveloper for approval to ensure conformance with the approved preliminary submission.

### 10.4 CONDITIONS IN REDEVELOPMENT AGREEMENT

1. The Redevelopment Agreement shall incorporate the pertinent aspects of the selected developer's proposal and will address financial considerations, planning, phasing, development, and such other issues as deemed appropriate and/or as required according to state law in order to implement the Redevelopment Plan.
2. A Designated Redeveloper shall be obligated to complete on-site improvements as approved, together with any specified off-site improvements, as may be required in accordance with the Redevelopment Plan.
3. The deed of conveyance shall include a restriction that the Designated Redeveloper and his successors or assignees shall devote land to the use(s) specified in the Designated Redeveloper's final plan and shall not devote such land to any other uses.
4. No Designated Redeveloper shall be permitted to dispose of property until all required improvements are completed, unless the prior written consent of the Township of West Orange has been obtained.
5. The consent of the Township of West Orange shall be required prior to the disposition of all or any of the Designated Redeveloper's interest in the Area. Such consent shall be effective upon the completion by the Designated Redeveloper of all on and off-site improvements as may have been approved and required.
6. No covenant, agreement, lease, conveyance, or other instrument shall be effective or executed by the Township of West Orange or by purchasers or lessees from them, or by any successors in interest of such purchasers or lessees, by which land in the Area is restricted as to sale, lease, or occupancy upon the basis of race, color, creed, religion, ancestry, national origin, sex, or marital status.
7. The Township of West Orange reserves the right to terminate any Redeveloper Agreement with a Designated Redeveloper subject to the terms and conditions of the Redevelopment Agreement.

### 10.5 DURATION OF REDEVELOPMENT PLAN

During the time that the Redevelopment Plan is in effect, any party acting as a redeveloper (as defined in the LRHL) must obtain the approval of the Redevelopment Entity (unless the Redevelopment Entity has been dissolved in which event the municipal governing body assumes the responsibility). The Redevelopment Plan will remain in effect for 30 years. After that period, the Zoning Ordinance will regulate the development of the Area.

### 10.6 AMENDING THE REDEVELOPMENT PLAN

This Redevelopment Plan may be amended from time to time in compliance with the requirements of law, provided that with respect to any land in the project area previously disposed of by the Redevelopment Entity for use in accordance with the Redevelopment Plan, the Entity will notice the owner of such land whose interests therein may be materially affected by such amendment.

# APPENDIX A

Definitions shall be consistent with those found in §25-4 "Definitions," unless specified otherwise herein:

- **Art Gallery or Studio** - Any establishment primarily displaying and/or selling pieces of artwork, including paintings, photography, sculpture, pottery and similar items.
- **Artisan Workshop** - Shops of special trade including the individually crafted artwork, jewelry, furniture, sculpture, pottery, leathercraft, hand-woven articles, baked or prepared food and drink, and similar items by one or more artisans. Retail sales on the premises of products made on the premises are required. Artisanal workshops shall not exhibit any exterior noise, smell, glare or dust from their operations.
- **Bank / Fiduciary** - Provision of banking services to consumers or clients. Typical uses include banks, savings and loan associations, savings banks, credit unions, lending establishments, and automatic teller machines (ATMs).
- **Experiential Retail** - A commercial use where patrons pay to participate in a programmed, recreational, creative, or social-based activity on site. Examples include axe throwing, escape rooms, paint-and-sip studios, glass-blowing studios, indoor virtual simulations, cooking or craft studios, and similar group activity or entertainment concepts.
- **Fitness Center / Health Club** - Facilities for conducting recreational activities such as aerobic exercises, running and jogging, and which may contain exercise equipment, sports courts and swimming facilities. This use also includes establishments for group fitness instruction such as yoga, Pilates, karate and dance studios, boxing gyms, etc. This use may include accessory saunas, showers, massage rooms and lockers, snack bars providing nonalcoholic drinks and prepackaged snacks not prepared on the premises, and sale of sports equipment and clothing.
- **Office, General and Professional** - A room, suite of rooms, or building in which is used for conducting the affairs of a business, profession, service, industry or government, and generally furnished with desks, tables, files and communication equipment, including offices of general, business, executive, legal, accounting, architect, planning, engineer, real estate, contractor and employment agencies, but excluding medical offices.
- **Office, Medical** - A room, suite of rooms, or building in which provides diagnostic, therapeutic, or preventive medical, osteopathic, chiropractic, dental, psychological and similar or related treatment by a practitioner or group of practitioners licensed to perform such services to ambulatory patients on an outpatient basis only, and without facilities for inpatient care, major surgical procedures. A medical office may also contain associated in-house ancillary services such as in-house diagnostic testing facilities, physical therapy, medical counseling services, and similar services.
- **Site Plan Approval** - Shall not be required for (1) façade changes or improvements to individual retail tenant spaces that are otherwise consistent with the design requirements of this Redevelopment Plan, (2) a change in use or modification of an existing use that does not change the size of an existing building or (3) propose any modifications to the height, width, or location of existing site improvements such as sidewalks, driveways, parking areas, fences and walls in any manner that is inconsistent with an existing site plan approval or this Redevelopment Plan.

**Ordinance 2979-26**

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

_____
SUSAN SCARPA, COUNCIL PRESIDENT

Approved as to form and legality on the basis of the facts set forth.

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

Introduced: July 7;

Adoption: July 21, 2026

LEGISLATIVE HISTORY **2979-26**

*Changed 2026 salary for Municipal Court Chief Judge, non-union, Tier D-1, to $95,000.00 for 2026 through 2029.
*Changed 2026 salary for Fire Chief w/ EMT , non-union, Tier J-2, to 230,000 for 2026, 237,750 for 2027 and 241,643.75 for 2028
65k f098iu7y6ht5rfd
'* **"Management Section"** - Updated Police Allowance to $5,000; Added Captain Stipend for $2,500;

'* **"Management Section"** - Updated Longevity Language - "Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a negotiated or for employees that previously were granted longevity under a collective bargaining agreement and were hired prior to July 1, 19

| APPENDIX 1 - SALARY RANGES - 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 | 95,000 | 95,000 | 95,000 | 95,000 | 95,000 | 95,000 | 95,000 | 95,000 | 95,000 | 95,000 | 95,000 | 0 | - | 1,820 |
| D-1 | 3.00% | 1/1/2028 | 12/31/2028 | 97,850 | 97,850 | 97,850 | 97,850 | 97,850 | 97,850 | 97,850 | 97,850 | 97,850 | 97,850 | 97,850 | 0 | - | 1,820 |
| D-1 | 3.00% | 1/1/2029 | 12/31/2029 | 100,786 | 100,786 | 100,786 | 100,786 | 100,786 | 100,786 | 100,786 | 100,786 | 100,786 | 100,786 | 100,786 | 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 |
| ipal 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 |
| 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 | 230,000 | 230,000 | 230,000 | 230,000 | 230,000 | 230,000 | 230,000 | 230,000 | 230,000 | 230,000 | 230,000 | 0 | - | 1,820 |
| J-2 | 3.00% | 1/1/2028 | 12/31/2028 | 235,750 | 235,750 | 235,750 | 235,750 | 235,750 | 235,750 | 235,750 | 235,750 | 235,750 | 235,750 | 235,750 | 0 | - | 1,820 |
| J-2 | 3.00% | 1/1/2029 | 12/31/2029 | $241,643.75 | $241,643.75 | $241,643.75 | $241,643.75 | $241,643.75 | $241,643.75 | $241,643.75 | $241,643.75 | $241,643.75 | $241,643.75 | $241,643.75 | 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 for employees that previously were granted longevity under a collective bargaining agreement and were hired prior to July 1, 1999.

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 | 1/1/2026 | 12/31/2029 | 7% |
| ** Police Stipend | 1/1/2025 | 12/31/2029 | 5,000 |
| *** Contract | 1/1/2024 | 12/31/2029 | Negotiated Contract in effect |
| **** Captain Stip. | 1/1/2025 | 12/31/2029 | 2,500 |
| 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 Officer** | | | | | MA10215 | | |
| J | Assistant Municipal Administrator | | | | | | MA10055 | | I | HUD Executive Director | | | | | AU11025 | | |
| I | Assistant Comptroller | | | | | | MA10010 | | J | HUD Executive Director/Planning & Building Coordinator | | | | | 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 Aide- | | | | | 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 | 118,575.35 | | | | | | | | 126,093.87 | 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 |

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|---|---|---|---|---|
| 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 |

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|---|---|---|---|---|
| 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 |

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|---|---|---|---|---|
| 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 |

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|---|---|---|---|---|
| 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 |

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|---|---|---|---|---|
| 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 |

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|---|---|---|---|---|
| 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 |

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|---|---|---|---|---|
| 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 |

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|---|---|---|---|---|
| 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 |

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|---|---|---|---|---|
| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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|---|---|---|---|---|
| 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 |

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|---|---|---|---|---|
| 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 |

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|---|---|---|---|---|
| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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|---|---|---|---|---|
| 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 |

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| 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 |

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| 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 |

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| 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 |

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|---|---|---|---|---|
| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

**2980-26**

**AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7 "TRAFFIC," SECTION _____ OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE TO ESTABLISH A RESIDENTIAL PERMIT PARKING AT NUTMAN PLACE, OSBORNE PLACE, PILLOT PLACE, QUINBY PLACE, RIGGS PLACE AND SWAINE PLACE FOR A LIMITED TIME PURSUANT TO A PILOT PROGRAM**

**WHEREAS**, The Mayor and Council of the Township of West Orange (the "Township"), have an interest in the efficient administration of government services; and

**WHEREAS,** Nutman Place, Osborne Place, Pillot Place, Quinby Place, Riggs Place, and Swaine Place endure significant traffic flow and pedestrian activity, which has caused difficulty for many residents that live on those streets to find parking; and

**WHEREAS**, pursuant to N.J.S.A. 40:48-1, the governing body of a municipality may make, amend, repeal, and enforce such other ordinances, regulations, rules and by-laws not contrary to the laws of this State or Federal Government, as it may deem necessary and proper for the good of government, order and protection of person and property, and for the preservation of the public health, safety and welfare of the municipality and its inhabitants, and as may be necessary to carry into effect the powers and duties conferred and imposed by this subtitle, or by any law; and

**WHEREAS,** current parking regulations on Nutman Place, Osborne Place, Pillot Place, Quinby Place, Riggs Place, and Swaine Place restrict parking to one side of the street due to insufficient roadway width; and

**WHEREAS,** the Governing Body of the Township of West Orange finds that it is necessary for the public health, safety and welfare of the municipality and its inhabitants to explore innovative solutions to respond to the residents' parking demands in the Valley section; and

**WHEREAS,** the Governing Body of the Township of West Orange desires to implement a Residential Permit Parking Pilot Program (the "Pilot Program"), effective from September 1, 2026, to automatically terminate on December 1, 2026, to temporarily permit parking on Nutman Place, Osborne Place, Pillot Place, Quinby Place, Riggs Place, and Swaine Place only to residents of those streets who are approved by application and obtain a Permit Parking Decal, to assess the feasibility and viability of permanent permit parking on Nutman Place, Osborne Place, Pillot Place, Quinby Place, Riggs Place, and Swaine Place; and

**WHEREAS,** the Governing Body has directed the appropriate departments to take all necessary actions to implement the Pilot Program, including signage adjustments and public outreach efforts to inform residents, businesses, and stakeholders; and

**WHEREAS,** observations from the West Orange Police Department has been directed to detail the outcomes of the Pilot Program shall be presented to the Governing Body for review and consideration within 60 days of initiating the Pilot Program and prior to the end of the Pilot Program; and

**NOW, THEREFORE, BE IT ORDAINED** by the Mayor and Township Council of the Township of West Orange, in the County of Essex, State of New Jersey, being the governing body thereof, that Section 47 "Residential Permit Parking Pilot Program" of Chapter 7 "Traffic," shall be created as follows.

**Section 1. RECITALS.** The foregoing whereas clauses are incorporated herein by reference and made a part hereof.

**Section 2.** Chapter 7, "Traffic," Section 47 "Residential Permit Parking Pilot Program" is hereby created as follows:

§7-47.1 DEFINITIONS

**Permit Parking Zone #12** shall mean and refer to permit parking on Nutman Place, Osborne Place, Pillot Place, Quinby Place, Riggs Place and Swaine Place.

**Residential Parking Decal** shall mean and refer to a sticker which shall be placed on the back driver's side window of a vehicle which designates the vehicle which the sticker is upon as an approved vehicle under the Residential Parking Permit Pilot Program. All decals will identify the Municipality-Township of West Orange, New Jersey; the type of permit-On Street Residential Parking Permit; the Zone Number; and the Permit Number.

**Residential Permit Parking Pilot Program** shall mean and refer to a temporary program for residential permit parking that shall have a set start and end date for the Township to evaluate parking upon specific streets subject to such temporary program.

§7-47.2 PERMIT PARKING ZONE 12

A. A Residential Permit Parking Pilot Program in Permit Parking Zone #12 shall be in effect from September 1, 2026 through December 1, 2026.
B. Residential Parking Decals shall be limited to one Residential Parking Decal per residential unit, on a first-come, first-served basis, for the entire length of each street within Permit Parking Zone #12. Participation in the Residential Permit Parking Pilot Program requires the filing of an application for a Residential Parking Decal on PDLinx.App/ParkingPermit. Applications shall become available on August 10, 2026.
    1. Along with the application, residents must submit proof of residency and a valid vehicle registration.

C. Restrictions.

1. Approval for a Residential Parking Decal does not guarantee or reserve a parking space, but grants permission to legally park on the roadways in question should a legal spot be available;
2. Parking spaces within Permit Parking Zone #12 are available on a first come, first-served basis for Residential Parking Decal holders; and
3. Parking is prohibited within Permit Parking Zone #12 as otherwise designated by law or as restricted or prohibited pursuant to the Revised Ordinances of the Township of West Orange, including, but not limited to, loading zones, fire hydrants, alternate side parking, limited hours, handicapped or restricted parking zones, or as otherwise prohibited under Title 39.
4. No vehicle may park in such a way to block any portion of any driveway.
5. All provisions which regulate parking of vehicles for the purpose of street sweeping and/or snow removal remain in effect.

D. Enforcement.

1. The following sections of the Revised General Ordinances for the Township of West Orange shall not be enforced while the Residential Permit Parking Pilot Program for Permit Parking Zone #12 is in effect:
    i. 7-11 as applies to Quinby Place
    ii. 7-14.2A as applies to Osborne Place
2. The aforementioned sections of the Revised General Ordinances for the Township of West Orange shall be restored without further action as of December 1, 2026

E. Expiration.

This Code Section and the Residential Parking Permit Pilot Program for Permit Parking Zone #12 shall expire on December 1, 2026.

§7-47.3 Violations.

No person shall park a vehicle upon any of the streets herein described, except by permit. Any person who violates any provision of § **7-47** shall, upon conviction thereof, be punished by a fine of $50 for each such violation, and each day in which such violation continues shall constitute a separate violation or offense.

**Section 3.** If any provision of this Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any other provisions or applications of this Ordinance that can be given effect without the invalid provision(s) or application(s) and to this end the provisions of this Ordinance are severable. All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

**Section 4.** This Ordinance shall take effect upon final passage and publication in accordance with law.

**NOTICE**

NOTICE IS HEREBY GIVEN, that the above Ordinance was introduced and passed on first reading at the regular meeting of the Township Council of the Township of West Orange, County of Essex, State of New Jersey held in the Municipal Building on the ____th day of _____, 2026, and the same came up for final passage at the regular meeting of the Township Council held on the _____ day of _____, 2026, at which time, after persons interested were given the opportunity to be heard concerning said Ordinance, the same was passed and will be in full force and effect in the Township of West Orange after approval by the Mayor or in accordance with law.

**Susan McCartney, Mayor**

**Susan Scarpa, Council President**

**Karen J. Carnevale, RMC,**
**Township Clerk**

**Introduced: July 7, 2026**
**Adopted: July 21, 2026**