1. Conference Meeting Agenda

    Documents:

        CA 11.10.26.PDF

2. Public Meeting Agenda

    Documents:

        PM 11.10.26 REVISED.PDF

3. Bill List

    Documents:

        11.10.26.PDF

4. Resolution(S)

4.I. 294-26

    Documents:

        294-26 RESOLUTION AUTHORIZING SANTAS ARRIVAL VIA HELICOPTER-EC COUNTRY CLUB.PDF

4.II. 295-26

    Documents:

        295-26 RESOLUTION REJECTION VINCENTS POND WALKWAY IMPROV 2026 RE-BID.PDF

4.III. 296-26

    Documents:

        296-26 RESOLUTION AUTHORIZING EXECUTION OF TEMPORARY EASEMENT AGREEMENT-9 NELSON COURT.PDF
        296-26 TEMPORARY EASEMENT AGREEMENT-11 NELSON COURT.PDF
        296-26 RAK PLUMBING AND HEATING, LLC - PROPOSAL.PDF

4.IV. 297-26

    Documents:

        297-26 EXECUTIVE SESSION 11.10.26.PDF

4.V. 298-26 REMOVED

4.VI. 299-26

    Documents:

299-26 RESOLUTION - RETURN OF ESCROW MATRIX (NASSAU ST. 24 SOUTH VALLEY RD).PDF
299-26 NASSAU STREET - ROAD OPENING PERMIT_REDACTED.PDF

4.VII. 300-26

Documents:

300-26 RESOLUTION - 10 ROONEY CIRCLE - RESTROOM IMPROVEMENTS SUPPLEMENTAL SERVICES.PDF
300-26 AGREEMENT - 10 ROONEY CIRCLE.PDF
300-26 SUPPLEMENTAL A-E SERVICES PROPOSAL.PDF
300-26 EXHIBIT B-FEE SCHEDULE_2026 HERBST-MUSCIANO LLC.PDF
300-26 EXHIBIT C-AFFIMATIVE ACTION.PDF
300-26 EXHIBIT D-MANDATORY LANGUAGE.PDF

4.VIII. 301-26

Documents:

301-26 AUTH. CONTRACT WITH LANDTEK FOR DEGNAN PARK INSTALLATION OF DUGOUT SHELTER - RE-BID.DOC
301-26 AUTH. CONTRACT WITH LANDTEK FOR DEGNAN PARK INSTALLATION OF DUGOUT SHELTER - RE-BID.PDF
301-26 FINAL_AGREEMENT FOR DEGNAN PARK INSTALLATION OF DUGOUT SHELTER EQUIPMENT RE-BID.PDF
301-26 BID TAB - DEGNAN PARK INSTALLATION OF DUGOUT SHELTER EQUIPMENT RE-BID.PDF

4.IX. 302-26

Documents:

302-26 RESOLUTION TO AUTH COMP CONTRACT - TENNIS FINAL.PDF

4.X. 303-26

Documents:

303-26 RESOLUTION - FINAL ACCOUNTING OF AS BUILT QUANTITIES OSPAC-SITE IMPROVEMENTS.PDF
303-26 FINAL ACCOUNTING OF AS BUILT QUANTITIES OSPAC - SITE IMPROVEMENTS.PDF
303-26 SUMMARY OF AB QTY-OSPAC SITE IMPROV. SIGNED.PDF

4.XI. 304-26

Documents:

304-26 RESOLUTION-REFUND OLIPHANT GOLF MANAGEMENT1.PDF

4.XII. 305-26

Documents:

305-26 RESOLUTION-REFUND KEMPER SPORTS.PDF

4.XIII. 306-26

Documents:

306-26 RESOLUTION RATIFYING GSMJIF SETTLEMENT FINAL.PDF

4.XIV. 307-26

Documents:

307-26A - RESOLUTION FOR CONSIDERATION OF RENEWAL APP NUNC PRO TUNC.PDF
307-26B - RESOLUTION FOR CONSIDERATION OF RENEWAL APP NUNC PRO TUNC.PDF
307-26C - RESOLUTION FOR CONSIDERATION OF RENEWAL APP NUNC PRO TUNC.PDF

5. Ordinance(S) On Second And Final Reading

5.I. 2990-26 REMOVED

5.II. 2997-26

Documents:

2997-26 ORDINANCE AMENDING CHAPTER 7-14.3 AND 50.2 HARRISON AVENUE.PDF

6. Ordinance(S) On First Reading

6.I. Bond Ordinances - Supplemental Debt Statement

Documents:

3000, 05, 06, 07, 09-2026 SDS.PDF

6.II. 3000-26

Documents:

3000-26 BOND ORD. - IMPROVEMENTS TO THE WEST ORANGE PUBLIC LIBRARY.PDF

6.III. 3001-26

Documents:

3001-26 AMEND CH. 7-20 16 NEW STOP INTERSECTIONS.PDF
3001-26 TM ASSOC. REPORT.PDF

6.IV. 3002-26

Documents:

3002-26 AMEND CH. 7-21.1 MULTI-WAY STOPS REDWOOD SCHOOL AREA.PDF

6.V. 3003-26

Documents:

3003-26 AMEND CH. 7 SECT. 14.2A AND 32.2 - 108 WATSON, 150 CHESTNUT, REMOVE-8 ELM, MOVE-LLEWELLYN AVE HANDICAPPED PKG..PDF

6.VI. 3004-26

Documents:

3004-26 SALARY ORDINANCE (11.10.26).PDF

6.VII. 3005-26

Documents:

3005-26 BOND. ORD. - VARIOUS ROADWAY IMPROVEMENTS.PDF

6.VIII. 3006-26

Documents:

3006-26 BOND ORD. - VARIOUS IMPROVEMENTS TO PUBLIC LIBRARY - WEST ORANGE.PDF

6.IX. 3007-26

Documents:

3007-26 BOND ORD. (REVISED) - 2026 VARIOUS CAPITAL ACQUISITIONS AND IMPROVEMENTS.PDF

6.X. 3008-26

Documents:

3008-26 CAPITAL ORDINANCE (NJDOT _ STREETSCAPE GRANTS) - SAFE ROUTES TO SCHOOL PROJECT _ PLEASANTDALE STREETSCAPE PROJECT.PDF

6.XI. 3009-26

Documents:

3009-26 BOND ORD. - VARIOUS NJDEP IMPROVEMENTS - (NO SECTION 20 COSTS _ DOWN PAYMENT) - WEST ORANGE.PDF

7. ABC Resolution(S)

7.I. 801-26

Documents:

801-26 THE HAT.PDF

Township of West Orange

CONFERENCE MEETING AGENDA

Council Chambers – 66 Main Street
Tuesday, November 10, 2026
Meeting No. 27

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.

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

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6:30 P.M.

- **Presentation: NextRequest – On Line Public Records Request Management System**
- **Council Liaison Announcements**
- **Public Meeting – 7:00 p.m.**

PUBLIC MEETING AGENDA

Township of West Orange
66 Main Street – 7:00 p.m.
Tuesday, November 10, 2026 - Meeting No. 27

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 September 29, 2026, and October 13, 2026

4. *Report of Township Officers – None

5. *Reading of Petitions and Communications and Bids

6. Bill List

7.*Resolution(s)

a. **294-26** Resolution Stating No Objection to the Essex County Country Club Issuance of a License for Use of a Helicopter to Deliver Santa Claus (Legal)
This resolution would state that the Township Council does not object to the Essex County Country Club's application for a temporary license to the New Jersey Department of Transportation. A temporary license is needed for the Essex County Country Club, 350 Mt. Pleasant Ave., West Orange, NJ to have a helicopter land at the club property to deliver Santa Claus to club members and their guests in attendance for a holiday celebration on December 6, 2026 at approximately 11:00 a.m.

b. **295-26** Resolution Authorizing the Rejection of the Three Bids Received for the Vincent's Pond Walkway Improvements Re-Bid (Carballo)

c. **296-26** Resolution Authorizing a Temporary Easement Agreement with of the Owner of Property Located at 11 Nelson Court (Carballo)

d. **297-26** 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) **(s); Litigation – Settlement Agreement.** **Executive Session matters are subject to change.**

e. **298-26 REMOVED**

f. **299-26** Resolution Authorizing the Release of Escrow for Road Opening Work at 24 South Valley Road, West Orange, NJ to Matrix New World Engineering, Land Surveying and Landscape Architecture, PC, 26 Columbia Turnpike, Florham Park, NJ in the Amount of $3,000.00 (Carballo)

g. **300-26** Resolution Awarding Additional Supplemental Professional Design Services to Herbst-Musciano, LLC, 611 Main Street, Second Floor, Boonton, NJ, for Restroom Improvements at Second Floor Tenant at 10 Rooney Circle (Smeraldo)

h. **301-26** Resolution Awarding a Contract with Landtek Construction, LLC, d/b/a United Terrain Group, 386 Route 386, Morganville, NJ 07751 for the Degnan Park Installation of Dugout Shelter Equipment Re-Bid in an Amount NTE $62,600.00 (Carballo)

i. **302-26** Resolution Authorizing the Township to Initiate the Competitive Contracting Process for the Award of Recreational and Social Services Consistent with the Requirements of NJSA 40A:11-4.3 of the Local Public Contracts Law, Specifically for Youth Tennis Programming for Participants Ages 6 through 14 (Reynolds)

j. **303-26** Resolution Approving the Final Accounting of As-Built Quantities for the Oscar Schindler Performing Arts Center Site Improvements Project with ZN Construction, LLC, 185 East 54th Street, Elmwood Park, NJ Reducing the Final Contract Amount by $23,220.61 (Carballo)

k. **304-26** Resolution Authorizing a Refund to Oliphant Golf Management for the Specifications for the Operation, Management, and Maintenance Services for the Golf Course and Clubhouse Facility at Rock Spring Golf Course in the Amount of $50.00, as the Township had no Intention of Charging for Same (Reynolds)

l. **305-26** Resolution Authorizing a Refund to Patrick Hentze for the Specifications for the Operation, Management, and Maintenance Services for the Golf Course and Clubhouse Facility at Rock

Spring Golf Course in the Amount of $50.00, as the Township had no Intention of Charging for Same (Reynolds)

m. **306-26** Resolution Authorizing Execution of Agreement to Satisfy Garden State Municipal Joint Insurance Fund Supplemental Assessment (Paster)

n. **307-26** Resolution Approving the Annual Renewal of Cannabis License on behalf of Dogwood Green Dispensary, 5 Central Avenue, West Orange, NJ (Semeraro)

8. Ordinance(s) on Second and Final Reading

a. **2990-26 REMOVED**

b. **2997-26** An Ordinance Amending and Supplementing Chapter 7, "Traffic," Section 14.3, "Parking Time Limited on Certain Streets During Certain Hours of Certain Days" and Section 7-50.2 "Parking Meters on Streets" of the Municipal Code of the Township of West Orange (Carballo)
This Ordinance amends and supplements Chapter 7 Traffic, Subsection 14.3 Parking Time Limited on Certain Streets During Certain Hours on Certain Days, and Subsection 50.2 Parking Meters on Streets of the Revised General Ordinances. Harrison Avenue is designated as a street with parking meters by Ordinance #1951-04. There are currently no Parking Meters installed on Harrison Avenue. This amendment is proposed to create limited time parking stalls and encourage parking turnover for local businesses and discourage parking all day in the business district.

9. Ordinance(s) on First Reading

a. **3000-26** BOND ORDINANCE PROVIDING FOR VARIOUS IMPROVEMENTS RELATED TO THE WEST ORANGE PUBLIC LIBRARY PROPERTY, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $1,100,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,047,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COSTS THEREOF (Ditinyak)

b. **3001-26** AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC, SUBSECTIONS 7-20 STOP INTERSECTIONS OF THE MUNICIPAL CODE OF THE TOWNSHIP OF WEST ORANGE (Carballo)

c. **3002-26** AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC, SUBSECTIONS 7-21.1 MULTI-WAY STOPS NEAR SCHOOLS, ET.AL. OF THE MUNICIPAL CODE OF THE TOWNSHIP OF WEST ORANGE (Carballo)
This Ordinance amends and supplements Chapter 7 Traffic, Subsection 21.1, Multi-Way Stops Near Schools, Playgrounds, and Youth Recreational Facilities of the West Orange Municipal Code. Professional Traffic Engineers have investigated the intersections in the Redwood School vicinity and found that these two intersections warrant the installation of Multi-Way Stops under the criteria of the Manual for Uniform Traffic Control Devices (MUTCD). This installation is part of a safety upgrade around Redwood School.

d. **3003-26** AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, "TRAFFIC," SECTIONS 14.2A PARKING PROHIBITED ON CERTAIN STREETS DURING CERTAIN HOURS OF CERTAIN DAYS; 32.1 HANDICAPPED PARKING ON STREETS, AND 32.2, "RESTRICTED PARKING ZONES," OF THE MUNICIPAL CODE OF THE TOWNSHIP OF WEST ORANGE (Carballo)

This Ordinance amends and supplements Chapter 7 Traffic. The Property Management company from 300 Main Street has requested that we provide a No Parking Zone adjacent to their property to facilitate refuse and recycling pickup. Accordingly, we have moved an existing General Handicapped Parking stall, and created a No Parking Zone limited to garbage and recycling pickup times twice a week. At all other times parking will be available to any local resident.

Additionally, Restricted Parking Stalls will be established in front of 108 Watson Avenue, and 150 Chestnut 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. A Restricted Parking Stall once assigned to the resident of 8 Elm Street will be removed, as the Placard holder no longer resides at this address.

e. **3004-26** 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-**adds the title "Chief Code Enforcement Officer" and "Forester."** (Ditinyak)

f. **3005-26** BOND ORDINANCE PROVIDING FOR VARIOUS ROADWAY IMPROVEMENTS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $1,320,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,254,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF (Ditinyak)

g. **3006-26** BOND ORDINANCE PROVIDING FOR VARIOUS IMPROVEMENTS TO THE WEST ORANGE PUBLIC LIBRARY, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $1,650,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,567,500 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF-Various Improvements to WO Public Library (Ditinyak)

h. **3007-26** BOND ORDINANCE PROVIDING FOR VARIOUS 2026 CAPITAL ACQUISITIONS AND IMPROVEMENTS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $3,230,825 THEREFOR AND AUTHORIZING THE ISSUANCE OF $2,121,336 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF (Ditinyak)

i. **3008-26** CAPITAL ORDINANCE PROVIDING FOR THE COSTS RELATING TO THE DESIGN OF THE SAFE ROUTES TO SCHOOL – DESIGN ASSISTANCE PROGRAM FOR VARIOUS TOWNSHIP SCHOOLS AND THE PLEASANTDALE STREETSCAPE PROJECT, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $688,679 THEREFOR TO PAY FOR THE COST THEREOF (WHICH AMOUNT WILL BE FUNDED BY TWO (2) GRANTS TOTALING $688,679 RECEIVED OR EXPECTED TO BE RECEIVED FROM THE NEW JERSEY DEPARTMENT OF TRANSPORTATION) (Ditinyak)

j. **3009-26** BOND ORDINANCE PROVIDING FOR IMPROVEMENTS IN THE TOWNSHIP IN ORDER TO COMPLY WITH CERTAIN NEW JERSEY DEPARTMENT OF ENVIRONMENTAL PROTECTION ("NJDEP") REGULATIONS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $420,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $399,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF (Ditinyak)

10. Pending Matters/New Matters/Council Discussion

11. ABC Hearing(s)

a. **801-26** Hearing on Renewal for 2026-2027 License Term-Harrison Avenue Tavern, Inc. 0722-33-058-006 (Special Conditions)

12. Adjournment

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

Please click the link below to join the webinar:

ZOOM LINK:

https://us02web.zoom.us/j/82399972996?pwd=iBCrYTqbuncffsmN8klsWRq17RzIS2.1
Webinar ID: 823 9997 2996
Passcode: 193360
Dial In: 646 931 3860 US

Public Comment – In Person Only

Next Meeting Date(s): Monday, November 23, 2026

The agenda is subject to change.

Township of West Orange

Bills List

Total: 3,871,450.29

User: liliana 11/03/2026 14:53:08

Date: 10/20/26 To 11/2/26 Acc: 01- To 99-9999-99-9999-999 Order By :Account

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
03-2661-21-0200-	**- ORD# 2661-21 Indoor Facility Capital**					
03-2661-21-0200-130	**- Indoor Facility Capital Indoor Facility**					
	193195	PRIMEPOINT LLC	3,804.54	#731288 time clocks for new payroll system	10/28/2026	00/00/0000
	193195	PRIMEPOINT LLC	14,595.46	#731288 time clocks for new payroll system	10/28/2026	00/00/0000
Total: ORD# 2661-21 Indoor Facility Capital			**18,400.00**			
03-2872-24-0900-	**- ORD# 2872-24 Section 20 Expenses**					
03-2872-24-0900-010	**- Section 20 Expenses Engineering, Design, & Issuance Expenses**					
	193196	DIGITAL ASSURANCE CERTIFICATIO	1,000.00	#83561 inital set up fee 83561	10/28/2026	00/00/0000
Total: ORD# 2872-24 Section 20 Expenses			**1,000.00**			
03-2984-26-0100-	**- ORD# 2984-26 Sewer and Pump Station Infrastructure**					
03-2984-26-0100-010	**- Sewer and Pump Station Infrastructure Replacement of Sewer Pumps at the Short Hills and Haggerty Pump Statio**					
	193090	CFM CONSTRUCTION INC	880,000.00	RES 275-26 EMERGENCY REPAIR	10/16/2026	00/00/0000
Total: ORD# 2984-26 Sewer and Pump Station Infrastructure			**880,000.00**			
Fund Total: 03			**899,400.00**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
04-2010-00-6690-	**- EXPENDITURE CONTROL DOGS ANIMAL CONTROL INTERLOCALS**					
04-2010-00-6690-004	**- NJ HEALTH LICENSE REPORT NJ HEALTH LICENSE REPORT**					
	193188	NEW JERSEY DEPT OF HEALTH &	36.00	AUGUST-2026 DOG LICENSE REPORT	12/31/2025	00/00/0000
	193188	NEW JERSEY DEPT OF HEALTH &	22.20	SEPTEMBER-2026 DOG LICENSE REPORT	12/31/2025	00/00/0000
04-2010-00-6690-304	**- OTHER EXPENSE OTHER EXPENSE**					
	193187	ROBERT DE FILIPPIS, DVM	114.67	CC#7269 - 10/21/26 - SEDATIVE	12/31/2025	00/00/0000
	193187	ROBERT DE FILIPPIS, DVM	120.00	CC#7269 - 10/21/2026 - HUMANE TREATMENT	12/31/2025	00/00/0000
	193058	WB MASON CO. INC.	543.99	#265161493 camera/case	10/13/2026	00/00/0000
Total: EXPENDITURE CONTROL DOGS ANIMAL CONTROL INTERLOCALS			**836.86**			
Fund Total: 04			**836.86**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
12-6080-00-0310- - FIRE COMPLIANCE PENALTIES DEDICATED PENALTY (FIRE SAFETY)						
12-6080-00-0310-010 - DEDICATED PENALTY (FIRE SAFETY) DEDICATED PENALTY (FIRE SAFETY)						
193200		WILLIAM WAGNER	925.20	ISSUED DT: 3/9/2026 FIRE INSPECTOR COURSE REIMBURSEMENT	12/31/2025	00/00/0000
193201		GARY BRAUS	93.59	PYMT ID: 28834 REIMBURSEMENT FIRE INSPECTOR LICENSE	12/31/2025	00/00/0000
Total: FIRE COMPLIANCE PENALTIES DEDICATED PENALTY (FIRE SAFETY)			**1,018.79**			
12-6120-00-0860- - PAYROLL TRUST SEC 125 FSA REIMBURSEMENT						
12-6120-00-0860-010 - SEC 125 FSA REIMBURSEMENT SEC 125 FSA REIMBURSEMENT						
193223	12200846	WAGEWORKS	550.17	FSA REIMBURSEMENT FOR SEPT 2026	09/30/2026	11/02/2026
193224	12200847	WAGEWORKS	527.88	FSA REIMBURSEMENT FOR OCT 2026	10/30/2026	10/30/2026
Total: PAYROLL TRUST SEC 125 FSA REIMBURSEMENT			**1,078.05**			
12-6770-00-8000- - PROPERTY INSPECTION ESCROW PROPERTY INSPECTION ESCROW/ Name						
12-6770-00-8000-006 - Property Inspection/WO Plaza Property Inspection/WO Plaza						
193097		CME ASSOCIATES	336.00	INV. 406021 PROFESSIONAL SERVICES SITE INSPECTIONS WO PLAZA DATED 9.23.26	12/31/2025	00/00/0000
Total: PROPERTY INSPECTION ESCROW PROPERTY INSPECTION ESCROW/ Name			**336.00**			
12-6830-00-0230- - RECREATION TRUST FUND ROCK SPRING GOLF						
12-6830-00-0230-010 - SPECIAL EVENTS SPECIAL EVENTS						
193219		EVAN J DITTIG	1,375.00	Skate Clinic 9/23,9/30,10/7,10/21 2026	11/02/2026	00/00/0000
Total: RECREATION TRUST FUND ROCK SPRING GOLF			**1,375.00**			
12-6830-00-0520- - RECREATION TRUST FUND SENIOR GOLF						
12-6830-00-0520- - SENIOR GOLF SENIOR GOLF						
193220		VILLAGE SUPERMARKET OF NJ	351.64	#02960191464 Golf supplies	11/02/2026	00/00/0000
Total: RECREATION TRUST FUND SENIOR GOLF			**351.64**			
12-6830-00-0525- - RECREATION TRUST FUND HANDICAPPED TRUST						
12-6830-00-0525-010 - HANDICAPPED TRUST HANDICAPPED TRUST						
192475		VILLAGE SUPERMARKET OF NJ	631.81	#02960395798, 02960317178, 02960317023, 02960316017 supplies for 2026 special	12/31/2025	00/00/0000
Total: RECREATION TRUST FUND HANDICAPPED TRUST			**631.81**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
12-6950-00-2560- - EXTRA DUTY SECURITY EXTRA DUTY SOLUTIONS						
12-6950-00-2560- - EXTRA DUTY SOLUTIONS EXTRA DUTY SOLUTIONS						
193106	12200828	TOWNSHIP OF WEST ORANGE	40,182.50	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: EXTRA DUTY SECURITY EXTRA DUTY SOLUTIONS			**40,182.50**			
Fund Total: 12			**44,973.79**			

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**					
	190990	CGP&H, LLC	476.00	#58311 PROFESSIONAL SERVICES 2026 NOT TO EXCEED	03/04/2026	00/00/0000
	191435	STEVEN J. WEINBERG	3,750.00	5 WINFIELD ST PROFESSIONAL SERVICES NOT TO EXCEED FOR 2026	04/15/2026	00/00/0000
	191435	STEVEN J. WEINBERG	500.00	8 ABINGTON RD PROFESSIONAL SERVICES NOT TO EXCEED FOR 2026	04/15/2026	00/00/0000
Total: DEVELOPER'S FEE - COAH DEVELOPER'S FEE - COAH			**4,726.00**			
Fund Total: 14			**4,726.00**			

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**				
193077		LENSLOCK INC	1,519.20	#0585-261026-NEW Hawk 6 In-Car Video Service (11/1/26 thru 11/01/27)	12/31/2025	00/00/0000
193077		LENSLOCK INC	895.00	#0585-261026-NEW LensLock Vehicle Installation	12/31/2025	00/00/0000
193077		LENSLOCK INC	59.00	#0585-261026-NEW Shipping and Handling - onetime fee	12/31/2025	00/00/0000
191181	466	ALL TRAFFIC SOLUTIONS	-16,316.65	#I824972 Item #4000817 Bundle Radar Speed Alert 24, ATS-4 Trailer, 4	12/31/2025	11/02/2026
191181	466	ALL TRAFFIC SOLUTIONS	-749.00	#I824972 Item #4000879 Violator Strobe, Red and Blue for ATS-5 for u	12/31/2025	11/02/2026
191181	469	ALL TRAFFIC SOLUTIONS	16,316.65	#I824972 Item #4000817 Bundle Radar Speed Alert 24, ATS-4 Trailer, 4	12/31/2025	11/02/2026
191181	469	ALL TRAFFIC SOLUTIONS	749.00	#I824972 Item #4000879 Violator Strobe, Red and Blue for ATS-5 for u	12/31/2025	11/02/2026
Total: FEDERAL FORFEITURE			**2,473.20**			
Fund Total: 18			**2,473.20**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
20-6800-00-8100-	**- DEVELOPERS ESCROW PB-24-14/172-174 MAIN ST. LLC**					
20-6800-00-8100-	**- PB-24-14/172-174 MAIN ST. LLC PB-24-14/172-174 MAIN ST. LLC**					
	193139	MATRIX NEW WORLD ENGINEERING,	350.00	INV# R23-01618-70 For professional services	10/23/2026	00/00/0000
Total: DEVELOPERS ESCROW PB-24-14/172-174 MAIN ST. LLC			**350.00**			
20-6800-00-8200-	**- DEVELOPERS ESCROW PB-25-09/Johny R. Perez**					
20-6800-00-8200-	**- PB-25-09/Johny R. Perez PB-25-09/Johny R. Perez**					
	193140	CME ASSOCIATES	810.00	INV# 0404160 For professional services	10/23/2026	00/00/0000
Total: DEVELOPERS ESCROW PB-25-09/Johny R. Perez			**810.00**			
20-6800-00-8210-	**- DEVELOPERS ESCROW PB-25-10/Trader Joe's East Inc**					
20-6800-00-8210-	**- PB-25-10/Trader Joe's East Inc PB-25-10/Trader Joe's East Inc**					
	193133	CME ASSOCIATES	109.50	INV#0398351 For professional services	10/23/2026	00/00/0000
	193133	CME ASSOCIATES	530.00	INV# 0392513 For professional services	10/23/2026	00/00/0000
	193133	CME ASSOCIATES	219.00	INV# 0397771 For professional services	10/23/2026	00/00/0000
	193133	CME ASSOCIATES	1,038.00	INV# 0399649 For professional services	10/23/2026	00/00/0000
	193135	HEYER, GRUEL & ASSOC, P.A.	285.00	INV# 45657 For professional services	10/23/2026	00/00/0000
	193135	HEYER, GRUEL & ASSOC, P.A.	805.00	INV# 45460 For professional services	10/23/2026	00/00/0000
	193136	MATRIX NEW WORLD ENGINEERING,	1,658.75	INV# R23-03313-1 For professional services	10/23/2026	00/00/0000
Total: DEVELOPERS ESCROW PB-25-10/Trader Joe's East Inc			**4,645.25**			
20-6800-00-8220-	**- DEVELOPERS ESCROW PB-25-11/525 Northfield Ave, LLC**					
20-6800-00-8220-	**- PB-25-11/525 Northfield Ave, LLC PB-25-11/525 Northfield Ave, LLC**					
	193143	CME ASSOCIATES	1,188.00	INV# 0405633 For professional services	10/23/2026	00/00/0000
	193146	COLUMN SOFTWARE PBC	70.92	INV# CIU9CU7X-0036 For public notice	10/23/2026	00/00/0000
	193145	DIANA POWELL MCGOVERN	750.00	9/9/2026 For professional services on	10/23/2026	00/00/0000
	193144	HEYER, GRUEL & ASSOC, P.A.	1,690.00	INV# 46417 For professional services	10/23/2026	00/00/0000
	193147	NJ ADVANCE MEDIA	98.79	AD# 0011122427 Public notice	10/23/2026	00/00/0000
Total: DEVELOPERS ESCROW PB-25-11/525 Northfield Ave, LLC			**3,797.71**			
20-6800-00-8240-	**- DEVELOPERS ESCROW PB-26-01/15 RIDGEWAY LLC**					
20-6800-00-8240-	**- PB-26-01/15 RIDGEWAY LLC PB-26-01/15 RIDGEWAY LLC**					

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
193119		CME ASSOCIATES	1,446.00	#399650 #405632 professional serv	10/22/2026	00/00/0000
193120		COLUMN SOFTWARE PBC	150.12	#CIU9CU7X-0042 #CIU9CU7X-0038 ads	10/22/2026	00/00/0000
193122		DIANA POWELL MCGOVERN	750.00	#10.21.26 professional serv	10/22/2026	00/00/0000
193118		HEYER, GRUEL & ASSOC, P.A.	170.00	#46244 #46421 professional serv	10/22/2026	00/00/0000
193121		NJ ADVANCE MEDIA	241.19	#0011131669 #0011124054 ads	10/22/2026	00/00/0000
Total: DEVELOPERS ESCROW PB-26-01/15 RIDGEWAY LLC			**2,757.31**			
20-6800-00-8250- - DEVELOPERS ESCROW PB-26-02 CATALYST DEVELOPMENT GROUP LLC						
20-6800-00-8250- - PB-26-02 CATALYST DEVELOPMENT GROUP LLC PB-26-02 CATALYST DEVELOPMENT GROUP LLC						
193141		CME ASSOCIATES	432.00	INV# 0405630 For professional services	10/23/2026	00/00/0000
193142		HEYER, GRUEL & ASSOC, P.A.	1,155.00	INV# 46059 For professional services	10/23/2026	00/00/0000
Total: DEVELOPERS ESCROW PB-26-02 CATALYST DEVELOPMENT GROUP LLC			**1,587.00**			
20-6800-00-8260- - DEVELOPERS ESCROW PB-26-03 CRESTMONT COUNTRY CLUB						
20-6800-00-8260- - PB-26-03 CRESTMONT COUNTRY CLUB PB-26-03 CRESTMONT COUNTRY CLUB						
193137		CME ASSOCIATES	1,188.00	INV# 0405535 For professional services	10/23/2026	00/00/0000
193137		CME ASSOCIATES	547.50	INV# 0399652 For professional services	10/23/2026	00/00/0000
193138		HEYER, GRUEL & ASSOC, P.A.	720.00	#INV 46414 For professional services	10/23/2026	00/00/0000
Total: DEVELOPERS ESCROW PB-26-03 CRESTMONT COUNTRY CLUB			**2,455.50**			
20-6800-00-8280- - DEVELOPERS ESCROW PB-26-05/555 NORTHFIELD AVENUE LLC						
20-6800-00-8280- - PB-26-05/555 NORTHFIELD AVENUE LLC PB-26-05/555 NORTHFIELD AVENUE LLC						
193151		CME ASSOCIATES	785.00	INV# 0406023 For professional services	10/23/2026	00/00/0000
193153		HEYER, GRUEL & ASSOC, P.A.	1,470.00	INV# 46416 For professional services	10/23/2026	00/00/0000
Total: DEVELOPERS ESCROW PB-26-05/555 NORTHFIELD AVENUE LLC			**2,255.00**			
20-6810-00-7950- - DEVELOPERS ESCROW ZB-22-12/SETON HALL PREP						
20-6810-00-7950- - ZB-22-12/SETON HALL PREP ZB-22-12/SETON HALL PREP						
193176		SAVO, SCHALK, CORSINI, WARNER	78.00	Invoice 8386	12/31/2025	00/00/0000
193176		SAVO, SCHALK, CORSINI, WARNER	39.00	Invoice 9651	12/31/2025	00/00/0000
Total: DEVELOPERS ESCROW ZB-22-12/SETON HALL PREP			**117.00**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
20-6810-00-8170- - DEVELOPERS ESCROW ZB-25-07 / Mavis Tire Supply, LLC						
20-6810-00-8170- - ZB-25-07 / Mavis Tire Supply, LLC ZB-25-07 / Mavis Tire Supply, LLC						
	193184	COLUMN SOFTWARE PBC	72.16	#CIU9CU7X-0039	10/28/2026	00/00/0000
	193192	NJ ADVANCE MEDIA	120.15	AD #0011124152-01	10/28/2026	00/00/0000
Total: DEVELOPERS ESCROW ZB-25-07 / Mavis Tire Supply, LLC			**192.31**			
20-6810-00-8220- - DEVELOPERS ESCROW ZB-26-03 / WO Plaza (235 Prospect Avenue)						
20-6810-00-8220- - ZB-26-03 / WO Plaza (235 Prospect Avenue) ZB-26-03 / WO Plaza (235 Prospect Avenue)						
	193162	CME ASSOCIATES	496.50	#406271, 407252, 407251 professional serv	10/26/2026	00/00/0000
	193164	HEYER, GRUEL & ASSOC, P.A.	320.00	#46422 professional serv	10/26/2026	00/00/0000
Total: DEVELOPERS ESCROW ZB-26-03 / WO Plaza (235 Prospect Avenue)			**816.50**			
20-6810-00-8230 - DEVELOPERS ESCROW ZB-26-05 / INSTITUTE OF CHRIST THE KING SOVEREIN PRIEST						
20-6810-00-8230 - ZB-26-05 / INSTITUTE OF CHRIST THE KING SOVEREIN PRIEST ZB-26-05 / INSTITUTE OF CHRIST THE KING SOVEREIN PRIEST						
	193163	CME ASSOCIATES	1,203.00	#407302 professional serv	10/26/2026	00/00/0000
Total: DEVELOPERS ESCROW ZB-26-05 / INSTITUTE OF CHRIST THE KING SOVEREIN PRIEST			**1,203.00**			
Fund Total: 20			**20,986.58**			

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**					
193170	22200075	CLAIMS RESOLUTION CORPORATION	594.21	ROLLUPS/CLAIMS 10/26/2026	10/27/2026	10/27/2026
22-2010-00-6690-022	**- WORKERS COMP CLAIMS WORKERS COMP CLAIMS**					
193117		GARDEN STATE MUNICIPAL JIF	2,832.03	#258436 sir sept 26	10/22/2026	00/00/0000
Total: EXPENDITURE CONTROL EXPENDITURE CONTROL			**3,426.24**			
Fund Total: 22			**3,426.24**			

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**					
	193106	32200082 TOWNSHIP OF WEST ORANGE	431.65	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
	193107	32200083 TOWNSHIP OF WEST ORANGE	245.87	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
Total: EXPENDITURE CONTROL EXPENDITURE CONTROL			**677.52**			
Fund Total: 32			**677.52**			

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**					
	191073	KAI STRATEGIC INS PARTNERS,LLC	18,000.00	#W1120269302026 RESOLUTION 73-26 RISK MANAGEMENT SERVICES NOT TO EXCEED	03/12/2026	00/00/0000
Total: EXPENDITURE CONTROL EXPENDITURE CONTROL			**18,000.00**			
Fund Total: 62			**18,000.00**			

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						
193159	63200090	MERITAIN HEALTH	207,771.19	10-20-2026 CLAIMS	10/26/2026	10/26/2026
193222	63200091	MERITAIN HEALTH	147,470.16	10-27-26 CLAIMS	11/02/2026	11/02/2026
Total: EXPENDITURE CONTROL EXPENDITURE CONTROL			**355,241.35**			
Fund Total: 63			**355,241.35**			

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						
193106	91201895	TOWNSHIP OF WEST ORANGE	2,882.02	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-1001-100 - MAYOR S&W Overtime						
193106	91201895	TOWNSHIP OF WEST ORANGE	458.10	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET MAYOR S&W			**3,340.12**			
91-2010-00-1201- - BUDGET TOWN COUNCIL S&W						
91-2010-00-1201-010 - TOWN COUNCIL S&W SALARIES & WAGES-TOWN COUNCIL						
193106	91201895	TOWNSHIP OF WEST ORANGE	2,401.35	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-1201-210 - TOWN COUNCIL S&W Retro Payments						
193107	91201897	TOWNSHIP OF WEST ORANGE	1,141.18	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
Total: BUDGET TOWN COUNCIL S&W			**3,542.53**			
91-2010-00-1203- - BUDGET TOWN COUNCIL O/E						
91-2010-00-1203-201 - TOWN COUNCIL O/E CODIFICATION						
192991		GENERAL CODE	447.00	#PG000048861 Supplement No. LUL 7.1 Code Analysis Composition	12/31/2025	00/00/0000
192991		GENERAL CODE	2,550.00	#PG000048860 Supplement No. 7.1 - Code Analysis Composition	12/31/2025	00/00/0000
Total: BUDGET TOWN COUNCIL O/E			**2,997.00**			
91-2010-00-1402- - BUDGET TOWNSHIP LITIGATION O/E						
91-2010-00-1402-060 - TOWNSHIP LITIGATION O/E LITIGATION GENERAL						
193221		KYLE MCMANUS ASSOCIATES, LLC	1,837.50	#9144 OCT 2026 PROFESSIONAL SERV	11/02/2026	00/00/0000
193168		SAVO, SCHALK, CORSINI, WARNER	584.00	#9647 professional serv august 26	10/26/2026	00/00/0000
193169		SAVO, SCHALK, CORSINI, WARNER	292.50	#6948 professional serv	10/26/2026	00/00/0000
193165		SAVO, SCHALK, CORSINI, WARNER	331.50	#9650 professional serv	10/26/2026	00/00/0000
91-2010-00-1402-062 - TOWNSHIP LITIGATION O/E LITIGATION - LABOR MATTERS						
193205		ANTONELLI KANTOR P.C.	77,277.45	#24807,25031,25032,25033,25034,25035,25243,25244,25245,25246,25247RES 285-26 PRO	10/30/2026	00/00/0000
Total: BUDGET TOWNSHIP LITIGATION O/E			**80,322.95**			
91-2010-00-1501- - BUDGET TOWNSHIP CLERK S&W						

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
91-2010-00-1501-010 - TOWNSHIP CLERK S&W SALARIES & WAGES						
193106	91201895	TOWNSHIP OF WEST ORANGE	9,781.33	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET TOWNSHIP CLERK S&W			**9,781.33**			
91-2010-00-1912- - BUDGET BOARD OF ADJUSTMENT O/E						
91-2010-00-1912-030 - BOARD OF ADJUSTMENT O/E ADVERTISING						
193189		COLUMN SOFTWARE PBC	68.43	Invoice:CIU9CU7X-0041 - 2027 ZBA Meetings Notice	12/31/2025	00/00/0000
193185		NJ ADVANCE MEDIA	74.76	Invoice 0011130991 - 2027 ZBA Meeting Dates	12/31/2025	00/00/0000
Total: BUDGET BOARD OF ADJUSTMENT O/E			**143.19**			
91-2010-00-1941- - BUDGET MUNICIPAL COURT S&W						
91-2010-00-1941-010 - MUNICIPAL COURT S&W SALARIES AND WAGES						
193106	91201895	TOWNSHIP OF WEST ORANGE	16,453.36	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-1941-100 - MUNICIPAL COURT S&W Overtime						
193106	91201895	TOWNSHIP OF WEST ORANGE	422.12	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET MUNICIPAL COURT S&W			**16,875.48**			
91-2010-00-2001- - BUDGET BUSINESS ADMI S&W						
91-2010-00-2001-010 - BUSINESS ADMI S&W SALARIES & WAGES-BUSINESS ADMI						
193106	91201895	TOWNSHIP OF WEST ORANGE	13,909.99	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET BUSINESS ADMI S&W			**13,909.99**			
91-2010-00-2002- - BUDGET BUSINESS ADMI O/E						
91-2010-00-2002-070 - BUSINESS ADMI O/E COMUNICATIONS OFFICER						
192692		JOSEPH FAGAN	3,200.00	NOVEMBER 2026 communications officer 09.01.2026-12.31.2026	08/25/2026	00/00/0000
91-2010-00-2002-082 - BUSINESS ADMI O/E TOWNSHIP EMPLOYEE EDUCATION						
193103		RUTGERS STATE UNIVERSITY	475.00	#151540 Course Name: Large Tree Climbing and RiggingCourse Code: AL0802CA27Ni	10/19/2026	00/00/0000
193102		RUTGERS STATE UNIVERSITY	475.00	#151594 Course Name: Large Tree Climbing and RiggingCourse Code: AL0802CA27Ha	10/19/2026	00/00/0000
Total: BUDGET BUSINESS ADMI O/E			**4,150.00**			
91-2010-00-2201- - BUDGET PURCHASING S&W						
91-2010-00-2201-010 - PURCHASING S&W SALARIES & WAGES-PURCHASING						

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
193106	91201895	TOWNSHIP OF WEST ORANGE	5,390.58	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
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						
193106	91201895	TOWNSHIP OF WEST ORANGE	8,878.56	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET CENTRAL PRINT S&W			**8,878.56**			
91-2010-00-2302- - BUDGET CENTRAL PRINT O/E						
91-2010-00-2302-030 - CENTRAL PRINT O/E OUTSIDE PRINTING						
193209		D & M INSTANT PRINTING	375.00	#3314 2500 QTY. each department set. Envelopes printed for Engineering, DPW, M	10/30/2026	00/00/0000
91-2010-00-2302-110 - CENTRAL PRINT O/E OFFICE SUPPLIES						
193063		WB MASON CO. INC.	186.90	#265122891 letter manilla folders 1/3 cut 100/box	10/13/2026	00/00/0000
Total: BUDGET CENTRAL PRINT O/E			**561.90**			
91-2010-00-2303- - BUDGET TELEPHONE COMMUNICATIONS O/E						
91-2010-00-2303-133 - TELEPHONE COMMUNICATIONS O/E INTERNET SERVICE						
190240		COMCAST	209.85	NOVEMBER 2026 internet various locations 2026	01/13/2026	00/00/0000
190239		VERIZON	97.99	10/16/26-11/15/26 internet various locations 2026	01/13/2026	00/00/0000
190240		COMCAST	311.80	10/15/26-11/14/26 internet various locations 2026	01/13/2026	00/00/0000
190239		VERIZON	134.65	10/11/26-11/10/26 internet various locations 2026	01/13/2026	00/00/0000
190240		COMCAST	224.98	OCTOBER 2026 internet various locations 2026	01/13/2026	00/00/0000
190240		COMCAST	142.85	10.15.26-11.14.26 internet various locations 2026	01/13/2026	00/00/0000
91-2010-00-2303-140 - TELEPHONE COMMUNICATIONS O/E TELEPHONE SERVICE						
190238		VERIZON	190.60	10/13/26-11/15/26 phone serv 2026	01/13/2026	00/00/0000
190238		VERIZON	94.14	10/11/26-11/10/26 phone serv 2026	01/13/2026	00/00/0000
91-2010-00-2303-141 - TELEPHONE COMMUNICATIONS O/E DEPARTMENTAL WIRELESS						
190789		AT&T MOBILITY	5,259.56	#10282026 CELL SERV	02/12/2026	00/00/0000
Total: BUDGET TELEPHONE COMMUNICATIONS O/E			**6,666.42**			
91-2010-00-2304- - BUDGET CENTRAL MAILING O/E						
91-2010-00-2304-090 - CENTRAL MAILING O/E CONTRACT MAINT. & REPAIR						

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
193190		PITNEY BOWES CORP	267.00	#1030286321 08.08.26-11.07.26 meter rental	10/28/2026	00/00/0000
91-2010-00-2304-110		**- CENTRAL MAILING O/E POSTAGE METER USAGE**				
193191		FEDERAL EXPRESS CORPORATION	34.29	#9-507-10000 #9-507-10001 t ransport charges	10/28/2026	00/00/0000
193213		BRT TECHNOLOGIES	9,171.50	#5687 postage	11/02/2026	00/00/0000
Total: BUDGET CENTRAL MAILING O/E			**9,472.79**			
91-2010-00-2307-		**- APPROPRIATION RESERVES CENTRAL IT PD SERVICES O/E**				
91-2010-00-2307-010		**- CENTRAL IT PD SERVICES O/E POLICE DEPARTMENT IT SERVICES**				
192457		EASTERN COMMUNICATIONS, LTD	12,852.00	#INV50951 SEPT 2026 TO COVER THE COST OF CONTRACT MAINTENANCE- MONTHLY EQUIPME	07/31/2026	00/00/0000
Total: APPROPRIATION RESERVES CENTRAL IT PD SERVICES O/E			**12,852.00**			
91-2010-00-2309-		**- APPROPRIATION RESERVES CENTRAL IT NON UNIFORM SERVICES O/E**				
91-2010-00-2309-010		**- CENTRAL IT NON UNIFORM SERVICES O/E NON UNIFORM DEPARTMENT IT SERVICES**				
192626		CDW LLC	1,191.24	#AK6GV2H QUOTE PZHH308APC REPLACEMENT BATTERY 645694	08/17/2026	00/00/0000
193212		PASCACK DATA SERVICES, INC	239.98	#2509 renewal of go daddy docuware.woconnect.org	11/02/2026	00/00/0000
Total: APPROPRIATION RESERVES CENTRAL IT NON UNIFORM SERVICES O/E			**1,431.22**			
91-2010-00-2532-		**- BUDGET CENTRAL INSURANCE - HEALTH**				
91-2010-00-2532-010		**- CENTRAL INSURANCE - HEALTH RETIREE HB CLAIMS**				
193159	91202002	MERITAIN HEALTH	92,168.89	10-20-2026 CLAIMS - RETIREE	10/26/2026	10/26/2026
193222	91202005	MERITAIN HEALTH	54,596.16	10-27-26 CLAIMS - RETIREE	11/02/2026	11/02/2026
91-2010-00-2532-030		**- CENTRAL INSURANCE - HEALTH EMPLOYEE HB CLAIMS**				
193159	91202002	MERITAIN HEALTH	106,953.90	10-20-2026 CLAIMS - ACTIVE	10/26/2026	10/26/2026
193222	91202005	MERITAIN HEALTH	88,311.56	10-27-26 CLAIMS - ACTIVE	11/02/2026	11/02/2026
91-2010-00-2532-038		**- CENTRAL INSURANCE - HEALTH EMPLOYEE PRESCRIPTION BENEFITS**				
193157	91202001	CVS/CAREMARK	200,000.00	FUND TRANSFER TO COVER PRESCRIPTION INVOICES	10/26/2026	10/26/2026
91-2010-00-2532-070		**- CENTRAL INSURANCE - HEALTH LIB EMPLOYEE HB - CLAIMS**				
193159	91202002	MERITAIN HEALTH	8,648.40	10-20-2026 CLAIMS - LIBRARY	10/26/2026	10/26/2026
193222	91202005	MERITAIN HEALTH	4,562.44	10-27-26 CLAIMS - LIBRARY	11/02/2026	11/02/2026
Total: BUDGET CENTRAL INSURANCE - HEALTH			**555,241.35**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
91-2010-00-2535- - BUDGET CENTRAL INS - WORK-COMP						
91-2010-00-2535-080 - CENTRAL INS - WORK-COMP WORKERS COMPENSATION						
	193171	91202003 TOWNSHIP OF WEST ORANGE	594.21	FUND TRANSFER FROM 01 TO 22	10/27/2026	10/27/2026
Total: BUDGET CENTRAL INS - WORK-COMP			**594.21**			
91-2010-00-2801- - BUDGET COLLECTORS OF S&W						
91-2010-00-2801-010 - COLLECTORS OF S&W SALARIES & WAGES-COLLECTORS OF						
	193106	91201895 TOWNSHIP OF WEST ORANGE	11,751.26	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET COLLECTORS OF S&W			**11,751.26**			
91-2010-00-2951- - BUDGET COMPTROLLER S&W						
91-2010-00-2951-010 - COMPTROLLER S&W SALARIES & WAGES-COMPTROLLER						
	193106	91201895 TOWNSHIP OF WEST ORANGE	20,578.56	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-2951-100 - COMPTROLLER S&W Overtime						
	193106	91201895 TOWNSHIP OF WEST ORANGE	134.99	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET COMPTROLLER S&W			**20,713.55**			
91-2010-00-3001- - BUDGET PLANNING & DEV S&W						
91-2010-00-3001-030 - PLANNING & DEV S&W Hourly Pay						
	193107	91201897 TOWNSHIP OF WEST ORANGE	515.75	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
Total: BUDGET PLANNING & DEV S&W			**515.75**			
91-2010-00-3101- - BUDGET HOUSING CODE S&W						
91-2010-00-3101-010 - HOUSING CODE S&W SALARIES & WAGES-HOUSING CODE						
	193106	91201895 TOWNSHIP OF WEST ORANGE	43,835.41	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-3101-100 - HOUSING CODE S&W Overtime						
	193106	91201895 TOWNSHIP OF WEST ORANGE	441.65	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET HOUSING CODE S&W			**44,277.06**			
91-2010-00-3102- - BUDGET HOUSING CODE O/E						
91-2010-00-3102-110 - HOUSING CODE O/E OFFICE & FIELD EQUIPMENT (FILM						
	192637	ACE REPROGRAPHIC SERVICE INC	67.72	ORDER DATE: 8/5/26 Printing and binding of Chapter 25 for K. Alleyne	12/31/2025	00/00/0000

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
Total: BUDGET HOUSING CODE O/E			**67.72**			
91-2010-00-4001-	**- BUDGET TAX ASSESSOR S&W**					
91-2010-00-4001-010	**- TAX ASSESSOR S&W SALARIES & WAGES**					
193106	91201895	TOWNSHIP OF WEST ORANGE	8,847.20	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-4001-090	**- TAX ASSESSOR S&W Longevity**					
193106	91201895	TOWNSHIP OF WEST ORANGE	352.56	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET TAX ASSESSOR S&W			**9,199.76**			
91-2010-00-4002-	**- BUDGET TAX ASSESSOR O/E**					
91-2010-00-4002-112	**- TAX ASSESSOR O/E TAX ASSESSORS NOTIFICATIONS**					
193213		BRT TECHNOLOGIES	2,539.80	#5687 postcards 2027	11/02/2026	00/00/0000
Total: BUDGET TAX ASSESSOR O/E			**2,539.80**			
91-2010-00-5001-	**- BUDGET POLICE S&W**					
91-2010-00-5001-010	**- POLICE S&W SALARIES & WAGES - POLICE**					
193106	91201895	TOWNSHIP OF WEST ORANGE	434,448.78	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
193107	91201897	TOWNSHIP OF WEST ORANGE	1,012.21	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
91-2010-00-5001-030	**- POLICE S&W S&W SPECIAL REQUESTS**					
193107	91201897	TOWNSHIP OF WEST ORANGE	28,423.90	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
91-2010-00-5001-050	**- POLICE S&W Holiday Pay - Uniformed Employees**					
193106	91201895	TOWNSHIP OF WEST ORANGE	28,520.40	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
193107	91201897	TOWNSHIP OF WEST ORANGE	125.22	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
91-2010-00-5001-060	**- POLICE S&W Detective Allowance**					
193106	91201895	TOWNSHIP OF WEST ORANGE	1,346.10	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-5001-070	**- POLICE S&W Police Officer Allowance**					
193106	91201895	TOWNSHIP OF WEST ORANGE	18,557.91	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-5001-080	**- POLICE S&W Administration Allowance**					
193106	91201895	TOWNSHIP OF WEST ORANGE	230.76	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-5001-085	**- POLICE S&W CAPTAIN/CHIEF Allowance**					
193106	91201895	TOWNSHIP OF WEST ORANGE	673.05	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-5001-090	**- POLICE S&W Longevity**					

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
193106	91201895	TOWNSHIP OF WEST ORANGE	5,557.11	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
193106	91201895	TOWNSHIP OF WEST ORANGE	931.81	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
193106	91201895	TOWNSHIP OF WEST ORANGE	3,877.17	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
193106	91201895	TOWNSHIP OF WEST ORANGE	2,381.69	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
193106	91201895	TOWNSHIP OF WEST ORANGE	5,607.47	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-5001-100		**- POLICE S&W Overtime - Uniformed**				
193106	91201895	TOWNSHIP OF WEST ORANGE	50,152.31	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-5001-210		**- POLICE S&W Retro Payments**				
193106	91201895	TOWNSHIP OF WEST ORANGE	362.78	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-5001-221		**- POLICE S&W College Credit Police**				
193106	91201895	TOWNSHIP OF WEST ORANGE	999.96	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-5001-990		**- POLICE S&W Non Cash Earnings**				
193106	91201895	TOWNSHIP OF WEST ORANGE	22,324.38	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET POLICE S&W			**605,533.01**			
91-2010-00-5003-		**- BUDGET POLICE O/E**				
91-2010-00-5003-083		**- POLICE O/E TRAINING COURSES & AIDS**				
192722		MORRIS COUNTY PUBLIC SAFETY TR	45.00	#37137 TO COVER THE COST OF DETECTIVE MANZELLA TO ATTEND BASIC FINANCIAL CRIME	12/31/2025	00/00/0000
91-2010-00-5003-110		**- POLICE O/E TESTS, EXAMS, SHOTS**				
193202		CARE STATION MEDICAL GROUP PA	75.00	10/5/26 To cover the cost of Invoice for JZ	12/31/2025	00/00/0000
193202		CARE STATION MEDICAL GROUP PA	350.00	10/6/26 To cover the cost of Invoice for LM	12/31/2025	00/00/0000
193202		CARE STATION MEDICAL GROUP PA	286.00	10/6/26 To cover the cost of Invoice for LM	12/31/2025	00/00/0000
193202		CARE STATION MEDICAL GROUP PA	61.00	10/5/26 To cover the cost of Invoice for JZ	12/31/2025	00/00/0000
193177		STATE TOXICOLOGY LABORATORY	225.00	Invoice #002322 To cover the cost	12/31/2025	00/00/0000
91-2010-00-5003-113		**- POLICE O/E PRISONER MEALS**				
190270		CASTLE ROCK BAR & GRILL LLC	66.50	#3005, 3017, 3004, 4003 PRISONER MEALS FROM JAN - DECEMBER 31, 2026	12/31/2025	00/00/0000
190269		THE NORTHFIELD BAGELS AND DELI	67.50	10/29,10/30,11/1,11/2 TO COVER THE COST OF PRISONER MEALS FROM JAN 1, 2026 - D	12/31/2025	00/00/0000
91-2010-00-5003-115		**- POLICE O/E INVESTIGATIVE SUPPLIES**				
192640		V.E. RALPH & SON	151.60	#501134 ITEM 10-MK296M MIDNIGHT NITRILE GLOVES MED 100/BX	12/31/2025	00/00/0000
192640		V.E. RALPH & SON	151.60	#501134 ITEM 10-MK296XL MIDNIGHT NITRILE GLOVES XL 100/BX	12/31/2025	00/00/0000
192640		V.E. RALPH & SON	1,352.00	#501868 ITEM 8900-0810-01 ZOLL PEDI STAT PADS 2 1 PAIR	12/31/2025	00/00/0000

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
192640		V.E. RALPH & SON	662.40	#501134 ITEM 8900-0802-01 ZOLL STAT PADS #2 1 PAIR ADULT	12/31/2025	00/00/0000
91-2010-00-5003-119		**- POLICE O/E SAFETY EQUIPMENT (PERSONAL)**				
190266		AWISCO	131.15	#0002128562 TO COVER THE COST OF EXPENSES FROM JANUARY 1, 2026 - DECEMBER 31,	12/31/2025	00/00/0000
190266		AWISCO	132.28	#0080348262 #0080347957 TO COVER THE COST OF EXPENSES FROM JANUARY 1, 2026 - D	12/31/2025	00/00/0000
91-2010-00-5003-127		**- POLICE O/E BUILDING / HOUSEHOLD**				
190194		WB MASON CO. INC.	38.64	#264973343 TO COVER THE COST OF BOTTLE WATER FOR THE POLICE DEPARTMENT 2026	12/31/2025	00/00/0000
190194		WB MASON CO. INC.	38.64	#265120566 TO COVER THE COST OF BOTTLE WATER FOR THE POLICE DEPARTMENT 2026	12/31/2025	00/00/0000
190194		WB MASON CO. INC.	38.64	#265263596 TO COVER THE COST OF BOTTLE WATER FOR THE POLICE DEPARTMENT 2026	12/31/2025	00/00/0000
91-2010-00-5003-136		**- POLICE O/E COMPUTER SUPPLIES**				
193008		CDW LLC	330.98	#AL3U89E FLUKE NETWORKS INTELLITONE PRO 200 KIT - NETWORK TESTER KIT MFG PART:	12/31/2025	00/00/0000
91-2010-00-5003-200		**- POLICE O/E INVESTIGATIONS**				
193178		T-MOBILE	50.00	#L2609220057 TO COVER THE COST OF SEARCH WARRANT - SEE THE ATTACHED	12/31/2025	00/00/0000
91-2010-00-5003-201		**- POLICE O/E CLINICAL CO-RESPONDERS**				
192178		MENTAL HEALTH ASSOC OF	16,333.33	#090126 SEPT. 2026 RES 179-26 PROFESSIONAL SERV 2026. PAID JANUARY AND FEBRUAR	07/08/2026	00/00/0000
91-2010-00-5003-206		**- POLICE O/E BULLET PROOF VESTS**				
192757		ATLANTIC UNIFORM CO.	3,360.00	#A-098887 ARMOR EXPRESS MODEL VORTEX IIIA BRAVO BALLISTIC PANELS WITH ONE NAVY	12/31/2025	00/00/0000
Total: BUDGET POLICE O/E			**23,947.26**			
91-2010-00-6001-		**- BUDGET FIRE S&W**				
91-2010-00-6001-010		**- FIRE S&W SALARIES & WAGES-FIRE**				
193106	91201895	TOWNSHIP OF WEST ORANGE	368,200.75	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-6001-030		**- FIRE S&W S&W SPECIAL REQUEST**				
193107	91201897	TOWNSHIP OF WEST ORANGE	1,431.30	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
91-2010-00-6001-050		**- FIRE S&W Holiday Pay - Uniformed Employees**				
193106	91201895	TOWNSHIP OF WEST ORANGE	25,384.83	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-6001-060		**- FIRE S&W INSPECTORS ALLOWANCE**				

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
193106	91201895	TOWNSHIP OF WEST ORANGE	403.83	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-6001-080	**- FIRE S&W OFF DUTY SPECIAL EVENTS**					
193106	91201895	TOWNSHIP OF WEST ORANGE	384.60	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-6001-090	**- FIRE S&W Longevity**					
193106	91201895	TOWNSHIP OF WEST ORANGE	3,416.52	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
193106	91201895	TOWNSHIP OF WEST ORANGE	1,927.16	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
193106	91201895	TOWNSHIP OF WEST ORANGE	4,974.10	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
193106	91201895	TOWNSHIP OF WEST ORANGE	1,202.77	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
193106	91201895	TOWNSHIP OF WEST ORANGE	2,594.32	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-6001-100	**- FIRE S&W Overtime - Uniformed**					
193106	91201895	TOWNSHIP OF WEST ORANGE	59,342.94	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-6001-110	**- FIRE S&W Acting Pay**					
193106	91201895	TOWNSHIP OF WEST ORANGE	3,725.78	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET FIRE S&W			**472,988.90**			
91-2010-00-6002-	**- BUDGET FIRE O/E**					
91-2010-00-6002-082	**- FIRE O/E TRAINING - EDUCATION**					
193207		LIFESAVERS, INC	208.00	#322419 WOFD members- CPR ECARDS	10/30/2026	00/00/0000
91-2010-00-6002-110	**- FIRE O/E OFFICE SUPPLIES, FILM**					
193037		WB MASON CO. INC.	147.02	#265053951 office supplies attached	10/08/2026	00/00/0000
91-2010-00-6002-125	**- FIRE O/E FIELD SAFETY EQUIPMENT**					
193149		SIGNARAMA	789.41	#INV-12687 ESTIMATE EST-12687	10/23/2026	00/00/0000
193116		AMAZON.COM	59.39	#1YVW-NJQH-FWGL chains	10/22/2026	00/00/0000
Total: BUDGET FIRE O/E			**1,203.82**			
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	47.88	#02960204284 NOT TO EXCEED	12/31/2025	00/00/0000
Total: BUDGET UNIFORM FIRE SAFETY O/E			**47.88**			
91-2010-00-7001-	**- BUDGET ENGINEERING S&W**					
91-2010-00-7001-010	**- ENGINEERING S&W SALARIES & WAGES**					

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
193106	91201895	TOWNSHIP OF WEST ORANGE	21,503.02	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-7001-030		**- ENGINEERING S&W Hourly Pay**				
193107	91201897	TOWNSHIP OF WEST ORANGE	1,301.18	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
91-2010-00-7001-100		**- ENGINEERING S&W Overtime**				
193106	91201895	TOWNSHIP OF WEST ORANGE	640.73	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET ENGINEERING S&W			**23,444.93**			
91-2010-00-7101-		**- BUDGET BUILDING & PROPERTY O/E**				
91-2010-00-7101-072		**- BUILDING & PROPERTY O/E SERVICE CONTRACT-HVAC**				
192533		CARRIER CORPORATION	2,812.80	INV# 90566767 quote Q-00020766 replace main board room 103 town hall	08/06/2026	00/00/0000
91-2010-00-7101-077		**- BUILDING & PROPERTY O/E MAINT. ALL BLDGS. INTERIOR & E**				
192547		GENSERVE, LLC	2,668.03	#13271,12434,14838,12722 generator repairs not to exceed	08/11/2026	00/00/0000
190280		WB MASON CO. INC.	38.64	#265148994 water delivery 2026	01/15/2026	00/00/0000
192167		CARRIER CORPORATION	9,601.10	INV#90557080,90557127,90557212,90556226 FINAL hvac repairs various buildings 20	07/06/2026	00/00/0000
191500		APOLLO FLAGS LLC	2,494.00	#33350 flags 2026 not to exceed without the approval of the purchasing agent	12/31/2025	00/00/0000
91-2010-00-7101-079		**- BUILDING & PROPERTY O/E SPRINKLER SYSTEM INSPECTION**				
190950		JOHNSON CONTROLS US HOLDINGS	4,459.28	#25642840-42,25635965-66,25648413-14,25649818,25649392,25649817,53793388 sprin	12/31/2025	00/00/0000
91-2010-00-7101-110		**- BUILDING & PROPERTY O/E HARDWARE - MONTHLY**				
190942		HOME DEPOT	54.94	#5524227 bldg/ground supplies 2026	12/31/2025	00/00/0000
91-2010-00-7101-112		**- BUILDING & PROPERTY O/E MAINTENANCE SUPPLIES - BUILDIN**				
191475		JOHNSON CONTROLS US HOLDINGS	257.69	#25649398 misc. bldg. repairs 2026 not to exceed without the approval of the p	12/31/2025	00/00/0000
192433		HERC RENTALS INC	2,781.00	INV#34200222-038 light rental -JULY THROUGH DEC 2026	07/30/2026	00/00/0000
91-2010-00-7101-130		**- BUILDING & PROPERTY O/E CENTRAL MONITORING ALARM**				
191496		ULTIMATE SECURITY SYSTEMS, INC	1,150.00	INV#54901,54900,54898,54899,54902 alarms inspections/repairs 2026 various loca	12/31/2025	00/00/0000
Total: BUDGET BUILDING & PROPERTY O/E			**26,317.48**			
91-2010-00-7202-		**- BUDGET SHADE TREE O/E**				
91-2010-00-7202-091		**- SHADE TREE O/E CONTRACTUAL SERVICES-PRUNING**				
190416		BEUCLER TREE EXPERT LLC	3,400.00	#15660 RES 276-25 AND 9-26 TREE REMOVAL, PRUNING AND UNFORESEEN	01/22/2026	00/00/0000
190416		BEUCLER TREE EXPERT LLC	2,100.00	#15661 RES 276-25 AND 9-26 TREE REMOVAL, PRUNING AND UNFORESEEN	01/22/2026	00/00/0000
Total: BUDGET SHADE TREE O/E			**5,500.00**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
91-2010-00-7401- - BUDGET PUBLIC WORKS S&W						
91-2010-00-7401-010 - PUBLIC WORKS S&W ALL PW SALARIES						
193106	91201895	TOWNSHIP OF WEST ORANGE	97,807.85	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-7401-030 - PUBLIC WORKS S&W Hourly Pay						
193107	91201897	TOWNSHIP OF WEST ORANGE	2,293.50	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
91-2010-00-7401-090 - PUBLIC WORKS S&W Longevity						
193106	91201895	TOWNSHIP OF WEST ORANGE	2,148.24	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-7401-100 - PUBLIC WORKS S&W Overtime						
193106	91201895	TOWNSHIP OF WEST ORANGE	6,454.73	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET PUBLIC WORKS S&W			**108,704.32**			
91-2010-00-7602- - BUDGET STREET REPAIR O/E						
91-2010-00-7602-200 - STREET REPAIR O/E STREET RESURFACING						
192486		M.L. RUBERTON CONSTRUCTION CO., INC	19,203.63	#MC26055 guide rail repairs, Pleasant Valley Way 26-0348, Walker Rd 26-0346, F	12/31/2025	00/00/0000
Total: BUDGET STREET REPAIR O/E			**19,203.63**			
91-2010-00-7702- - BUDGET STREET SERVICE & TRAFFIC O/E						
91-2010-00-7702-114 - STREET SERVICE & TRAFFIC O/E SIGNS & POSTS						
190309		CROSSROAD INVESTMENTS, LLC	240.00	#00453-E, 00588-E misc signs/supplies 2026	12/31/2025	00/00/0000
Total: BUDGET STREET SERVICE & TRAFFIC O/E			**240.00**			
91-2010-00-7902- - BUDGET CENTRAL AUTOMOTIVE O/E						
91-2010-00-7902-040 - CENTRAL AUTOMOTIVE O/E NJDMV VEHICLE INSPECTIONS						
191850		AUTO REPAIR SOLUTIONS	450.00	#1510,1503,1541,1548-1554 vehicle inspections 2026	12/31/2025	00/00/0000
91-2010-00-7902-151 - CENTRAL AUTOMOTIVE O/E AUTO PARTS						
193155		HUDSON COUNTY MOTORS, INC	27,835.22	#81365,81506,81778,82067,82122,82294C,82397,82413,82453,82564,82659,82950,83085	10/23/2026	00/00/0000
190574		JESCO INC.	92.20	#GC3467 parts/repairs 2026	12/31/2025	00/00/0000
192375		BELAIR SERVICES	1,015.10	#100434 RES 205-26 REPAIR AND MAINT OF BUSES	07/27/2026	00/00/0000
190349		AWISCO	24.50	#0002125687 garage/street supplies 2026 not to exceed without the approval of	12/31/2025	00/00/0000
193062		HUDSON COUNTY MOTORS, INC	1,454.72	INV#82775 RWO -R1 REPAIR	10/13/2026	00/00/0000
193061		HUDSON COUNTY MOTORS, INC	568.19	INV# 83122 R3 FUEL FILL GUARD	10/13/2026	00/00/0000
91-2010-00-7902-152 - CENTRAL AUTOMOTIVE O/E GLASS, UPHOLSTERY, BODY						

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
190479		ESSEX LOCKSMITH	158.70	#383111 vehicle lock repair/key duplicate 2026 not to exceed without the appro	12/31/2025	00/00/0000
91-2010-00-7902-157		**- CENTRAL AUTOMOTIVE O/E AUTO SERVICING OF ALL FIRE PUM**				
191752		FIRE AND SAFETY SERVICES, LTD	9,970.30	INV#S126-2422 res 234-24 repairs to fire engines	05/15/2026	00/00/0000
Total: BUDGET CENTRAL AUTOMOTIVE O/E			**41,568.93**			
91-2010-00-8051-		**- BUDGET GENERAL HEALTH SERVICES S&W**				
91-2010-00-8051-010		**- GENERAL HEALTH SERVICES S&W SALARIES & WAGES**				
193106	91201895	TOWNSHIP OF WEST ORANGE	31,154.83	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-8051-090		**- GENERAL HEALTH SERVICES S&W Longevity**				
193106	91201895	TOWNSHIP OF WEST ORANGE	377.81	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-8051-100		**- GENERAL HEALTH SERVICES S&W Overtime**				
193106	91201895	TOWNSHIP OF WEST ORANGE	991.32	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET GENERAL HEALTH SERVICES S&W			**32,523.96**			
91-2010-00-8052-		**- BUDGET GENERAL HEALTH SERVICES O/E**				
91-2010-00-8052-114		**- GENERAL HEALTH SERVICES O/E PROTECTIVE CLOTHING**				
193114		WW GRAINGER INC	64.95	#9129092905 Condor Shoe Covers Ploypropylene Item#60EE99	12/31/2025	00/00/0000
91-2010-00-8052-118		**- GENERAL HEALTH SERVICES O/E MATERIALS & SUPPLIES**				
193100		AMAZON.COM	124.92	#1J99-V6D6-JFDL 3368-nj-01, 6915a, 6999a-m, dpd #3	10/19/2026	00/00/0000
91-2010-00-8052-135		**- GENERAL HEALTH SERVICES O/E COPIER RENTAL**				
193100		AMAZON.COM	136.55	#1J99-V6D6-JFDL 3368-nj-01, 6915a, 6999a-m, dpd #3	10/19/2026	00/00/0000
Total: BUDGET GENERAL HEALTH SERVICES O/E			**326.42**			
91-2010-00-8101-		**- BUDGET SEN CITIZEN TRANS S&W**				
91-2010-00-8101-010		**- SEN CITIZEN TRANS S&W SALARIES & WAGES**				
193106	91201895	TOWNSHIP OF WEST ORANGE	11,120.81	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-8101-030		**- SENIOR BUSING S&W Hourly Pay**				
193107	91201897	TOWNSHIP OF WEST ORANGE	10,095.91	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
91-2010-00-8101-100		**- SENIOR BUSING S&W Overtime**				
193106	91201895	TOWNSHIP OF WEST ORANGE	1,759.51	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET SEN CITIZEN TRANS S&W			**22,976.23**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
91-2010-00-8102- - BUDGET SEN CITIZEN TRANS O/E						
91-2010-00-8102-113 - SEN CITIZEN TRANS O/E OFFICE SUPPLIES						
	193058	WB MASON CO. INC.	77.09	#265161493 misc office supplies	10/13/2026	00/00/0000
91-2010-00-8102-130 - SEN CITIZEN TRANS O/E COMMUNICATION REPAIR						
	193058	WB MASON CO. INC.	108.57	#265161493 misc office supplies	10/13/2026	00/00/0000
Total: BUDGET SEN CITIZEN TRANS O/E			**185.66**			
91-2010-00-8401- - BUDGET ANIMAL CONTROL S&W						
91-2010-00-8401-010 - ANIMAL CONTROL S&W SALARIES & WAGES						
	193106	91201895 TOWNSHIP OF WEST ORANGE	2,795.08	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-8401-100 - ANIMAL CONTROL S&W Overtime						
	193106	91201895 TOWNSHIP OF WEST ORANGE	632.49	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET ANIMAL CONTROL S&W			**3,427.57**			
91-2010-00-8601- - BUDGET SEN CITIZEN HEALTH CTR S&W						
91-2010-00-8601-010 - SEN CITIZEN HEALTH CTR S&W SALARIES & WAGES						
	193106	91201895 TOWNSHIP OF WEST ORANGE	14,473.89	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-8601-030 - SEN CITIZEN HEALTH CTR S&W Hourly Pay						
	193107	91201897 TOWNSHIP OF WEST ORANGE	1,912.33	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
91-2010-00-8601-100 - SEN CITIZEN HEALTH CTR S&W Overtime						
	193106	91201895 TOWNSHIP OF WEST ORANGE	337.88	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET SEN CITIZEN HEALTH CTR S&W			**16,724.10**			
91-2010-00-8762- - BUDGET RETIRED CITIZENS PROGRAM O/E						
91-2010-00-8762-203 - RETIRED CITIZENS PROGRAM O/E NUTRITION PROGRAM						
	192825	VILLAGE SUPERMARKET OF NJ	67.56	#02960299691 REFRESHMENTS FOR PROGRAMS	09/09/2026	00/00/0000
	192825	VILLAGE SUPERMARKET OF NJ	9.98	#02960187022 REFRESHMENTS FOR PROGRAMS	09/09/2026	00/00/0000
	192825	VILLAGE SUPERMARKET OF NJ	32.21	#02960274276 REFRESHMENTS FOR PROGRAMS	09/09/2026	00/00/0000
Total: BUDGET RETIRED CITIZENS PROGRAM O/E			**109.75**			
91-2010-00-9101- - BUDGET PARKS & PLAYGROUNDS S&W						
91-2010-00-9101-010 - PARKS & PLAYGROUNDS S&W SALARIES & WAGES						

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
193106	91201895	TOWNSHIP OF WEST ORANGE	21,603.98	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-9101-030		**- PARKS & PLAYGROUNDS S&W Hourly Pay**				
193107	91201897	TOWNSHIP OF WEST ORANGE	4,029.78	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
91-2010-00-9101-090		**- PARKS & PLAYGROUNDS S&W Longevity**				
193106	91201895	TOWNSHIP OF WEST ORANGE	352.56	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
91-2010-00-9101-100		**- PARKS & PLAYGROUNDS S&W Overtime**				
193106	91201895	TOWNSHIP OF WEST ORANGE	1,680.67	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET PARKS & PLAYGROUNDS S&W			**27,666.99**			
91-2010-00-9102-		**- BUDGET PARKS & PLAYGROUNDS O/E**				
91-2010-00-9102-071		**- PARKS & PLAYGROUNDS O/E NEW SIGNS-PARK REGULATIONS**				
193186		TEERICO LLC	400.00	#3305 signs for Ridgedale park	12/31/2025	00/00/0000
91-2010-00-9102-110		**- PARKS & PLAYGROUNDS O/E MATERIALS-OFFICE**				
193129		STAPLES BUSINESS ADVANTAGE	49.79	#6078274509 name tag labels	12/31/2025	00/00/0000
91-2010-00-9102-120		**- PARKS & PLAYGROUNDS O/E MATERIALS-CLAY, CALCI**				
190848		JCW, INC	1,650.00	#2914 2026 maitenance turf Degnan field	12/31/2025	00/00/0000
193111		HOME DEPOT	439.10	#161569,24822,322648,9512134 Oct-Dec 2026 invoices	12/31/2025	00/00/0000
193111		HOME DEPOT	646.22	#6823216,7823122,7541975 Oct-Dec 2026 invoices	12/31/2025	00/00/0000
193111		HOME DEPOT	266.74	#4512648,4610827,7021327 Oct-Dec 2026 invoices	12/31/2025	00/00/0000
193111		HOME DEPOT	59.96	#4834610 Oct-Dec 2026 invoices	12/31/2025	00/00/0000
91-2010-00-9102-201		**- PARKS & PLAYGROUNDS O/E MPSN-ATHLETIC**				
191394		JOE GARAMELLA LLC	275.00	#WOR-2026-1021 DJ SPEC IAL NEEDS PARTIES	12/31/2025	00/00/0000
91-2010-00-9102-208		**- PARKS & PLAYGROUNDS O/E PROGRAMS**				
193130		CHRISTINA SARKES	75.00	10/18/26 table at Haitian forum	12/31/2025	00/00/0000
193174		PABLO L VILLEDA	75.00	10/18/2026 table at haitian festival	12/31/2025	00/00/0000
193198		MITCHELL R. ARONSON	3,860.00	#westorange BASKETBALL TOURNAMENTS	10/28/2026	00/00/0000
191395		JOHNNY ON THE SPOT, LLC	645.03	#6430020 #6430455 #6431317 #6433717 #6433864 2026 monthly service fees	12/31/2025	00/00/0000
Total: BUDGET PARKS & PLAYGROUNDS O/E			**8,441.84**			
91-2010-00-9302-		**- BUDGET CELECRATION OF PUBLIC EVENTS O**				
91-2010-00-9302-201		**- CELECRATION OF PUBLIC EVENTS O TREE LIGHTING**				
192914		HOWELL S. MAYER	1,150.00	#651 trackless train for tree lighting event	12/31/2025	00/00/0000

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
91-2010-00-9302-204		**- CELECRATION OF PUBLIC EVENTS O HALLOWEEN**				
193112		ANY EXCUSE FOR A PARTY, INC	850.00	REF# 20576 Bounce house for halloween event	12/31/2025	00/00/0000
Total: BUDGET CELECRATION OF PUBLIC EVENTS O			**2,000.00**			
91-2010-00-9401-		**- BUDGET CONSTRUCTION S&W**				
91-2010-00-9401-010		**- CONSTRUCTION S&W Base Salary Pay**				
193106	91201895	TOWNSHIP OF WEST ORANGE	11,382.05	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
193107	91201897	TOWNSHIP OF WEST ORANGE	8,629.06	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
91-2010-00-9401-100		**- CONSTRUCTION S&W Overtime**				
193106	91201895	TOWNSHIP OF WEST ORANGE	2,680.06	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
Total: BUDGET CONSTRUCTION S&W			**22,691.17**			
91-2010-00-9504-		**- BUDGET WATER- O/E**				
91-2010-00-9504-150		**- WATER- O/E WATER-RECREATION**				
192972		NJ AMERICAN WATER CO.	821.89	9/18/26-10/16/26 WATER BILLS	09/30/2026	00/00/0000
192972		NJ AMERICAN WATER CO.	14.12	OCTOBER 2026 WATER BILLS	09/30/2026	00/00/0000
Total: BUDGET WATER- O/E			**836.01**			
91-2010-00-9613-		**- BUDGET MEDICAL TRANSPORT BILLING SERV**				
91-2010-00-9613-090		**- MEDICAL TRANSPORT BILLING SERV MEDICAL TRANSPORT BILLING SERVICE**				
193211		CORONIS HEALTH RCM, LLC	17,343.32	INV# 1527468 September Ambulance Service	11/02/2026	00/00/0000
193206		BARNABAS HEALTH, INC.	5,795.16	#0014 September ALS calls	10/30/2026	00/00/0000
193203		HORIZON BLUE CROSS BLUE SHIEL	888.15	resolution 287-26 refund	10/30/2026	00/00/0000
193204		HORIZON BLUE CROSS BLUE SHIEL	860.00	res 286-26 refund	10/30/2026	00/00/0000
Total: BUDGET MEDICAL TRANSPORT BILLING SERV			**24,886.63**			
91-2010-00-9903-		**- BUDGET FICA O/E**				
91-2010-00-9903-080		**- FICA O/E FICA**				
193106	91201895	TOWNSHIP OF WEST ORANGE	19,847.46	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
193106	91201895	TOWNSHIP OF WEST ORANGE	22,797.20	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
193107	91201897	TOWNSHIP OF WEST ORANGE	3,523.02	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
193107	91201897	TOWNSHIP OF WEST ORANGE	823.96	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
Total: BUDGET FICA O/E			**46,991.64**			
91-2010-00-9907-	**- BUDGET DEFINED CONTRIBUTION RET. O/E**					
91-2010-00-9907-080	**- DEFINED CONTRIBUTION RET. O/E DEFINED CONTRIBUTION RET. PLAN**					
193106	91201895	TOWNSHIP OF WEST ORANGE	183.33	GROSS PAY PR22 - SALARY	10/19/2026	10/23/2026
193107	91201897	TOWNSHIP OF WEST ORANGE	1,140.68	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
Total: BUDGET DEFINED CONTRIBUTION RET. O/E			**1,324.01**			
91-2030-00-2952-	**- APPROPRIATION RESERVES COMPTROLLER O/E**					
91-2030-00-2952-090	**- COMPTROLLER O/E REGULAR AUDIT**					
187875		SAMUEL KLEIN AND CO	13,193.00	#18824 res 120-25 2024 municipal audit	04/24/2025	00/00/0000
Total: APPROPRIATION RESERVES COMPTROLLER O/E			**13,193.00**			
91-2040-41-9044-	**- GRANT RESERVES NJ DLGS DEGNAN FIELD PROJECT**					
91-2040-41-9044-224	**- NJ DLGS DEGNAN FIELD PROJECT 2024 NJ DLGS DEGNAN FIELD PROJECT**					
192418		BEN SHAFFER RECREATION INC	26,781.00	#BS260622RT VCMA (Modern Shade) BC-BID-24-35 coop 11-BECCP proposal 10275-1	07/29/2026	00/00/0000
Total: GRANT RESERVES NJ DLGS DEGNAN FIELD PROJECT			**26,781.00**			
91-2040-41-9048-	**- GRANT RESERVES 2024 ASSISTANCE TO FIREFIGHTERS GRANT**					
91-2040-41-9048-004	**- 2024-2026 SPOTTED LANTERNFLY PROGRAM - POPULATION REDUCTION - CHEMICAL 2024-2026 SPOTTED LANTERNFLY PROGRAM - POPULATION REDUCTION - CHEMICAL**					
193193		BEUCLER TREE EXPERT LLC	19,875.00	#15683 REMOVAL OF TREES (TRESS OF HEAVEN) NOT TO EXCEED	10/28/2026	00/00/0000
Total: GRANT RESERVES 2024 ASSISTANCE TO FIREFIGHTERS GRANT			**19,875.00**			
91-2040-41-9050-	**- GRANT RESERVES NJ DOT TAP**					
91-2040-41-9050-003	**- COMCAST TECHNOLOGY GRANT 2026 COMCAST TECHNOLOGY GRANT**					
192965		CDW LLC	38.29	#AL3IS6N QUOTE PZRW705 BATTERY ITEM 8087536	09/29/2026	00/00/0000
193089		MICROCOMPUTER CONSULTING GROUP	3,630.00	#41135 installing stack server	10/16/2026	00/00/0000
Total: GRANT RESERVES NJ DOT TAP			**3,668.29**			
91-2080- - -	**- RESERVE FOR TAX APPEAL RESERVE FOR TAX APPEAL - CURRENT YEAR**					
91-2080- - -	**- RESERVE FOR TAX APPEAL - CURRENT YEAR RESERVE FOR TAX APPEAL - CURRENT YEAR**					
191621		PROFESSIONAL PROPERTY APPRAISE	9,060.00	#WO-09242026 2026 professional services not to exceed	05/01/2026	00/00/0000

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
Total: RESERVE FOR TAX APPEAL RESERVE FOR TAX APPEAL - CURRENT YEAR			**9,060.00**			
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						
191074		BLAU & BLAU	6,000.00	#OCTOBER 2026 RESOLUTION 72-26 MUNICIPAL TAX APPEAL ATTORNEY NOT TO EXCEED	03/12/2026	00/00/0000
191069		HENDRICKS APPRAISAL CO.,LLC	2,000.00	#6456 RESOLUTION 86-26 PROFESSIONAL SERVICES - APPRISAL SERVICES NOT TO EXCEED	03/12/2026	00/00/0000
Total: RESERVE FOR TAX APPEAL RESERVE FOR TAX APPEAL - ATTORRNEY FEE			**8,000.00**			
91-2150- - - - RES. FOR TAX TITLE LIENS RES. FOR TAX TITLE LIENS						
91-2150- - - - RES. FOR TAX TITLE LIENS RES. FOR TAX TITLE LIENS						
193199	26001768	RTLF-NJ II LLC	49,340.63	REDEMPTION CERT#24-019	12/31/2025	10/30/2026
Total: RES. FOR TAX TITLE LIENS RES. FOR TAX TITLE LIENS			**49,340.63**			
91-2155- - - - RES. FOR TTL PREMIUM RES. FOR TTL PREMIUM						
91-2155- - - - RES. FOR TTL PREMIUM RES. FOR TTL PREMIUM						
193199	26001768	RTLF-NJ II LLC	24,900.00	PREMIUM	12/31/2025	10/30/2026
Total: RES. FOR TTL PREMIUM RES. FOR TTL PREMIUM			**24,900.00**			
Fund Total: 91			**2,519,846.58**			

Purchase Order	Chk Num	Vendor	Amount	Invoice	P.O. Date	Paid Date
98-2010-55-5011- - BUDGET POOL S/W						
98-2010-55-5011-030 - POOL S/W SALARIES & WAGES						
	193107	98200066 TOWNSHIP OF WEST ORANGE	493.52	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
	193107	98200066 TOWNSHIP OF WEST ORANGE	280.45	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
	193107	98200066 TOWNSHIP OF WEST ORANGE	65.58	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
	193107	98200066 TOWNSHIP OF WEST ORANGE	22.62	GROSS PAY PR22 - HOURLY	10/20/2026	10/23/2026
Total: BUDGET POOL S/W			**862.17**			
Fund Total: 98			**862.17**			

294-26
November 10, 2026

RESOLUTION

WHEREAS, this year the Essex County Country Club (the Club"), located at350 Mt. Pleasant Avenue, West Orange, New Jersey 07052, has arranged for Santa Claus to arrive to meet the Club members and their guests in attendance for a holiday celebration; and

WHERAS, this year's annual Santa Claus events are scheduled for: **Sunday, December 6, 2026**, at approximately 11:00 a.m.; and

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

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

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

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

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

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

NOW, BE IT HEREBY RESOLVED, that the Township Council of the Township of West Orange, does and hereby states that it has no objection to the issuance of a Temporary Aeronautical Facility License to Essex County Country Club, located at 350 Mt. Pleasant Avenue, West Orange, NJ 07052, for the purpose of permitting transportation and delivery of Santa Claus to the Club at approximately 11:00 a.m., on the following day: **Sunday, December 6, 2026**, at approximately 11:00 a.m. for participation in the Club's traditional Christmas celebrations; and it is further

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

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

Adopted: November 10, 2026

295-26
November 10, 2026

RESOLUTION

AUTHORIZING THE REJECTION OF THE THREE BIDS RECEIVED FOR THE VINCENT'S POND WALKWAY IMPROVEMENTS RE-BID

WHEREAS, the Township of West Orange ("Township") sought bids for a Contract for the Vincent's Pond Walkway Improvements re-bid; and

WHEREAS, three sealed bids were received and opened by the Township on July 14, 2026; and

WHEREAS, all three bids exceeded the amount of the Township's appropriation for these goods and services; and

WHEREAS, the apparent low-bidder rejected the Township's request for a bid price extension twice; and

WHEREAS, the Municipal Engineer recommends that the bids be rejected and that the bid specifications be modified and re-bid pursuant to N.J.S.A. 40A:11-13.2d, and

WHEREAS, the Township Council concurs in the foregoing recommendation of the Municipal Engineer.

NOW, THEREFORE, IT IS RESOLVED, by the Council of the Township of West Orange that all three bids received on July 14, 2026 for Vincent's Pond Walkway Improvements are hereby REJECTED pursuant to N.J.S.A. 40A:11-13.2(d) as to specifications will be revised and re-bid and the payments received for the previously issued specifications shall be returned; and

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

Susan Scarpa, Council President

Adopted: November 10, 2026

296-26
November 10, 2026

RESOLUTION AUTHORIZING TEMPORARY EASEMENT AGREEMENT WITH OWNER OF 11 NELSON COURT

WHEREAS, a portion of the Township's sanitary sewer main runs beneath the property located at 11 Nelson Court, West Orange, NJ 07052, known as Block 168, Lot 10.04 (hereinafter the "Property"); and

WHEREAS, the Township of West Orange Engineer has determined that there are immediate improvements that need to be initiated for the installation of a pump station with tank and grinder pumps including tank, check valves, electrical work, and site restoration to prevent raw sewage from the sanitary sewer main to discharge into the existing residence; and

WHEREAS, the owner of the Property has agreed to a Temporary Easement and Settlement Agreement attached herein as Exhibit **"A;"** and

WHEREAS, the owner of the Property has further agreed to maintain and repair the future Pump Station improvements including all its components as necessary to protect and maintain a functional pump station; and

WHEREAS, pursuant to N.J.S.A. 40A:11-6 and N.J.A.C. 5:34-6.1, in the case of emergencies that affect the public health, safety and welfare, any contract may be negotiated or awarded for the Township of West Orange without public advertising for bids; and

WHEREAS, the Township desires to utilize Rak Plumbing and Heating, LLC, 60 Carlton Avenue, East Rutherford, New Jersey 07073, to execute the installation of a pump station on the Property as they are familiar with the required scope of work and are readily available to perform the same; and

WHEREAS, Rak Plumbing and Heating, LLC, provided a quote, attached hereto as Exhibit "B" in the amount of $75,800.00 to complete the work necessary to install the pump station; and

WHEREAS, the scope of work shall include the installation of a pump station that includes a tank with pump, check valves, covers, conduit and associated amenities for an operational station. For the work to be completed, excavation will need to be performed, backfill for trenches, installation of electrical connections and conduit, restoration and topsoil and seeding all disturbed areas; and

WHEREAS, the Township Engineer has deemed these repairs necessary to protect the health and safety of residents located on Nelson Court; and

NOW, THEREFORE, BE IT RESOLVED, by the Township Council of the Township of West Orange, that Township is authorized to enter into the Temporary Easement and Settlement Agreement in a substantially similar form as attached herein as Exhibit **"A" subject** to Township Attorney review; and

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

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

Susan Scarpa, Council President

Adopted: November 10, 2026

I hereby certify funds are available from Account No.: **03-2984-26-0100-020**
$75,800.00

John Ditinyak, Chief Financial Officer

296-26

TEMPORARY EASEMENT AND SETTLEMENT AGREEMENT

This Deed of Temporary Easement and Temporary Easement Agreement made effective as of November 10, 2026 BY AND BETWEEN MELISSA AND DANA ROBINSON residing at 11 Nelson Court, Township of West Orange, County of Essex and State of New Jersey, hereinafter referred to as "GRANTOR," and THE TOWNSHIP OF WEST ORANGE, a municipal corporation of the State of New Jersey, having offices located at 66 Main Street, in the Township of West Orange, County of Essex, and State of New Jersey, hereinafter referred to as the "GRANTEE" or the "TOWNSHIP."

WITNESSETH

WHEREAS the Grantor is the sole owner of Tax Block 168, Lot 10.04 on the official Tax Map of the Township of West Orange, County of Essex, State and New Jersey, also known as 11 Nelson Court, West Orange, New Jersey (hereinafter the "PREMISES"), and

WHEREAS the GRANTEE has determined that certain immediate improvements and other repairs are needed to prevent raw sewage from a portion of the sanitary sewer main beneath the PREMISES to discharge into the residence; and

WHEREAS, GRANTEE shall make such improvements and other repairs in its sole discretion, in exchange for written acknowledgement from GRANTOR that the Township's actions both past and present have not created any obligation for any maintenance or repairs as well as a waiver of any claims associated with the same; and

WHEREAS, the GRANTOR is willing to grant to the GRANTEE and the GRANTEE is willing to accept an easement over a portion of said premises to conduct the following repairs on the PREMISES: installation of a pump station that includes a tank with pump, check valves, covers, conduit and associated amenities for an operational station. For the work to be completed; excavation will need to be performed, backfill for trench, installation of electrical connections and conduit, restoration and topsoil and seeding all disturbed areas; and

WHEREAS the GRANTEE does not assume any obligation to repair, maintain, or replace the sanitary sewage pump system, and hereby further disclaims any further claims of liability or responsibility to inspect, maintain, or repair, or replace said system; and

WHEREAS the above-described Temporary Easement being as shown on a survey to be obtained by the GRANTEE as soon as the same is made available; and

It is hereby agreed that:

1. All above recitations are included in this Agreement by reference.

2. The GRANTOR has good and lawful right to convey the temporary easement referenced herein.

3. GRANTOR represents that the temporary easement is free and clear from encumbrances of record that might interfere with the scope of work reference herein.

4. GRANTEE will provide GRANTOR at least 48 hours' notice prior to the commence of the work.

5. GRANTOR agrees, at its sole cost and expense, to waive, release, indemnify, defend against, and satisfy all claims and/or judgments, both known and unknown, and hold harmless GRANTEE, including its 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, attorneys' fees and defense costs which arise out of the performance of this Agreement and any past services, provided by the Township, including, but not limited to the pump inspection and maintenance/repair of the same.

6. GRANTEE has, beyond the scope of this Agreement, no further obligations to GRANTOR regarding the subject matter of this Agreement. GRANTOR acknowledges ownership and responsibility for its sanitary sewage pump system and no further liability or continued obligations of GRANTEE with regard to same.

7. Nothing herein shall be construed to be an offer or obligation to inspect, maintain, or repair said systems, and both GRANTOR and GRANTEE acknowledge that this Agreement does not create any ongoing obligations on the part of GRANTEE beyond this one-time agreement, and its is further acknowledged that GRANTEE must not and will not perform these services

TERMS OF TEMPORARY EASEMENT

1. GRANTEE is authorized to utilize GRANTOR'S property to the extent necessary (to accomplish it's tasks as set forth herein) for ingress, egress, repair, maintenance, replacement, and storage of parts, supplies, and equipment, necessary to effectuate GRANTEE'S obligations under this Agreement.

2. GRANTOR agrees that if any disturbance or damage is caused to the subject property as a result of the GRANTEE'S exercise of the rights and privileges afforded to it under this instrument, the GRANTEE shall restore the affected area as near as practicable to its original condition, in a good workman-like manner.

3. GRANTOR agrees, acknowledges, and affirms that the temporary easement hereunder granted shall be binding upon his heirs, successors, and assigns.

4. The Temporary Easement shall expire twelve (12) months after execution.

NOW THEREFORE, in consideration of the sum of One ($1.00) Dollars and other good and valuable consideration paid to the GRANTOR by the GRANTEE, GRANTOR does hereby grant unto the GRANTEE, their heirs, successors and assigns a Temporary Easement to conduct emergency repairs to the sewer and/or stormwater piping located on the

PREMISES in the area to be prescribed by the survey to be provided by the GRANTEE to the GRANTOR.

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

_____
MELISSA ROBINSON

_____
DANA ROBINSON

ATTESTED

TOWNSHIP OF WEST ORANGE

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

STATE OF NEW JERSEY
COUNTY OF ESSEX ss:

I CERTIFY that on November ____, 2026

Melissa and Dana Robinson personally came before me and stated to my satisfaction that each person executed this instrument as their own act.

EXHIBIT A

[TO BE SUPPLIED]

296-26

Rak Plumbing and Heating, LLC

60 Carlton Avenue | East Rutherford, New Jersey 07073
+1 973-309-0523 | Rak.plumbing.heating@gmail.com

RECIPIENT:

Township Of West Orange
66 Main Street
West Orange, New Jersey 07052

SERVICE ADDRESS:

11 Nelson Court
West Orange, New Jersey 07052

Estimate #3549

Sent on	10/09/2026
Total	**$75,800.00**

Product/Service	Description	Qty.	Unit Price	Total

Rak Plumbing and Heating, LLC

60 Carlton Avenue | East Rutherford, New Jersey 07073
+1 973-309-0523 | Rak.plumbing.heating@gmail.com

Product/Service	Description	Qty.	Unit Price	Total
Labor / Exempt	Complete Pump Station Installation: -Schedule an appointment with the homeowner and camera/locate existing sewer line -Call in for utility mark outs -File all necessary permits with Township of West Orange -Perform all excavation, trenching, and backfilling and compacting in order to install pump station pit -Cut existing sewer line in the yard and route into new pump pit and make connection -Connect discharge of new pump station to existing sewer line that runs out to the street (utilize existing sewer as a force main) -Pour concrete anti floatation ring around basin -All electrical work to be performed by licensed electrician and that includes running the conduit and wiring from the pump to the pump control panel, and from the pump control panel to the electrical panel -Pump control panel to be installed on the house near the electrical service -Connect Wifi Alarm and program -Reinstall any affected pavers, spread top soil and grass seed to any disturbed areas -Sawcut asphalt driveway in order to run electrical conduit -Patch asphalt driveway -Test all work upon completion -We are proposing to supply and install: (1) 4' wide x 11' deep fiberglass basin with 48" lockable steel hatch cover (2) PRG101M-2 Grinder pumps, 1 HP, 115 V, 1 phase, capacities of 46 GPM, heads to 50' TDH, 25' power cord (1) AE24L=4 NEMA 4X duplex alternating control panel including four floats, aux. contacts, and integral audio/ visual high level alarm (1) 48" dia. X 132" H fiberglass basin with Fiberglass anti-floatation flange with 2" side discharge. 2" Female Threaded PVC discharge coupling. (2) Guide rail assembly, including GR22-S guide rail, 1-1/4" stainless steel rails, s/s lifting chain, etc. (1) (1) 4" Unmounted Inlet Hub (1) Miscellaneous hardware and plumbing, including PVC ball valves, PVC check valves, float bracket, PVC discharge pipe etc. (1) JB70 junction box, with watertight cable connectors and 2" conduit coupling (1) WiFI Alarm ALM-2-EYE	1	$75,800.00	$75,800.00

Rak Plumbing and Heating, LLC

60 Carlton Avenue | East Rutherford, New Jersey 07073
+1 973-309-0523 | Rak.plumbing.heating@gmail.com

Product/Service	Description	Qty.	Unit Price	Total
Labor / Exempt	Not included: -Tree repair/replacement and any landscaping repairs -Any unmarked utilities that may become damaged during excavation -If the pump pit specced in infeasable, to be determined by camera inspection, any change of scope of work will be re-evaluated at the video inspection/locating -Replacing the sewer line from the property to the street manhole -Any preexisting sewer conditions that exist in the sewer line from the house to the new pit, that may need to be repaired, will be additional -Asphalt repairs -Any additional work not listed above will be done at an additional cost -Complete replacement of asphalt driveway	1	$0.00	$0.00*
Labor / Exempt	CO - OP Resolution #0417-24 #CK-04-BERGEN #11-BeCCP Vendor#26672	1	$0.00	$0.00*

* Non-taxable

Total $**75,800.00**

This quote is valid for the next 10 days, after which values may be subject to change.

Disclosure:

- Demolition of existing plumbing/heating to be done by others.
- All garbage produced by our firm will be disposed to an on-site dumpster provided by others.
- Shower to be prepitched by others.
- All fixtures to be supplied by others & received/inspected for damages by the person purchasing the fixtures.
- Bathroom layout to be determined by the GC with the homeowner.
- Dryer vent to be rough in by others, and dryer to be connected by others.
- Roof penetrations to be flashed by others.
- Blocking for pedestal sinks, wall mounted sinks, grab bars, or any other wall mounted fixtures shall be installed by others.
- All digging, cutting and opening of walls/floors, and patching of walls/floors to be done by others.
- Any work not included in this contract scope, will be done at an additional cost once a signed change order has been received.
- Change orders shall be paid in full upon completion of the extra scope of work.

New construction project payment schedule (Not applicable to change orders, repairs, or service calls)
*Payments to be 40% deposit received before any work begins, an additional 30% within 3 days after rough inspection is passed, and the final 30% after final inspection is passed within 3 days - Any portion of any fee or other amount payable hereunder that is not paid within 30 days when due will accrue interest at one and one-half percent (1.5%) per month or the maximum rate permitted by applicable law, whichever is less, from the due date until paid.

Rak Plumbing and Heating, LLC

60 Carlton Avenue | East Rutherford, New Jersey 07073
+1 973-309-0523 | Rak.plumbing.heating@gmail.com

Signature: _____ Date: _____

297-26
November 10, 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 **November 10, 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.

(X) 7. Personnel matters.

() 8. Discussion of any matter which by express provision of Federal law or State statute or rule of Court shall be rendered confidential.

( ) 9. Discussion of any matter in which the release of information would impair a right to receive funds from the Government of the United Sates.

() 10. Discussion of any matter involving the purchase, lease or acquisition of real property with public funds, the setting of banking rates or investment of public funds, where it could adversely affect the public interest if discussion of such matters were disclosed.

( ) 11. Deliberations occurring after a public hearing that may result in imposition of a civil penalty or suspension or loss of a license or permit.

More specifically, the Council may discuss in closed session the following topic(s):

297-26 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) **(s); Litigation – Settlement Agreement; Personnel - 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 **November 10, 2026.**

Motion:

Second:

Vote

Aye:

Opposed:

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

Susan Scarpa
Council President

Adopted: November 10, 2026

299-26
November 10, 2026

RESOLUTION AUTHORIZING THE RELEASE OF ESCROW FOR ROAD OPENING AT NASSAU STREET

WHEREAS, on April 13, 2026, Matrix New World Engineering, Land Surveying and Landscape Architecture, PC, 26 Columbia Turnpike, Florham Park, NJ 07932 provided a check in the amount of $3,000.00; and

WHEREAS, this amount represents the cost of escrow for a road opening performed in the Township's right of way (R.O.W.) located on Nassau Street with the property address of 24 South Valley Road; and

WHEREAS, a final inspection was performed; and

WHEREAS, restoration has been completed and the work is satisfactory; and

WHEREAS, by letter dated October 23, 2026, the Municipal Engineer requested escrow in the amount of $3,000.00 be returned to Matrix New World Engineering, Land Surveying and Landscape Architecture, PC, 26 Columbia Turnpike, Florham Park, NJ 07932; and

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that the cost of escrow for road opening work performed in the Township's R.O.W. located on Nassau Street with the property address of 24 South Valley Road be returned to J.B. Ragonese Construction Co., Inc., PO Box 304, Garwood, NJ 070 Matrix New World Engineering, Land Surveying and Landscape Architecture, PC, 26 Columbia Turnpike, Florham Park, NJ 07932 in the amount of $3,000.00.

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

Susan Scarpa, Council President

Adopted: November 10, 2026

I hereby certify funds are available from Account No.: **12-6720-00-8000-033**
$3,000.00

John Ditinyak, Chief Financial Officer

TOWNSHIP OF WEST ORANGE
ENGINEERING DEPARTMENT
25 LAKESIDE AVENUE
WEST ORANGE, NEW JERSEY 07052
TEL/FAX: (973) 325-4160
E-MAIL: ENGINEERING@WESTORANGE.ORG

ROAD OPENING PERMIT

PERMIT #: ENG2026-182

DATE ISSUED: 04/13/2026

APPLICANT/OWNER: LLC VALLEY PLAZA

ADDRESS: PO BOX 120 SHORT HILLS, NJ 07078 PHONE NUMBER:

APPLICANT/CONTRACTOR: Matrix New World Engineering

ADDRESS: 26 Columbia Turnpike, 2nd Fl Florham Park, NJ 07932 PHONE NUMBER: (973)585-5261

LOCATION OF WORK: 24 SOUTH VALLEY ROAD STREET BEING WORKED ON: Nassau Street

PURPOSE: ROAD OPENING SQUARE FEET: 4

REMARKS: RESTORATION – CURB TO CURB. EXTEND 1 FT ON EACH SIDE. IF ROAD HAS CONCRETE BASE YOU MUST REPAIR WITH CONCRETE.
PLEASE DO NOT PARK IN ANY MUNICIPAL LOTS UNLESS YOU HAVE APPROVAL FROM WOPD. *PER TOWNSHIP STANDARDS.
SOIL AND/OR GROUNDWATER SAMPLES.

DEPOSIT INTO ESCROW TO RESTORE PAVEMENT: $3,000.00

PERMIT FEE: $150.00 Pay Type: Check [redacted]

ROAD OPENING/RESTORATION ORDINANCE PROVIDED

APPLICANT AGREES TO COMPLY WITH ALL ORDINANCES AND REGULATIONS APPLICABLE TO THIS PERMIT

*PERMISSION IS HEREBY GRANTED TO APPLICANT FOR PURPOSES INDICATED AT THE ABOVE LOCATION FOR **30** DAYS FROM ABOVE DATE.*

Zayibeth Carballo *PER* AG
MUNICIPAL ENGINEER

**During construction, permit must be posted in a conspicuous location visable from the street.*

Help & Training Anisa Gopaulchan

DPW - Engineering (Change)

Transaction Detail

Help with this page

Township of West Orange
Trans. ID: [redacted]
Created: 04/13/2026 - 12:01 PM by Anisa Gopaulchan
Transaction Report Date: 04/13/2026 Save

Billing Name: Matrix New World Engineering

Transaction Item List

Item	Qty	Price	Total
WALK, CURB, ROAD OPENING PERMIT - 2026-182	1	$150.00	$150.00
Total			**$150.00**

Payment Information

Total Charges	**$150.00**
[redacted] **Check Payment**	**$150.00**

Back to Trans List Back to POS Home Print

powered by capturepoint

HOLD TO LIGHT TO VIEW TRUE WATERMARK IN PAPER. HEAT SENSITIVE RED LOCK DISAPPEARS WHEN HEATED.

2811

Matrix New World
26 Columbia Turnpike, 2nd Floor
Florham Park, NJ 07932
973-240-1800

LiveOakBank.
66-1291/531

CHECK DATE
March 24, 2026

PAY One Hundred Fifty and 00/100 Dollars

TO Township of West Orange
25 Lakeside Avenue
West Orange, NJ 07052

AMOUNT
150.00

AUTHORIZED SIGNATURE

Security features. Details on back.

[redacted]

Sales Receipt

Organization

Township of West Orange
04/13/2026 12:05 PM
66 Main St
West Orange NJ, 07052
Organization Tax ID: 136007300

Customer Information

Name:Matrix New World Engineering
Address:Nassau Street
Guest Family XX, 00000
Phone: (000) 000-0000
support@communitypass.net

Transaction Item List

STREET INSPECTION ESCROW/XXXX-12-6720-00-8000-033	*1@$3,000.00* $3,000.00

Total.....$3,000.00

Payment Information

Total Charges.....$3,000.00
Check Payment.....$3,000.00

CS45456268

Powered by Capturepoint

HOLD TO LIGHT TO VIEW TRUE WATERMARK IN PAPER. HEAT SENSITIVE RED LOCK DISAPPEARS WHEN HEATED.

2810

Matrix New World
26 Columbia Turnpike, 2nd Floor
Florham Park, NJ 07932
973-240-1800

LiveOakBank.

66-1291/531

CHECK DATE
March 24, 2026

PAY Three Thousand and 00/100 Dollars

AMOUNT
3,000.00

TO Township of West Orange
25 Lakeside Avenue
West Orange, NJ 07052

AUTHORIZED SIGNATURE

[redacted]

Security features. Details on back.

Township of West Orange
Department of Engineering

25 Lakeside Avenue
West Orange, NJ 07052
Tel/Fax: (973) 325-4160

APPLICATION FOR ROAD OPENING PERMIT

Date: 3/2/2026

New Service _____ Service Replacement _____ Shut Off _____ Other X

For Administrative Purposes:

Permit #: _____

Name of Applicant/Contractor: Matrix New World Engineering Phone #: 973-585-5261

Address of Applicant/Contractor: 26 Columbia Turnpike, 2nd Floor, Florham Park, NJ 07932

24 Hour Emergency Phone: 732-759-1651 Email: cchilders@mnwe.com

Name of Property Owner: Valley Plaza, LLC

Address: 24 South Valley Road, West Orange, NJ 07052 Phone #: _____

Address/Location of Work: Nassau Street

Between: South Valley Road and Valley Road

Block 5 Lot 1

Length: 24" Width: 24" Area SF: 4 Approx. Depth: 60

Work will Begin: 4/20/2026 Work will End: 5/1/2026

Type of Pavement to be Disturbed: Asphalt

Remarks/type of work being performed: The work will occur over two days during the above time frame. Removal of asphalt to facilitate environmental investigations being conducted via portable drill rig which will allow for the collection of subsurface soil and/or groundwater samples.

REQUIRED: Public Works Contractor Registration Certificate issued by the NJ Department of Labor and Workforce Development (provide a copy of certificate).

Called WODPW for storm & sanitary sewer mark outs: (Required) YES [X]

**Sanitary and Storm Sewer mark outs are NOT included in the New Jersey One Call*

WO DPW # (973) 325-4067

Notified Jersey One Call (Required) YES [X] Confirmation # 735938

NJ One Call# 1-800-272-1000 or 811

Called WOPD Traffic Bureau for Traffic Directors YES [X] NO [ ]

WOPD Traffic Bureau # (973) 325-4045

The applicant agrees to comply with the rules, regulations, laws, ordinances, and resolutions, relating to said work, and the acceptance of this permit shall be deemed to be an agreement to abide by all its terms and conditions. **Signed Certificate of Insurance required shall name the Township of West Orange as one of the insured as well as the applicant.**

The applicant acknowledges that he/she has received copies of Chapter 20 Streets and Sidewalks of the Revised General Ordinances of West Orange and will comply with the provisions thereof.

Signed: Colin Childers
(Applicant)

Permit approved by:

Signature: _____

Date: _____

FEE SCHEDULE ROAD OPENING PERMIT	
Area of Opening	**Fee**
50 Square Feet or Less	$150
Greater than 50 Square Feet	$5 per square foot
Minimum Fee	$150
Maximum Fee	$25,000

Fee Collected: $150

Surety Bond

The Applicant hereby provides the Township of West Orange with a Surety Bond to guarantee faithful performance and proper maintenance of the work for a period of not less than 180 days after the completion of the project. This amount is to be determined by the Township Engineer based on the size of the excavation and twice the prevailing cost of replacement, for such excavation. The minimum amount of said bond shall be $3,000 cash or in lieu of the deposit, the applicant, may at the Township's option, give a bond to the Township in the sum of $50,000. A written request for return of bond shall be made no less than 180 days after the completion of work. **W-9 is also required.**

Name of Surety: _____

Address: _____

Bond Amount: _____

Or

Cash Bond: Check #: _____

CHECK(S) SHOULD BE MADE PAYABLE TO: **TOWNSHIP OF WEST ORANGE**

***SEPARATE CHECKS ARE REQUIRED FOR EACH PERMIT FEE AND/OR ESCROW**

Tina Benevento

From: Colin Childers <cchilders@mnwe.com>
Sent: Wednesday, March 4, 2026 8:39 AM
To: West Orange Township - Engineering
Subject: Road Opening Permit Application - Draft
Attachments: Valley Plaza - Application for Road Opening_03.2026.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

You don't often get email from cchilders@mnwe.com. Learn why this is important

To Whom It May Concern,

We are planning to submit a Road Opening Permit Application in support of an environmental investigation being performed in a West Orange right of way. As such, I have prepared the attached draft application and wanted to request clarification on the following items:

- Will a check in the amount of $3,000 be sufficient for the Bond based on the attached specifications?
- What is the typical turnaround time for permit approvals since the One Call will not be requested more than 10 days prior to mobilization?

Please feel free to contact me should you have any questions or need additional information.

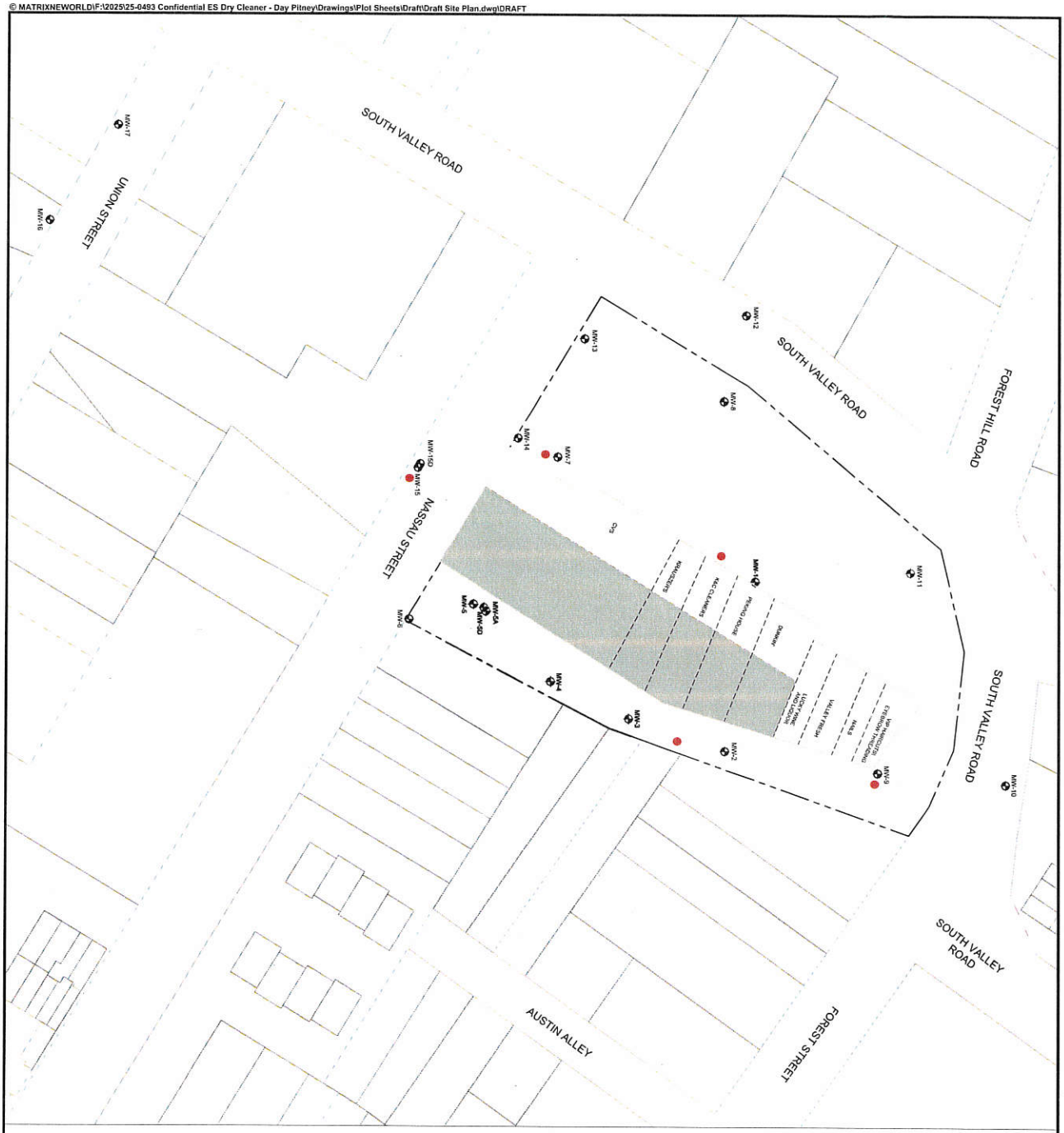
Thank You,
Colin

Colin Childers, LSRP
Project Manager

Matrix New World Engineering
3600 Route 66
4th Floor
Neptune, NJ 07753
P: 973.240.1800
[redacted]

MATRIXNEWORLD
A TRUE ENVIRONMENTAL COMPANY
www.mnwe.com

© MATRIXNEWORLD\F:\2025\25-0493 Confidential ES Dry Cleaner - Day Pitney\Drawings\Plot Sheets\Draft\Draft Site Plan.dwg\DRAFT



DRAFT SITE PLAN

CONFIDENTIAL ES DRY CLEANER
DAY - PITNEY
4-20 SOUTH VALLEY ROAD
WEST ORANGE
ESSEX COUNTY, NEW JERSEY

PROJECT NUMBER: 25-0493
DATE: 10/6/2025
SCALE: AS SHOWN

MATRIXNEWORLD
A TRUE ENVIRONMENTAL COMPANY
Matrix New World Engineering, Land Surveying and Landscape Architecture, P.C.
26 Columbia Turnpike
Florham Park, New Jersey 07932
Tel: 973-240-1800
Fax: 973-240-1818
www.mnwc.com
NEW JERSEY CERTIFICATE OF AUTHORIZATION No. 24GA27962300

DESIGNED BY: MED
REVIEWED BY: CC
RELEASED BY: CC/EH

Form **W-9**
(Rev. March 2024)
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.

Before you begin. For guidance related to the purpose of Form W-9, see *Purpose of Form*, below.

Print or type. See ***Specific Instructions*** on page 3.

1 Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.)

Matrix New World Engineering, Land Surveying and Landscape Architecture, PC

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

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

☐ Individual/sole proprietor ☑ C corporation ☐ S corporation ☐ Partnership ☐ Trust/estate

☐ LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership) . . . . .

Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead 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 Foreign Account Tax Compliance Act (FATCA) reporting code (if any)

(Applies to accounts maintained outside the United States.)

3b If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions . . . . . ☐

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

26 Columbia Turnpike

6 City, state, and ZIP code

Florham Park, NJ 07932

Requester's name and address (optional)

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. See also *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number

			–			–				

or

Employer identification number

2	2	–	3	0	5	7	5	1	1

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** 01/27/2026

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*.

What's New

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

New line 3b has been added to this form. A flow-through entity is required to complete this line to indicate that it has direct or indirect foreign partners, owners, or beneficiaries when it provides the Form W-9 to another flow-through entity in which it has an ownership interest. This change is intended to provide a flow-through entity with information regarding the status of its indirect foreign partners, owners, or beneficiaries, so that it can satisfy any applicable reporting requirements. For example, a partnership that has any indirect foreign partners may be required to complete Schedules K-2 and K-3. See the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they

CERTIFICATE OF LIABILITY INSURANCE

5/31/2026 | DATE (MM/DD/YYYY) 03/31/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Lockton Companies, LLC DBA Lockton Insurance Brokers, LLC in CA CA license #0F15767 444 W. 47th St., Ste. 900 Kansas City MO 64112-1906 (816) 960-9000 kcasu@lockton.com	CONTACT NAME: PHONE (A/C, No, Ext): FAX (A/C, No): E-MAIL ADDRESS:
INSURED 1547653 MATRIX NEW WORLD ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE, PC 26 COLUMBIA TURNPIKE FLORHAM PARK NJ 07932	INSURER(S) AFFORDING COVERAGE / NAIC # INSURER A : Great Divide Insurance Company 25224 INSURER B : Key Risk Insurance Company 10885 INSURER C : Houston Casualty Company 42374 INSURER D : National Fire Insurance Co of Hartford 20478 INSURER E : INSURER F :

COVERAGES **CERTIFICATE NUMBER:** 23102798 **REVISION NUMBER:** XXXXXXX

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

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY CLAIMS-MADE [X] OCCUR X Pollution Liab X Contractual Liab GEN'L AGGREGATE LIMIT APPLIES PER: POLICY [X] PRO-JECT [ ] LOC X OTHER: Poll Per OCC: $2M	Y	N	ECP2017341	04/01/2026	04/01/2027	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG $	$ 2,000,000 $ 300,000 $ 5,000 $ 2,000,000 $ 2,000,000 $ 2,000,000 $
B	AUTOMOBILE LIABILITY X ANY AUTO OWNED AUTOS ONLY / SCHEDULED AUTOS HIRED AUTOS ONLY / NON-OWNED AUTOS ONLY	N	N	BAP204658511	04/01/2026	04/01/2027	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident) $	$ 1,000,000 $ XXXXXXX $ XXXXXXX $ XXXXXXX $ XXXXXXX
A	UMBRELLA LIAB [X] OCCUR X EXCESS LIAB CLAIMS-MADE DED RETENTION $	N	N	FFX2017342	04/01/2026	04/01/2027	EACH OCCURRENCE AGGREGATE $	$ 10,000,000 $ 10,000,000 $ XXXXXXX
D	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y/N ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) N If yes, describe under DESCRIPTION OF OPERATIONS below	N/A	N	8018987721	04/01/2026	04/01/2027	X PER STATUTE / OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	 $ 1,000,000 $ 1,000,000 $ 1,000,000
A	PROFESSIONAL LIABILITY	N	N	ECP2017341	04/01/2026	04/01/2027	LIMIT CLAIM/AGG: $2M /$2M	
C	CYBER			H25NGP223097	05/31/2025	05/31/2026	LIMIT CLAIM/AGG: $1M/$1M	

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

RE: PROJECT NUMBER: 25-0493, PROJECT NAME: CONFIDENTIAL ES DRY CLEANER - DAY PITNEY. TOWNSHIP OF WEST ORANGE IS AN ADDITIONAL INSURED AS RESPECTS GENERAL LIABILITY, IF REQUIRED BY WRITTEN CONTRACT AND SUBJECT TO THE TERMS AND CONDITIONS OF THE POLICY.

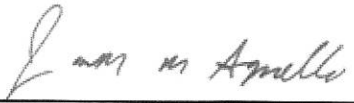
CERTIFICATE HOLDER

23102798
TOWNSHIP OF WEST ORANGE
25 LAKESIDE AVENUE
WEST ORANGE, NJ 07052

CANCELLATION

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

AUTHORIZED REPRESENTATIVE



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CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 3/4/2026

4/1/2026

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B	AUTOMOBILE LIABILITY X ANY AUTO OWNED AUTOS ONLY HIRED AUTOS ONLY SCHEDULED AUTOS NON-OWNED AUTOS ONLY	N	N	BAP204658510	4/1/2025	4/1/2026	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident) $	$ 1,000,000 $ XXXXXXX $ XXXXXXX $ XXXXXXX $ XXXXXXX
A	[ ] UMBRELLA LIAB [X] OCCUR X EXCESS LIAB [ ] CLAIMS-MADE [ ] DED [ ] RETENTION $	N	N	FFX2017342	4/1/2025	4/1/2026	EACH OCCURRENCE AGGREGATE $	$ 10,000,000 $ 10,000,000 $ XXXXXXX
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CERTIFICATE HOLDER

23102798
TOWNSHIP OF WEST ORANGE
25 LAKESIDE AVENUE
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CANCELLATION

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AUTHORIZED REPRESENTATIVE

Joseph M Agnello

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From: nj@occinc.com
To: William Lovenberg
Subject: Ticket: 261002909
Date: Friday, April 10, 2026 3:09:40 PM

New Jersey One Call System

Transmit: Date: 04/10/26 At: 15:09

*** R O U T I N E *** Request No.: 261002909

Underground Facility Operators Notified:
BAN = VERIZON C11 = COMCAST CABLEVISION OF NE
OTC = CITY OF ORANGE TOWNSHIP PSET = PSE&G ELECTRIC TRANSMISSI
PSOG = PSE&G ELECTRIC & GAS SCNJ6 = NJ AMERICAN WATER
U10 = W&C WATER ORANGE

Start Date/Time: 04/16/26 At 00:01
Start By Date : 04/24/26 Expiration Date: 06/15/26

Location Information:
County: ESSEX Municipality: WEST ORANGE
Subdivision/Community:
Street: NASSAU ST
Nearest Intersection: S VALLEY RD
Other Intersection:
Lat/Lon:
Type of Work: SOIL BORINGS
Block: Lot: Posted: NO Depth: 80FT
Area Marked: NO

Extent of Work: M/O BEGINS AT C/L OF INTERSECTION AND EXTENDS 260FT E. CURB
TO 365FT BEHIND N CURB. CURB TO CURB.

Remarks:
This Excavation Notification is required by N.J.S.A. 48:2-73 et seq. In the event of any ambiguity, discrepancy or confusion between the written description of the specific site location and any other reference materials, the written description of the specific site location shall be the legal description as required by N.J.S.A 48:2-82. Maps, diagrams, illustrations, or other reference materials shall not be considered the legal description of the excavation site regardless of their source.

Working For: MATRIX NEW WORLD
Contact: COLIN CHILDERS
Address: 3600 ROUTE 66
City: NEPTUNE, NJ 07753
Phone: 973-585-5261 Ext:

Excavator Information:
Caller: WILLIAM LOVENBERG
Phone: 609-294-1110 Ext: 106

Excavator: MB DRILLING LLC
Address: 328 STAFFORD FORGE RD
City: WEST CREEK, NJ 08092
Phone: 609-294-1110 Ext: Cellular: [redacted]
Email: wlovenberg@mbdrillingllc.com
Link to Map: https://nj.itic.occinc.com/HU3H-HG7-FNV-NCV

End Request

300-26
November 10, 2026

R E S O L U T I O N

WHEREAS, the Township of West Orange (the "Township") has determined that there exists a need to provide the following additional supplemental professional services for the Township: Professional Design Services for the Interior Alterations for Restrooms Improvements at 10 Rooney Circle; 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 additional contract is in the amount of $6,200 to address 2nd floor Tennant current issues 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's Interim Public Works Director/Business Administrator solicited and received a proposal dated October 13, 2026 for the Professional Design Services from Herbst-Musciano, LLC, 611 Main Street, Second Floor, Boonton, NJ 07005; and

WHEREAS, Herbst-Musciano, LLC, have performed similar work for other Townships on several projects; and

WHEREAS, Herbst-Musciano, LLC, provides "Professional Services" as defined by N.J.S.A. § 40A:11-2(6), by way of Architecture and Planning Services, and therefore said services are exempt from the requirements of public bidding pursuant to N.J.S.A. 40A:11-5(1)(a)(i); and

WHEREAS, by letter dated October 23, 2026 the Township's Interim Public Works Director/Business Administrator 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 Design Services associated for the Interior Alterations for Restrooms Improvements at 10 Rooney Circle, to include architectural design, engineering, and construction contract administration; 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; and

WHEREAS, the Township Council concurs in the foregoing.

NOW THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange, New Jersey that a professional services contract be awarded to Herbst-Musciano, LLC, to provide additional Professional Design Services for the Interior Alterations for Restrooms Improvements at 10 Rooney Circle in the amount not to exceed $6,200.00, in the same or substantially the same form as attached hereto and incorporated by reference herein, subject to Township Attorney review; and

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

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

November 10, 2026

I hereby certify funds are available from Account No.:

ACCOUNT NO.
Capital Budget
Account # 03-2544-18-0200-010
$6,000.00

John C. Ditinyak, Chief Financial Officer

300-26

PROFESSIONAL SERVICES AGREEMENT

THIS AGREEMENT, made this 10th day of November, 2026

BETWEEN: **TOWNSHIP OF WEST ORANGE**
66 Main Street
West Orange, New Jersey 07052

Hereinafter Referred to as the "Township"

AND: **HERBST-MUSCIANO, LLC**
611 Main Street, Second Floor
Boonton, New Jersey 07005

Hereinafter Referred to as the "Professional;"

W I T N E S S E T H:

WHEREAS, the Township recognizes the need for additional supplemental **Professional Design 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 "Independent Contractor" to provide additional supplemental professional design services that may be designated by the Township as a fair and open contract pursuant to the provisions of N.J.S.A. 19:44A- 20.5;

NOW, THEREFORE, in consideration of the terms, conditions and stipulations hereinafter set forth, it is mutually agreed by and between the parties:

1. WORK TO BE PERFORMED

a) The Professional shall perform additional supplemental services for the Township of West Orange as specified and detailed in the proposal for services issued on October 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 Exhibits B, respectively.

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. 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.

Pursuant to the exception contained in N.J.S.A. 40A:11-15 for public infrastructure projects, the contract may be awarded for a period exceeding one year in duration.

5. 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.

6. 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.

7. 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.

8. 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.

9. 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.

10. 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.

11. 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.

12. 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.

13. INSURANCE

The Professional performing work for or on behalf of the Township of West Orange shall keep in force the following types of insurance at its own expense and underwritten by a company licensed to do business in the State of New Jersey and acceptable to the Township of West Orange. The Township of West Orange reserves the right to accept, amend or modify any of the conditions listed. The Township of West Orange must be notified within three (3) days of an offense, which may result in a claim. The Professional shall not take any action to cancel any of the insurance required under this Agreement without the approval of the Township. The maintenance of insurance under this section shall not relieve the Professional of any liability greater than the insurance coverage. Any and all subcontractors retained must fully comply with the same insurance requirements as listed.

a) WORKER'S COMPENSATION AND EMPLOYER'S LIABILITY INSURANCE if applicable shall 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.

14. INDEMNIFICATION AND HOLD HARMLESS

The Contractor shall, at its sole cost and expense, defend, indemnify, and hold harmless the Township**,** including their employees, officers, agents, servants, representatives, and officials, from and against any and all claims, actions, lawsuits, penalties, fines, losses, damages, liabilities, judgments, demands, and expenses, including, but not limited to, attorney's fees and costs which arise out of the performance of this Agreement. This indemnification provision shall include, and not be limited to, non-compliance with any law, including, but not limited to any violation of the "New Jersey Prevailing Wage Act," N.J.S.A. § 34:11-56.25 and/or the "Public Works Contractor Registration Act," N.J.S.A. § 34:11-56.48 et seq.

Additionally, this indemnification provision shall apply to any and all claims, actions, judgments, penalties, liabilities, damages, losses or expenses, caused in whole or in part, by the negligence, 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 Agreement, 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.

15. 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 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.

16. 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.

17. EFFECTIVE DATE OF CONTRACT

This Agreement shall not become binding upon the parties until the Township adopts a bond ordinance and/or appropriates the funds necessary for this Agreement and the Township's Treasurer certifies to the availability of funds if applicable pursuant to NJ.AC. 5:30-5.4

This Agreement has been awarded to the Professional based on the Professional's merits and abilities to provide the professional Services described herein. This Agreement was awarded through a "Fair and Open Process" pursuant to N.J.S.A. 19:44A-20.5 et seq.

18. NEW JERSEY PREVAILING WAGE ACT

The New Jersey Prevailing Wage Act, Chapter 150 of the Laws of 1963 as amended by Chapter 64 of the Laws of 1974 may apply to this Agreement. If so, the Agreement must set forth the prevailing wage rate in the locality of the Contractor for each craft or trade or classification of all workers needed to perform the Agreement during its performance period. The Contractor’s Fee Schedule is incorporated herein by reference and attached hereto as “Exhibit B.”

If required by law, the Contractor acknowledges that it has ascertained from the Commissioner of Labor and Industry of the State of New Jersey the prevailing wages in the

locality of the Contractor which shall be paid by the Contractor to workers employed in the performance of the Agreement, and a copy of such prevailing wages shall be incorporated in the Agreement and binding on the Contractor. In the event that any such prevailing wage is increased prior to the award of the Agreement, 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 Contractor and made a part of the Agreement.

19. PAY TO PLAY REQUIREMENT

The Professional is advised it may have 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.

20. FORCE MAJEURE

Neither Party shall be liable to the other, or considered in default or breach of this Agreement, for any failure or delay in performing its obligations, except for obligations to make payments already owed, if the failure or delay results from circumstances beyond the impacted Party's reasonable control. Such circumstances include, but are not limited to: (a) acts of God; (b) flood, fire, earthquake, or explosion; (c) war; (d) government order or law; (e) actions, embargoes, or blockades; (f) national or regional emergency; (g) strikes, labor stoppages, slowdowns, or other industrial disturbances; (h) epidemic, pandemic, or State of Emergency declared by the State of New Jersey; and (i) other similar events beyond the impacted Party's reasonable control.

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.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 as set forth in Exhibit C entitled "Affirmative Action", and submit to the State of New Jersey and/or the Township such documentation as shall be required by law as more specifically set forth in Exhibit D entitled "Mandatory Equal Employment Opportunity Language."

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.

26. DEFAULT

In the event the Professional fails or neglects to perform any of the conditions or

covenants set forth herein during the Term of this Agreement, the Township shall upon three (3) days written notice to the Contractor, deliver to the Contractor by Certified Mail a Notice of Default, with the opportunity to cure within three (3) days. In the event that the Contractor fails to cure such default within three (3) days of receipt of the Notice, the Township shall terminate this Agreement, and all rights, privileges, or interest herein shall cease. The Professional shall be liable to the Township for any damages or loss, including, but not limited to reasonable attorneys' fees in the event any legal action is necessary, as a result of the Default.

IN WITNESS WHEREOF, this Agreement has been executed on the day first noted above, for the purposes and the terms specified herein.

TOWNSHIP OF WEST ORANGE:

_____
By:

_____
Attest:

HERBST-MUSCIANO, LLC

_____
By:

_____
Attest:

EXHIBIT A

PROPOSAL FOR SERVICES

EXHIBIT B

HERBST-MUSCIANO MUNICIPAL RATE SHEET

EXHIBIT C

AFFIRMATIVE ACTION

EXHIBIT D

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE

300-26

October 13, 2026

Zayibeth Carballo, PE
Municipal Engineer
Township of West Orange
25 Lakeside Avenue
West Orange, NJ 07052

SUPPLEMENTAL A/E SERVICES PROPOSAL FOR:
Interior Alterations for
Restrooms Improvements
Second Floor Tenant
10 Rooney Circle, West Orange, NJ

A. PROJECT DESCRIPTION

1. Herbst-Musciano, LLC will include the following in the project documents:
    a. Check water pressure and function of existing pressure reducing valve.
    b. Replace existing WCs and Urinals completed with flush valves.
    c. Removal and replacement of ceramic floor tile.
    d. Clothing hanger rods for men's shower area.
    e. Countertop trash opening and trash bin
    f. Secure restroom supply storage.
    g. New GFIC outlet receptacles at men's and women's vanities.

B. ARCHITECTURAL DESIGN SERVICES

1. CONSTRUCTION DOCUMENTS PHASE
    i. Include the above items in the contract drawings and specs

C. COMPENSATION

1. A fixed fee payable monthly in proportion to services rendered, with overall lump sum fee attributed generally as follows:

Task	Est. Man-Hrs	Av. Hourly Rate	Fee $	Notes
Staff Architect	16	175	2,800.	Man-Hrs are for reference only
MEP Engineer	12	200	2,400.	Man-Hrs are for reference only
Plumber	4	250	1,000.	Check water pressure and regulator
		TOTAL SERVICES	$ 6,200.	

2. Billing shall be made monthly in proportion to services rendered and payment is appreciated within 30 days of date of invoice.

I hope that this is acceptable. Please contact me if you have any questions.

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

2026 RATE SCHEDULE

300-26

Time Based Billing Rates

Principal Architect	$ 190. /hr.
Staff Architect / Project Manager	$ 175. /hr.
MEP Engineer	$ 175. /hr.
Sr. Designer / Field Technician	$ 145. /hr.
Designer / Drafter / Field Technician	$ 110. /hr.
Jr. Designer / Drafter / Field Technician	$ 94. /hr.
Administrative / Clerical Support	$ 84. /hr.

Reimbursable Expenses

Sub-Consultants	Invoice + 10 percent
Airfare, train, automobile rental & fuel, automobile Mileage, parking, taxi, shipping & printing expenses	Cost + 10 percent

Conditions

1. Hourly rates include all direct and indirect overhead and general administrative costs, including equipment and materials required to perform services, unless otherwise noted.
2. Rates exclude costs associated with scheduling that requires workdays in excess of eight hours and work on weekends and holidays or fast tracked and rushed scheduling.
3. Billing time will commence and terminate from portal to portal at 611 Main Street, Boonton, New Jersey.

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

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.

EXHIBIT D

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**.

301-26
November 10, 2026

RESOLUTION

WHEREAS, the Township of West Orange (the "Township") advertised for bids on October 5, 2026, pursuant to the New Jersey Local Public Contracts Law (N.J.S.A 40A: 11-1), for the Degnan Park Installation of Dugout Shelter Equipment Re-Bid; and

WHEREAS, on October 22, 2026, the Township did receive two bids

1. Landtek Construction, LLC dba United Terrain Group
   386 Route 386
   Morganville, NJ 07751

2. Green Valley Group, Inc.
   180 Covent Road
   Nanuet, NY 10954

; and

WHEREAS, Landtek Construction, LLC dba United Terrain Group, 386 Route 386, Morganville, NJ 07751 ("Landtek") was the lowest responsible bidder; and

WHEREAS, the Purchasing Agent reported that Landtek 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 Degnan Park Installation of Dugout Shelter Equipment Re-Bid be awarded to:

LANDTEK CONSTRUCTION, LLC DBA UNITED TERRAIN GROUP

386 ROUTE 386
MORGANVILLE, NJ 07751

in the amount not to exceed $62,600.00.

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 in a substantially similar form as attached hereto as "Exhibit A," subject to Township Attorney review.

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

Susan Scarpa, Council President

Adopted: November 10, 2026

I hereby certify funds are available from Account Nol: **91-2040-41-9044-224 - $50,219.**
03-2610-20-0400-110 - $4,357.46
03-2544-18-0400-020 - $5,192.96
03-2584-19-0400-312 - $1,749.35
03-2704-22-0400-070 - $1,081.23

John C. Ditinyak, Chief Financial Officer

301-26
November 10, 2026

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LANDTEK CONSTRUCTION, LLC DBA UNITED TERRAIN GROUP

386 ROUTE 386
MORGANVILLE, NJ 07751

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

Susan Scarpa, Council President

Adopted: November 10, 2026

I hereby certify funds are available from Account Nol: **91-2040-41-9044-224 - $50,219.**
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03-2584-19-0400-312 - $1,749.35
03-2704-22-0400-070 - $1,081.23

John C. Ditinyak, Chief Financial Officer

301-26

AGREEMENT BETWEEN THE TOWNSHIP OF WEST ORANGE AND LANDTEK CONSTRUCTION, LLC DBA UNITED TERRAIN GROUP, FOR THE:

DEGNAN PARK INSTALLATION
OF DUGOUT SHELTER EQUIPMENT RE-BID

THIS AGREEMENT, made this 10th day of November, 2026

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

AND: **LANDTEK CONSTRUCTION, LLC DBA UNITED TERRAIN GROUP**
386 Route 79
Morganville, NJ 07751
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 installation services; and

WHEREAS, in that connection **LANDTEK CONSTRUCTION, LLC DBA UNITED TERRAIN GROUP** is qualified to provide said services; and

WHEREAS, the Township desires to engage **LANDTEK CONSTRUCTION, LLC DBA UNITED TERRAIN GROUP** 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 October 5, 2026, the Township issued a set of Bid Specifications for the: **DEGNAN PARK INSTALLATION OF DUGOUT SHELTER EQUIPMENT RE-BID**
(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 the installation of two (2) dugout shelters and associated appurtenances that were purchased by the Township for Degnan

Park including labor and materials necessary for the completion of the project; 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 October 22, 2026, Contractor submitted the lowest bid for the base bid at an amount totaling **$62,600.00**, 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, including, but not limited to the following: Installation of two (2) dugout shelters and associated appurtenances, the bidder's proposal, and this Agreement.

To the extent of any inconsistency between this the Request for Proposals and this Agreement and/or the Bid Proposal, the Request for Proposals shall govern. To the extent of any inconsistency between this Agreement and the Bid Proposal, this Agreement shall govern.

2. CONSIDERATION

The Township shall compensate the Contractor as follows:

$62,600.00 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 FY 2023 Local Recreation Improvement Grant (LRIG) it shall comply with all requirements pertaining to the grant award from office of the New Jersey

Department of Community Affairs (DCA), Division of Local Government Services (DLGS). In addition, Contractor agrees that it shall not act in any manner to affect the Township's eligibility for the grant award from the office of the New Jersey Department of Community Affairs (DCA) Division of Local Government Services (DLGS).

4. NOT-TO EXCEED AMOUNT

Total compensation under this Agreement shall not exceed **$62,600.00** (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 if applicable 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.

15. INDEMNIFICATION AND HOLD HARMLESS

The Contractor shall, at its sole cost and expense, defend, indemnify, and hold harmless the Township**,** including their employees, officers, agents, servants, representatives, and officials, from and against any and all claims, actions, lawsuits, penalties, fines, losses, damages, liabilities, judgments, demands, and expenses, including, but not limited to, attorney's fees and costs which arise out of the performance of this Agreement. This indemnification provision shall include, and not be limited to, non-compliance with any law, including, but not limited to, violation of the "New Jersey Prevailing Wage Act," N.J.S.A. § 34:11-56.25 and/or the "Public Works Contractor Registration Act," N.J.S.A. § 34:11-56.48 et seq.

Additionally, this indemnification provision shall apply to any and all claims, actions, judgments, penalties, liabilities, damages, losses or expenses, caused in whole or in part, by the negligence, 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 Agreement, 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. FORCE MAJEURE

Neither Party shall be liable to the other, or considered in default or breach of this Agreement, for any failure or delay in performing its obligations, except for obligations to make payments already owed, if the failure or delay results from circumstances beyond the impacted Party's reasonable control. Such circumstances include, but are not limited to: (a) acts of God; (b) flood, fire, earthquake, or explosion; (c) war; (d) government order or law; (e) actions,

embargoes, or blockades; (f) national or regional emergency; (g) strikes, labor stoppages, slowdowns, or other industrial disturbances; (h) epidemic, pandemic, or State of Emergency declared by the State of New Jersey; and (i) other similar events beyond the impacted Party's reasonable control.

18. 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.

19. 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

20. 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.

21. PAY TO PLAY REQUIREMENT

The Contractor is advised that it may have a 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.

22. 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.

23. 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.

24. 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.

25. 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."

26. NEW JERSEY PREVAILING WAGE ACT

The New Jersey Prevailing Wage Act, Chapter 150 of the Laws of 1963 as amended by Chapter 64 of the Laws of 1974 may apply to this Agreement. If so, the Agreement must set forth the prevailing wage rate in the locality of the Contractor for each craft or trade or classification of all workers needed to perform the Agreement during its performance period. The Contractor's Fee Schedule is incorporated herein by reference and attached hereto as "Exhibit B."

If required by law, the Contractor acknowledges that it has ascertained from the Commissioner of Labor and Industry of the State of New Jersey the prevailing wages in the locality of the Contractor which shall be paid by the Contractor to workers employed in the performance of the Agreement, and a copy of such prevailing wages shall be incorporated in the Agreement and binding on the Contractor. In the event that any such prevailing wage is increased prior to the award of the Agreement, 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 Contractor and made a part of the Agreement.

27. 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.

28. DEFAULT

In the event the Contractor fails or neglects to perform any of the conditions or covenants set forth herein during the Term of this Agreement, the Township shall upon three (3) days written notice to the Contractor, deliver to the Contractor by Certified Mail a Notice of Default, with the opportunity to cure within three (3) days. In the event that the Contractor fails to cure such default within three (3) days of receipt of the Notice, the Township shall terminate this Agreement, and all rights, privileges, or interest herein shall cease. The Contractor shall be liable to the Township for any damages or loss, including, but not limited to reasonable attorneys' fees in the event any legal action is necessary, as a result of the Default, in accordance with New Jersey law.

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

ATTEST: LANDTEK CONSTRUCTION, LLC
DBA UNITED TERRAIN GROUP

BY: _____

BY: _____

DEGNAN PARK INSTALLATION OF DUGOUT SHELTER EQUIPMENT RE-BID
ENGINEER'S TABULATION OF BASE BIDS
BIDS RECEIVED: OCTOBER 22, 2026

301-26

BASE BID				1 LANDTEK CONSTRUCTION LLC, DBA UNITED TERRAIN GROUP		2 GREEN VALLEY GROUP, INC.	
				CONTRACTOR NAME 386 ROUTE 79		CONTRACTOR NAME 180 COVENT ROAD	
				ADRESS MORGANVILLE	NJ, 07751	ADRESS NANUET	NY 10954
				CITY	STATE/ZIP	CITY	STATE/ZIP
Item #	Description	Quantity	Unit	Unit Price	Amount	Unit Price	Amount
1	PERFORMANCE BOND AND PAYMENT BOND	1	DOLL	$ 1,500.00	$ 1,500.00	$ 1,500.00	$ 1,500.00
2	MOBILIZATION	1	LS	$ 5,000.00	$ 5,000.00	$ 15,000.00	$ 15,000.00
3	TRAFFIC DIRECTOR, POLICE (IF AND WHERE DIRECTED)	1	ALLOW	$ 5,000.00	$ 5,000.00	$ 5,000.00	$ 5,000.00
4	FINAL CLEANUP (IF AND WHERE DIRECTED)	1	LS	$ 1,000.00	$ 1,000.00	$ 1,000.00	$ 1,000.00
5	FURNISH AND INSTALL PROJECT SIGN	1	LS	$ 100.00	$ 100.00	$ 1,000.00	$ 1,000.00
6	CONTRACT ALLOWANCE (IF AND WHERE DIRECTED)	1	ALLOW	$ 5,000.00	$ 5,000.00	$ 5,000.00	$ 5,000.00
7	INSTALL DUGOUT SHELTER EQUIPMENT INCLUDING FOOTINGS, CANOPY AND ALL APPURTENANCES NECESSARY FOR THE PROPER OPERTAION OF SHELTERS (IF AND WHERE DIRECTED)	2	UNIT	$ 22,500.00	$ 45,000.00	$ 23,200.00	$ 46,400.00
	TOTAL BASE BID AMOUNT				$ 62,600.00		$ 74,900.00

302-26
November 10, 2026

RESOLUTION

WHEREAS, the Township of West Orange (the "Township") is interested in awarding a contract for recreational services and social services ("Recreational and Social Services") for Township Residents, specifically for Youth Tennis Programming for participants ages 6 through 14; and

WHEREAS, the Township seeks to utilize Competitive Contracting in lieu of public bidding ("Competitive Contracting") whereby the Township can award the contract for Recreational and Social Services utilizing criteria including price and other factors; and

WHEREAS, Competitive Contracting involves a procedure wherein proposals are evaluated and ranked in a methodology by scoring of categories in technical, management and cost related criteria; and

WHEREAS, pursuant to N.J.S.A. 40A:11-4.1(b)(2) of the Local Public Contracts Law a municipality can utilize Competitive Contracting to award either "a for-profit entity or a not-for profit entity" a contract for the "operation, management or administration of recreational or social service facilities or programs;" and

WHEREAS, the Township's Youth Tennis Programming classifies as a recreational program; and

WHEREAS, pursuant to N.J.S.A. 40A:11-4.3 a resolution of the governing body is required to authorize the use of competitive contracting each time specialized goods or services are desired to be contracted.

NOW THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange that the Township is authorized to initiate the competitive contracting process for the award of a contract for Recreational and Social Services consistent with the requirements of N.J.S.A. 40A:11-4.3 of the Local Public Contracts Law.

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	**Susan Scarpa**
Municipal Clerk	**Council President**

Adopted: November 10, 2026

303-26
November 10, 2026

R E S O L U T I O N

WHEREAS, by Resolution No. 22-26 dated January 20, 2026 the Township Council awarded the Contract for the Oscar Schindler Performing Arts Center (OSPAC) Site Improvements Project to ZN Construction, LLC., 185 East 54th Street, Elmwood Park, New Jersey, in the amount of $1,016,526.00; and

WHEREAS, the work under this contract included site improvements to the OSPAC, including; reconstruction of the existing asphalt drive, reconstruction of existing retaining walls, installation of premium stadium seating and ADA accessible seating area, vegetative clearing and decorative plantings, and related improvements; and

WHEREAS, by letter dated October 27, 2026, the Municipal Engineer recommends approval of the Final Accounting of As-Built Quantities for this project, adjusting the final contract amount to $993,305.39, or a 2.28 percent decrease of the previously authorized contract amount; and

WHEREAS, the decrease is due to as-built quantities less than estimated in the original contract; and

WHEREAS, sufficient funds remain available; and

WHEREAS, the Township Council concurs in the foregoing.

NOW THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange that the Final Accounting of As-Built Quantities for the Oscar Schindler Performing Arts Center Site Improvements Project with ZN Construction, LLC., reducing the final contract amount by $23,220.61, or a 2.28 percent decrease in the original contract amount due to As-Built quantities, is hereby approved, bringing the final adjusted contract amount to $993,305.39.

BE IT FURTHER RESOLVED that final payment, including release of retainage, in the amount of $39,278.60, is approved.

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

Adopted: November 10, 2026

I hereby certify funds are available from Account No.: **03-2610-20-0400-130**
$39,278.60

John C. Ditinyak, Chief Financial Officer

TOWNSHIP OF WEST ORANGE

25 LAKESIDE AVENUE, WEST ORANGE, N.J. 07052

DEPARTMENT OF ENGINEERING

SUSAN McCARTNEY
Mayor

Tel/Fax: (973) 325-4160
Email: Engineering@westorange.org

ZAYIBETH Y. CARBALLO
Director/Municipal Engineer

October 27, 2026

303-26

FINAL ACCOUNTING OF AS-BUILT QUANTITIES

PROJECT: **SITE IMPROVEMENTS AT OSKAR SCHINDLER PERFORMING ARTS CENTER**

CONTRACTOR: ZN CONSTRUCTION, LLC.
185 EAST 54TH STREET
ELMWOOD PARK, NJ 07407

Original Contract Amount	$	1,016,526.00
Change Order No. 1 (Final):		
Extra of Contract Quantities	$	4,496.00
Reduction of Contract Quantities	$	- 115,335.66
Supplemental Items	$	87,619.05
Final Contract Amount for Adjustment of As-Built Quantities	$	993,305.39
Percent DECREASE in Contract over Adjusted Contract Amount		2.28%

Reason for Decrease: Decrease is due to as-built quantities less than estimated quantities for: traffic directors, test pits, HMA base course, HMA surface course, reset existing Inlet Type 'B', solar powered LED pedestrian signs, vegetative clearing, removal and disposal of fallen trees, and contract allowances. Supplemental items are incidental items not included in the original Contract, but were necessary to deliver a complete and properly finished project.

Approved by:

_____ _____
Municipal Engineer Date

_____ _____
Contractor Date

_____ _____
Township of West Orange, NJ Date

This Change Order was approved by **Resolution No. 303-26** dated **November 10, 2026** of the West Orange Township Council.

303-26

SUMMARY OF AS-BUILT QUANTITIES

SITE IMPROVEMENTS AT OSKAR SCHINDLER PERFORMING ARTS CENTER

TOWNSHIP OF WEST ORANGE, ESSEX COUNTY

DATE: 10/27/2026

			PLAN			AS CONSTRUCTED	
ITEM NO.	Description of Items	Unit Measure	Quantity	Unit Price	Amount	Quantity	Amount
1	CONSTRUCTION LAYOUT	LS	1	$7,000.00	$7,000.00	1.0	$7,000.00
2	TRAFFIC DIRECTOR, MUNICIPAL POLICE ALLOWANCE	ALLOW	1	$30,000.00	$30,000.00	0.3	$10,308.72
3	CLEARING AND PREPARATION OF SITE, MOBILIZATION AND DEMOBILIZATION	LS	1	$62,000.00	$62,000.00	1.0	$62,000.00
4	RESET EXISTING BRICK PAVERS (IF AND WHERE DIRECTED)	SY	200	$130.00	$26,000.00	200.0	$26,000.00
5	EXCAVATION, TEST PIT (IF AND WHERE DIRECTED)	CY	20	$160.00	$3,200.00	0.0	$0.00
6	EXCAVATION, UNCLASSIFIED	CY	360	$87.00	$31,320.00	360.0	$31,320.00
7	DENSE GRADED AGGREGATE BASE COURSE, 6" THICK	CY	230	$80.00	$18,400.00	230.0	$18,400.00
8	HMA MILLING, 3" OR LESS	SY	1100	$30.00	$33,000.00	1193.2	$35,796.00
9	HOT MIX ASPHALT 19M64 BASE COURSE, 4" THICK	TON	330	$220.00	$72,600.00	199.1	$43,793.20
10	HOT MIX ASPHALT 9.5M64 SURFACE COURSE, 2" THICK	TON	320	$225.00	$72,000.00	283.1	$63,704.25
11	MODULAR BLOCK RETAINING WALL	SF	35	$160.00	$5,600.00	35.0	$5,600.00
12	RECONSTRUCT EXISTING MODULAR CONCRETE BLOCK RETAINING WALL	LS	1	$18,000.00	$18,000.00	1.0	$18,000.00
13	RECONSTRUCT EXISTING MODULAR CONCRETE BLOCK RETAINING WALL	LS	1	$28,000.00	$28,000.00	1.0	$28,000.00
14	RESET EXISTING INLET, TYPE 'B', USING NEW CASTING	UNIT	3	$1,600.00	$4,800.00	0.0	$0.00
15	RESET EXISTING INLET, TYPE 'E', USING NEW CASTING	UNIT	1	$1,600.00	$1,600.00	1.0	$1,600.00
16	4' HIGH DECORATIVE FENCE (INCLUDING CONCRETE FOOTINGS)	LF	330	$170.00	$56,100.00	330.0	$56,100.00
17	HARDSCAPE PAVERS (INCLUDES REMOVAL OF EXISTING)	SY	500	$260.00	$130,000.00	500.0	$130,000.00
18	CONCRETE SIDEWALK, 4' THICK	SY	160	$230.00	$36,800.00	160.0	$36,800.00
19	DETECTABLE WARNING SURFACE	SY	3	$360.00	$1,080.00	3.0	$1,080.00
20	CONCRETE DRIVEWAY, REINFORCED, 6" THICK	SY	20	$260.00	$5,200.00	20.0	$5,200.00
21	CONCRETE DUMPSTER PAD, REINFORCED, 6" THICK	SY	8	$270.00	$2,160.00	8.0	$2,160.00
22	CONCRETE SPECTATOR SEATING, REINFORCED (INCLUDES MOUNTED PREMIUM STADIUM CHAIRS, 26" WIDE)	LS	1	$58,000.00	$58,000.00	1.0	$58,000.00
23	REMOVE AND REPLACE EXISTING CONCRETE STAIRCASE (INCLUDING HANDRAILS AND	LS	1	$9,000.00	$9,000.00	1.0	$9,000.00
24	9"x18" CONCRETE VERTICAL CURB	LF	210	$48.00	$10,080.00	210.0	$10,080.00
25	12"x13" CONCRETE SLOPING CURB	LF	220	$51.00	$11,220.00	220.0	$11,220.00
26	6' RUBBER WHEEL STOP	UNIT	3	$140.00	$420.00	3.0	$420.00
27	TRAFFIC STRIPES, THERMOPLASTIC, 4" THICK	LF	830	$3.20	$2,656.00	830.0	$2,656.00
28	TRAFFIC MARKINGS, THERMOPLASTIC	SF	430	$3.00	$1,290.00	430.0	$1,290.00
29	REGULATORY AND WARNING SIGN	SF	40	$120.00	$4,800.00	40.0	$4,800.00
30	FURNISH AND INSTALL DOUBLE-SIDED SOLAR POWERED LED PEDESTRIAN CROSSING SIGN (W11-2 & W16-7P) W/ PUSH BUTTON	UNIT	2	$3,800.00	$7,600.00	0.0	$0.00
31	INTERPRETIVE SIGNAGE (INCLUDING POST AND MOUNTING)	UNIT	8	$2,500.00	$20,000.00	8.0	$20,000.00
32	6' DECORATIVE BENCH (INCLUDING CONCRETE PAD AND ANCHORING)	UNIT	10	$3,250.00	$32,500.00	10.0	$32,500.00
33	TRASH RECEPTACLE	UNIT	5	$2,700.00	$13,500.00	5.0	$13,500.00
34	FURNISH AND INSTALL 10' LONG TIMBER FOOTBRIDGE, 4' WIDE (INCLUDING CONCRETE FOUNDATIONS)	UNIT	1	$6,700.00	$6,700.00	1.0	$6,700.00
35	SOLAR POWERED BOLLARD LIGHTS	UNIT	4	$3,200.00	$12,800.00	4.0	$12,800.00
36	SOLAR POWERED LIGHT POLE AND FIXTURE	UNIT	1	$16,000.00	$16,000.00	1.0	$16,000.00
37	LIGHT FIXTURE AND LIGHT POLE (ELECTRIC)	UNIT	1	$9,000.00	$9,000.00	1.0	$9,000.00
38	BOLLARD LIGHTS (ELECTRIC)	UNIT	5	$2,800.00	$14,000.00	5.0	$14,000.00
39	SELECTIVE VEGETATIVE CLEARING	UNIT	5000	$1.50	$7,500.00	4100.0	$6,150.00
40	REMOVAL AND DISPOSAL OF FALLEN TREE, UP TO 6" DIAMETER	UNIT	8	$800.00	$6,400.00	8.0	$6,400.00
41	REMOVAL AND DISPOSAL OF FALLEN TREE, OVER 6" TO 12" DIAMETER	UNIT	6	$900.00	$5,400.00	4.0	$3,600.00
42	REMOVAL AND DISPOSAL OF FALLEN TREE, OVER 12" TO 24" DIAMETER	UNIT	2	$1,150.00	$2,300.00	2.0	$2,300.00
43	REMOVAL AND DISPOSAL OF FALLEN TREE, OVER 24" DIAMETER	UNIT	1	$1,500.00	$1,500.00	0.0	$0.00
44	TREE REMOVAL, OVER 6" TO 12" DIAMETER	UNIT	9	$1,400.00	$12,600.00	9.0	$12,600.00
45	TREE REMOVAL, OVER TO 12" TO 24" DIAMETER	UNIT	2	$1,700.00	$3,400.00	3.0	$5,100.00
46	TOPSOIL, FERTILIZE, AND SEED ALL DISTURBED AREAS	LS	1	$6,000.00	$6,000.00	1.0	$6,000.00
47	LANDSCAPE IMPROVEMENTS	LS	1	$37,000.00	$37,000.00	1.0	$37,000.00
48	CONTRACT ALLOWANCE FOR ELECTRICAL WORK NOT SPECIFIED	ALLOW	1	$35,000.00	$35,000.00	0.1	$4,457.50
49	CONTRACT ALLOWANCE FOR WORK NOT SPECIFIED	ALLOW	1	$25,000.00	$25,000.00	0.7	$17,250.67
S-1	CONCRETE PAD REMOVAL	LS				1.0	$9,268.86
S-2	ADDITIONAL LED PEDESTRIAN SIGN	LS				1.0	$10,006.43
S-3	ADDITIONAL SOD & TEMPORARY IRRIGATION	LS				1.0	$68,343.76
				TOTAL	$1,016,526.00	TOTAL	$993,305.39

Prepared By: Zayibeth Carballo, P.E, P.L.S.

Signature:

Title: Director/Municipal Engineer

304-26
November 10, 2026

RESOLUTION AUTHORIZING A REFUND

WHEREAS, on October 15, 2026, a bid was issued for the Operation, Management, and Maintenance Services For The Golf Course and Clubhouse Facility at Rock Spring Golf Course (the "Rock Spring Bid"); and

WHEREAS, the amount of $50.00 was paid by Oliphant Golf Management to obtain the Rock Spring Bid; and

WHEREAS, the Township did not intend to charge for obtaining the Rock Spring Bid documents; and

WHEREAS, an addendum was issued on November 4, 2026 to correct Page 2 of the Rock Spring Bid to indicate that there is no cost to obtain the bid documents as originally referenced in the advertisement; and

WHEREAS, the Purchasing Agent is requesting the payment in the amount of $50.00 be returned to Oliphant Golf Management; and

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that the cost of the specifications paid for by Oliphant Golf Management at the address of 3046 Village Park Drive, Plover, WI 54467 in an amount of $50.00.

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

Susan Scarpa, Council President

Adopted: November 10, 2026

I hereby certify funds are available from Account No.: 01-1940-00-0000-100
$50.00

John C. Ditinyak
Chief Financial Officer

305-26
November 10, 2026

RESOLUTION AUTHORIZING A REFUND

WHEREAS, on October 15, 2026, a bid was issued for the Operation, Management, and Maintenance Services For The Golf Course and Clubhouse Facility at Rock Spring Golf Course (the "Rock Spring Bid"); and

WHEREAS, the amount of $50.00 was paid by Patrick Hentze of Kemper Sports to obtain the Rock Spring Bid; and

WHEREAS, the Township did not intend to charge for obtaining the Rock Spring Bid documents; and

WHEREAS, an addendum was issued on November 4, 2026 to correct Page 2 of the Rock Spring Bid to indicate that there is no cost to obtain the bid documents as originally referenced in the advertisement; and

WHEREAS, the Purchasing Agent is requesting the payment in the amount of $50.00 be returned to Patrick Hentze of Kemper Sports; and

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that the cost of the specifications paid for by Patrick Hentze at the address of 95 Reeve Avenue, Bloomingdale, NJ 07403 refunded in an amount of $50.00.

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

Susan Scarpa, Council President

Adopted: November 10, 2026

I hereby certify funds are available from Account No.: 01-1940-00-0000-100
$50.00

John C. Ditinyak
Chief Financial Officer

306-26
November 10, 2026

RESOLUTION

WHEREAS, the Township of West Orange (the "Township") participates in joint insurance funds to manage its liability risks due to operations pursuant to N.J.S.A. 40A:10-36 et seq.; and

WHEREAS, the Township was formerly a member of the Garden State Municipal Joint Insurance Fund for many years and during the period between 2002 and 2023; and

WHEREAS, N.J.A.C. 11:15-2.15 and 2.16 authorize joint insurance funds to require their members to pay assessments and supplemental assessments to meet the obligations of the fund; and

WHEREAS, N.J.A.C. 11:15-2.10(c) provides: "A member that has been terminated by or does not continue as a member of the fund shall nevertheless share in any surplus in the appropriate trust accounts for that fund and shall remain jointly and severally liable for claims incurred by the fund and its members during the period of its membership, including but not limited to, being subject to and liable for supplemental assessments;" and

WHEREAS, the GSMJIF's Bylaws state: "A member that has been terminated or does not continue as a member of the Fund shall remain jointly and severally liable for claims incurred by the Fund and its members during the period of its membership, including but not limited to being subject to and liable for supplemental assessments."

WHEREAS, the GSMJIF's 2024 Risk Management Plan provides, inter alia, "Should any member subject to such special assessment discontinue its membership in the Fund or should any member have discontinued its membership in the Fund prior to the date of the resolution levying the supplemental assessment, the full balance of any remaining unpaid installments shall become immediately due and payable to the Fund." On January 28, 2026,

the GSMJIF Commissioners added the following language to this provision of the 2024 Risk Management Plan. "… unless the Fund and the former member elect to enter into an agreement that provides for the payment of the outstanding special assessment in installments."

WHEREAS, in accordance with the Joint Insurance Law, DOBI Regulations, GSMJIF Bylaws, and Risk Management Plan, on July 24, 2024 the Fund Commissioners approved Resolution No. 29-14 in which the FUND declared a supplemental assessment of $22,649, 481 for FUND years 2002 through 2023 and called for the calculation of each member's proportionate share of the supplemental assessment.

WHEREAS, On March 25, 2026, the FUND Commissioners approved Resolution No. 14-26 which amended the supplemental assessment declared under Resolution No. 29-24 to $48,030,463; and

WHEREAS, the Township's obligation under the supplemental assessment set forth above is One Million Ninety Four Thousand Twenty Five ($1,094,025.00) Dollars; and

WHEREAS, a proposed agreement for payment of the supplemental assessment has been negotiated between the Township and the GSMJIF to make the payment in three (3) equal installments of Three Hundred Sixty Four Thousand Six Hundred Seventy Five ($364,675.00) Dollars; and

WHEREAS, the Township now seeks to ratify and adopt the settlement agreement as aforesaid.

NOW, THEREFORE BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Agreement tendered by the GSMJIF for payment of the supplemental assessment as recited above, made a part hereof and

incorporated herein by reference be and hereby is approved and adopted on the following terms:

Payment in full by December 31, 2028.

(a) West Orange shall pay the GSMJIF the total sum of **$1,094,025.** on or before December 31, 2028 in three equal installments as follows:

1. Payment of the amount of $364,675 due on or before January 1, 2027.

2. Payment of the amount of $364,675 due on or before January 1, 2028.

3. Payment in the amount of $364,675 due on or before December 31, 2028.; and be it further

RESOLVED that the Mayor, Chief Financial Officer and Township Clerk shall be authorized to execute the Agreement and arrange for payment of the supplemental assessment on the terms set forth above and in the Agreement consistent therewith.

Karen J. Carnevale
Municipal Clerk

Susan Scarpa
Council President

Adopted: November 10, 2026

RESOLUTION

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

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

WHEREAS, Dogwood Green submitted a renewal application for its local license to the Office of the Township Clerk seeking an additional one (1) year license to operate a cannabis retail business within the Township for calendar year 2025, which was approved; and

WHEREAS, Dogwood Green began its latest one (1) year renewal term on November 12, 2025; and

WHEREAS, Dogwood Green's renewal application was required to be submitted sixty (60) days before expiration of its license in accordance with the Revised General Ordinances of the Township of West Orange, Section 5-34.6; and

WHEREAS, provided that a Local Cannabis Entity requests an extension no later than thirty (30) days before the expiration of its license, the Township is permitted to grant a thirty (30) day extension for submission of a renewal application; and

WHEREAS, Dogwood Green submitted its renewal application on October 27, 2026 and requested an extension for the same to be heard on October 30, 2026; and

WHEREAS, Dogwood Green acknowledges that its renewal application and its request for an extension were each submitted after the applicable deadlines; and

WHEREAS, Dogwood Green has requested that the Township consider its extension request *nunc pro tunc*, treating the request as though it had been submitted thirty (30) days before the expiration of its current license; and

WHEREAS, the current General Revised Ordinances of the Township of West Orange do not provide a mechanism for reinstating a license when a renewal application or extension request was not timely submitted; and

WHEREAS, the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act grants the Township broad discretion over the licensing of local cannabis entities; and

WHEREAS, Dogwood Green asserts that, as a local business employing local residents, it would be adversely affected if its renewal application were not heard; and

WHEREAS, despite Dogwood Green's late extension request, the Township concurs that this local business would be adversely affected if its renewal application were not heard; and

WHEREAS, Dogwood Green has advised that its pending renewal application is unchanged from its renewal application for 2025; and

WHEREAS, Police Chief Matthew Fuela recommended renewal of Dogwood Green's license in his November 2, 2026 memorandum to the Township Council; and

WHEREAS, the Board of Education, Director of Health and Welfare, and Director of Planning and Development were all provided an opportunity to comment on Dogwood Green's renewal application, and all responded with no comments which would prevent the approval of the renewal application.

NOW, THEREFORE, BE IT RESOLVED, by the Township Council of the Township of West Orange, County of Essex, State of New Jersey, that, in the best interests of the Township and its inhabitants, Dogwood Green is granted a thirty (30) day extension, *nunc pro tunc*, so that its application shall be deemed to have been filed in a timely fashion; and

BE IT FURTHER RESOLVED, that the Governing Body will either grant or deny the renewal application at its November 24, 2026 Council meeting; and

BE IT FURTHER RESOLVED, that a copy of this Resolution shall be made available in the Clerk's Office for reasonable inspection in accordance with applicable law.

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

Susan Scarpa
Council President

Adopted: November 10, 2026

RESOLUTION

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

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

WHEREAS, Dogwood Green submitted a renewal application for its local license to the Office of the Township Clerk seeking an additional one (1) year license to operate a cannabis retail business within the Township for calendar year 2025, which was approved; and

WHEREAS, Dogwood Green began its latest one (1) year renewal term on November 12, 2025; and

WHEREAS, Dogwood Green's renewal application was required to be submitted sixty (60) days before expiration of its license in accordance with the Revised General Ordinances of the Township of West Orange, Section 5-34.6; and

WHEREAS, provided that a Local Cannabis Entity requests an extension no later than thirty (30) days before the expiration of its license, the Township is permitted to grant a thirty (30) day extension for submission of a renewal application; and

WHEREAS, Dogwood Green submitted its renewal application on October 27, 2026 and requested an extension for the same to be heard on October 30, 2026; and

WHEREAS, Dogwood Green acknowledges that its renewal application and its request for an extension were each submitted after the applicable deadlines; and

WHEREAS, Dogwood Green has requested that the Township consider its extension request *nunc pro tunc*, treating the request as though it had been submitted thirty (30) days before the expiration of its current license; and

WHEREAS, the current General Revised Ordinances of the Township of West Orange do not provide a mechanism for reinstating a license when a renewal application or extension request was not timely submitted; and

WHEREAS, the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act grants the Township broad discretion over the licensing of local cannabis entities; and

WHEREAS, Dogwood Green asserts that, as a local business employing local residents, it would be adversely affected if its renewal application were not heard; and

WHEREAS, despite Dogwood Green's late extension request, the Township concurs that this local business would be adversely affected if its renewal application were not heard; and

WHEREAS, Dogwood Green has advised that its pending renewal application is unchanged from its renewal application for 2025; and

WHEREAS, Police Chief Matthew Fuela recommended renewal of Dogwood Green's license in his November 2, 2026 memorandum to the Township Council; and

WHEREAS, the Board of Education, Director of Health and Welfare, and Director of Planning and Development were all provided an opportunity to comment on Dogwood Green's renewal application, and all responded with no comments which would prevent the approval of the renewal application.

NOW, THEREFORE, BE IT RESOLVED, by the Township Council of the Township of West Orange, County of Essex, State of New Jersey, that, in the best interests of the Township and its inhabitants, Dogwood Green is granted a thirty (30) day extension, *nunc pro tunc*, so that its application shall be deemed to have been filed in a timely fashion; and

BE IT FURTHER RESOLVED, that Dogwood Green is permitted to remain open and operating through November 24, 2026, on which date the Governing Body will either grant or deny Dogwood Green's renewal application; and

BE IT FURTHER RESOLVED, that a copy of this Resolution shall be made available in the Clerk's Office for reasonable inspection in accordance with applicable law.

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

Susan Scarpa
Council President

Adopted: November 10, 2026

307-26
October 13, 2026

RESOLUTION

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

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

WHEREAS, Dogwood Green submitted a renewal application for its local license to the Office of the Township Clerk seeking an additional one (1) year license to operate a cannabis retail business within the Township for calendar year 2025, which was approved; and

WHEREAS, Dogwood Green began its latest one (1) year renewal term on November 12, 2025; and

WHEREAS, Dogwood Green's renewal application was required to be submitted sixty (60) days before expiration of its license in accordance with the Revised General Ordinances of the Township of West Orange, Section 5-34.6; and

WHEREAS, provided that a Local Cannabis Entity requests an extension no later than thirty (30) days before the expiration of its license, the Township is permitted to grant a thirty (30) day extension for submission of a renewal application; and

WHEREAS, Dogwood Green submitted its renewal application on October 27, 2026;

WHEREAS, Dogwood Green acknowledges that its renewal application was submitted after the applicable deadline; and

WHEREAS, Dogwood Green has requested that the Township consider its renewal application *nunc pro tunc*, treating the renewal application as if it had been submitted prior to the applicable deadline; and

WHEREAS, the current General Revised Ordinances of the Township of West Orange do not provide a mechanism for reinstating a license when a renewal application was not timely submitted; and

WHEREAS, the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act grants the Township broad discretion over the licensing of local cannabis entities; and

WHEREAS, Dogwood Green asserts that, as a local business employing local residents, it would be adversely affected if its renewal application were not heard; and

WHEREAS, despite Dogwood Green's late renewal application submission, the Township concurs that this local business would be adversely affected if its renewal application were not heard; and

WHEREAS, Dogwood Green has advised that there are no changes in its renewal application from its renewal application for 2025; and

WHEREAS, Police Chief Matthew Fuela recommended renewal of Dogwood Green's license in his November 2, 2026 memorandum to the Township Council; and

WHEREAS, the Board of Education, Director of Health and Welfare, and Director of Planning and Development were all provided an opportunity to comment on Dogwood Green's renewal application, and all responded with no comments which would prevent the approval of the renewal application.

NOW, THEREFORE, BE IT RESOLVED, by the Township Council of the Township of West Orange, County of Essex, State of New Jersey, that, in the best interests of the Township and its inhabitants, Dogwood Green's renewal application is accepted, *nunc pro tunc*; and

BE IT FURTHER RESOLVED, the renewal application of Dogwood Green for a local license to operate a cannabis retail business within the Township at the property located at: Block 10, Lot 1.01, commonly known as 5 Central Avenue, West Orange, New Jersey, is in compliance with the Township's local regulations on cannabis businesses, be and is hereby approved;

BE IT FURTHER RESOLVED, that Dogwood Green's license shall expire on November 12, 2027; and

BE IT FURTHER RESOLVED, that the Township Clerk shall promptly provide Dogwood Green and the New Jersey Cannabis Regulatory Commission with a certified copy of this Resolution.

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

Susan Scarpa
Council President

Adopted: November 10, 2026

2997-26

AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, "TRAFFIC," SECTION 14.3, "PARKING TIME LIMITED ON CERTAIN STREETS DURING CERTAIN HOURS OF CERTAIN DAYS" and SECTION 7-50.2 "PARKING METERS ON STREETS" 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, the Township desires to amend Chapter 7, "Traffic," Section 14.3, "Parking Time Limited on Certain Streets During Certain Hours on Certain Days," and Section 50.2 " Parking Meters on Streets" of the Township Municipal Code to add time limited on street parking for local businesses; 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 14.3, "Parking Time Limited on Certain Streets During Certain Hours on Certain Days," and Section 50.2 "Parking Meters on Streets" 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 14.3, "Parking Time Limited on Certain Streets During Certain Hours on Certain Days", is hereby amended to incorporate the following changes:

Note: Additions are shown in **bold and underline** and deletions are shown as ~~strikethrough~~.

§ 7-14.3 Parking Time limited on Certain Streets During Certain Hours on Certain Days

Name of Street	**Sides**	**Time Limit**	**Hours**	**Days**	**Location**
Harrison Avenue	**North**	**15 minutes**	**6AM-6PM**	**All**	**Beginning 141 feet north of the northerly curb line of Harrison Avenue and extending 59 feet north.**

Section 3. Chapter 7, "Traffic," Section 50.2, "Parking Meters in Streets", is hereby amended to incorporate the following changes:

Note: Additions are shown in **bold and underline** and deletions are shown as ~~strikethrough~~.

§ 7-50.2 Parking Meters in Streets

Name of Street	Sides	Location
~~Harrison Avenue~~	~~Both~~	~~From Mississippi Avenue to Cherry Street~~
Harrison Avenue	**South**	**From Mississippi Avenue to Cherry Street**

Section 4. 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 5. 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 27th day of October, 2026, and the same came up for final passage at the regular meeting of the Township Council held on the 10th day of November, 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

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

Susan Scarpa, Council President

Introduced: October 27, 2026

Adopted: November 10, 2026

LEGISLATIVE HISTORY

This Ordinance amends and supplements Chapter 7 Traffic, Subsection 14.3 Parking Time Limited on Certain Streets During Certain Hours on Certain Days, and Subsection 50.2 Parking Meters on Streets of the Revised General Ordinances. Harrison Avenue is designated as a street with parking meters by Ordinance #1951-04. There are currently no Parking Meters installed on Harrison Avenue. This amendment is proposed to create limited time parking stalls and encourage parking turn over for local businesses and discourage parking all day in the business district.

Department of Community Affairs
Supplemental Debt Statement

Local Unit: **West Orange Township** **0722** **County:** **Essex**

Prepared as of: 11/10/2026

Budget Year Ending: **December 31** **2026**

Name: John C. Ditinyak
Title: Chief Financial Officer
CFO Cert. # N-0895

Phone: 973-325-4070
Email: jditinyak@westorange.org
Address: 66 Main Street
West Orange, NJ 07052

John C. Ditinyak, Being duly sworn, deposes and says:

Deponent is the Chief Officer of West Orange Township here and in the statement hereinafter mentioned called the local unit. The Supplemental Debt Statement annexed hereto and hereby made a part hereof is a true statement of the debt condition of the local unit as of the date therein and is computed as provided by the Local Bond Law of New Jersey.

☑ By checking this box, I am swearing that the above statement is true.

	Net Debt as per Annual Debt Statement	Decrease *(Since December 31, last past)*	Increase	Net Debt
Bonds and Notes for School Purposes (Local and Regional)	$ -	$ -	$ -	$ -
Bonds and Notes for Self Liquidating Purposes	$ -	$ -	$ -	$ -
Other Bonds and Notes	$ 169,365,526.67	$ 8,964,477.96	$ 4,660,490.00	$ 165,061,538.71

Net Debt at the time of this statement is..... $ 165,061,538.71

The amounts and purposes separately itemized of the obligations about to be authorized, and any deductions which may be made on account of each such item are: (see Note "C" below)

Bond Ordinance	Purpose(s)	Amount	Deduction	Net
3000-26	Various Improvements to Library Property	$ 1,047,000.00	$ -	$ 1,047,000.00
3005-26	Various Roadway Improvements	$ 1,254,000.00	$ -	$ 1,254,000.00
3006-26	Improvements to 10 Rooney	$ 1,567,500.00	$ -	$ 1,567,500.00
3007-26	Various Improvements	$ 2,121,336.00	$ -	$ 2,121,336.00
3009-26	NJDEP Compliance Work	$ 399,000.00	$ -	$ 399,000.00
		$ -	$ -	$ -
		$ 6,388,836.00	$ -	$ 6,388,836.00

4 The net debt of the local unit determined by the addition of the net debt amounts stated in items 2 and 3 above is: $ 171,450,374.71

5 Equalized valuation basis (the average of the equalized valuations of real estate, including improvements and the assessed valuation of class II railroad property of the local unit for the last 3 preceding years) as stated in the Annual Debt Statement or the revision therof last filed.

	Year		
(1)	2023	Equalized Valuation Real Property with Improvements plus assessed valuation of Class II RR Property	$ 7,595,325,978.00
(2)	2024	Equalized Valuation Real Property with Improvements plus assessed valuation of Class II RR Property	$ 8,484,167,363.00
(3)	2025	Equalized Valuation Real Property with Improvements plus assessed valuation of Class II RR Property	$ 9,990,686,869.00

6 Equalized Valuation Basis - Average of (1), (2) and (3)..... $ 8,690,060,070.00

7 Net Debt (Line 4 above) expressed as a percentage of such equalized valuation basis (Line 6 above) is: 1.973%

NOTES

A If authorization of bonds or notes is permitted by an exception to the debt limit, specify the particular paragraph of NJSA 40A:2-7 or other section of law providing such exception.

B This form is also to be used in the bonding of separate (not Type I) school districts as required by NJSA 18A:24-16, and filed before the school district election. In such case pages 4, 5 and 6 should be completed to set forth the computation supporting any deduction in line 3 above.

C Only the account of bonds or notes about to be authorized should be entered. The amount of the "down payment" provided in the bond ordinance should not be included nor shown as a deduction.

TOWNSHIP OF WEST ORANGE,
IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY
ORDINANCE NUMBER 3000-26

BOND ORDINANCE PROVIDING FOR VARIOUS IMPROVEMENTS RELATED TO THE WEST ORANGE PUBLIC LIBRARY PROPERTY, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $1,100,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,047,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COSTS THEREOF

BE IT ORDAINED AND ENACTED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY (not less than two-thirds of all the members thereof affirmatively concurring), **AS FOLLOWS:**

SECTION 1. The improvements or purposes described in Section 3 of this bond ordinance are hereby authorized as general improvements or purposes to be undertaken by the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"). For the said improvements or purposes stated in Section 3, there is hereby appropriated the amount of $1,100,000, said amount being inclusive of $53,000 as the amount of down payment for said improvements or purposes as required by the Local Bond Law, N.J.S.A. §40A:2-1 et seq. (the "Local Bond Law"). The down payment is now available by virtue of a provision or provisions in a previously adopted budget or budgets of the Township for down payment or for capital improvement purposes.

SECTION 2. For the financing of said improvements or purposes described in Section 3 hereof and to meet the part of said $1,100,000 appropriation not provided for by application hereunder of said down payment, negotiable bonds of the Township are

hereby authorized to be issued in the principal amount not exceeding $1,047,000 pursuant to, and within the limitations prescribed by, the Local Bond Law. In anticipation of the issuance of said bonds and to temporarily finance said improvements or purposes, negotiable notes of the Township in the principal amount not exceeding $1,047,000 are hereby authorized to be issued pursuant to, and within the limitations prescribed by, said Local Bond Law.

SECTION 3. (a) The improvements hereby authorized and purposes for the financing of which said obligations are to be issued are for various improvements related to the West Orange Public Library Property, including, but not limited to, asphalt overlay paving of the parking lot, reconstruction of the sidewalks, construction of a rain garden, curb and drainage improvements, purchase and installation of pole lighting in the parking lot and landscaping. The improvements and purposes shall also include, as applicable, all engineering and design work, surveying, construction management services, construction planning, preparation of plans and specifications, permits, bid documents, construction inspection and contract administration, environmental testing and remediation, and all work, materials, equipment, labor and appurtenances necessary therefor or incidental thereto.

(b) The estimated maximum amount of bonds or notes to be issued for said improvements or purposes is $1,047,000.

(c) The estimated cost of said improvements or purposes is $1,100,000, the excess amount thereof over the said estimated maximum amount of bonds or notes to be issued therefor is the amount of $53,000 appropriated for the down payment for said improvements or purposes.

SECTION 4. In the event the United States of America, the State of New Jersey, and/or the County of Essex make a contribution or grant in aid to the Township for the improvements and purposes authorized hereby and the same shall be received by the Township prior to the issuance of the bonds or notes authorized in Section 2 hereof, then the amount of such bonds or notes to be issued shall be reduced by the amount so received from the United States of America, the State of New Jersey, and/or the County of Essex. In the event, however, that any amount so contributed or granted by the United States of America, the State of New Jersey, and/or the County of Essex shall be received by the Township after the issuance of the bonds or notes authorized in Section 2 hereof, then such funds shall be applied to the payment of the bonds or notes so issued and shall be used for no other purpose. This Section 4 shall not apply, however, with respect to any contribution or grant in aid received by the Township as a result of using funds from this bond ordinance as "matching local funds" to receive such contribution or grant in aid.

SECTION 5. All bond anticipation notes issued hereunder shall mature at such times as may be determined by the Chief Financial Officer of the Township, provided that no note shall mature later than one (1) year from its date. The notes shall bear interest at such rate or rates and be in such form as may be determined by the Chief Financial Officer. The Chief Financial Officer of the Township shall determine all matters in connection with the notes issued pursuant to this bond ordinance, and the signature of the Chief Financial Officer upon the notes shall be conclusive evidence as to all such determinations. All notes issued hereunder may be renewed from time to time in accordance with the provisions of the Local Bond Law. The Chief Financial Officer is hereby authorized to sell part or all of the notes from time to time at a public or private sale

and to deliver them to the purchaser thereof upon receipt of payment of the purchase price and accrued interest thereon from their dates to the date of delivery thereof. The Chief Financial Officer is directed to report in writing to the governing body at the meeting next succeeding the date when any sale or delivery of the notes pursuant to this bond ordinance is made. Such report must include the principal amount, the description, the interest rate, the maturity schedule of the notes so sold, the price obtained and the name of the purchaser.

SECTION 6. The Township hereby certifies that it has adopted a capital budget or temporary capital budget, as applicable. The capital budget or temporary capital budget, as applicable, of the Township is hereby amended to conform with the provisions of this bond ordinance, and to the extent of any inconsistency herewith, a resolution in the form promulgated by the Local Finance Board showing full detail of the amended capital budget and capital programs as approved by the Director of the Division of Local Government Services, New Jersey Department of Community Affairs, will be on file in the office of the Clerk and will be available for public inspection.

SECTION 7. The following additional matters are hereby determined, declared, recited and stated:

(a) The purposes described in Section 3 of this bond ordinance are not current expenses and are improvements which the Township may lawfully undertake as general improvements, and no part of the cost thereof has been or shall be specially assessed on property specially benefited thereby.

(b) The period of usefulness of said improvements within the limitations of the Local Bond Law, according to the reasonable life thereof computed from the date of the the bonds authorized by this bond ordinance, is fifteen (15) years.

(c) The supplemental debt statement required by the Local Bond Law has been duly made and filed in the Office of the Clerk of the Township and a complete executed duplicate thereof has been filed in the Office of the Director of the Division of Local Government Services, Department of Community Affairs, State of New Jersey, and such statement shows that the gross debt of the Township, as defined in the Local Bond Law, is increased by the authorization of the bonds or notes provided for in this bond ordinance by $1,047,000 and the said obligations authorized by this bond ordinance will be within all debt limitations prescribed by said Local Bond Law.

(d) An aggregate amount not exceeding $82,500 for items of expense listed in and permitted under section 20 of the Local Bond Law is included in the estimated cost indicated herein for the purposes or improvements hereinbefore described.

SECTION 8. The full faith and credit of the Township are hereby pledged to the punctual payment of the principal of and the interest on the bonds or notes authorized by this bond ordinance. The bonds and notes authorized in this bond ordinance shall be direct, unlimited obligations of the Township and, unless paid from other sources, the Township shall be obligated to levy *ad valorem* taxes upon all the taxable property within the Township for the payment of the principal of the bonds or notes and the interest thereon without limitation as to rate or amount.

SECTION 9. The Township reasonably expects to reimburse any expenditures toward the costs of the improvements or purposes described in Section 3

hereof and paid prior to the issuance of any bonds or notes authorized by this bond ordinance with the proceeds of such bonds or notes. This Section 9 is intended to be and hereby is a declaration of the Township's official intent to reimburse any expenditures toward the costs of the improvements or purposes described in Section 3 hereof to be incurred and paid prior to the issuance of bonds or notes authorized herein in accordance with Treasury Regulations §1.150-2.

SECTION 10. The Township covenants to maintain the exclusion from gross income under Section 103(a) of the Internal Revenue Code of 1986, as amended, of the interest on all tax-exempt bonds and notes issued under this bond ordinance.

SECTION 11. The Chief Financial Officer of the Township is hereby authorized to prepare and to update from time to time as necessary a financial disclosure document to be distributed in connection with the sale of obligations of the Township, which are authorized herein, and to execute such disclosure document on behalf of the Township. The Chief Financial Officer is further authorized to enter into the appropriate undertaking to provide secondary market disclosure on behalf of the Township pursuant to Rule 15c2-12 of the Securities and Exchange Commission (the "Rule") for the benefit of holders and beneficial owners of bonds or notes of the Township, which are authorized herein, and to amend such undertaking from time to time in connection with any change in law, or interpretation thereof, provided such undertaking is and continues to be, in the opinion of a nationally recognized bond counsel, consistent with the requirements of the Rule. In the event that the Township fails to comply with its undertaking, the Township shall not be liable for any monetary damages, and the remedy shall be limited to specific performance of the undertaking.

SECTION 12. This bond ordinance shall take effect twenty (20) days after the first publication of this bond ordinance after final adoption, as provided by the Local Bond Law.

ADOPTED ON FIRST READING
DATED: November 10, 2026

KAREN J. CARNEVALE, Clerk
Township of West Orange

SUSAN SCARPA,
Council President
Township of West Orange

ADOPTED ON SECOND READING
DATED: November 23, 2026

KAREN J. CARNEVALE, Clerk
Township of West Orange

SUSAN SCARPA,
Council President
Township of West Orange

APPROVAL BY THE MAYOR ON THIS _____ DAY OF _____, 2026.

SUSAN MCCARTNEY, Mayor
Township of West Orange

TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX, NEW JERSEY

PUBLIC NOTICE

NOTICE OF PENDING BOND ORDINANCE AND SUMMARY

The bond ordinance, the summary terms of which are included herein, was introduced and passed upon first reading at a meeting of the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township") on November 10, 2026. It will be further considered for final passage, after public hearing thereon, at a meeting of the governing body of the Township to be held at the Township Municipal Building, 66 Main Street, West Orange, New Jersey, in said County, on November 23, 2026 at 7:00 p.m. During the week prior to and up to and including the date of such meeting, copies of the full bond ordinance will be available at no cost and during regular business hours at the Clerk's office for the members of the general public who shall request the same. The summary of the terms of such bond ordinance follows:

Title:	BOND ORDINANCE PROVIDING FOR VARIOUS IMPROVEMENTS RELATED TO THE WEST ORANGE PUBLIC LIBRARY PROPERTY, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $1,100,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,047,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COSTS THEREOF
Purpose(s):	The bond ordinance provides for various improvements related to the West Orange Public Library Property, including, but not limited to, asphalt overlay paving of the parking lot, reconstruction of the sidewalks, construction of a rain garden, curb and drainage improvements, purchase and installation of pole lighting in the parking lot, and landscaping.
Appropriation:	$1,100,000
Bonds/Notes Authorized:	$1,047,000
Down Payment:	$53,000
Section 20 Costs:	$82,500
Useful Life:	15 years

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX, NEW JERSEY

PUBLIC NOTICE

NOTICE OF BOND ORDINANCE ADOPTION AND SUMMARY

The bond ordinance, the summary terms of which are included herein, has been finally adopted by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township") on November 23, 2026 and the twenty (20) day period of limitation within which a suit, action or proceeding questioning the validity of such bond ordinance can be commenced, as provided in the Local Bond Law, has begun to run from the date of the first publication of this statement. Copies of the full bond ordinance are available at no cost and during regular business hours at the Clerk's office for members of the general public who request the same. The summary of the terms of such bond ordinance follows:

Title:	BOND ORDINANCE PROVIDING FOR VARIOUS IMPROVEMENTS RELATED TO THE WEST ORANGE PUBLIC LIBRARY PROPERTY, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $1,100,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,047,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COSTS THEREOF
Purpose(s):	The bond ordinance provides for various improvements related to the West Orange Public Library Property, including, but not limited to, asphalt overlay paving of the parking lot, reconstruction of the sidewalks, construction of a rain garden, curb and drainage improvements, purchase and installation of pole lighting in the parking lot, and landscaping.
Appropriation:	$1,100,000
Bonds/Notes Authorized:	$1,047,000
Down Payment:	$53,000
Section 20 Costs:	$82,500
Useful Life:	15 years

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX, NEW JERSEY

CERTIFICATE OF INTRODUCTION OF BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a regular meeting of the Township Council of the Township duly called and held on November 10, 2026 at 7:00 p.m. at the Township Municipal Building, 66 Main Street, West Orange, New Jersey and that the following was the roll call:

Present:

Absent:

I FURTHER CERTIFY that the foregoing extract has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body of the Township and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township as of this _____ day of _____, 2026.

(SEAL)

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX, NEW JERSEY

CERTIFICATE OF FINAL ADOPTION OF BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a regular meeting of the Township Council of the Township duly called and held on November 23, 2026 at 7:00 p.m. at the Township Municipal Building, 66 Main Street, West Orange, New Jersey and that the following was the roll call:

Present:

Absent:

I FURTHER CERTIFY that the foregoing extract has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township as of this _____ day of _____, 2026.

(SEAL)

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX, NEW JERSEY

CLERK'S CERTIFICATE AS TO ADOPTION OF BOND ORDINANCE

I, KAREN J. CARNEVALE, DO HEREBY CERTIFY that I am the Clerk of the Township of West Orange, in the County of Essex (the "Township"), a municipal corporation organized and existing under the laws of the State of New Jersey, and that as such I am duly authorized to execute and deliver this certificate on behalf of the Township. In such capacity, I have the responsibility to maintain the minutes of the meetings of the governing body of the Township and the records relative to all resolutions and ordinances of the Township. The representations made herein are based upon the records of the Township. I DO HEREBY FURTHER CERTIFY THAT:

(1) Attached hereto is the bond ordinance introduced on November 10, 2026 and finally adopted on November 23, 2026 by the Township Council of the Township and approved by the Mayor (if applicable) on November ____, 2026.

(2) After introduction, the bond ordinance was published as required by law on November ____, 2026 on the Township's official website.

(3) Following the passage of the bond ordinance on first reading, and at least seven (7) days prior to the final adoption thereof, I caused to be posted in the principal municipal building of the Township at the place where public notices are customarily posted, a copy of said bond ordinance or a summary thereof and a notice that copies of the bond ordinance would be made available to the members of the general public of the Township who requested copies, up to and including the time of further consideration of the bond ordinance by the governing body of the Township. Copies of the bond ordinance were made available to all who requested same.

(4) After final passage, the bond ordinance was duly approved by the Mayor on November ____, 2026 (if applicable) and was duly published as required by law on November ____, 2026 on the Township's official website. No protest signed by any person against making any improvement or incurring the indebtedness authorized therein, nor any petition requesting that a referendum vote be taken on the action proposed in the bond ordinance has been presented to the governing body of the Township or to me or filed in my office within twenty (20) days after said publication or at any other time after the final passage thereof.

(5) The bond ordinance has not been amended, added to, altered or repealed and said bond ordinance is now in full force and effect.

(6) A certified copy of the bond ordinance and a copy of the amended capital budget form have been filed with the Director of the Division of Local Government Services in the New Jersey Department of Community Affairs, as applicable.

(7) An impression of the official seal of the Township is affixed opposite my signature on this Certificate.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township as of this _____ day of _____, 2026.

(SEAL)

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX, NEW JERSEY

CERTIFICATE OF SUPPLEMENTAL DEBT STATEMENT
FOR BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY, that the attached Supplemental Debt Statement was prepared, executed and sworn to by John C. Ditinyak, the Chief Financial Officer of the Township, as of November 10, 2026, that such Supplemental Debt Statement was filed in my office on or prior to November 10, 2026 and with the Director of the Division of Local Government Services in the New Jersey Department of Community Affairs on _____ ____, 2026.

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

DOWN PAYMENT CERTIFICATE

I, the undersigned Chief Financial Officer of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that prior to final adoption of the bond ordinance entitled,

> "**BOND ORDINANCE PROVIDING FOR VARIOUS IMPROVEMENTS RELATED TO THE WEST ORANGE PUBLIC LIBRARY PROPERTY, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $1,100,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,047,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COSTS THEREOF**"

there was available as a down payment for the improvements or purposes authorized by said bond ordinance the amount of $53,000, which amount was made available by virtue of a provision or provisions in a previously adopted budget or budgets of the Township for down payment or for capital improvement purposes.

IN WITNESS WHEREOF, I have hereunto set my hand on behalf of the Township as of this _____ day of _____, 2026.

_____

JOHN C. DITINYAK,
Chief Financial Officer

3001-26

AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC, SUBSECTIONS 7-20 STOP INTERSECTIONS 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, the Township finds it in the interest of public safety and desires to amend Chapter 7, "Traffic," Section 20, "Stop Intersections," of the Township Municipal Code to add Stop Intersections not previously encoded; and

WHEREAS, the Municipal Engineer of the Township approves these signs, certifies that they conform to the standards prescribed in the Manual of Uniform Traffic Control (MUTCD), and has had each site investigated by an engineering consultant that has recommended their installation.

WHEREAS, The Municipal Engineer of the Township of West Orange designated T & M Associates of Bloomfield, N.J. to collect data and assess conditions at the listed locations. Their methodology conforms with provisions set forth in N.J.S.A. 39:4-8 and the applicable requirements of the Manual on Uniform Traffic Control Devices (MUTCD).

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 20, "Stop Intersections," 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 20, "Stop Intersections", is hereby amended to incorporate the following changes:

Note: Additions are shown in **bold and underline** and deletions are shown as ~~strikethrough~~.

§ 7-20 Stop Intersections

Intersection:	Stop Sign(s) On:
Westover Terr at Hunterdon Rd.	Westover Terrace
Westover Terrace at Crestmont Road	Westover Terrace
Hunterdon Road at Warren Road	Hunterdon Road
King Road at Crestmont Road	King Road
Shiel Terrace at McGuire Drive	Shiel Terrace
Manger Road at McGuire Drive	Manger Road
Ralph Road at Manger Road (north)	Ralph Road
Carolina Avenue at Shelley Terrace	Carolina Avenue
Garfield Avenue at Shelley Terrace	Garfield Avenue
Westwood Drive No. at Carolina Avenue	Westwood Drive No.
Westwood Drive So. at Carolina Avenue	Westwood Drive So.
Valley View Street at Quarry Terrace	Valley View Terrace
Quarry Terrace at Wakeman Street	Quarry Terrace
Parkside Terrace at Calvin Terrace	Parkside Terrace
Clonavor Road at Ridgeview Avenue	Clonavor Road
Silver Spring Road at Clonavor Road	Silver Spring Road

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 10th day of November, 2026, and the same came up for final passage at the regular meeting of the Township Council held on the 23rd day of November, 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

LEGISLATIVE HISTORY

This Ordinance amends and supplements Chapter 7 Traffic, Subsection 20, Stop Intersections of the West Orange Municipal Code. The listed intersections have been designated Stop Intersections by the Municipal Engineer after consultation with T&M Associates, a traffic engineering firm. These signs conform with the criteria under N.J.S.A 39:4-8(b) and the provisions of the Manual of Uniform Traffic Control Devices (MUTCD).

YOUR GOALS. OUR MISSION.

September 21, 2026

VIA EMAIL (zcarballo@westorange.org)

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director, Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

Re: Stop Sign Evaluation
Parkside Avenue and Calvin Terrace
West Orange Township, Essex County, New Jersey

Dear Ms. Carballo:

T&M Associates has been tasked by the Township of West Orange to perform an evaluation of the existing traffic controls at the intersection of Parkside Avenue and Calvin Terrace to assess the safety conditions at the intersection and determine the appropriate location for 'stop' control consistent with the 11th Edition of the Manual on Uniform Traffic Control Devices (MUTCD). This letter report represents our findings:

Existing Conditions

Field investigations were conducted by T&M to obtain an inventory of existing roadway conditions, traffic control, adjacent land uses and lane configurations. The following is a brief description of the roadways involved:

Parkside Avenue

Parkside Avenue is a local roadway with a general east-west orientation under the jurisdiction of West Orange Township and spans approximately 250 feet from Calvin Terrace to Valley Way. There are no posted speed limit signs on Parkside Avenue – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 24 feet wide and accommodates two-way traffic and parking on both sides. Other than crosswalk, double yellow, and stop bar striping at the intersection of Parkside Avenue & Valley Way, no pavement markings are present on the roadway. Land uses along Parkside Avenue are residential in nature.

Calvin Terrace

Calvin Terrace is a roadway with a general north/south orientation under the jurisdiction of West Orange Township and spans approximately 700 feet from Eagle Rock Avenue (CR 611). There are no posted speed limit signs on Calvin Terrace – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. Other than crosswalk, double yellow, and stop bar striping at the intersection of Calvin Terrace & Eagle Rock Avenue (CR 611), no pavement markings are present on the roadway. Land uses along Calvin Terrace are residential in nature.

The intersection of Parkside Avenue and Calvin Terrace is uncontrolled 'T' style intersection. Pavement markings are not present at the intersection, however the intersection functions as a single approach lane in each direction. The intersection location is depicted in **Figure 1** below.

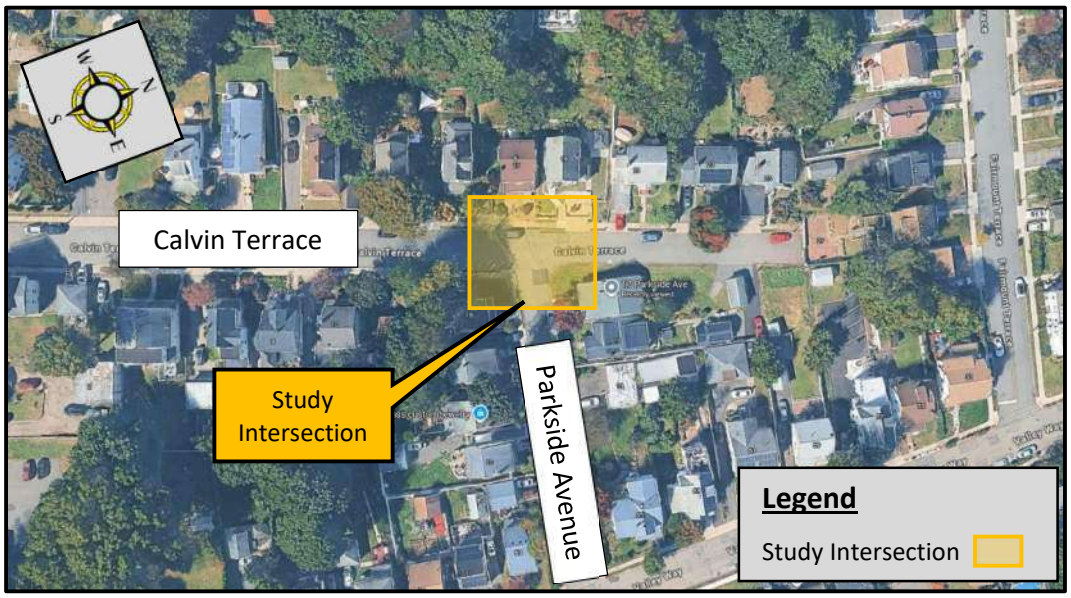


Figure 1: Study Intersection Location Map

Data Collection

Crash History

The New Jersey Department of Transportation's Numetrics based crash database was consulted to review the existing crash history at the intersection. The crash history from January 1, 2019 to August 1, 2026 is shown in **Table 1** below:

DATE	STREET	CROSS STREET	TYPE	CIRCUMSTANCE
12/21/19	Calvin Terrace	Parkside Avenue	Struck Parked Vehicle	Driver Inattention
12/7/24	Calvin Terrace	Parkside Avenue	Fixed Object	Unsafe Speed

Based upon the crash data provided, we observe that two (2) incidents were reported at the study intersection on 12/21/19 and 12/7/24. The incident on 12/21/19 was contributed to driver inattention and the incident on 12/7/24 was contributed to speeding.

Field Observations

T&M conducted a field investigation on September 10, 2026 to determine existing conditions, existing traffic control and note any significant issues that may influence the location of any proposed traffic control. The intersection is currently uncontrolled and sight lines are generally clear. A photo of the intersection is provided below in **Figure 2**.



Figure 2: Calvin Terrace & Parkside Avenue

Analysis and Recommendations

It is our recommendation that stop control be implemented along the westbound, Parkside Avenue approach consistent with **Figure 3** below. The installation of a stop sign at the head of the T intersection is consistent with driver expectation and proper sight lines are present.



Figure 3: Calvin Terrace & Parkside Avenue STOP Sign Installation

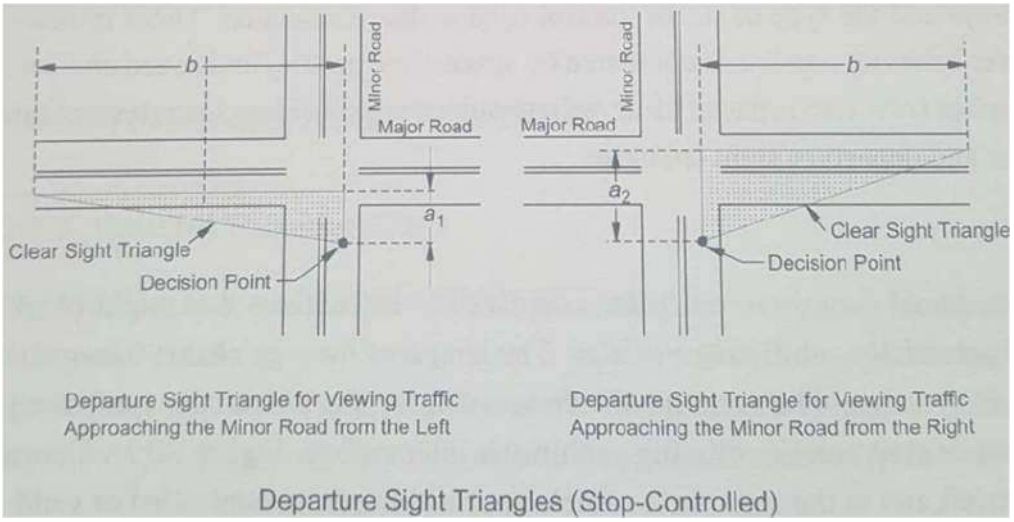


Figure 4: Intersection Sight Distance

After the installation of stop control, we recommend the intersection be monitored to determine if supplemental traffic control devices are necessary such as a stop bar or double yellow line or if intersection sight distances should be improved.

Conclusions

It is our recommendation, based on our review of the data presented herewith, and the guidance from the MUTCD and Title 39, that the Township of West Orange should implement stop control on the westbound, Parkside Avenue approach at the intersection of Parkside Avenue and Calvin Terrace. The intersection should be monitored after installation to determine if additional signing or striping is necessary.

If you have any questions or require any additional information regarding this intersection, please feel free to contact this office at 973-859-5330.

Sincerely,
T&M ASSOCIATES

Joseph A. Fishinger, PE, PP, PTOE
Group Manager, Traffic
NJ PE# 24GE04613400

September 21, 2026

VIA EMAIL (zcarballo@westorange.org)

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director, Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

Re: Stop Sign Evaluation
Carolina Avenue & Shelley Terrace
West Orange Township, Essex County, New Jersey

Dear Ms. Carballo:

T&M Associates has been tasked by the Township of West Orange to perform an evaluation of the existing traffic controls at the intersection of Carolina Avenue & Shelley Terrace to assess the safety conditions at the intersection and determine the appropriate location for 'stop' control consistent with the 11th Edition of the Manual on Uniform Traffic Control Devices (MUTCD). This letter report represents our findings:

Existing Conditions

Field investigations were conducted by T&M to obtain an inventory of existing roadway conditions, traffic control, adjacent land uses and lane configurations. The following is a brief description of the roadways involved:

Carolina Avenue

Carolina Avenue is a local roadway with a general north/south orientation under the jurisdiction of West Orange Township and spans approximately 1,100 feet from Shelley Terrace to NJ Route 10. There are no posted speed limit signs on Carolina Avenue – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. Crosswalk, double yellow, and stop bar striping are present at various locations on the roadway. Land uses along Carolina Avenue are residential in nature.

Shelley Terrace

Shelley Terrace is a local roadway with a general east/west orientation under the jurisdiction of West Orange Township and spans approximately 1,000 feet from Roosevelt Avenue. There are no posted speed limit signs on Shelley Terrace – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. Crosswalk, double yellow, and stop bar striping are present at various locations on the roadway. Land uses along Shelley Terrace are residential in nature.

The intersection of Carolina Avenue & Shelley Terrace is uncontrolled 'T' style intersection. Other than the crosswalk striping across Carolina Avenue, no pavement markings are present at the intersection. However, the intersection functions as a single approach lane in each direction. The intersection location is depicted in **Figure 1** below.

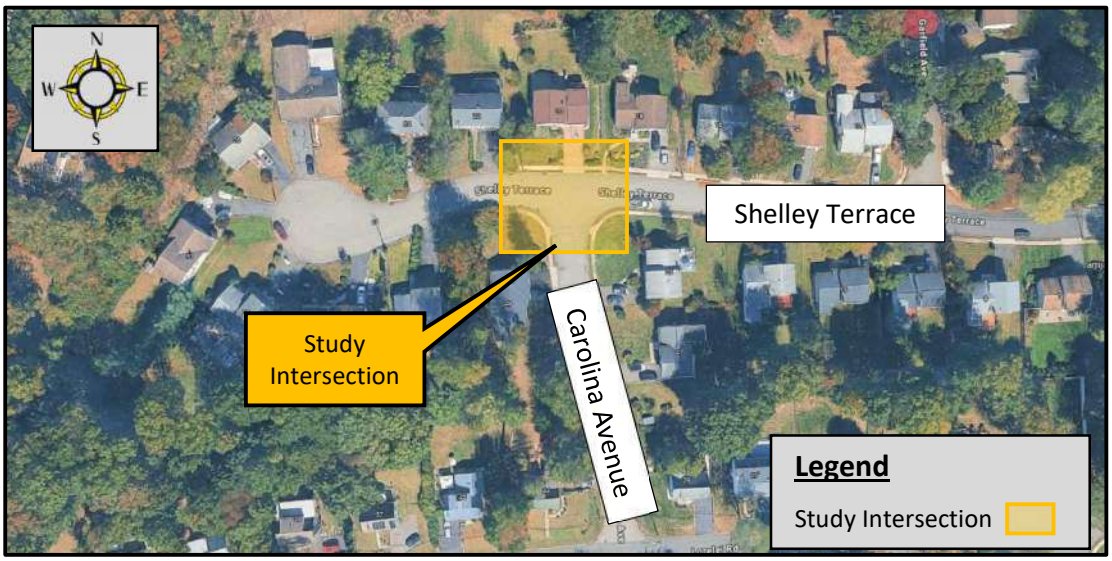


Figure 1: Study Intersection Location Map

Data Collection

Crash History

The New Jersey Department of Transportation's Numetrics based crash database was consulted to review the existing crash history at the intersection. Based on the Numetrics database, there have been no vehicular crashes at the intersection of Carolina Avenue & Shelley Terrace from January 1, 2019 to August 1, 2026.

Field Observations

T&M conducted a field investigation on September 10, 2026 to determine existing conditions, existing traffic control and note any significant issues that may influence the location of any proposed traffic control. The intersection is currently uncontrolled and sight lines are generally clear. A photo of the intersection is provided below in **Figure 2**.



Figure 2: Shelley Terrace & Carolina Avenue

Analysis and Recommendations

It is our recommendation that stop control be implemented along the northbound, Carolina Avenue approach consistent with **Figure 3** below. The installation of a stop sign at the head of the T intersection is consistent with driver expectation and proper sight lines are present.



Figure 3: Shelley Terrace & Carolina Avenue STOP Sign Installation

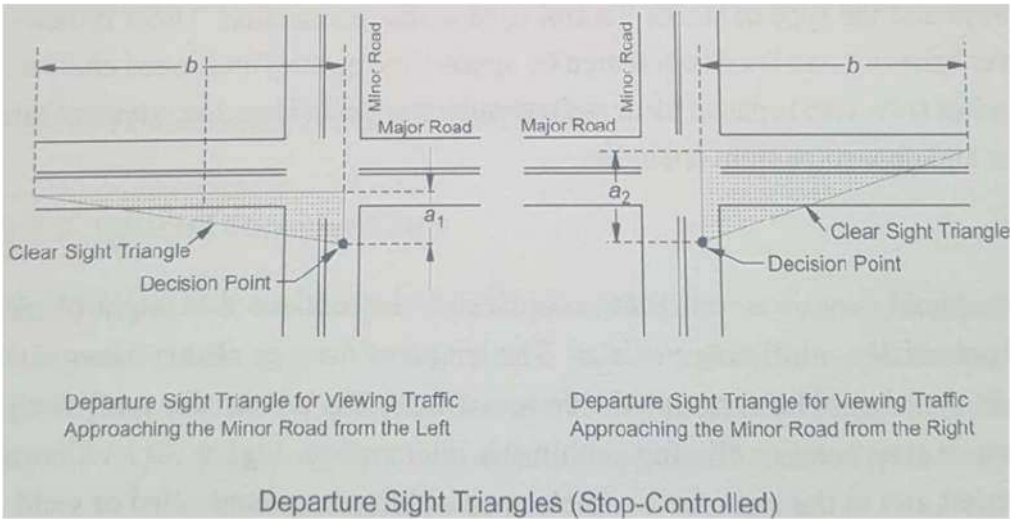


Figure 4: Intersection Sight Distance

After the installation of stop control, we recommend the intersection be monitored to determine if supplemental traffic control devices are necessary such as a stop bar or double yellow line or if intersection sight distances should be improved.

Conclusions

It is our recommendation, based on our review of the data presented herewith, and the guidance from the MUTCD and Title 39, that the Township of West Orange should implement stop control on the northbound, Carolina Avenue approach at the intersection of Carolina Avenue & Shelley Terrace. The intersection should be monitored after installation to determine if additional signing or striping is necessary.

If you have any questions or require any additional information regarding this intersection, please feel free to contact this office at 973-859-5330.

Sincerely,
T&M ASSOCIATES

Joseph A. Fishinger, PE, PP, PTOE
Group Manager, Traffic
NJ PE# 24GE04613400

September 21, 2026

VIA EMAIL (zcarballo@westorange.org)

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director, Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

Re: Stop Sign Evaluation
Westover Terrace and Hunterdon Road
West Orange Township, Essex County, New Jersey

Dear Ms. Carballo:

T&M Associates has been tasked by the Township of West Orange to perform an evaluation of the existing traffic controls at the intersection of Westover Terrace and Hunterdon Road to assess the safety conditions at the intersection and determine the appropriate location for 'stop' control consistent with the 11th Edition of the Manual on Uniform Traffic Control Devices (MUTCD). This letter report represents our findings:

Existing Conditions

Field investigations were conducted by T&M to obtain an inventory of existing roadway conditions, traffic control, adjacent land uses and lane configurations. The following is a brief description of the roadways involved:

Westover Terrace

Westover Terrace is a local roadway with a general east-west orientation under the jurisdiction of West Orange Township and spans approximately 900 feet from Merkin Avenue to Crestmont Road. There are no posted speed limit signs on Westover Terrace – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. No pavement markings are present on the roadway. Land uses along Westover Terrace are residential in nature.

Hunterdon Road

Hunterdon Road is a local roadway with a general north/south orientation under the jurisdiction of West Orange Township and spans approximately 1,900 feet from Warren Road to Westover Terrace. There are no posted speed limit signs on Hunterdon Road – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. No pavement markings are present on the roadway. Land uses along Hunterdon Road are residential in nature.

The intersection of Westover Terrace and Hunterdon Road is uncontrolled 'T' style intersection. A stop bar and double yellow striping are present on the Westover Terrace approach to the intersection and the intersection functions as a single approach lane in each direction. The intersection location is depicted in **Figure 1** below.

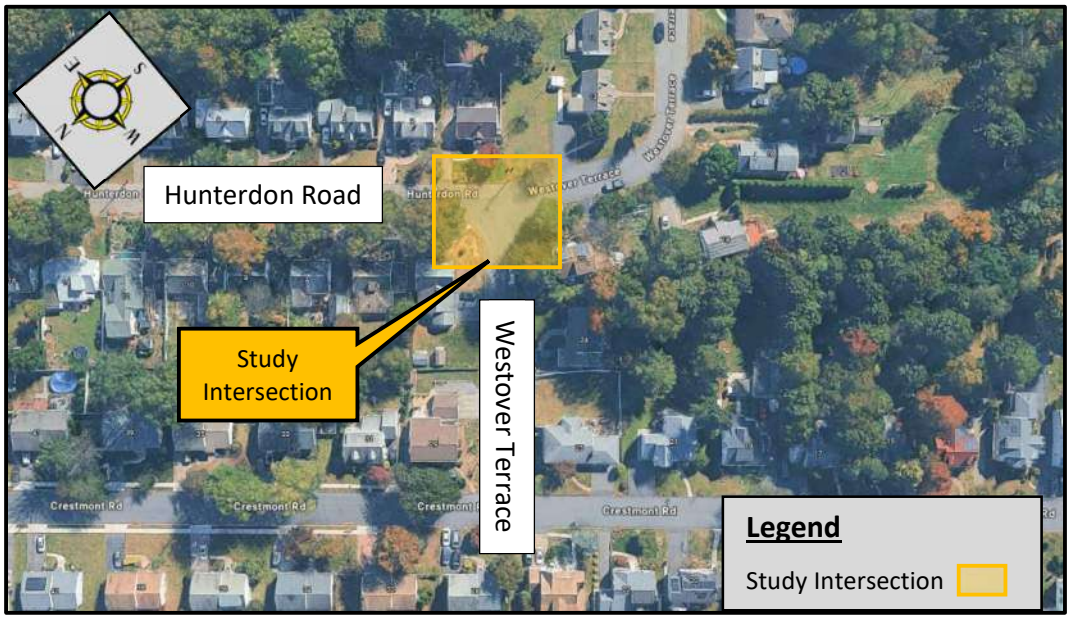


Figure 1: Study Intersection Location Map

Data Collection

Crash History

The New Jersey Department of Transportation's Numetrics based crash database was consulted to review the existing crash history at the intersection. The crash history from January 1, 2019 to August 1, 2026 is shown in **Table 1** below:

DATE	STREET	CROSS STREET	TYPE	CIRCUMSTANCE
7/10/19	Hunterdon Road	Westover Terrace	Struck Parked Vehicle	Backing Unsafely

Based upon the crash data provided, we observe that one (1) incident was reported at the study intersection on 7/10/19. The incident was not contributed to speeding but backing unsafely.

Field Observations

T&M conducted a field investigation on September 10, 2026 to determine existing conditions, existing traffic control and note any significant issues that may influence the location of any proposed traffic control. The intersection is currently uncontrolled and sight lines are obstructed due to overgrown foliage. A photo of the intersection is provided below in **Figure 2.**



Figure 2: Hunterdon Road & Westover Terrace

Analysis and Recommendations

It is our recommendation that stop control be implemented along the eastbound, Westover Terrace approach consistent with **Figure 3** below. The installation of a stop sign at the head of the T intersection is consistent with driver expectation.



Figure 3: Hunterdon Road & Westover Terrace STOP Sign Installation

Sight Distance Improvements - At the intersection of Westover Terrace and Hunterdon Road, the line of sight of approaching vehicles was found to be obstructed. We observed that if vehicles stop closer to the mainline on Hunterdon Road, then they would have clear visibility of the traffic conditions at the intersection and would be able to safely make a turn onto Hunterdon Road.

It is our opinion that sight distance at the intersection can be improved by trimming trees and overgrown foliage within the sight triangles. We recommend that the Township coordinate with residents, as reasonable, to remove sight obstructions consistent with **Figure 4** below.

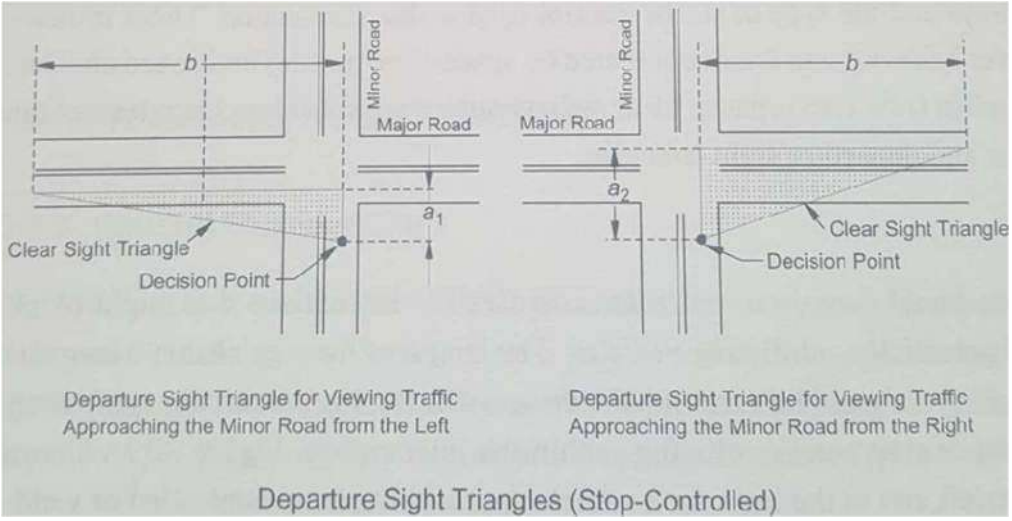


Figure 4: Intersection Sight Distance

Conclusions

It is our recommendation, based on our review of the data presented herewith, and the guidance from the MUTCD and Title 39, that the Township of West Orange should implement stop control on the eastbound, Westover Terrace approach at the intersection of Westover Terrace and Hunterdon Road. The intersection should be monitored after installation to determine if additional signing or striping is necessary.

If you have any questions or require any additional information regarding this intersection, please feel free to contact this office at 973-859-5330.

Sincerely,
T&M ASSOCIATES

Joseph A. Fishinger, PE, PP, PTOE
Group Manager, Traffic
NJ PE# 24GE04613400

September 21, 2026

VIA EMAIL (zcarballo@westorange.org)

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director, Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

Re: Stop Sign Evaluation
King Road & Crestmont Road
West Orange Township, Essex County, New Jersey

Dear Ms. Carballo:

T&M Associates has been tasked by the Township of West Orange to perform an evaluation of the existing traffic controls at the intersection of King Road & Crestmont Road to assess the safety conditions at the intersection and determine the appropriate location for 'stop' control consistent with the 11th Edition of the Manual on Uniform Traffic Control Devices (MUTCD). This letter report represents our findings:

Existing Conditions

Field investigations were conducted by T&M to obtain an inventory of existing roadway conditions, traffic control, adjacent land uses and lane configurations. The following is a brief description of the roadways involved:

King Road

King Road is a local roadway with a general east/west orientation under the jurisdiction of West Orange Township and spans approximately 550 feet between Crestmont Road and Warren Road. There are no posted speed limit signs on King Road – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. Crosswalk, double yellow, and stop bar striping are present at various locations on the roadway. Land uses along King Road are residential in nature.

Crestmont Road

Crestmont Road is a local roadway with a general north/south orientation under the jurisdiction of West Orange Township and spans approximately 0.5 miles between NJ Route 10 and Warren Road. There are no posted speed limit signs on Crestmont Road – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 28 feet wide and accommodates two-way traffic and parking on both sides. Crosswalk, double yellow, and stop bar striping are present at various locations along on the roadway. Land uses along Crestmont Road are residential in nature.

The intersection of King Road & Crestmont Road is uncontrolled 'T' style intersection. Other than the crosswalk striping across King Road, no pavement markings are present at the intersection. However, the intersection functions as a single approach lane in each direction. The intersection location is depicted in **Figure 1** below.

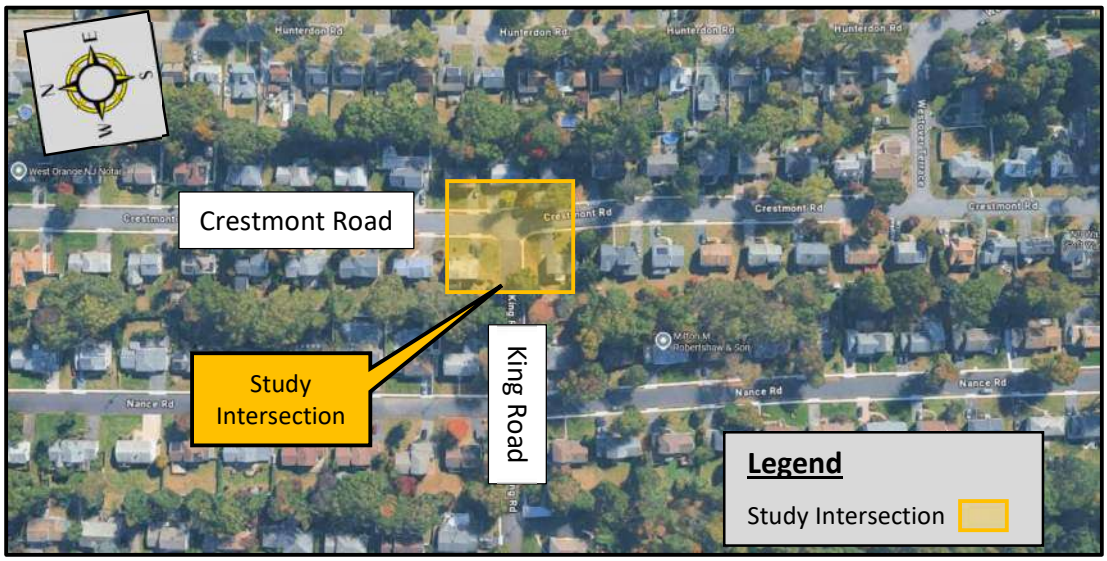


Figure 1: Study Intersection Location Map

Data Collection

Crash History

The New Jersey Department of Transportation's Numetrics based crash database was consulted to review the existing crash history at the intersection. Based on the Numetrics database, there have been no vehicular crashes at the intersection of King Road & Crestmont Road from January 1, 2019 to August 1, 2026.

Field Observations

T&M conducted a field investigation on September 10, 2026 to determine existing conditions, existing traffic control and note any significant issues that may influence the location of any proposed traffic control. The intersection is currently uncontrolled and sight lines are generally clear. A photo of the intersection is provided below in **Figure 2**.



Figure 2: Crestmont Road & King Road

Analysis and Recommendations

It is our recommendation that stop control be implemented along the eastbound, King Road approach consistent with **Figure 3** below. The installation of a stop sign at the head of the T intersection is consistent with driver expectation and proper sight lines are present.



Figure 3: Crestmont Road & King Road STOP Sign Installation

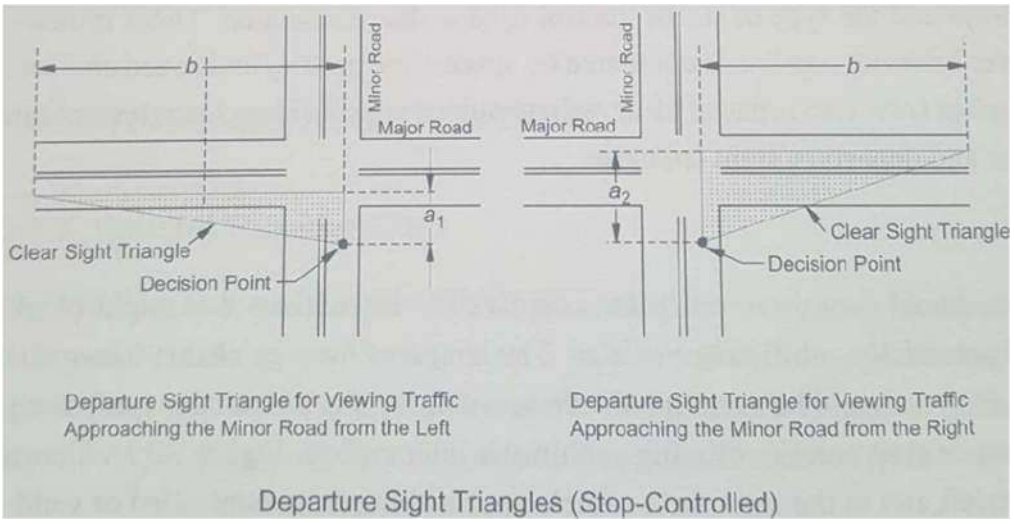


Figure 4: Intersection Sight Distance

After the installation of stop control, we recommend the intersection be monitored to determine if supplemental traffic control devices are necessary such as a stop bar or double yellow line or if intersection sight distances should be improved.

Conclusions

It is our recommendation, based on our review of the data presented herewith, and the guidance from the MUTCD and Title 39, that the Township of West Orange should implement stop control on the eastbound, King Road approach at the intersection of King Road & Crestmont Road. The intersection should be monitored after installation to determine if additional signing or striping is necessary.

If you have any questions or require any additional information regarding this intersection, please feel free to contact this office at 973-859-5330.

Sincerely,
T&M ASSOCIATES

Joseph A. Fishinger, PE, PP, PTOE
Group Manager, Traffic
NJ PE# 24GE04613400

September 21, 2026

VIA EMAIL (zcarballo@westorange.org)

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director, Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

Re: Stop Sign Evaluation
Manger Road & McGuire Drive
West Orange Township, Essex County, New Jersey

Dear Ms. Carballo:

T&M Associates has been tasked by the Township of West Orange to perform an evaluation of the existing traffic controls at the intersection of Manger Road & McGuire Drive to assess the safety conditions at the intersection and determine the appropriate location for 'stop' control consistent with the 11th Edition of the Manual on Uniform Traffic Control Devices (MUTCD). This letter report represents our findings:

Existing Conditions

Field investigations were conducted by T&M to obtain an inventory of existing roadway conditions, traffic control, adjacent land uses and lane configurations. The following is a brief description of the roadways involved:

Manger Road

Manger Road is a local roadway with a general north/south orientation under the jurisdiction of West Orange Township and spans approximately 0.7 miles from McGuire Drive to Ellison Avenue. The posted speed limit along Manger Road is 25 mph and the roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. Crosswalk, double yellow, and stop bar striping are present at various locations on the roadway. Land uses along Manger Road are residential in nature.

McGuire Drive

McGuire Drive is a local roadway with a general east/west orientation under the jurisdiction of West Orange Township and spans approximately 1,900 feet from Colonial Woods Drive. There are no posted speed limit signs on McGuire Drive – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. No pavement markings are present on the roadway. Land uses along McGuire Drive are residential in nature.

The intersection of Manger Road & McGuire Drive is uncontrolled 'T' style intersection. Other than the crosswalk striping across Manger Road, no pavement markings are present at the intersection. However, the intersection functions as a single approach lane in each direction. The intersection location is depicted in **Figure 1** below.

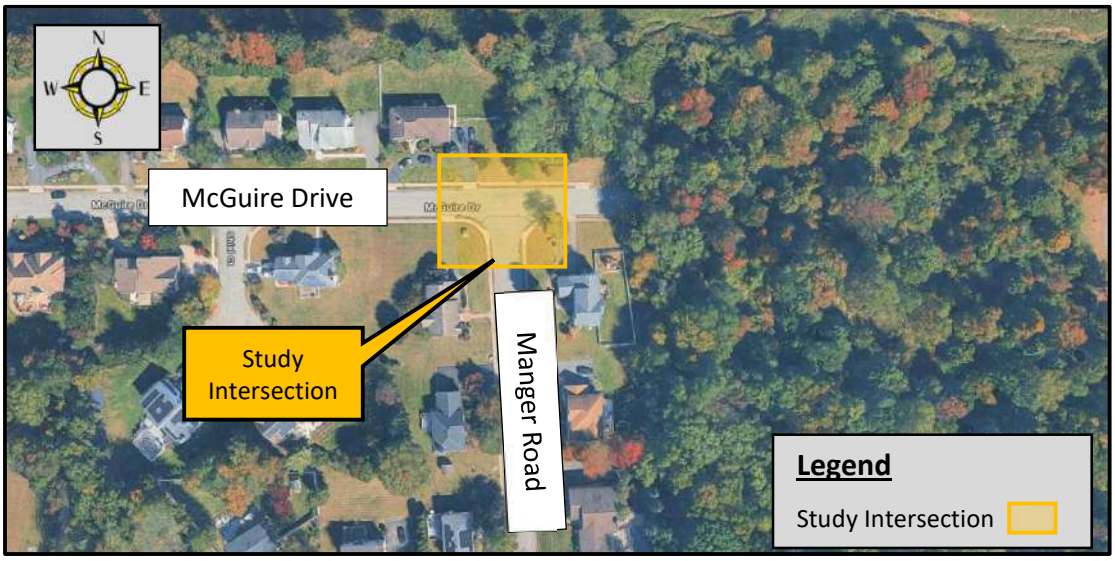


Figure 1: Study Intersection Location Map

Data Collection

Crash History

The New Jersey Department of Transportation's Numetrics based crash database was consulted to review the existing crash history at the intersection. Based on the Numetrics database, there have been no vehicular crashes at the intersection of Manger Road & McGuire Drive from January 1, 2019 to August 1, 2026.

Field Observations

T&M conducted a field investigation on September 10, 2026 to determine existing conditions, existing traffic control and note any significant issues that may influence the location of any proposed traffic control. The intersection is currently uncontrolled and sight lines are generally clear. A photo of the intersection is provided below in **Figure 2**.



Figure 2: McGuire Drive & Manger Road

Analysis and Recommendations

It is our recommendation that stop control be implemented along the northbound, Manger Road approach consistent with **Figure 3** below. The installation of a stop sign at the head of the T intersection is consistent with driver expectation and proper sight lines are present.



Figure 3: McGuire Drive & Manger Road STOP Sign Installation

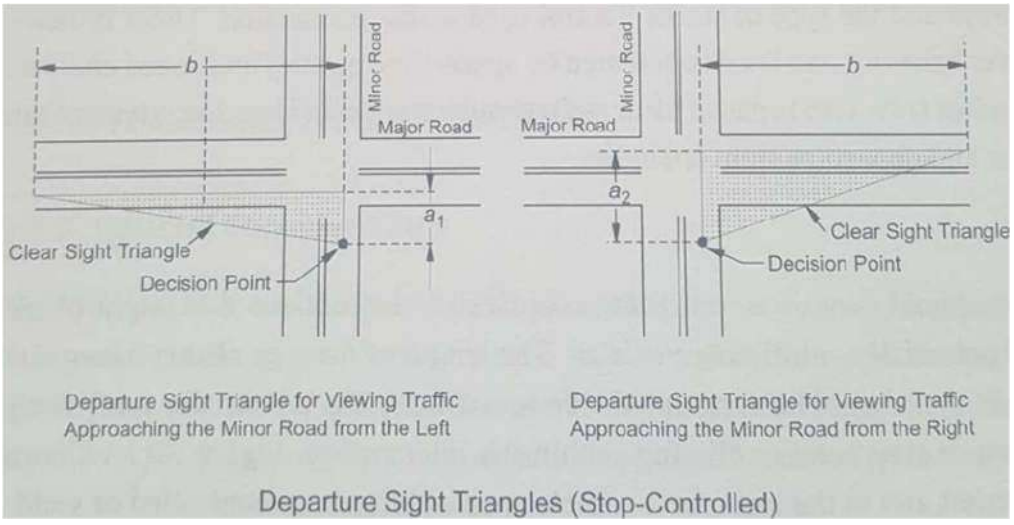


Figure 4: Intersection Sight Distance

After the installation of stop control, we recommend the intersection be monitored to determine if supplemental traffic control devices are necessary such as a stop bar or double yellow line or if intersection sight distances should be improved.

Conclusions

It is our recommendation, based on our review of the data presented herewith, and the guidance from the MUTCD and Title 39, that the Township of West Orange should implement stop control on the northbound, Manger Road approach at the intersection of Manger Road & McGuire Drive. The intersection should be monitored after installation to determine if additional signing or striping is necessary.

If you have any questions or require any additional information regarding this intersection, please feel free to contact this office at 973-859-5330.

Sincerely,
T&M ASSOCIATES

Joseph A. Fishinger, PE, PP, PTOE
Group Manager, Traffic
NJ PE# 24GE04613400

September 21, 2026

VIA EMAIL (zcarballo@westorange.org)

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director, Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

Re: Stop Sign Evaluation
Quarry Terrace and Wakeman Street
West Orange Township, Essex County, New Jersey

Dear Ms. Carballo:

T&M Associates has been tasked by the Township of West Orange to perform an evaluation of the existing traffic controls at the intersection of Quarry Terrace and Wakeman Street to assess the safety conditions at the intersection and determine the appropriate location for 'stop' control consistent with the 11th Edition of the Manual on Uniform Traffic Control Devices (MUTCD). This letter report represents our findings:

Existing Conditions

Field investigations were conducted by T&M to obtain an inventory of existing roadway conditions, traffic control, adjacent land uses and lane configurations. The following is a brief description of the roadways involved:

Quarry Terrace

Quarry Terrace is a local roadway with a general east-west orientation under the jurisdiction of West Orange Township and spans approximately 750 feet from Wakeman Street. There are no posted speed limit signs on Quarry Terrace – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. No pavement markings are present on the roadway. Land uses along Quarry Terrace are residential in nature.

Wakeman Street

Wakeman Street is a local roadway with a general north/south orientation under the jurisdiction of West Orange Township and spans approximately 650 feet from Eagle Rock Avenue (CR 611). There are no posted speed limit signs on Wakeman Street – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. No pavement markings are present on the roadway. Land uses along Wakeman Street are residential in nature.

The intersection of Quarry Terrace and Wakeman Street is uncontrolled 'T' style intersection. Pavement markings are not present at the intersection, however the intersection functions as a single approach lane in each direction. The intersection location is depicted in **Figure 1** below.

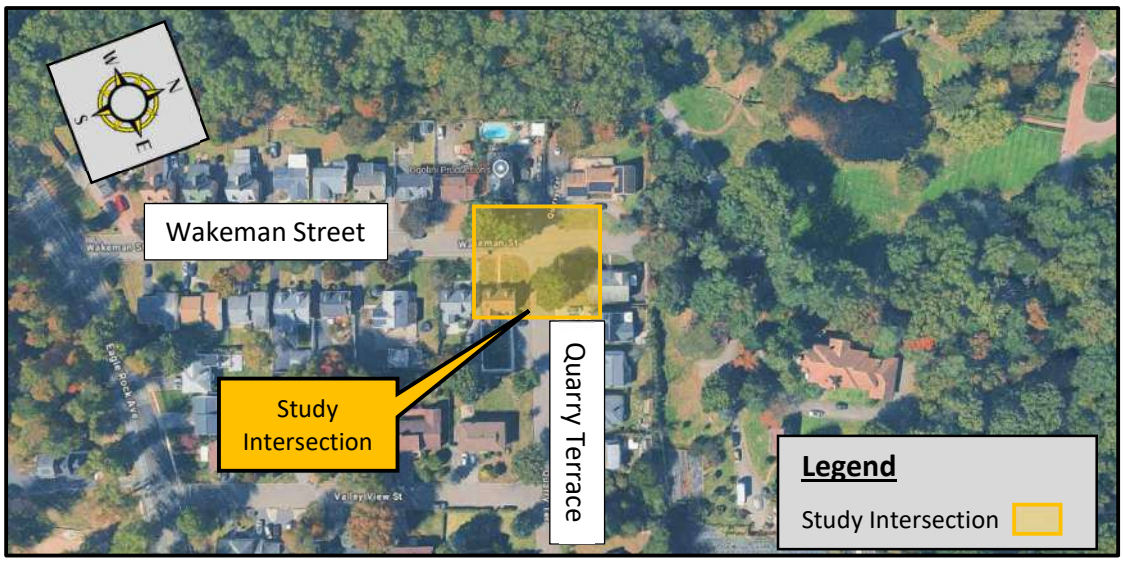


Figure 1: Study Intersection Location Map

Data Collection

Crash History

The New Jersey Department of Transportation's Numetrics based crash database was consulted to review the existing crash history at the intersection. The crash history from January 1, 2019 to August 1, 2026 is shown in **Table 1** below:

DATE	STREET	CROSS STREET	TYPE	CIRCUMSTANCE
3/11/25	Wakeman Street	Quarry Terrace	Fixed Object	Driver Inattention

Based upon the crash data provided, we observe that one (1) incident was reported at the study intersection on 3/11/25. The incident was not contributed to speeding but driver inattention.

Field Observations

T&M conducted a field investigation on September 10, 2026 to determine existing conditions, existing traffic control and note any significant issues that may influence the location of any proposed traffic control. The intersection is currently uncontrolled and sight lines are generally clear. A photo of the intersection is provided below in **Figure 2**.



Figure 2: Wakeman Street & Quarry Terrace

Analysis and Recommendations

It is our recommendation that stop control be implemented along the westbound, Quarry Terrace approach consistent with **Figure 3** below. The installation of a stop sign at the head of the T intersection is consistent with driver expectation and proper sight lines are present.



Figure 3: Wakeman Street & Quarry Terrace STOP Sign Installation

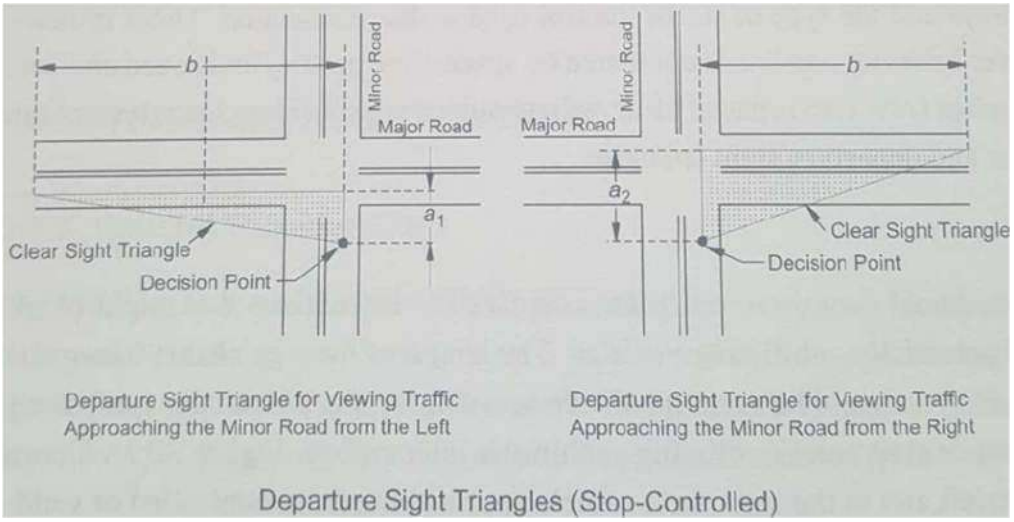


Figure 4: Intersection Sight Distance

After the installation of stop control, we recommend the intersection be monitored to determine if supplemental traffic control devices are necessary such as a stop bar or double yellow line or if intersection sight distances should be improved.

Conclusions

It is our recommendation, based on our review of the data presented herewith, and the guidance from the MUTCD and Title 39, that the Township of West Orange should implement stop control on the westbound, Quarry Terrace approach at the intersection of Quarry Terrace and Wakeman Street. The intersection should be monitored after installation to determine if additional signing or striping is necessary.

If you have any questions or require any additional information regarding this intersection, please feel free to contact this office at 973-859-5330.

Sincerely,
T&M ASSOCIATES

Joseph A. Fishinger, PE, PP, PTOE
Group Manager, Traffic
NJ PE# 24GE04613400

September 21, 2026

VIA EMAIL (zcarballo@westorange.org)

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director, Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

Re: Stop Sign Evaluation
Ralph Road & Manger Road
West Orange Township, Essex County, New Jersey

Dear Ms. Carballo:

T&M Associates has been tasked by the Township of West Orange to perform an evaluation of the existing traffic controls at the intersection of Ralph Road & Manger Road to assess the safety conditions at the intersection and determine the appropriate location for 'stop' control consistent with the 11th Edition of the Manual on Uniform Traffic Control Devices (MUTCD). This letter report represents our findings:

Existing Conditions

Field investigations were conducted by T&M to obtain an inventory of existing roadway conditions, traffic control, adjacent land uses and lane configurations. The following is a brief description of the roadways involved:

Ralph Road

Ralph Road is a local roadway with a general east/west orientation under the jurisdiction of West Orange Township and spans approximately 0.5 miles and intersects Manger Road at two locations. There are no posted speed limit signs on Ralph Road – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. Crosswalk, double yellow, and stop bar striping are present at various locations on the roadway. Land uses along Ralph Road are residential in nature.

Manger Road

Manger Road is a local roadway with a general north/south orientation under the jurisdiction of West Orange Township and spans approximately 0.7 miles from McGuire Drive to Ellison Avenue. The posted speed limit along Manger Road is 25 mph and the roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. Crosswalk, double yellow, and stop bar striping are present at various locations on the roadway. Land uses along Manger Road are residential in nature.

The intersection of Ralph Road & Manger Road is uncontrolled 'T' style intersection. Other than the crosswalk striping across Ralph Road, no pavement markings are present at the intersection. However, the intersection functions as a single approach lane in each direction. The intersection location is depicted in **Figure 1** below.

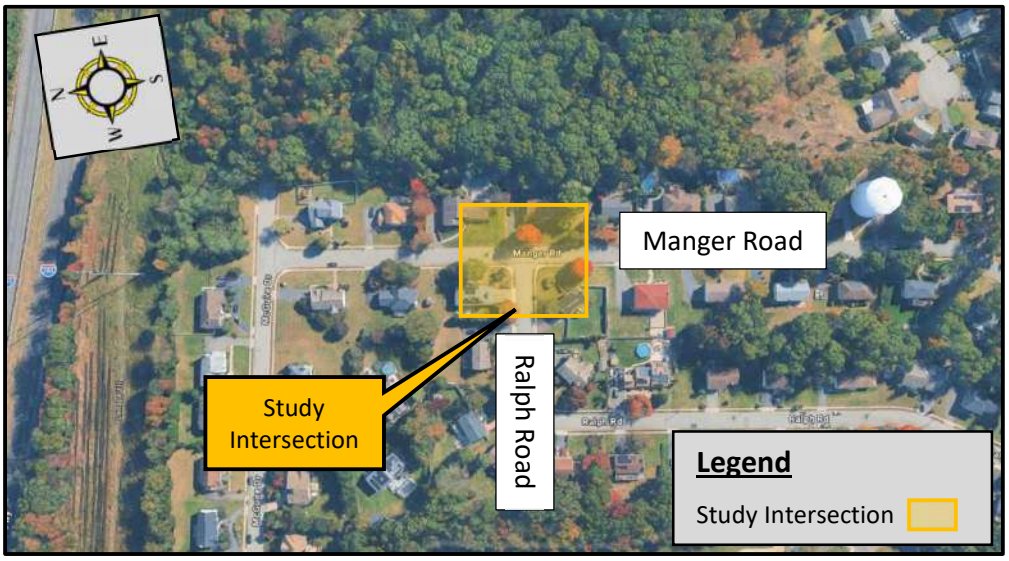


Figure 1: Study Intersection Location Map

Data Collection

Crash History

The New Jersey Department of Transportation's Numetrics based crash database was consulted to review the existing crash history at the intersection. Based on the Numetrics database, there have been no vehicular crashes at the intersection of Ralph Road & Manger Road from January 1, 2019 to August 1, 2026.

Field Observations

T&M conducted a field investigation on September 10, 2026 to determine existing conditions, existing traffic control and note any significant issues that may influence the location of any proposed traffic control. The intersection is currently uncontrolled and sight lines are generally clear. A photo of the intersection is provided below in **Figure 2**.



Figure 2: Manger Road & Ralph Road

Analysis and Recommendations

It is our recommendation that stop control be implemented along the eastbound, Ralph Road approach consistent with **Figure 3** below. The installation of a stop sign at the head of the T intersection is consistent with driver expectation and proper sight lines are present.



Figure 3: Manger Road & Ralph Road STOP Sign Installation

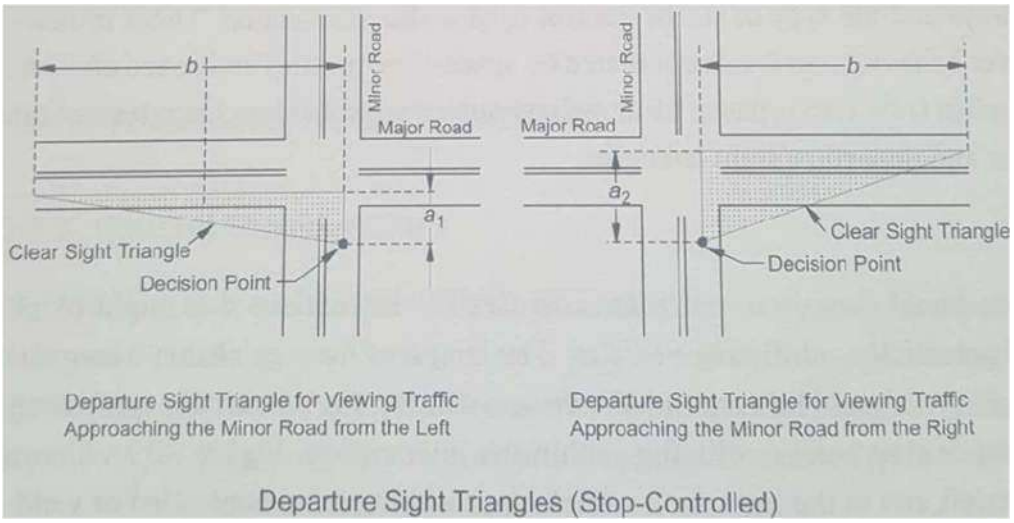


Figure 4: Intersection Sight Distance

After the installation of stop control, we recommend the intersection be monitored to determine if supplemental traffic control devices are necessary such as a stop bar or double yellow line or if intersection sight distances should be improved.

Conclusions

It is our recommendation, based on our review of the data presented herewith, and the guidance from the MUTCD and Title 39, that the Township of West Orange should implement stop control on the eastbound, Ralph Road approach at the intersection of Ralph Road & Manger Road. The intersection should be monitored after installation to determine if additional signing or striping is necessary.

If you have any questions or require any additional information regarding this intersection, please feel free to contact this office at 973-859-5330.

Sincerely,
T&M ASSOCIATES

Joseph A. Fishinger, PE, PP, PTOE
Group Manager, Traffic
NJ PE# 24GE04613400

September 21, 2026

VIA EMAIL (zcarballo@westorange.org)

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director, Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

Re: Stop Sign Evaluation
Ridgeview Avenue and Clonavor Road
West Orange Township, Essex County, New Jersey

Dear Ms. Carballo:

T&M Associates has been tasked by the Township of West Orange to perform an evaluation of the existing traffic controls at the intersection of Ridgeview Avenue and Clonavor Road to assess the safety conditions at the intersection and determine the appropriate location for 'stop' control consistent with the 11th Edition of the Manual on Uniform Traffic Control Devices (MUTCD). This letter report represents our findings:

Existing Conditions

Field investigations were conducted by T&M to obtain an inventory of existing roadway conditions, traffic control, adjacent land uses and lane configurations. The following is a brief description of the roadways involved:

Ridgeview Avenue

Ridgeview Avenue is a local roadway with a general east/west orientation under the jurisdiction of West Orange Township and spans approximately 1,200 feet from Overlook Avenue to South Valley Road. There are no posted speed limit signs on Ridgeview Avenue – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 27 feet wide and accommodates two-way traffic and parking on both sides. No pavement markings are present on the roadway. Land uses along Ridgeview Avenue are residential in nature.

Clonavor Road

Clonavor Road is a local roadway with a general north/south orientation under the jurisdiction of West Orange Township and spans approximately 1,200 feet between Ridgeview Avenue and Silver Spring Road. There are no posted speed limit signs on Clonavor Road – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. No pavement markings are present on the roadway. Land uses along Clonavor Road are residential in nature.

The intersection of Ridgeview Avenue and Clonavor Road is uncontrolled 'T' style intersection. Pavement markings are not present at the intersection, however the intersection functions as a single approach lane in each direction. The intersection location is depicted in **Figure 1** below.

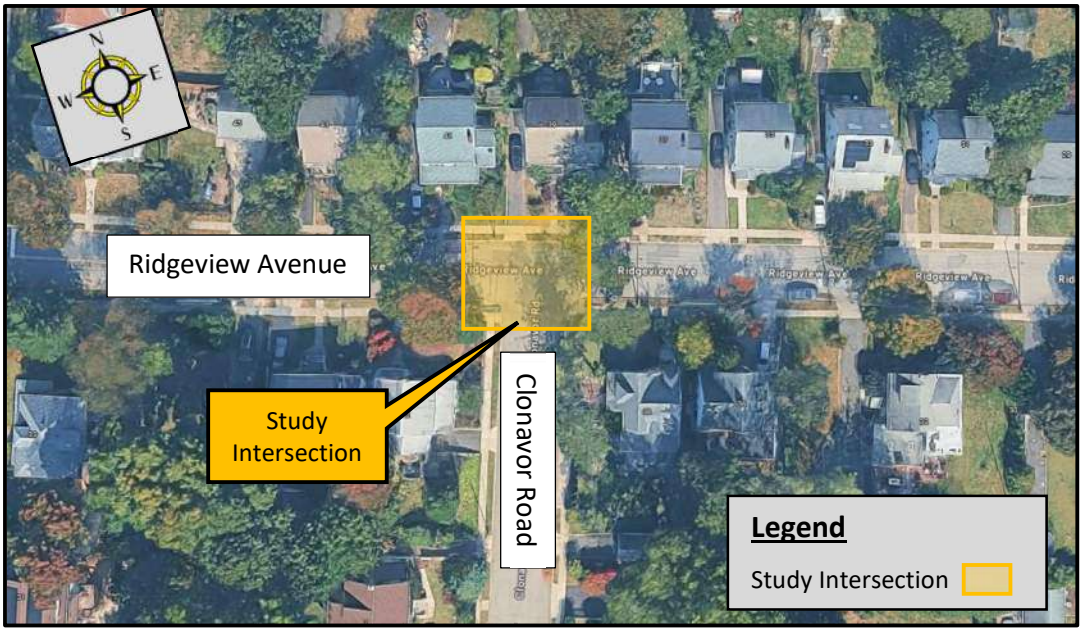


Figure 1: Study Intersection Location Map

Data Collection

Crash History

The New Jersey Department of Transportation's Numetrics based crash database was consulted to review the existing crash history at the intersection. Based on the Numetrics database, there have been no vehicular crashes at the intersection of Ridgeview Avenue and Clonavor Road from January 1, 2019 to August 1, 2026.

Field Observations

T&M conducted a field investigation on September 10, 2026 to determine existing conditions, existing traffic control and note any significant issues that may influence the location of any proposed traffic control. The intersection is currently uncontrolled and sight lines are obstructed due to overgrown foliage. A photo of the intersection is provided below in **Figure 2.**



Figure 2: Ridgeview Avenue & Clonavor Road

Analysis and Recommendations

It is our recommendation that stop control be implemented along the northbound, Clonavor Road approach at the study intersection. Treatments which can be considered include but are not limited to:

Sight Distance Improvements - At the intersection of Ridgeview Avenue and Clonavor Road, the line of sight of approaching vehicles was found to be obstructed. We observed that if vehicles stop closer to the mainline on Ridgeview Avenue, then they would have clear visibility of the traffic conditions at the intersection and would be able to safely make a turn onto Ridgeview Avenue.

It is our opinion that sight distance at the intersection can be improved by trimming trees and overgrown foliage within the sight triangles as indicated in **Figure 4** below.

We recommend that the Township coordinate with residents, as reasonable, to remove sight obstructions. It is our recommendation that stop control be implemented along the northbound, Clonavor Road approach consistent with **Figure 3** below. The installation of a stop sign at the head of the T intersection is consistent with driver expectation.



Figure 3: Ridgeview Avenue & Clonavor Road STOP Sign Installation

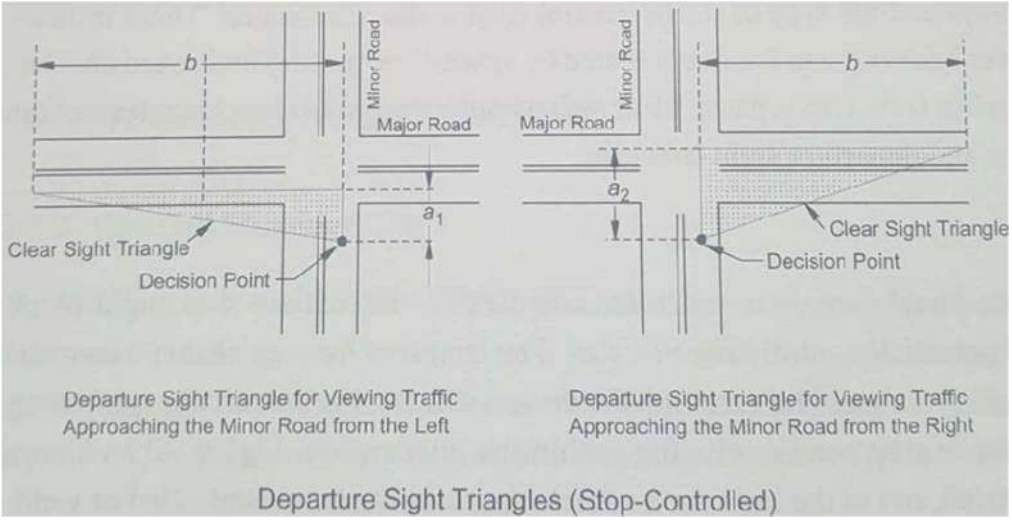


Figure 4: Intersection Sight Distance

After the installation of stop control, we recommend the intersection be monitored to determine if supplemental traffic control devices are necessary such as a stop bar or double yellow line or if intersection sight distances should be improved.

Conclusions

It is our recommendation, based on our review of the data presented herewith, and the guidance from the MUTCD and Title 39, that the Township of West Orange should implement stop control on the northbound, Clonavor Road approach at the intersection of Ridgeview Avenue and Clonavor Road. The intersection should be monitored after installation to determine if additional signing or striping is necessary.

If you have any questions or require any additional information regarding this intersection, please feel free to contact this office at 973-859-5330.

Sincerely,
T&M ASSOCIATES

Joseph A. Fishinger, PE, PP, PTOE
Group Manager, Traffic
NJ PE# 24GE04613400

September 21, 2026

VIA EMAIL (zcarballo@westorange.org)

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director, Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

Re: Stop Sign Evaluation
Garfield Avenue and Shelley Terrace
West Orange Township, Essex County, New Jersey

Dear Ms. Carballo:

T&M Associates has been tasked by the Township of West Orange to perform an evaluation of the existing traffic controls at the intersection of Garfield Avenue and Shelley Terrace to assess the safety conditions at the intersection and determine the appropriate location for 'stop' control consistent with the 11th Edition of the Manual on Uniform Traffic Control Devices (MUTCD). This letter report represents our findings:

Existing Conditions

Field investigations were conducted by T&M to obtain an inventory of existing roadway conditions, traffic control, adjacent land uses and lane configurations. The following is a brief description of the roadways involved:

Garfield Avenue

Garfield Avenue is a local roadway with a general north/south orientation under the jurisdiction of West Orange Township and spans approximately 300 feet from Shelley Terrace. There are no posted speed limit signs on Garfield Avenue – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. No pavement markings are present on the roadway. Land uses along Garfield Avenue are residential in nature.

Shelley Terrace

Shelley Terrace is a local roadway with a general east/west orientation under the jurisdiction of West Orange Township and spans approximately 1,000 feet from Roosevelt Avenue. There are no posted speed limit signs on Shelley Terrace – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. Crosswalk, double yellow, and stop bar striping are present at various locations on the roadway. Land uses along Shelley Terrace are residential in nature.

The intersection of Garfield Avenue and Shelley Terrace is uncontrolled 'T' style intersection. Other than the crosswalk striping across Garfield Avenue, no pavement markings are present at the intersection. However, the intersection functions as a single approach lane in each direction. The intersection location is depicted in **Figure 1** below.

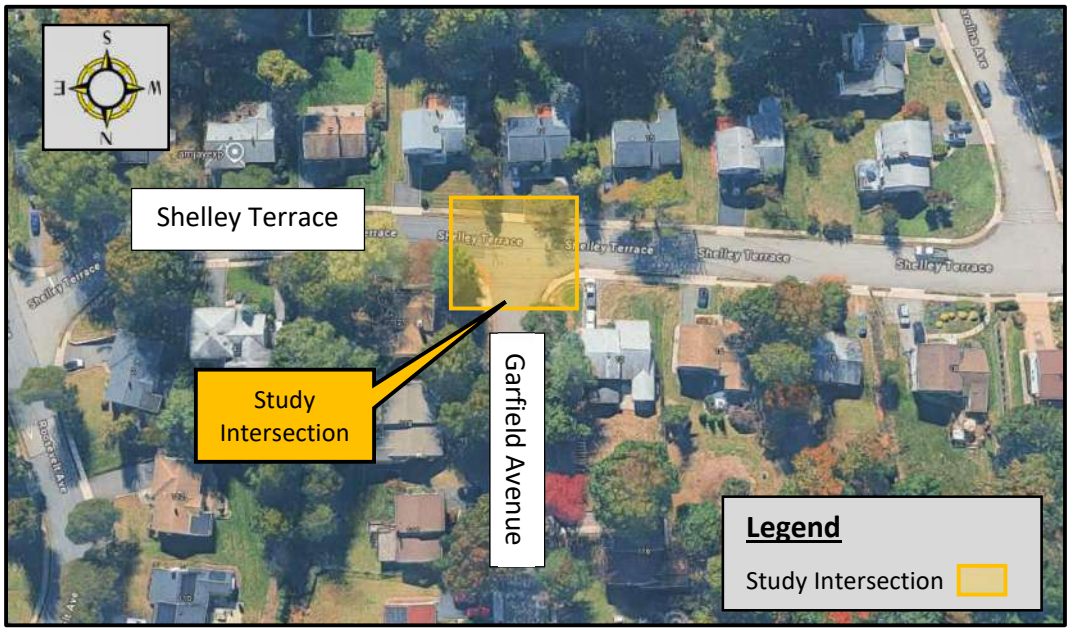


Figure 1: Study Intersection Location Map

Data Collection

Crash History

The New Jersey Department of Transportation's Numetrics based crash database was consulted to review the existing crash history at the intersection. Based on the Numetrics database, there have been no vehicular crashes at the intersection of Garfield Avenue and Shelley Terrace from January 1, 2019 to August 1, 2026.

Field Observations

T&M conducted a field investigation on September 10, 2026 to determine existing conditions, existing traffic control and note any significant issues that may influence the location of any proposed traffic control. The intersection is currently uncontrolled and sight lines are obstructed due to overgrown foliage. A photo of the intersection is provided below in **Figure 2.**



Figure 2: Shelley Terrace & Garfield Avenue

Analysis and Recommendations

It is our recommendation that stop control be implemented along the southbound, Garfield Avenue approach at the study intersection. Treatments which can be considered include but are not limited to:

Sight Distance Improvements - At the intersection of Garfield Avenue and Shelley Terrace, the line of sight of approaching vehicles was found to be obstructed. We observed that if vehicles stop closer to the mainline on Shelley Terrace, then they would have clear visibility of the traffic conditions at the intersection and would be able to safely make a turn onto Shelley Terrace.

It is our opinion that sight distance at the intersection can be improved by trimming trees and overgrown foliage within the sight triangles. We recommend that the Township coordinate with residents, as reasonable, to remove sight obstructions. It is our recommendation that stop control be implemented along the southbound, Garfield Avenue approach consistent with **Figure 3** below. The installation of a stop sign at the head of the T intersection is consistent with driver expectation.



Figure 3: Shelley Terrace & Garfield Avenue STOP Sign Installation

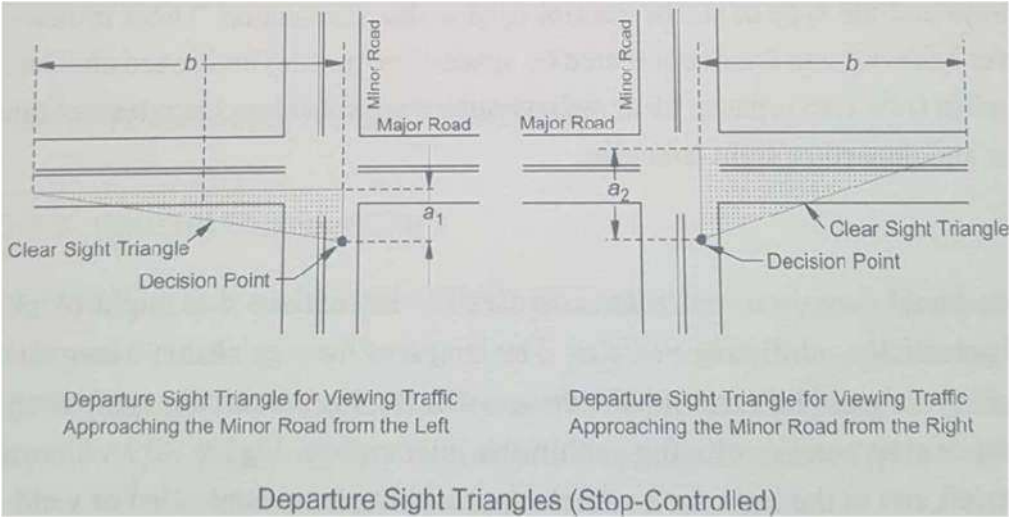


Figure 4: Intersection Sight Distance

After the installation of stop control, we recommend the intersection be monitored to determine if supplemental traffic control devices are necessary such as a stop bar or double yellow line or if intersection sight distances should be improved.

Conclusions

It is our recommendation, based on our review of the data presented herewith, and the guidance from the MUTCD and Title 39, that the Township of West Orange should implement stop control on the southbound, Garfield Avenue approach at the intersection of Garfield Avenue and Shelley Terrace. The intersection should be monitored after installation to determine if additional signing or striping is necessary.

If you have any questions or require any additional information regarding this intersection, please feel free to contact this office at 973-859-5330.

Sincerely,
T&M ASSOCIATES

Joseph A. Fishinger, PE, PP, PTOE
Group Manager, Traffic
NJ PE# 24GE04613400

September 21, 2026

VIA EMAIL (zcarballo@westorange.org)

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director, Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

Re: Stop Sign Evaluation
Shiel Court & McGuire Drive
West Orange Township, Essex County, New Jersey

Dear Ms. Carballo:

T&M Associates has been tasked by the Township of West Orange to perform an evaluation of the existing traffic controls at the intersection of Shiel Court & McGuire Drive to assess the safety conditions at the intersection and determine the appropriate location for 'stop' control consistent with the 11th Edition of the Manual on Uniform Traffic Control Devices (MUTCD). This letter report represents our findings:

Existing Conditions

Field investigations were conducted by T&M to obtain an inventory of existing roadway conditions, traffic control, adjacent land uses and lane configurations. The following is a brief description of the roadways involved:

Shiel Court

Shiel Court is a local roadway with a general north/south orientation under the jurisdiction of West Orange Township and spans approximately 150 feet from McGuire Drive. There are no posted speed limit signs on McGuire Drive – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. No pavement markings are present on the roadway. Land uses along Shiel Court are residential in nature.

McGuire Drive

McGuire Drive is a local roadway with a general east/west orientation under the jurisdiction of West Orange Township and spans approximately 1,900 feet from Colonial Woods Drive. There are no posted speed limit signs on McGuire Drive – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. No pavement markings are present on the roadway. Land uses along McGuire Drive are residential in nature.

The intersection of Shiel Court & McGuire Drive is uncontrolled 'T' style intersection. Pavement markings are not present at the intersection, however the intersection functions as a single approach lane in each direction. The intersection location is depicted in **Figure 1** below.

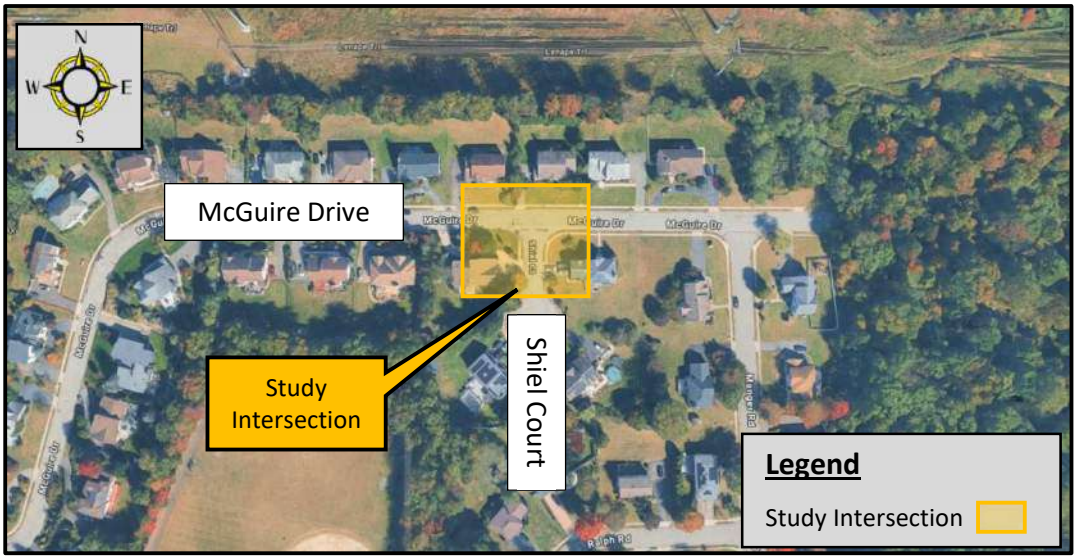


Figure 1: Study Intersection Location Map

Data Collection

Crash History

The New Jersey Department of Transportation's Numetrics based crash database was consulted to review the existing crash history at the intersection. Based on the Numetrics database, there have been no vehicular crashes at the intersection of Shiel Court & McGuire Drive from January 1, 2019 to August 1, 2026.

Field Observations

T&M conducted a field investigation on September 10, 2026 to determine existing conditions, existing traffic control and note any significant issues that may influence the location of any proposed traffic control. The intersection is currently uncontrolled and sight lines are generally clear. A photo of the intersection is provided below in **Figure 2**.



Figure 2: McGuire Drive & Shiel Court

Analysis and Recommendations

It is our recommendation that stop control be implemented along the northbound, Shiel Court approach consistent with **Figure 3** below. The installation of a stop sign at the head of the T intersection is consistent with driver expectation and proper sight lines are present.



Figure 3: McGuire Drive & Shiel Court STOP Sign Installation

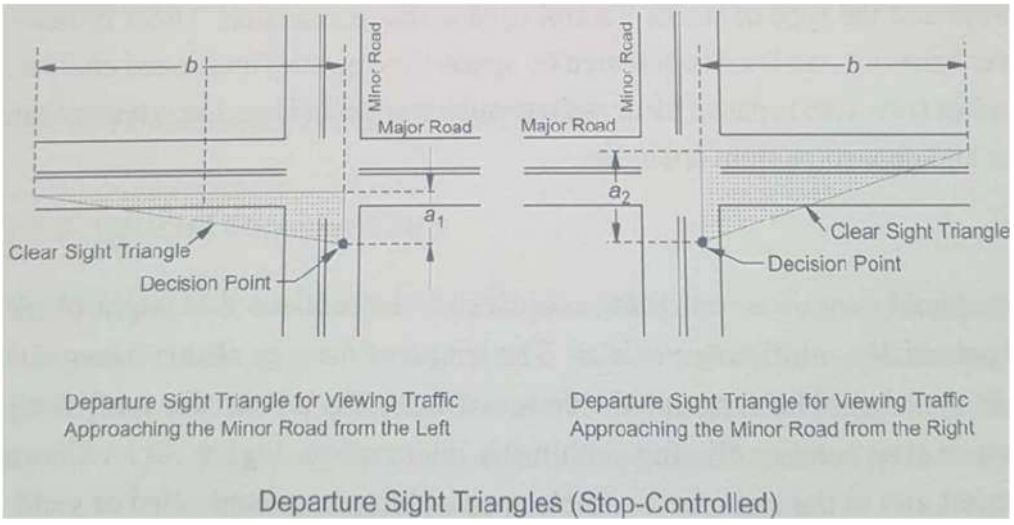


Figure 4: Intersection Sight Distance

After the installation of stop control, we recommend the intersection be monitored to determine if supplemental traffic control devices are necessary such as a stop bar or double yellow line or if intersection sight distances should be improved.

Conclusions

It is our recommendation, based on our review of the data presented herewith, and the guidance from the MUTCD and Title 39, that the Township of West Orange should implement stop control on the northbound, Shiel Court approach at the intersection of Shiel Court & McGuire Drive. The intersection should be monitored after installation to determine if additional signing or striping is necessary.

If you have any questions or require any additional information regarding this intersection, please feel free to contact this office at 973-859-5330.

Sincerely,
T&M ASSOCIATES

Joseph A. Fishinger, PE, PP, PTOE
Group Manager, Traffic
NJ PE# 24GE04613400

September 21, 2026

VIA EMAIL (zcarballo@westorange.org)

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director, Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

Re: Stop Sign Evaluation
Silver Spring Road and Clonavor Road
West Orange Township, Essex County, New Jersey

Dear Ms. Carballo:

T&M Associates has been tasked by the Township of West Orange to perform an evaluation of the existing traffic controls at the intersection of Silver Spring Road and Clonavor Road to assess the safety conditions at the intersection and determine the appropriate location for 'stop' control consistent with the 11th Edition of the Manual on Uniform Traffic Control Devices (MUTCD). This letter report represents our findings:

Existing Conditions

Field investigations were conducted by T&M to obtain an inventory of existing roadway conditions, traffic control, adjacent land uses and lane configurations. The following is a brief description of the roadways involved:

Silver Spring Road

Silver Spring Road is a local roadway with a general east/west orientation under the jurisdiction of West Orange Township and spans approximately 900 feet from Clonavor Road to South Valley Road. There are no posted speed limit signs on Silver Spring Road – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. No pavement markings are present on the roadway. Land uses along Silver Spring Road are residential in nature.

Clonavor Road

Clonavor Road is a local roadway with a general north/south orientation under the jurisdiction of West Orange Township and spans approximately 1,200 feet between Ridgeview Avenue and Silver Spring Road. There are no posted speed limit signs on Clonavor Road – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. No pavement markings are present on the roadway. Land uses along Clonavor Road are residential in nature.

The intersection of Silver Spring Road and Clonavor Road is uncontrolled 'T' style intersection. Pavement markings are not present at the intersection, however the intersection functions as a single approach lane in each direction. The intersection location is depicted in **Figure 1** below.

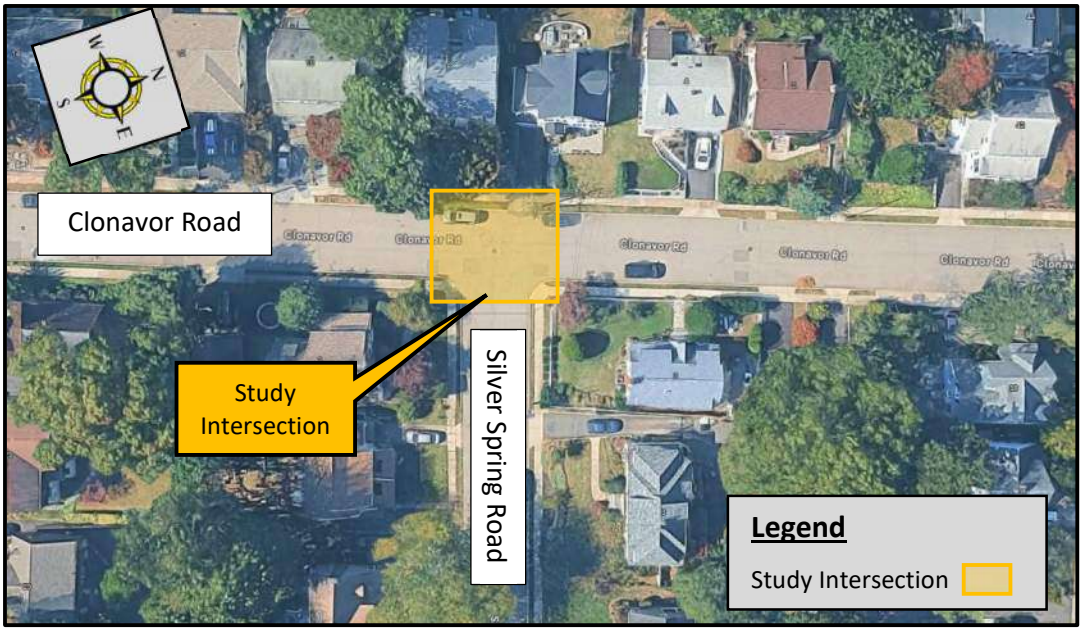


Figure 1: Study Intersection Location Map

Data Collection

Crash History

The New Jersey Department of Transportation's Numetrics based crash database was consulted to review the existing crash history at the intersection. Based on the Numetrics database, there have been no vehicular crashes at the intersection of Silver Spring Road and Clonavor Road from January 1, 2019 to August 1, 2026.

Field Observations

T&M conducted a field investigation on September 10, 2026 to determine existing conditions, existing traffic control and note any significant issues that may influence the location of any proposed traffic control. The intersection is currently uncontrolled and sight lines are obstructed due to overgrown foliage. A photo of the intersection is provided below in **Figure 2.**

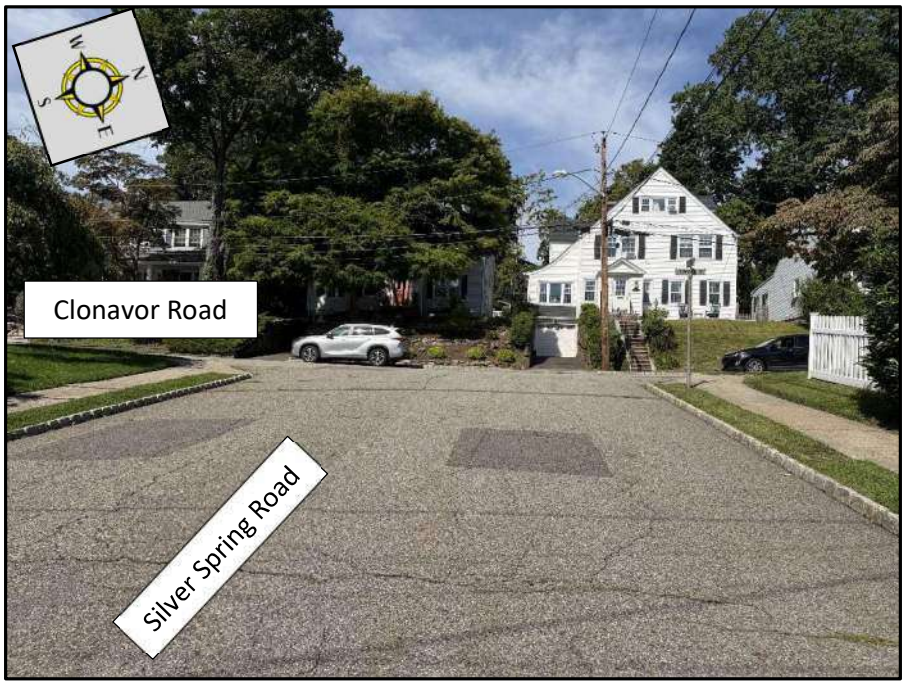


Figure 2: Clonavor Road & Silver Spring Road

Analysis and Recommendations

It is our recommendation that stop control be implemented along the westbound, Silver Spring Road approach at the study intersection. Treatments which can be considered include but are not limited to:

Sight Distance Improvements - At the intersection of Silver Spring Road and Clonavor Road, the line of sight of approaching vehicles was found to be obstructed. We observed that if vehicles stop closer to the mainline on Clonavor Road, then they would have clear visibility of the traffic conditions at the intersection and would be able to safely make a turn onto Clonavor Road.

It is our opinion that sight distance at the intersection can be improved by trimming trees and overgrown foliage within the sight triangles. We recommend that the Township coordinate with residents, as reasonable, to remove sight obstructions. It is our recommendation that stop control be implemented along the westbound, Silver Spring Road approach consistent with **Figure 3** below. The installation of a stop sign at the head of the T intersection is consistent with driver expectation.



Figure 3: Clonavor Road & Silver Spring Road STOP Sign Installation

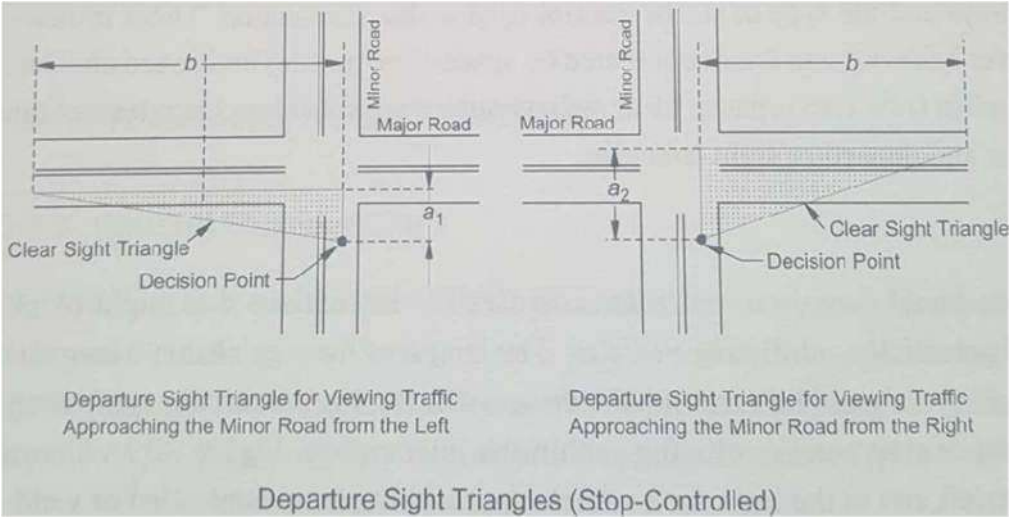


Figure 4: Intersection Sight Distance

After the installation of stop control, we recommend the intersection be monitored to determine if supplemental traffic control devices are necessary such as a stop bar or double yellow line or if intersection sight distances should be improved.

Conclusions

It is our recommendation, based on our review of the data presented herewith, and the guidance from the MUTCD and Title 39, that the Township of West Orange should implement stop control on the westbound, Silver Spring Road approach at the intersection of Silver Spring Road and Clonavor Road. The intersection should be monitored after installation to determine if additional signing or striping is necessary.

If you have any questions or require any additional information regarding this intersection, please feel free to contact this office at 973-859-5330.

Sincerely,
T&M ASSOCIATES

Joseph A. Fishinger, PE, PP, PTOE
Group Manager, Traffic
NJ PE# 24GE04613400

September 21, 2026

VIA EMAIL (zcarballo@westorange.org)

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director, Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

Re: Stop Sign Evaluation
Valley View Street and Quarry Terrace
West Orange Township, Essex County, New Jersey

Dear Ms. Carballo:

T&M Associates has been tasked by the Township of West Orange to perform an evaluation of the existing traffic controls at the intersection of Valley View Street and Quarry Terrace to assess the safety conditions at the intersection and determine the appropriate location for 'stop' control consistent with the 11th Edition of the Manual on Uniform Traffic Control Devices (MUTCD). This letter report represents our findings:

Existing Conditions

Field investigations were conducted by T&M to obtain an inventory of existing roadway conditions, traffic control, adjacent land uses and lane configurations. The following is a brief description of the roadways involved:

Valley View Street

Valley View Street is a local roadway with a general north/south orientation under the jurisdiction of West Orange Township and spans approximately 450 feet from Quarry Terrace to Eagle Rock Avenue (CR 611). There are no posted speed limit signs on Valley View Street – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. Other than crosswalk, double yellow, and stop bar striping at the intersection of Valley View Street and Eagle Rock Avenue (CR 611), no pavement markings are present on the roadway. Land uses along Valley View Street are residential in nature.

Quarry Terrace

Quarry Terrace is a local roadway with a general east/west orientation under the jurisdiction of West Orange Township and spans approximately 800 feet between Cliff Street and Wakeman Street. There are no posted speed limit signs on Quarry Terrace – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. No pavement markings are present on the roadway. Land uses along Quarry Terrace are residential in nature.

The intersection of Valley View Street and Quarry Terrace is uncontrolled 'T' style intersection. Pavement markings are not present at the intersection, however the intersection functions as a single approach lane in each direction. The intersection location is depicted in **Figure 1** below.

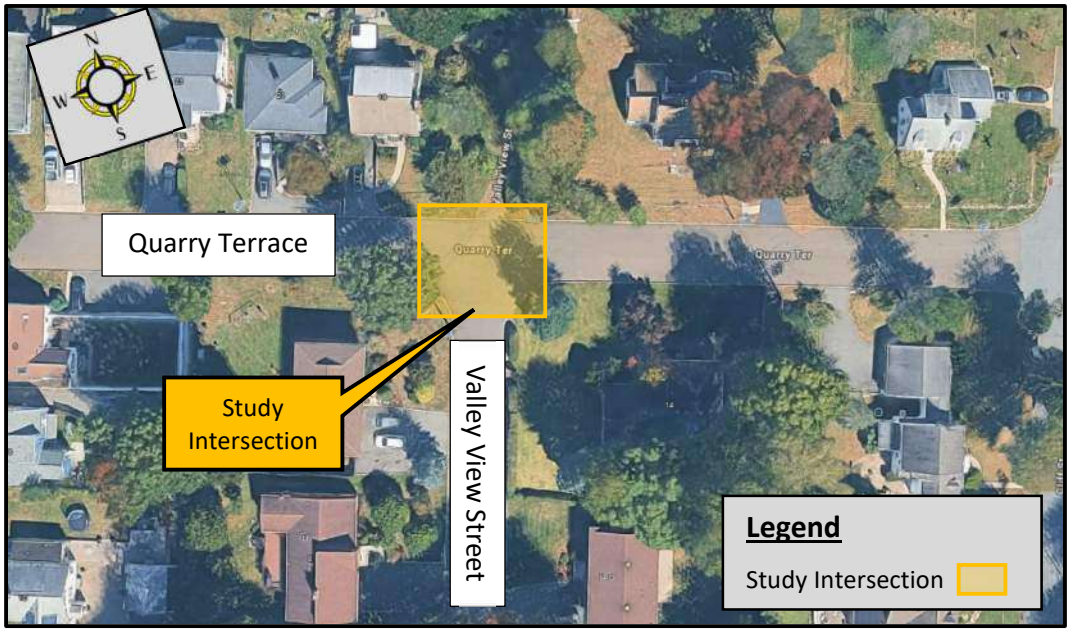


Figure 1: Study Intersection Location Map

Data Collection

Crash History

The New Jersey Department of Transportation's Numetrics based crash database was consulted to review the existing crash history at the intersection. Based on the Numetrics database, there have been no vehicular crashes at the intersection of Valley View Street and Quarry Terrace from January 1, 2019 to August 1, 2026.

Field Observations

T&M conducted a field investigation on September 10, 2026 to determine existing conditions, existing traffic control and note any significant issues that may influence the location of any proposed traffic control. The intersection is currently uncontrolled and sight lines are obstructed due to overgrown foliage. A photo of the intersection is provided below in **Figure 2.**



Figure 2: Quarry Terrace & Valley View Street

Analysis and Recommendations

It is our recommendation that stop control be implemented along the northbound, Valley View Street approach at the study intersection. Treatments which can be considered include but are not limited to:

Sight Distance Improvements - At the intersection of Valley View Street and Quarry Terrace, the line of sight of approaching vehicles was found to be obstructed. We observed that if vehicles stop closer to the mainline on Quarry Terrace, then they would have clear visibility of the traffic conditions at the intersection and would be able to safely make a turn onto Quarry Terrace.

It is our opinion that sight distance at the intersection can be improved by trimming trees and overgrown foliage within the sight triangles. We recommend that the Township coordinate with residents, as reasonable, to remove sight obstructions. It is our recommendation that stop control be implemented along the northbound, Valley View Street approach consistent with **Figure 3** below. The installation of a stop sign at the head of the T intersection is consistent with driver expectation.



Figure 3: Quarry Terrace & Valley View Street STOP Sign Installation

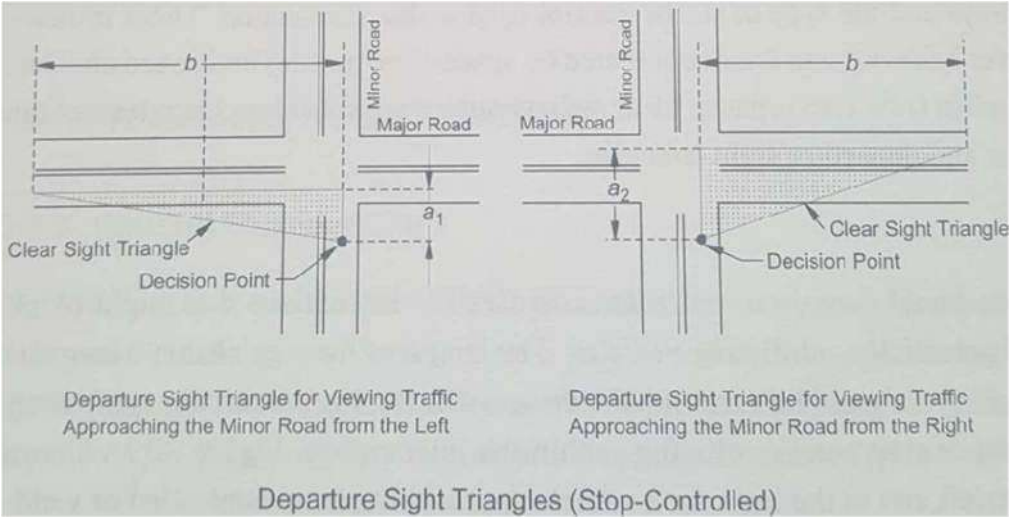


Figure 4: Intersection Sight Distance

After the installation of stop control, we recommend the intersection be monitored to determine if supplemental traffic control devices are necessary such as a stop bar or double yellow line or if intersection sight distances should be improved.

Conclusions

It is our recommendation, based on our review of the data presented herewith, and the guidance from the MUTCD and Title 39, that the Township of West Orange should implement stop control on the northbound, Quarry Terrace approach at the intersection of Valley View Street and Quarry Terrace. The intersection should be monitored after installation to determine if additional signing or striping is necessary.

If you have any questions or require any additional information regarding this intersection, please feel free to contact this office at 973-859-5330.

Sincerely,
T&M ASSOCIATES

Joseph A. Fishinger, PE, PP, PTOE
Group Manager, Traffic
NJ PE# 24GE04613400

September 21, 2026

VIA EMAIL (zcarballo@westorange.org)

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director, Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

Re: Stop Sign Evaluation
Hunterdon Road and Warren Road
West Orange Township, Essex County, New Jersey

Dear Ms. Carballo:

T&M Associates has been tasked by the Township of West Orange to perform an evaluation of the existing traffic controls at the intersection of Hunterdon Road and Warren Road to assess the safety conditions at the intersection and determine the appropriate location for 'stop' control consistent with the 11th Edition of the Manual on Uniform Traffic Control Devices (MUTCD). This letter report represents our findings:

Existing Conditions

Field investigations were conducted by T&M to obtain an inventory of existing roadway conditions, traffic control, adjacent land uses and lane configurations. The following is a brief description of the roadways involved:

Hunterdon Road

Hunterdon Road is a local roadway with a general north/south orientation under the jurisdiction of West Orange Township and spans approximately 1,900 feet from Warren Road to Westover Terrace. There are no posted speed limit signs on Hunterdon Road – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. Striping for stop control has been installed at the intersection along Hunterdon Road. Land uses along Hunterdon Road are residential in nature.

Warren Road

Warren Road is a local roadway with a general east/west orientation under the jurisdiction of West Orange Township and spans approximately 0.5 miles from Colonial Woods Drive to King Road. There are no posted speed limit signs on Warren Road – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. Other than crosswalk striping at various locations, no pavement markings are present on the roadway. Land uses along Warren Road are residential in nature.

The intersection of Hunterdon Road and Warren Road is uncontrolled 'T' style intersection. Stop bar and double yellow striping pavement markings are present at the intersection. The intersection functions as a single approach lane in each direction. The intersection location is depicted in **Figure 1** below.

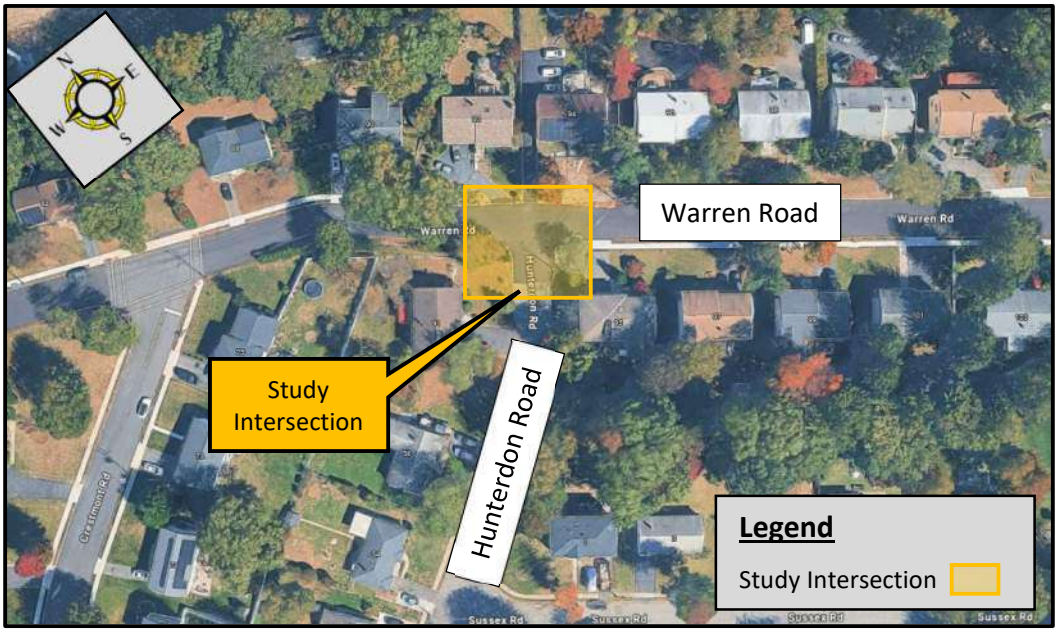


Figure 1: Study Intersection Location Map

Data Collection

Crash History

The New Jersey Department of Transportation's Numetrics based crash database was consulted to review the existing crash history at the intersection. Based on the Numetrics database, there have been no vehicular crashes at the intersection of Hunterdon Road and Warren Road from January 1, 2019 to August 1, 2026.

Field Observations

T&M conducted a field investigation on September 10, 2026 to determine existing conditions, existing traffic control and note any significant issues that may influence the location of any proposed traffic control. The intersection is currently uncontrolled and sight lines are obstructed due to overgrown foliage. A photo of the intersection is provided below in **Figure 2.**



Figure 2: Warren Road & Hunterdon Road

Analysis and Recommendations

It is our recommendation that stop control be implemented along the northbound, Hunterdon Road approach at the study intersection. Treatments which can be considered include but are not limited to:

Sight Distance Improvements - At the intersection of Hunterdon Road and Warren Road, the line of sight of approaching vehicles was found to be obstructed. We observed that if vehicles stop closer to the mainline on Warren Road, then they would have clear visibility of the traffic conditions at the intersection and would be able to safely make a turn onto Warren Road.

It is our opinion that sight distance at the intersection can be improved by trimming trees and overgrown foliage within the sight triangles. We recommend that the Township coordinate with residents, as reasonable, to remove sight obstructions. It is our recommendation that stop control be implemented along the northbound, Hunterdon Road approach consistent with **Figure 3** below. The installation of a stop sign at the head of the T intersection is consistent with driver expectation.



Figure 3: Warren Road & Hunterdon Road STOP Sign Installation

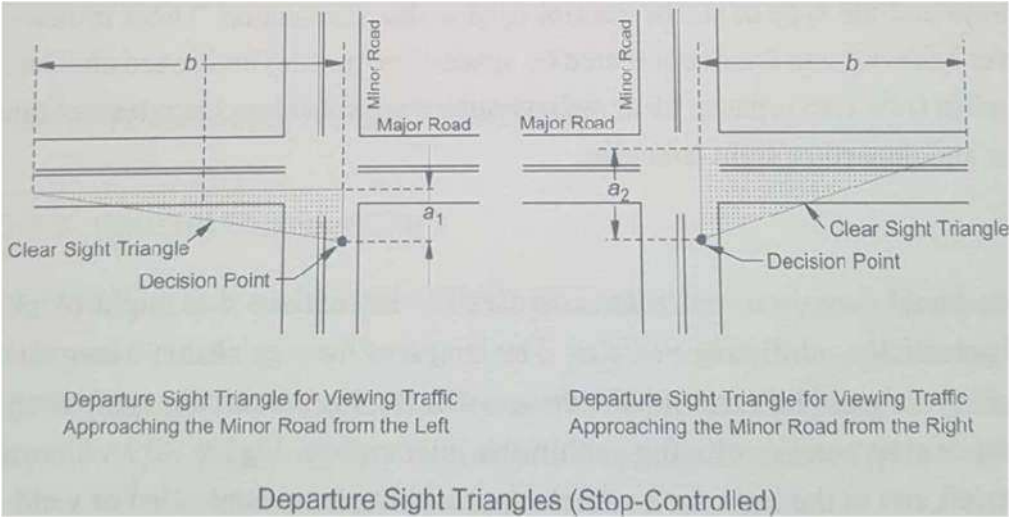


Figure 4: Intersection Sight Distance

After the installation of stop control, we recommend the intersection be monitored to determine if intersection sight distances should be improved.

Conclusions

It is our recommendation, based on our review of the data presented herewith, and the guidance from the MUTCD and Title 39, that the Township of West Orange should implement stop control on the northbound, Hunterdon Road approach at the intersection of Hunterdon Road and Warren Road. The intersection should be monitored after installation to determine if additional signing or striping is necessary.

If you have any questions or require any additional information regarding this intersection, please feel free to contact this office at 973-859-5330.

Sincerely,
T&M ASSOCIATES

Joseph A. Fishinger, PE, PP, PTOE
Group Manager, Traffic
NJ PE# 24GE04613400

September 21, 2026

VIA EMAIL (zcarballo@westorange.org)

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director, Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

Re: Stop Sign Evaluation
Westover Terrace and Crestmont Road
West Orange Township, Essex County, New Jersey

Dear Ms. Carballo:

T&M Associates has been tasked by the Township of West Orange to perform an evaluation of the existing traffic controls at the intersection of Westover Terrace and Crestmont Road to assess the safety conditions at the intersection and determine the appropriate location for 'stop' control consistent with the 11th Edition of the Manual on Uniform Traffic Control Devices (MUTCD). This letter report represents our findings:

Existing Conditions

Field investigations were conducted by T&M to obtain an inventory of existing roadway conditions, traffic control, adjacent land uses and lane configurations. The following is a brief description of the roadways involved:

Westover Terrace

Westover Terrace is a local roadway with a general east-west orientation under the jurisdiction of West Orange Township and spans approximately 900 feet from Merkin Avenue to Crestmont Road. There are no posted speed limit signs on Westover Terrace – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. No pavement markings are present on the roadway. Land uses along Westover Terrace are residential in nature.

Crestmont Road

Crestmont Road is a local roadway with a general north/south orientation under the jurisdiction of West Orange Township and spans approximately 0.5 miles between NJ Route 10 and Warren Road. There are no posted speed limit signs on Crestmont Road – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 28 feet wide and accommodates two-way traffic and parking on both sides. Crosswalk, double yellow, and stop bar striping are present at various locations on the roadway. Land uses along Crestmont Road are residential in nature.

The intersection of Westover Terrace and Crestmont Road is uncontrolled 'T' style intersection. Pavement markings are not present at the intersection, however the intersection functions as a single approach lane in each direction. The intersection location is depicted in **Figure 1** below.

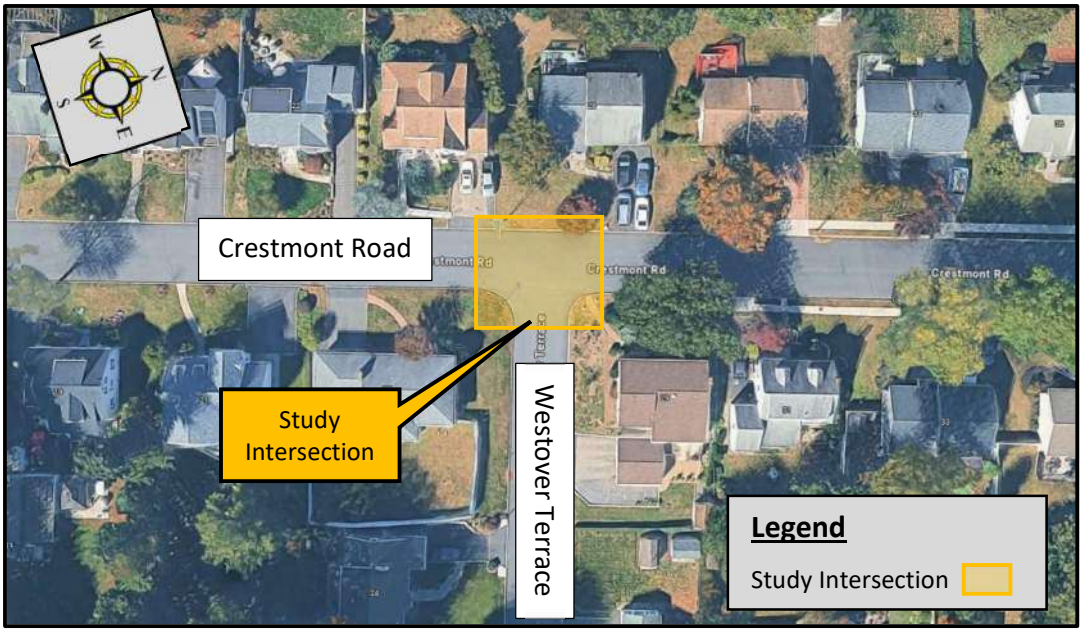


Figure 1: Study Intersection Location Map

Data Collection

Crash History

The New Jersey Department of Transportation's Numetrics based crash database was consulted to review the existing crash history at the intersection. Based on the Numetrics database, there have been no vehicular crashes at the intersection of Westover Terrace and Crestmont Road from January 1, 2019 to August 1, 2026.

Field Observations

T&M conducted a field investigation on September 10, 2026 to determine existing conditions, existing traffic control and note any significant issues that may influence the location of any proposed traffic control. The intersection is currently uncontrolled and sight lines are obstructed due to overgrown foliage. A photo of the intersection is provided below in **Figure 2.**



Figure 2: Westover Terrace & Crestmont Road

Analysis and Recommendations

It is our recommendation that stop control be implemented along the westbound, Westover Terrace approach at the study intersection. Treatments which can be considered include but are not limited to:

Sight Distance Improvements - At the intersection of Westover Terrace & Crestmont Road, the line of sight of approaching vehicles was found to be obstructed. We observed that if vehicles stop closer to the mainline on Crestmont Road, then they would have clear visibility of the traffic conditions at the intersection and would be able to safely make a turn onto Crestmont Road.

It is our opinion that sight distance at the intersection can be improved by trimming trees and overgrown foliage within the sight triangles. We recommend that the Township coordinate with residents, as reasonable, to remove sight obstructions.

It is our recommendation that stop control be implemented along the westbound, Westover Terrace approach consistent with **Figure 3** below. The installation of a stop sign at the head of the T intersection is consistent with driver expectation.



Figure 3: Westover Terrace & Crestmont Road STOP Sign Installation

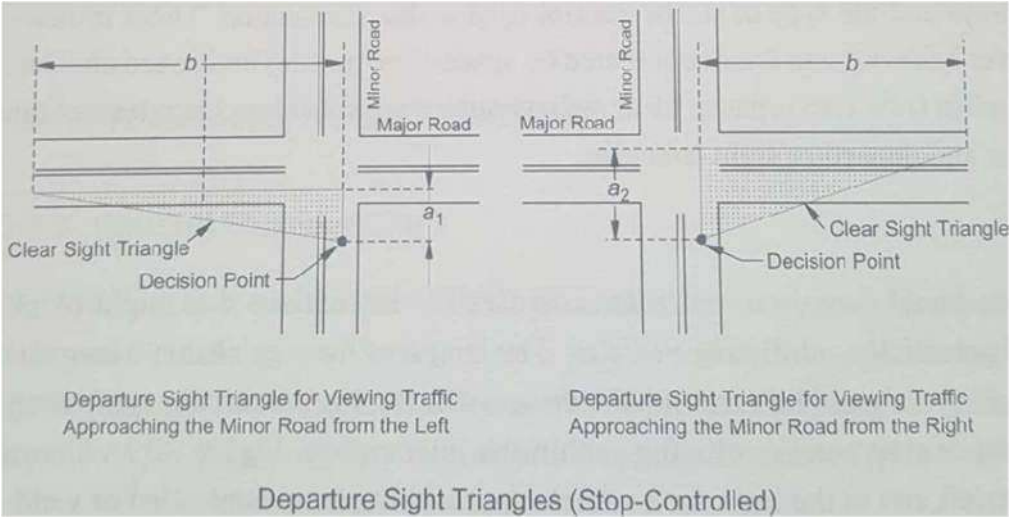


Figure 4: Intersection Sight Distance

After the installation of stop control, we recommend the intersection be monitored to determine if supplemental traffic control devices are necessary such as a stop bar or double yellow line or if intersection sight distances should be improved.

Conclusions

It is our recommendation, based on our review of the data presented herewith, and the guidance from the MUTCD and Title 39, that the Township of West Orange should implement stop control on the westbound, Westover Terrace approach at the intersection of Westover Terrace and Crestmont Road. The intersection should be monitored after installation to determine if additional signing or striping is necessary.

If you have any questions or require any additional information regarding this intersection, please feel free to contact this office at 973-859-5330.

Sincerely,
T&M ASSOCIATES

Joseph A. Fishinger, PE, PP, PTOE
Group Manager, Traffic
NJ PE# 24GE04613400

September 21, 2026

VIA EMAIL (zcarballo@westorange.org)

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director, Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

Re: Stop Sign Evaluation
Westwood Drive North and Carolina Avenue
West Orange Township, Essex County, New Jersey

Dear Ms. Carballo:

T&M Associates has been tasked by the Township of West Orange to perform an evaluation of the existing traffic controls at the intersection of Westwood Drive North and Carolina Avenue to assess the safety conditions at the intersection and determine the appropriate location for 'stop' control consistent with the 11th Edition of the Manual on Uniform Traffic Control Devices (MUTCD). This letter report represents our findings:

Existing Conditions

Field investigations were conducted by T&M to obtain an inventory of existing roadway conditions, traffic control, adjacent land uses and lane configurations. The following is a brief description of the roadways involved:

Westwood Drive North

Westwood Drive North is a local roadway with a general east-west orientation under the jurisdiction of West Orange Township and spans approximately 950 feet from Carolina Avenue to Westwood Drive South. There are no posted speed limit signs on Westwood Drive North – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. No pavement markings are present on the roadway. Land uses along Westwood Drive North are residential in nature.

Carolina Avenue

Carolina Avenue is a local roadway with a general north/south orientation under the jurisdiction of West Orange Township and spans approximately 1,100 feet from Shelley Terrace to NJ Route 10. There are no posted speed limit signs on Carolina Avenue – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. Crosswalk, double yellow, and stop bar striping are present at various locations on the roadway. Land uses along Carolina Avenue are residential in nature.

The intersection of Westwood Drive North and Carolina Avenue is uncontrolled 'T' style intersection. Pavement markings are not present at the intersection, however the intersection functions as a single approach lane in each direction. The intersection location is depicted in **Figure 1** below.

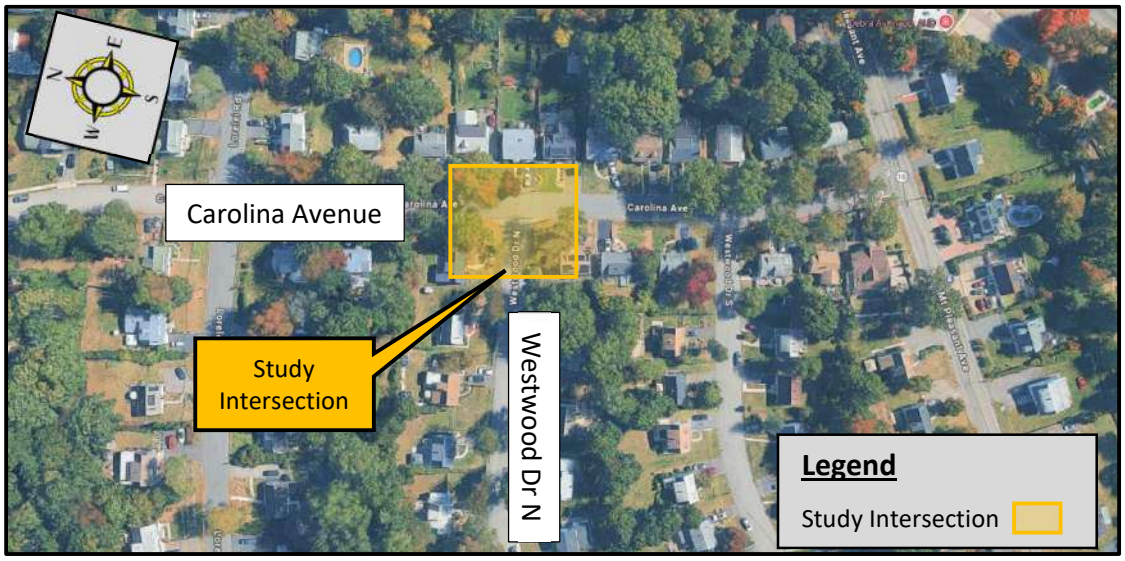


Figure 1: Study Intersection Location Map

Data Collection

Crash History

The New Jersey Department of Transportation's Numetrics based crash database was consulted to review the existing crash history at the intersection. The crash history from January 1, 2019 to August 1, 2026 is shown in **Table 1** below:

DATE	STREET	CROSS STREET	TYPE	CIRCUMSTANCE
9/15/23	Carolina Avenue	Westwood Drive North	Struck Parked Vehicle	Backing Unsafely
9/23/23	Carolina Avenue	Westwood Drive North	Pedestrian	Driver Inattention

Based upon the crash data provided, we observe that two (2) incidents were reported at the study intersection. The incident which occurred on 9/15/23 was not contributed to speeding but backing unsafely and incident which occurred on 9/23/23 was not contributed to speeding but driver inattention.

Field Observations

T&M conducted a field investigation on September 10, 2026 to determine existing conditions, existing traffic control and note any significant issues that may influence the location of any proposed traffic control. The intersection is currently uncontrolled and sight lines are generally clear. A photo of the intersection is provided below in **Figure 2**.



Figure 2: Carolina Avenue & Westwood Drive North

Analysis and Recommendations

It is our recommendation that stop control be implemented along the eastbound, Westwood Drive North approach consistent with **Figure 3** below. The installation of a stop sign at the head of the T intersection is consistent with driver expectation and proper sight lines are present.



Figure 3: Carolina Avenue & Westwood Drive North STOP Sign Installation

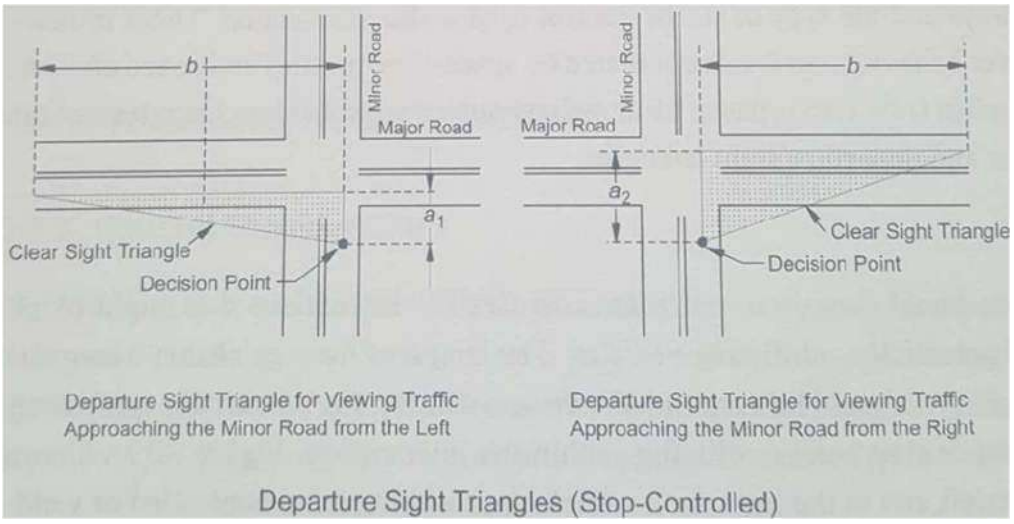


Figure 4: Intersection Sight Distance

After the installation of stop control, we recommend the intersection be monitored to determine if supplemental traffic control devices are necessary such as a stop bar or double yellow line or if intersection sight distances should be improved.

Conclusions

It is our recommendation, based on our review of the data presented herewith, and the guidance from the MUTCD and Title 39, that the Township of West Orange should implement stop control on the eastbound, Westwood Drive North approach at the intersection of Westwood Drive North and Carolina Avenue. The intersection should be monitored after installation to determine if additional signing or striping is necessary.

If you have any questions or require any additional information regarding this intersection, please feel free to contact this office at 973-859-5330.

Sincerely,
T&M ASSOCIATES

Joseph A. Fishinger, PE, PP, PTOE
Group Manager, Traffic
NJ PE# 24GE04613400

September 21, 2026

VIA EMAIL (zcarballo@westorange.org)

Zayibeth Carballo, PE, PLS, PP, CME, CFM, CFS
Director, Municipal Engineer
Department of Engineering
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

Re: Stop Sign Evaluation
Westwood Drive South and Carolina Avenue
West Orange Township, Essex County, New Jersey

Dear Ms. Carballo:

T&M Associates has been tasked by the Township of West Orange to perform an evaluation of the existing traffic controls at the intersection of Westwood Drive South and Carolina Avenue to assess the safety conditions at the intersection and determine the appropriate location for 'stop' control consistent with the 11th Edition of the Manual on Uniform Traffic Control Devices (MUTCD). This letter report represents our findings:

Existing Conditions

Field investigations were conducted by T&M to obtain an inventory of existing roadway conditions, traffic control, adjacent land uses and lane configurations. The following is a brief description of the roadways involved:

Westwood Drive South

Westwood Drive South is a local roadway with a general east-west orientation under the jurisdiction of West Orange Township and spans approximately 950 feet from Carolina Avenue to Westwood Drive North. There are no posted speed limit signs on Westwood Drive South – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. No pavement markings are present on the roadway. Land uses along Westwood Drive South are residential in nature.

Carolina Avenue

Carolina Avenue is a local roadway with a general north/south orientation under the jurisdiction of West Orange Township and spans approximately 1,100 feet from Shelley Terrace to NJ Route 10. There are no posted speed limit signs on Carolina Avenue – the speed limit is assumed to be 25 mph, consistent with the statutory speed limit established for New Jersey via Title 39 for residential streets. The roadway is approximately 30 feet wide and accommodates two-way traffic and parking on both sides. Crosswalk, double yellow, and stop bar striping are present at various locations on the roadway. Land uses along Carolina Avenue are residential in nature.

The intersection of Westwood Drive South and Carolina Avenue is uncontrolled 'T' style intersection. Pavement markings are not present at the intersection, however the intersection functions as a single approach lane in each direction. The intersection location is depicted in **Figure 1** below.

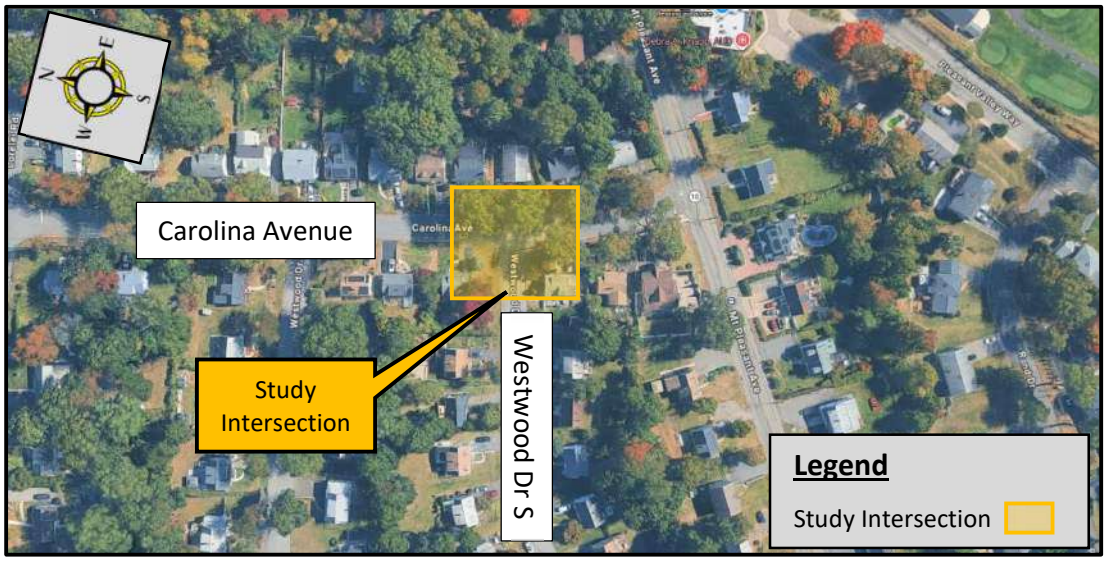


Figure 1: Study Intersection Location Map

Data Collection

Crash History

The New Jersey Department of Transportation's Numetrics based crash database was consulted to review the existing crash history at the intersection. The crash history from January 1, 2019 to August 1, 2026 is shown in **Table 1** below:

DATE	STREET	CROSS STREET	TYPE	CIRCUMSTANCE
5/12/24	Carolina Avenue	Westwood Drive South	Fixed Object	Driver Inattention
3/15/26	Carolina Avenue	Westwood Drive South	Struck Parked Vehicle	Driver Inattention
5/21/26	Carolina Avenue	Westwood Drive South	Fixed Object	Brake Failure

Based upon the crash data provided, we observe that three (3) incidents was reported at the study intersection. The incidents which occurred on 5/12/24 and 3/15/26 was not contributed to speeding but driver inattention. The incident which occurred on 5/21/26 was not contributed to speeding but brake failure.

Field Observations

T&M conducted a field investigation on September 10, 2026 to determine existing conditions, existing traffic control and note any significant issues that may influence the location of any proposed traffic control. The intersection is currently uncontrolled and sight lines are generally clear. A photo of the intersection is provided below in **Figure 2**.



Figure 2: Carolina Avenue & Westwood Drive South

Analysis and Recommendations

It is our recommendation that stop control be implemented along the eastbound, Westwood Drive South approach consistent with **Figure 3** below. The installation of a stop sign at the head of the T intersection is consistent with driver expectation and proper sight lines are present.



Figure 3: Carolina Avenue & Westwood Drive South STOP Sign Installation

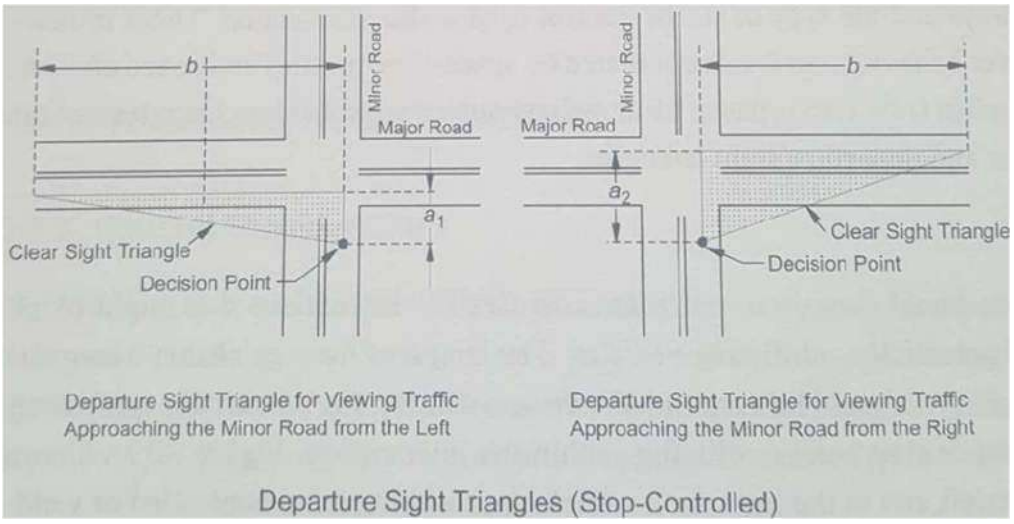


Figure 4: Intersection Sight Distance

After the installation of stop control, we recommend the intersection be monitored to determine if supplemental traffic control devices are necessary such as a stop bar or double yellow line or if intersection sight distances should be improved.

Conclusions

It is our recommendation, based on our review of the data presented herewith, and the guidance from the MUTCD and Title 39, that the Township of West Orange should implement stop control on the eastbound, Westwood Drive South approach at the intersection of Westwood Drive South and Carolina Avenue. The intersection should be monitored after installation to determine if additional signing or striping is necessary.

If you have any questions or require any additional information regarding this intersection, please feel free to contact this office at 973-859-5330.

Sincerely,
T&M ASSOCIATES

Joseph A. Fishinger, PE, PP, PTOE
Group Manager, Traffic
NJ PE# 24GE04613400

3002-26

AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC, SUBSECTIONS 7-21.1 MULTI-WAY STOPS NEAR SCHOOLS, ET.AL. 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, the Township desires to amend Chapter 7, "Traffic," Section 21.1, "Multi-Way Stops Near Schools, Playgrounds, and Youth Recreational Facilities," of the Township Municipal Code to add Multi-Way Stop Intersections near Redwood School; and

WHEREAS, the Municipal Engineer of the Township approves these signs, certifies that they conform to the standards prescribed in the Manual of Uniform Traffic Control (MUTCD), and has had each site investigated by an engineering consultant that has recommended their installation.

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 21.1, "Multi-Way Stops Near Schools, et.al.," 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 21.1, " Multi-Way Stops Near Schools, et.al.", is hereby amended to incorporate the following changes:

Note: Additions are shown in **bold and underline** and deletions are shown as ~~strikethrough~~.

§ 7-20 Stop Intersections

Intersection:	**Stop Sign(s) On:**
Woodland Avenue at Terrace Avenue	**All intersecting streets**

Woodland Avenue at Redwood Avenue All intersecting streets

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 10th day of November, 2026, and the same came up for final passage at the regular meeting of the Township Council held on the 23rd day of November, 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

LEGISLATIVE HISTORY

This Ordinance amends and supplements Chapter 7 Traffic, Subsection 21.1, Multi-Way Stops Near Schools, Playgrounds, and Youth Recreational Facilities of the West Orange Municipal Code. Professional Traffic Engineers have investigated the intersections in the Redwood School vicinity and found that these two intersections warrant the installation of Multi-Way Stops under the criteria of the Manual for Uniform Traffic Control Devices (MUTCD). This installation is part of a safety upgrade around Redwood School.

3003-26

AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, "TRAFFIC," SECTIONS 14.2A PARKING PROHIBITED ON CERTAIN STREETS DURING CERTAIN HOURS OF CERTAIN DAYS; 32.1 HANDICAPPED PARKING ON STREETS, AND 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," Sections 14.2A Parking Prohibited on Certain Streets During Certain Hours of Certain Days, 32.1 Handicapped Parking on Streets, and 32.2, "Restricted Parking Zones," of the Township Municipal Code to add additional Restricted Zones for use by residents with disabilities and to move a Handicapped Parking Zone and create a No Parking Zone for refuse collection on Llewellyn Avenue; 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 Sections 14.2A Parking Prohibited on Certain Streets During Certain Hours of Certain Days, 32.1 Handicapped Parking on Streets and 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 14.2A Parking Prohibited on Certain Streets During Certain Hours of Certain Days, and 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~~.

§ 7-14.2A Parking Prohibited on Certain Streets During Certain Hours of Certain Days

Name of Street	**Side**	**Hours**	**Days**	**Location**
Llewellyn Avenue	**South**	**5AM-9AM**	**Wednesday and Friday**	**Starting 76 feet west of the Westerly curb line**

			Main Street and extending 20 feet.

§ 7-14.1 Handicapped Parking on Streets

Name of Street	Side	Number of Spaces	Location
~~Llewellyn Avenue~~	~~South~~	~~1~~	~~Beginning 80 feet west of the westerly curb line of Main Street and extending 20 feet west.~~
Llewellyn Avenue	South	1	Beginning 36 feet west of the westerly curb line of Main Street and extending 20 feet west.

7-32.2 Restricted Parking Zones

Residence Address	No. of Spaces	Location
108 Watson Avenue	1	Beginning 188 feet north of the northerly curb line of Ridge Avenue and extending 20 feet north.
150 Chestnut Street	1	Beginning 112 feet east of the easterly curb line of Harrison Avenue and extending 20 feet north.
~~8 Elm Street~~	~~1~~	~~Beginning 103 feet from the Northwesterly curb line of Franklin Avenue and extending 24 feet northwesterly~~

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 **10th day of November, 2026**, and the same came up for final passage at the regular meeting of the Township Council held on the **23rd day of November, 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

LEGISLATIVE HISTORY

This Ordinance amends and supplements Chapter 7 Traffic. The Property Management company from 300 Main Street has requested that we provide a No Parking Zone adjacent to their property to facilitate refuse and recycling pickup. Accordingly, we have moved an existing General Handicapped Parking stall, and created a No Parking Zone limited to garbage and recycling pickup times twice a week. At all other times parking will be available to any local resident.

Additionally, Restricted Parking Stalls will be established in front of 108 Watson Avenue, and 150 Chestnut 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. A Restricted Parking Stall once assigned to the resident of 8 Elm Street will be removed, as the Placard holder no longer resides at this address.

Ordinance 3004-26

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

_____
Karen J. Carnevale, Municipal, Clerk

Introduced: November 10, 2026

Adopted: November 23, 2026

Approved as to form and legality on the basis of the facts set forth.

LEGISLATIVE HISTORY

* Renamed AFSCME title "**Truck Driver/Forester**" to **"Forester."** The Township's Civil Service Roster includes an employee with the permanent title of "**Forester (Civil Service Code 01870)**." The step guide remains unchanged and is included below for reference:

TITLE/CODE	YEAR	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS
AU11030	2026	55,398	61,553	67,708	73,863	80,019	86,174	92,329	6
AU11030	2027	57,059	63,399	69,739	76,079	82,419	88,759	95,099	6
AU11030	2028	58,771	65,301	71,831	78,362	84,892	91,422	97,952	6
AU11030	2029	60,534	67,260	73,986	80,712	87,439	94,165	100,891	6

* Added the title "**Chief Code Enforcement Officer**" to the AFSCME section of the Salary Ordinance. The Township's Civil Service Roster includes an employee with the permanent title of **"Chief Code Enforcement Officer" (Civil Service Code 07381)**. Added a step guide for 2026, 2027, 2028, and 2029, pursuant to the ratified agreement with the AFSCME Labor Union and the employee's current compensation. The step guide is presented below:

TITLE/CODE	YEAR	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS
AU10215	2026	75,285	83,294	91,303	99,311	107,320	115,328	123,337	6
AU10215	2027	77,544	85,793	94,042	102,290	110,539	118,788	127,037	6
AU10215	2028	79,870	88,367	96,863	105,359	113,856	122,352	130,848	6
AU10215	2029	82,266	91,018	99,769	108,520	117,271	126,022	134,774	6

APPENDIX 1 - SALARY RANGES - 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
Chief Code Enforcement Officer															
AU10215	3.00%	1/1/2026	12/31/2026	75,285	83,294	91,303	99,311	107,320	115,328	123,337	6	8,009	1,820	41.37	67.77
AU10215	3.00%	1/1/2027	12/31/2027	77,544	85,793	94,042	102,290	110,539	118,788	127,037	6	8,249	1,820	42.61	69.80
AU10215	3.00%	1/1/2028	12/31/2028	79,870	88,367	96,863	105,359	113,856	122,352	130,848	6	8,496	1,820	43.88	71.89
AU10215	3.00%	1/1/2029	12/31/2029	82,266	91,018	99,769	108,520	117,271	126,022	134,774	6	8,751	1,820	45.20	74.05

APPENDIX 1 - SALARY RANGES - 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
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
ADMINISTRATOR CULTURAL AND HERITAGE AFFAIRS	5211		C	27
ADMINISTRATOR JUVENILE REHABILITATION FACILITY	219		C	28
ADMINISTRATOR NEWARK STATE OPERATED SCHOOL DISTRICT	7846		U	29
ADMINISTRATOR PSYCHIATRIC SOCIAL SERVICES	547		C	30
ADMINISTRATOR RAPE VICTIMIZATION & PREVENTION PROGRAM	7803		C	31
ADMISSIONS AND RECORDS OFFICER	00226@		C	32
ADMITTING OFFICER	10249		C	33
ADULT DAY CARE CENTER SUPERVISOR	4955		C	34
ADULT DAY CARE CENTER WORKER	4956		C	35
ADVANCED PRACTICE NURSE	51200		N	36
ADVANCED PRACTICE NURSE GERONTOLOGY	6569		N	37
ADVANCED PRACTICE NURSE OBSTETRICS AND GYNECOLOGY	5672		N	38
ADVANCED PRACTICE NURSE PEDIATRICS	6241		N	39
ADVOCATE TRAINEE VICTIM WITNESS PROGRAM	9007		N	40
ADVOCATE TRAINEE VICTIM WITNESS PROGRAM	9008	BILINGUAL IN SPANISH AND ENGLISH	N	41
ADVOCATE VICTIM WITNESS PROGRAM	7003		C	42
ADVOCATE VICTIM WITNESS PROGRAM	9006	BILINGUAL IN SPANISH AND ENGLISH	C	43
AFFIRMATIVE ACTION OFFICER	00233@		C	44
AFFIRMATIVE ACTION SPECIALIST	5278		C	45
AGRICULTURAL AGENT	00234@		U	46
AGRICULTURAL RESOURCE SPECIALIST 1	3067		C	47
AGRICULTURAL RESOURCE SPECIALIST 2	3066		C	48
AGRICULTURAL RESOURCE SPECIALIST 3	3065		C	49
AIDE PENAL INSTITUTION	4472		N	50
AIDE TO BOARD OF COUNTY COMMISSIONERS	5906		U	51
AIDE TO COUNCILPERSON	00236@		U	52
AIDE TO COUNTY COMMISSIONER	4771		U	53

AIDE TO THE MAYOR	00238@		U	54
AIR POLLUTION INSPECTOR	00239@		C	55
AIRPORT ATTENDANT	00241@		N	56
AIRPORT MAINTENANCE SUPERVISOR	5328		C	57
AIRPORT MANAGER	7874		C	58
AIRPORT OPERATIONS SAFETY OFFICER	5072		C	59
ALTERNATE MEMBER ZONING BOARD OF ADJUSTMENT	00252@		U	60
ANALYST CITY CLERK	00257@		C	61
ANALYST GRANT APPLICATIONS	259		C	62
ANALYST GRANT APPLICATIONS/PROGRAM MONITOR	7061		C	63
ANALYST TRAINEE	8056		N	64
ANIMAL ATTENDANT	00263@		N	65
ANIMAL CONTROL OFFICER	00264@		C	66
ANIMAL HEALTH TECHNICIAN	5341		C	67
ANIMAL HEALTH TECHNICIAN/SUPERVISING ANIMAL KEEPER	70352		C	68
ANIMAL KEEPER	266		C	69
ANIMAL KEEPER ZOO INSTRUCTIONAL PROGRAM	00269@		C	70
APPRENTICE ELECTRICIAN	272		N	71
AQUARIST	5907		C	72
ARCHITECT	00276@		C	73
ARCHITECTURAL ASSISTANT	5630		N	74
ARCHIVE SPECIALIST PHOTOGRAPHIC RECORDS	00279@		C	75
ARCHIVES TECHNICIAN	74242		C	76
ARCHIVIST	00280@		C	77
ART THERAPIST	4856		C	78
ARTS DIRECTOR	7998		U	79
*Insert Management Title K-2 Municipal Engineeer - Consistent with Contract	00293@		C	80
ASSESSOR TRAINEE	300		N	81
ASSIGNMENT CLERK	00301@		C	82
ASSISTANT ADMINISTRATIVE ANALYST	00302@		C	83
ASSISTANT ADMINISTRATIVE SUPERVISOR OF FAMILY SERVICES	7802		C	84
ASSISTANT ADMINISTRATIVE SUPERVISOR OF INCOME MAINTENANCE	303		C	85
ASSISTANT ADMINISTRATIVE SUPERVISOR OF SOCIAL WORK	00304@		C	86
ASSISTANT ADMINISTRATOR CULTURAL AND HERITAGE AFFAIRS	5539		C	87

ASSISTANT ADMITTING OFFICER	00307@		N	88
ASSISTANT AIRPORT MANAGER	310		C	89
ASSISTANT ANIMAL CONTROL OFFICER	00312@		C	90
ASSISTANT ASSESSOR	00317@		C	91
ASSISTANT ASSIGNMENT CLERK	319		C	92
ASSISTANT BUDGET EXAMINER	00326@		N	93
ASSISTANT BUDGET OFFICER	327		C	94
ASSISTANT BUILDING SUPERINTENDENT	336		C	95
ASSISTANT BUSINESS ADMINISTRATOR	338		C	96
ASSISTANT BUSINESS ADMINISTRATOR/ASSISTANT PLANNER	7044		C	97
ASSISTANT BUYER	340		C	98
ASSISTANT CHEMIST	5031		C	99
ASSISTANT CHIEF ACCOUNTANT	345		C	100
ASSISTANT CHIEF CLERK	354		C	101
ASSISTANT CHIEF HOUSING INSPECTOR	387		C	102
ASSISTANT CHIEF INSPECTOR MOSQUITO EXTERMINATION	4625		C	103
ASSISTANT CHIEF INVESTIGATOR COUNTY WELFARE AGENCY	393		C	104
ASSISTANT CHIEF INVESTIGATOR SECURED FACILITIES	32649		C	105
ASSISTANT CHIEF MECHANIC VOTING MACHINES	397		C	106
ASSISTANT CHIEF MUNICIPAL COURT ADMINISTRATOR	7793		C	107
ASSISTANT CHIEF OF ADMINISTRATIVE SERVICES	6035		C	108
ASSISTANT CHIEF PHARMACIST	409		C	109
ASSISTANT CHIEF PUMPING STATION OPERATOR	412		C	110
ASSISTANT CHIEF RECREATION THERAPIST	5166		C	111
ASSISTANT CHIEF REGISTERED ENVIRONMENTAL HEALTH SPECIALIST, PUBLIC HEALTH	415		C	112
ASSISTANT CHIEF SEWAGE PLANT OPERATOR	5279		C	113
ASSISTANT CHIEF STATIONARY ENGINEER	422		C	114
ASSISTANT COMMUNICATIONS TECHNICIAN	5495		C	115
ASSISTANT COMPTROLLER	433		C	116
ASSISTANT CONSTRUCTION OFFICIAL	5728		C	117
ASSISTANT COOK	434		N	118

ASSISTANT COORDINATOR OF SCHOOL TRANSPORTATION SERVICES	437		C	119
ASSISTANT COORDINATOR OF VOLUNTEERS	438		C	120
ASSISTANT CORPORATION COUNSEL	439		U	121
ASSISTANT COUNTY ADJUSTER	440		C	122
ASSISTANT COUNTY COUNSEL	442		U	123
ASSISTANT COUNTY ENGINEER	443		C	124
ASSISTANT COUNTY PARK SUPERINTENDENT	444		C	125
ASSISTANT COUNTY SUPERINTENDENT OF BRIDGES	5776		U	126
ASSISTANT COUNTY SUPERVISOR OF ROADS	6308		U	127
ASSISTANT COUNTY TAX ADMINISTRATOR	5021		C	128
ASSISTANT COUNTY TREASURER	447		C	129
ASSISTANT COURT ADMINISTRATOR	448		C	130
ASSISTANT CUSTODIAN VOTING MACHINES	451		C	131
ASSISTANT DATA PROCESSING COORDINATOR	4902		C	132
ASSISTANT DIRECTOR COMMUNITY DEVELOPMENT PROGRAM	5329		C	133
ASSISTANT DIRECTOR DRUG ABUSE PROGRAM	470		C	134
ASSISTANT DIRECTOR INTOXICATED DRIVER RESOURCE CENTER	6126		C	135
ASSISTANT DIRECTOR OF CONSUMER PROTECTION	4752		C	136
ASSISTANT DIRECTOR OF CUSTODIAL SERVICES	00477@		C	137
ASSISTANT DIRECTOR OF ECONOMIC AND INDUSTRIAL DEVELOPMENT	481		C	138
ASSISTANT DIRECTOR OF FINANCE	482		C	139
ASSISTANT DIRECTOR OF FOOD SERVICES	484		C	140
ASSISTANT DIRECTOR OF INFORMATION TECHNOLOGY	00478@		C	141
ASSISTANT DIRECTOR OF LICENSES	7153		C	142
ASSISTANT DIRECTOR OF MAINTENANCE SERVICES	00488@		C	143
ASSISTANT DIRECTOR OF NEIGHBORHOOD PRESERVATION PR OGRAM	7373		C	144
ASSISTANT DIRECTOR OF NURSING	493		C	145
ASSISTANT DIRECTOR OF PERSONAL HEALTH SERVICES	5477		C	146
ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING SERVICE	495		C	147

ASSISTANT DIRECTOR OF PUBLIC WORKS	7150		C	148
ASSISTANT DIRECTOR OF REDEVELOPMENT	499		C	149
ASSISTANT DIRECTOR OF SECURITY	6272		C	150
ASSISTANT DIRECTOR OF SOCIAL REHABILITATION SERVICES	502		C	151
ASSISTANT DIRECTOR OF SOLID WASTE MANAGEMENT	7749		C	152
ASSISTANT DIRECTOR PARKS AND RECREATION	4653		C	153
ASSISTANT DIRECTOR PROPERTY IMPROVEMENT	511		C	154
ASSISTANT DIRECTOR TRAILSIDE NATURE AND SCIENCE CENTER	4688		C	155
ASSISTANT DISTRICT RECYCLING COORDINATOR	7412		C	156
ASSISTANT ENGINEER	518		C	157
ASSISTANT ENGINEER BRIDGES	5195		C	158
ASSISTANT ENGINEER CIVIL	519		C	159
ASSISTANT ENGINEER ELECTRIC UTILITY	520		C	160
ASSISTANT ENGINEER ENVIRONMENTAL	7519		C	161
ASSISTANT ENGINEER TRAFFIC	11282		C	162
ASSISTANT ENVIRONMENTAL HEALTH COORDINATOR	4465		C	163
ASSISTANT EXECUTIVE DIRECTOR HOUSING AUTHORITY	523		U	164
ASSISTANT EXECUTIVE DIRECTOR OFFICE ON AGING	529		C	165
ASSISTANT FIRE MARSHALL	6174		U	166
ASSISTANT FISCAL OFFICER	536		C	167
ASSISTANT FOOD SERVICE MANAGER	6458		C	168
ASSISTANT GENERAL SUPERVISOR BRIDGE REPAIR	6591		C	169
ASSISTANT GENERAL SUPERVISOR WATER	6660		C	170
ASSISTANT GOLF SUPERINTENDENT	553		C	171
ASSISTANT GREENSKEEPER	4858		N	172
ASSISTANT HEAD COOK	00558@		C	173
ASSISTANT HEAD NURSE	00562@		C	174
ASSISTANT HEALTH EDUCATOR	4393		C	175
ASSISTANT HEALTH OFFICER	563		N	176
ASSISTANT HOSPITAL ADMINISTRATOR	569		C	177
ASSISTANT HOSPITAL MAINTENANCE SUPERVISOR	4719		C	178
ASSISTANT HOSPITAL UTILIZATION REVIEW COORDINATOR	573		C	179

ASSISTANT HOUSING MANAGER	575		C	180
ASSISTANT LIBRARY DIRECTOR	586		C	181
ASSISTANT MAINTENANCE SUPERINTENDENT	603		C	182
ASSISTANT MAINTENANCE SUPERVISOR	604		C	183
ASSISTANT MANAGER ANIMAL CONTROL FACILITY	817		C	184
ASSISTANT MANAGER GOLF FACILITIES	4689		C	185
ASSISTANT MANAGER RIDING STABLES	4690		C	186
ASSISTANT MATERIAL MANAGEMENT COORDINATOR	6366		C	187
ASSISTANT MEDICAL DIRECTOR	612		U	188
ASSISTANT MEDICAL EXAMINER	615		U	189
ASSISTANT MENTAL HEALTH ADMINISTRATOR	7296		C	190
ASSISTANT MUNICIPAL ADMINISTRATOR TOWNSHIP/VILLAGE	7923		U	191
ASSISTANT MUNICIPAL ATTORNEY	7028		U	192
ASSISTANT MUNICIPAL ATTORNEY/MUNICIPAL PROSECUTOR	7029		U	193
ASSISTANT MUNICIPAL CLERK	617		C	194
ASSISTANT MUNICIPAL COURT DIRECTOR	7785		C	195
ASSISTANT MUNICIPAL ENGINEER	623		C	196
ASSISTANT MUNICIPAL ENGINEER/ASSISTANT PUBLIC WORKS SUPERINTENDENT	9053		C	197
ASSISTANT MUNICIPAL MANAGER	624		C	198
ASSISTANT MUNICIPAL PARKS SUPERINTENDENT	6776		C	199
ASSISTANT MUNICIPAL PROSECUTOR	5302		U	200
ASSISTANT MUNICIPAL RECYCLING COORDINATOR	7624		C	201
ASSISTANT MUNICIPAL TAX COLLECTOR	00627@		C	202
ASSISTANT MUNICIPAL TAX COLLECTOR/ASSISTANT MUNICIPAL TREASURER	5038		C	203
ASSISTANT MUNICIPAL TREASURER	00628@		C	204
ASSISTANT NURSING HOME ADMINISTRATOR	633		C	205
ASSISTANT NUTRITION PROGRAM COORDINATOR WOMENS INFANTS AND CHILDRENS PROGRAM	7326		C	206
ASSISTANT PAYROLL SUPERVISOR	639		C	207
ASSISTANT PENSION FUND SUPERVISOR	640		C	208

ASSISTANT PERSONNEL DIRECTOR	641		C	209
ASSISTANT PERSONNEL OFFICER	4831		C	210
ASSISTANT PERSONNEL TECHNICIAN	642		N	211
ASSISTANT PLANNER	16489		C	212
ASSISTANT PLANNING DIRECTOR	647		C	213
ASSISTANT PROGRAM ANALYST	654		C	214
ASSISTANT PROGRAM COORDINATOR AGING/DISABILITIES	4822		C	215
ASSISTANT PROGRAM COORDINATOR NON EMERGENCY TRANSPORTATION	659		C	216
ASSISTANT PROSECUTOR	664		U	217
ASSISTANT PUBLIC DEFENDER	6244		U	218
ASSISTANT PUBLIC HEALTH COORDINATOR	666		C	219
ASSISTANT PUBLIC HEALTH NURSE SUPERVISOR	667		C	220
ASSISTANT PUBLIC INFORMATION MANAGER	6074		U	221
ASSISTANT PUBLIC INFORMATION OFFICER	668		C	222
ASSISTANT PUBLIC WORKS INSPECTOR	6012		C	223
ASSISTANT PUBLIC WORKS SUPERINTENDENT	671		C	224
ASSISTANT PURCHASING AGENT	673		C	225
ASSISTANT RECREATION SUPERVISOR	00682@		C	226
ASSISTANT RECREATION SUPERVISOR HANDICAPPED PROGRAM	6954		C	227
ASSISTANT SECRETARY BOARD OF EDUCATION	7648		U	228
ASSISTANT SECRETARY BOARD/COMMISSION	7445		C	229
ASSISTANT SEWAGE PLANT OPERATOR	5523		N	230
ASSISTANT SEWAGE PLANT OPERATOR/ASSISTANT WATER TREATMENT PLANT OPERATOR	5814		N	231
ASSISTANT SEWAGE PLANT SUPERINTENDENT	699		C	232
ASSISTANT SEWER SUPERINTENDENT	702		C	233
ASSISTANT SEWER SUPERINTENDENT/ASST WATER SUPINTENDENT	5915		C	234
ASSISTANT SLUDGE PLANT OPERATOR AND REPAIRER	4743		N	235
ASSISTANT SOCIAL CASE WORK SUPERVISOR	706		C	236
ASSISTANT STOREKEEPER	709		C	237
ASSISTANT SUPERINTENDENT JUVENILE DETENTION FACILITY	5069		C	238

ASSISTANT SUPERINTENDENT MOSQUITO EXTERMINATION	724		C	239
ASSISTANT SUPERINTENDENT OF ELECTRIC GENERATION	725		C	240
ASSISTANT SUPERINTENDENT OF PUBLIC BUILDINGS MARKETS AND DOCKS	7732		C	241
ASSISTANT SUPERINTENDENT OF RECREATION	733		C	242
ASSISTANT SUPERINTENDENT OF WATER DISTRIBUTION	736		C	243
ASSISTANT SUPERINTENDENT OF WEIGHTS AND MEASURES	445		C	244
ASSISTANT SUPERINTENDENT OF WEIGHTS AND MEASURES BILINGUAL IN SPANISH AND ENGLISH	9063		C	245
ASSISTANT SUPERVISING BRIDGE REPAIRER	6593		C	246
ASSISTANT SUPERVISING CARPENTER	6601		C	247
ASSISTANT SUPERVISING ELECTRICIAN	6608		C	248
ASSISTANT SUPERVISING GREENSKEEPER	6730		C	249
ASSISTANT SUPERVISING HEATING AND AIR CONDITIONING MECHANIC	7103		C	250
ASSISTANT SUPERVISING HEAVY EQUIPMENT OPERATOR	6686		C	251
ASSISTANT SUPERVISING MAINTENANCE REPAIRER	7337		C	252
ASSISTANT SUPERVISING MAINTENANCE REPAIRER LOW PRESSURE LICENSE	7347		C	253
ASSISTANT SUPERVISING MECHANIC	6728		C	254
ASSISTANT SUPERVISING OMNIBUS OPERATOR	5580		C	255
ASSISTANT SUPERVISING PLUMBER	7609		C	256
ASSISTANT SUPERVISOR BUILDING SERVICE	6467		C	257
ASSISTANT SUPERVISOR CRIMINAL INFORMATION UNIT	45054		C	258
ASSISTANT SUPERVISOR FOOD SERVICE	6459		C	259
ASSISTANT SUPERVISOR MOSQUITO EXTERMINATION	6440		C	260
ASSISTANT SUPERVISOR OF ACCOUNTS	755		C	261
ASSISTANT SUPERVISOR OF BILLING AND COLLECTING	4825		C	262
ASSISTANT SUPERVISOR OF CUSTOMER SERVICE	764		C	263
ASSISTANT SUPERVISOR OF GARAGE SERVICES	6609		C	264
ASSISTANT SUPERVISOR OF MOTOR POOL	7417		C	265
ASSISTANT SUPERVISOR OF MOTORS	768		C	266
ASSISTANT SUPERVISOR OF NURSES	769		C	267
ASSISTANT SUPERVISOR OF PATIENT ACCOUNTS	771		C	268

ASSISTANT SUPERVISOR OF RECREATION	3552		C	269
ASSISTANT SUPERVISOR OF SENIOR CITIZENS ACTIVITIES	777		C	270
ASSISTANT SUPERVISOR OF VETERANS INTERMENT	783		N	271
ASSISTANT SUPERVISOR OF WATER DISTRIBUTION	787		C	272
ASSISTANT SUPERVISOR OF WATER METER READING	788		C	273
ASSISTANT SUPERVISOR PUBLIC WORKS	6651		C	274
ASSISTANT SUPERVISOR RECREATION MAINTENANCE	6763		C	275
ASSISTANT SUPERVISOR RECYCLING OPERATIONS	7722		C	276
ASSISTANT SUPERVISOR SANITATION	6447		C	277
ASSISTANT SUPERVISOR TRADES	6785		C	278
ASSISTANT SUPERVISOR TRAFFIC MAINTENANCE	6817		C	279
ASSISTANT SUPERVISOR WATER METER REPAIR	6843		C	280
ASSISTANT TO COUNCIL MEMBER	7357		C	281
ASSISTANT TRAFFIC ENGINEER	795		C	282
ASSISTANT TRAINING SUPERVISOR COUNTY WELFARE AGENCY	801		C	283
ASSISTANT TREE SUPERINTENDENT	803		C	284
ASSISTANT VETERANS SERVICE OFFICER	805		N	285
ASSISTANT VIOLATIONS CLERK	806		C	286
ASSISTANT VIOLATIONS CLERK TYPING	4462		C	287
ASSISTANT WAREHOUSE SUPERVISOR	4459		C	288
ASSISTANT WATER AND SEWER UTILITIES SUPERINTENDENT	811		C	289
ASSISTANT WATER SUPERINTENDENT	816		C	290
ASSISTANT WATER TREATMENT PLANT OPERATOR	5479		N	291
ASSISTANT WATER TREATMENT PLANT SUPERINTENDENT	4829		C	292
ASSISTANT YOUTH OPPORTUNITY COORDINATOR	821		C	293
ASSISTANT ZONING OFFICER	00822@		C	294
ASSISTANT ZONING OFFICER/TECHNICAL ASSISTANT TO THE CONSTRUCTION OFFICIAL	6451		C	295
ATTENDANCE COUNSELOR	829		N	296
ATTENDANCE COUNSELOR	830	BILINGUAL IN SPANISH AND ENGLISH	N	297

ATTORNEY	5269		U	298
ATTORNEY/DIRECTOR DEPARTMENT OF LAW	6896		U	299
AUDIO VISUAL AIDS CLERK	844		C	300
AUDIO VISUAL SPECIALIST	4985		C	301
AUDIO VISUAL SUPERVISOR	843		C	302
AUDITOR	846		C	303
AUDITOR ACCOUNTANT TRAINEE	8057		N	304
AUTOMOTIVE SERVICE WRITER	6388		C	305
AUXILIARY OPERATOR	850		C	306
BATTALION FIRE CHIEF	00856@		C	307
BEACH MAINTENANCE SUPERINTENDENT/CHIEF LIFEGUARD	7299		C	308
BEACH SUPERVISOR	863		C	309
BEACH SUPERVISOR/MAINTENANCE REPAIRER	7438		C	310
BINDING SPECIALIST 1	888		C	311
BINDING SPECIALIST 2	03202@		C	312
BINDING SPECIALIST 3	6476		C	313
BIOLOGIST MOSQUITO EXTERMINATION	869		C	314
BIOLOGIST TRAINEE	1750		N	315
BOARDWALK SUPERINTENDENT	00876@		C	316
BODY AND FENDER MECHANIC	5133		C	317
BODY AND FENDER MECHANIC/MECHANIC	5352		C	318
BOILER OPERATOR	880		C	319
BOILER OPERATOR/MAINTENANCE REPAIRER	7483		C	320
BOILER ROOM MECHANIC	883		C	321
BOILER ROOM SPECIALIST	884		C	322
BOROUGH CLERK	00896@		U	323
BOROUGH TREASURER	897		U	324
BRIDGE ATTENDANT	902		C	325
BRIDGE CONSTRUCTION INSPECTOR/ROAD INSPECTOR	5292		C	326
BRIDGE CONSTRUCTION WORKER	908		C	327
BRIDGE INSPECTOR	3083		C	328
BRIDGE OPERATOR	40350		N	329
BRIDGE OPERATOR TRAINEE	40349		N	330
BRIDGE OPERATOR/PUBLIC WORKS REPAIRER	8008		C	331
BRIDGE REPAIRER	913		N	332
BUDGET EXAMINER	918		C	333
BUDGET OFFICER	919		C	334

BUILDING INSPECTOR	924		C	335
BUILDING INSPECTOR APPRENTICE	6269		N	336
BUILDING INSPECTOR/CODE ENFORCEMENT OFFICER	5768		C	337
BUILDING INSPECTOR/CODE ENFORCEMENT OFFICER/ELECTRICAL SUBCODE OFFICIAL	7857		C	338
BUILDING INSPECTOR/FIRE PROTECTION INSPECTOR	5582		C	339
BUILDING INSPECTOR/FIRE PROTECTION SUBCODE OFFICIAL	5753		C	340
BUILDING INSPECTOR/HOUSING INSPECTOR	7662		C	341
BUILDING INSPECTOR/MECHANICAL INSPECTOR	7968		C	342
BUILDING INSPECTOR/PLUMBING INSPECTOR	922		C	343
BUILDING INSPECTOR/PLUMBING SUBCODE OFFICIAL	7068		C	344
BUILDING INSPECTOR/ZONING OFFICER	926		C	345
BUILDING MAINTENANCE INSPECTOR	928		C	346
BUILDING MAINTENANCE WORKER	929		N	347
BUILDING MAINTENANCE WORKER LOW PRESSURE LICENSE	933		N	348
BUILDING MAINTENANCE WORKER/MAINTENANCE REPAIRER	6756		N	349
BUILDING MAINTENANCE WORKER/MAINTENANCE WORKER 1 GROUNDS	6825		N	350
BUILDING MAINTENANCE WORKER/MESSENGER	5350		N	351
BUILDING MAINTENANCE WORKER/SECURITY GUARD	6552		N	352
BUILDING MANAGEMENT SERVICES SPECIALIST 1	52572		C	353
BUILDING SERVICE WORKER	938		N	354
BUILDING SERVICE WORKER/MAINTENANCE WORKER 1 GROUNDS	6830		N	355
BUILDING SUBCODE OFFICIAL	5048		C	356
BUILDING SUBCODE OFFICIAL/CODE ENFORCEMENT OFFICER	6287		C	357
BUILDING SUBCODE OFFICIAL/CODE ENFORCEMENT OFFICER/ ZONING OFFICER	7834		C	358
BUILDING SUBCODE OFFICIAL/ELECTRICAL SUBCODE OFFICIAL	7973		C	359

BUILDING SUBCODE OFFICIAL/FIRE PROTECTION SUBCODE OFFICIAL	6630		C	360
BUILDING SUBCODE OFFICIAL/PLUMBING SUBCODE OFFICIAL	7771		C	361
BUILDING SUBCODE OFFICIAL/ZONING OFFICER	5798		C	362
BUILDING SUPERINTENDENT	940		C	363
BUS ATTENDANT	946		N	364
BUSINESS ADMINISTRATOR	951		C	365
BUSINESS ADMINISTRATOR	6310		U	366
BUSINESS MANAGER	952		C	367
BUSINESS MANAGER UFD	7839		C	368
BUYER	960		C	369
CABINET MAKER	961		C	370
CAFETERIA MANAGER	962		C	371
CAMP DIRECTOR	6869		C	372
CAMPUS POLICE OFFICER	32271		C	373
CANTEEN CLERK	964		C	374
CAPTAIN OF COUNTY INVESTIGATORS	7097		U	375
CARPENTER	970		C	376
CARPENTER/LOCKSMITH	971		C	377
CARPENTER/MASON	5071		C	378
CARPENTER/PUBLIC WORKS REPAIRER	7672		C	379
CARPENTERS HELPER	974		N	380
CASE MONITOR JUVENILE OFFENDER	2867		N	381
CASHIER	976		N	382
CASHIER	978	BILINGUAL IN SPANISH AND ENGLISH	N	383
CASHIER/FOOD SERVICE WORKER	6153		N	384
CEMETERY CARETAKER	983		N	385
CENTRAL SUPPLY AIDE	985		N	386
CERTIFIED COUNTY FINANCE OFFICER	7806		U	387
CHAIRPERSON BOARD OF ELECTIONS	987		U	388
CHAIRPERSON MUNICIPAL UTILITIES AUTHORITY	988		U	389
CHAPLAIN	990		U	390
CHAPLAIN FIRE DEPARTMENT	991		U	391
CHAPLAIN POLICE DEPARTMENT	992		U	392
CHEMIST 1	1552		C	393
CHEMIST 1/SEWAGE PLANT OPERATOR	7558		C	394
CHEMIST 2	1553		C	395

CHEMIST 3	1554		C	396
CHEMIST 4	1555		C	397
CHEMIST TRAINEE	1550		N	398
CHIEF ACCOUNTANT	1005		C	399
CHIEF ARCHITECT	4389		C	400
CHIEF ASSISTANT ASSESSOR	1016		C	401
CHIEF AUDITOR	1017		C	402
CHIEF BRIDGE OPERATOR	1021		C	403
CHIEF CHEMIST WATER ANALYSIS	5631		C	404
CHIEF CLERK	1037		C	405
CHIEF CLERK BOARD OF ELECTION	6550		U	406
CHIEF CLERK SURROGATES	1094		U	407
CHIEF CLINICAL PSYCHOLOGIST	1102		C	408
CHIEF CODE ENFORCEMENT OFFICER	7381		C	409
CHIEF CODE ENFORCEMENT OFFICER/MUNICIPAL RECYLING COORDINATOR/PRINCIPAL ENGINEER AIDE	7456		C	410
CHIEF COMMUNICATIONS OFFICER	1104		C	411
CHIEF COMMUNITY ORGANIZATION SPECIALIST	1105		C	412
CHIEF COMMUNITY RELATIONS SPECIALIST	1107		C	413
CHIEF CONSTRUCTION INSPECTOR	1108		C	414
CHIEF COURT CLERK	1109		C	415
CHIEF CUSTODIAN	5505		U	416
CHIEF EMERGENCY MEDICAL TECHNICIAN	1116		C	417
CHIEF ENGINEER	7782		C	418
CHIEF ENGINEER ELECTRIC UTILITY	1117		C	419
CHIEF FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	1124		C	420
CHIEF FINANCIAL OFFICER	7451		U	421
CHIEF FIRE ALARM OPERATOR	1125		C	422
CHIEF FIRE INSTRUCTOR	1129		C	423
CHIEF FORENSIC CHEMIST	1131		C	424
CHIEF FORENSIC SCIENTIST DEPARTMENT LAW AND PUBLIC SAFETY	1595		C	425
CHIEF HOUSING INSPECTOR	1139		C	426
CHIEF INSPECTOR MOSQUITO EXTERMINATION	1142		C	427
CHIEF INVESTIGATOR COUNTY WELFARE AGENCY	1145		C	428
CHIEF INVESTIGATOR PAROLE AND SECURED FACILITIES	60225		U	429
CHIEF JUVENILE DETENTION OFFICER	721		C	430

CHIEF LANDSCAPE ARCHITECT	1150		C	431
CHIEF LIBRARIAN	7378		C	432
CHIEF LICENSE INSPECTOR	1153		C	433
CHIEF LOAN ADVISOR	5134		C	434
CHIEF MECHANIC VOTING MACHINES	1157		C	435
CHIEF MEDICAL TECHNOLOGIST	1158		C	436
CHIEF MUNICIPAL COURT ADMINISTRATOR	7794		C	437
CHIEF NURSING OFFICER PSYCHIATRIC	545		N	438
CHIEF OF ADMINISTRATIVE SERVICES	6034		C	439
CHIEF OF COUNTY INVESTIGATORS	7105		U	440
CHIEF OF FINANCE AND ACCOUNTS	1166		C	441
CHIEF OF FIRE APPARATUS	5422		C	442
CHIEF OF FIRE APPARATUS U F D	1167		C	443
CHIEF OF HOUSING PRODUCTION	5241		C	444
CHIEF OF LAND ACQUISITION AND DESIGN	5331		C	445
CHIEF OF MAINTENANCE SERVICES	1171		C	446
CHIEF OF MODERNIZATION OPERATIONS	4450		C	447
CHIEF OF PERSONNEL AND LABOR RELATIONS	1174		C	448
CHIEF OF STAFF	99977		U	449
CHIEF OF SURVEY PARTY	1177		C	450
CHIEF OF THERAPEUTIC SERVICES	5189		C	451
CHIEF OF TRAFFIC MAINTENANCE OPERATIONS	4840		C	452
CHIEF PARK NATURALIST	1183		C	453
CHIEF PARKING ENFORCEMENT OFFICER	15400		C	454
CHIEF PHARMACIST	1186		C	455
CHIEF PHYSICAL THERAPIST	1188		C	456
CHIEF POLICE INSTRUCTOR	5281		C	457
CHIEF POLICE INSTRUCTOR/CURRICULUM DEVELOPMENT SPECIALIST POLICE SCHOOL	6014		C	458
CHIEF PROBATE CLERK	1192		C	459
CHIEF PROJECT COORDINATOR CONSTRUCTION	5609		C	460
CHIEF PSYCHIATRIC SOCIAL WORKER	1195		C	461
CHIEF PUBLIC HEALTH INVESTIGATOR	1196		C	462
CHIEF PUBLIC SAFETY TELECOMMUNICATOR	6984		C	463
CHIEF PUMPING STATION OPERATOR	1198		C	464

CHIEF RECREATION THERAPIST	5170		C	465
CHIEF RECREATION THERAPIST/COORDINATOR OF VOLUNTEERS	7832		C	466
CHIEF REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	1205		C	467
CHIEF SANITATION INSPECTOR	1209		C	468
CHIEF SECURITY GUARD	6267		C	469
CHIEF SEWAGE PLANT OPERATOR	1213		C	470
CHIEF STATIONARY ENGINEER	1215		C	471
CHIEF TRANSPORTATION INSPECTOR	5919		C	472
CHIEF WARRANT OFFICER	5851		U	473
CHIEF WATER TREATMENT PLANT OPERATOR	1220		C	474
CHILD CARE SITE EVALUATOR	7932		N	475
CHILDRENS SUPERVISOR	1226		N	476
CITY CLERK	1229		U	477
CITY ENGINEER	1231		U	478
CITY MANAGER	1233		U	479
CITY TREASURER	1237		U	480
CIVIL ENGINEER TRAINEE	14090		N	481
CLAIMS ADJUSTER	1238		C	482
CLAIMS EXAMINER WORKERS COMPENSATION/GRADUATE NURSE	7849		C	483
CLAIMS EXAMINER WORKMENS COMPENSATION	1241		C	484
CLAIMS INVESTIGATOR	1243		C	485
CLAIMS INVESTIGATOR 2	56373		C	486
CLAIMS INVESTIGATOR 3	56374		C	487
CLAIMS INVESTIGATOR 4	56375		C	488
CLASSIFICATION OFFICER 1	61392		C	489
CLASSIFICATION OFFICER 2	61393		C	490
CLASSIFICATION OFFICER APPRENTICE	61395		C	491
CLEAN NEIGHBORHOOD PROGRAM AIDE	1244		C	492
CLERK 1	1245		N	493
CLERK 1	1248	BILINGUAL IN SPANISH AND ENGLISH	N	494
CLERK 1/CLERK STENOGRAPHER 3	6813		C	495
CLERK 1/COMMUNITY SERVICE AIDE	6491		N	496
CLERK 1/TELEPHONE OPERATOR	7448		N	497
CLERK 2	3247		C	498

CLERK 2	3248	BILINGUAL IN SPANISH AND ENGLISH	C	499
CLERK 3	2773		C	500
CLERK 3	2774	BILINGUAL IN SPANISH AND ENGLISH	C	501
CLERK 3/FIRE PREVENTION SPECIALIST	7268		C	502
CLERK 3/SENIOR PURCHASING ASSISTANT	5974		C	503
CLERK 4	3859		C	504
CLERK 4	15401	BILINGUAL IN SPANISH AND ENGLISH	C	505
CLERK BOARD OF COUNTY COMMISSIONERS	1252		U	506
CLERK BOARD OF COUNTY COMMISSIONERS/COUNTY ADMINISTRATOR	6612		U	507
CLERK BOARD OF ELECTIONS	1251		C	508
CLERK BOARD OF ELECTIONS	6313		U	509
CLERK DRIVER	1257		N	510
CLERK DRIVER/CLERK 1	6240		N	511
CLERK DRIVER/SECURITY GUARD	7228		C	512
CLERK DRIVER/STOCK CLERK	5624		N	513
CLERK DRIVER/STOCK HANDLER	6486		N	514
CLERK STENOGRAPHER 1	1260		N	515
CLERK STENOGRAPHER 2	3253		C	516
CLERK STENOGRAPHER 2	3254	BILINGUAL IN SPANISH AND ENGLISH	C	517
CLERK STENOGRAPHER 3	2777		C	518
CLERK STENOGRAPHER 3	2778	BILINGUAL IN SPANISH AND ENGLISH	C	519
CLERK STENOGRAPHER 3/REGISTRAR OF VITAL STATISTIC	7018		C	520
CLERK STENOGRAPHER 4	03862@		C	521
CLERK TO COUNTY CONSTITUTIONAL OFFICER	6978		U	522
CLERK TRANSCRIBER	1266		N	523
CLERK TRANSCRIBER	4835	BILINGUAL IN SPANISH AND ENGLISH	N	524
CLERK TYPIST 2 EVIDENCE HANDLING	23241		C	525
CLIENT SERVICES REPRESENTATIVE	5643		C	526

CLIENT SERVICES REPRESENTATIVE	6301	BILINGUAL IN SPANISH AND ENGLISH	C	527
CLINIC ATTENDANT	1273		C	528
CLINIC ATTENDANT	1274	BILINGUAL IN SPANISH AND ENGLISH	C	529
CLINIC DENTIST	1276		U	530
CLINIC NURSE	1277		N	531
CLINIC PHYSICIAN	1278		U	532
CLINICAL NUTRITIONIST	44782		C	533
CLINICAL PSYCHOLOGIST	1280		C	534
CLINICAL PSYCHOLOGIST	5559	BILINGUAL IN SPANISH AND ENGLISH	C	535
CLINICAL SPECIALIST NURSING	01283@		C	536
CODE ENFORCEMENT OFFICER	1285		C	537
CODE ENFORCEMENT OFFICER TRAINEE	7594		N	538
CODE ENFORCEMENT OFFICER/CONSTRUCTION OFFICIAL/ZONING OFFICER	6288		C	539
CODE ENFORCEMENT OFFICER/ZONING OFFICER	5897		C	540
COLLECTION REPRESENTATIVE	01286@		C	541
COLLECTOR OF DELINQUENT ACCOUNTS	1288		C	542
COMMISSIONER	01290@		U	543
COMMISSIONER BOARD OF ELECTIONS	01292@		U	544
COMMISSIONER PASSAIC VALLEY WATER COMMISSION	01293@		U	545
COMMUNICATIONS MANAGER	6075		U	546
COMMUNICATIONS OFFICER	01295@		C	547
COMMUNICATIONS OPERATOR SECURED FACILITIES	40805		C	548
COMMUNICATIONS SYSTEMS TECHNICIAN 1	43652		C	549
COMMUNICATIONS SYSTEMS TECHNICIAN 2	43651		C	550
COMMUNICATIONS TECHNICIAN	1298		C	551
COMMUNITY AIDE SCHOOLS	1300		N	552
COMMUNITY AIDE SCHOOLS	6261	BILINGUAL IN SPANISH AND ENGLISH	N	553
COMMUNITY AIDE SCHOOLS/TEACHER AIDE	6894		N	554
COMMUNITY INTERPRETER	7974	BILINGUAL IN SPANISH AND ENGLISH	C	555
COMMUNITY LIAISON OFFICER SCHOOLS	7679		C	556

COMMUNITY LIBRARY ASSISTANT	1301		N	557
COMMUNITY ORGANIZATION SPECIALIST	1303		C	558
COMMUNITY RELATIONS SPECIALIST	1306		C	559
COMMUNITY RELATIONS SPECIALIST LAW ENFORCEMENT	5543		C	560
COMMUNITY SERVICE AIDE	1313		N	561
COMMUNITY SERVICE AIDE	1314	BILINGUAL IN SPANISH AND ENGLISH	N	562
COMMUNITY SERVICE AIDE/CLERK 2	7632		C	563
COMMUNITY SERVICE WORKER	1319		N	564
COMMUNITY SERVICE WORKER	1320	BILINGUAL IN SPANISH AND ENGLISH	N	565
COMMUNITY SERVICE WORKER DRUG ABUSE	5171		C	566
COMMUNITY YOUTH WORKER	1321		N	567
COMPACTOR TRUCK DRIVER	1323		C	568
COMPLAINT INVESTIGATOR	1324		C	569
COMPOST PROJECT WORKER/LABORATORY TECHNICIAN WATER ANALYSIS/SEWAGE PLANT OPERATOR	6962		C	570
COMPRESSOR OPERATOR	1327		C	571
COMPTROLLER	1328		C	572
COMPTROLLER	5307		U	573
COMPUTER OPERATOR	1330		C	574
COMPUTER OPERATOR TRAINEE	1332		N	575
COMPUTER OPERATOR/KEYBOARDING CLERK 3	6342		C	576
COMPUTER OPERATOR/PURCHASING ASSISTANT	5855		C	577
COMPUTER OPERATOR/SENIOR ACCOUNT CLERK	5838		C	578
COMPUTER SERVICE TECHNICIAN	7605		C	579
CONFIDENTIAL AIDE	5500		U	580
CONFIDENTIAL AIDE TO THE MAYOR	6170		U	581
CONFIDENTIAL ASSISTANT	6977		U	582
CONFIDENTIAL SECRETARY	1336		U	583
CONFIDENTIAL SECRETARY TO COUNTY COMMISSIONER	5270		U	584
CONSTABLE	7079		U	585
CONSTRUCTION INSPECTOR	1338		C	586

CONSTRUCTION MANAGEMENT SPECIALIST 1	30803		C	587
CONSTRUCTION MANAGEMENT SPECIALIST 2	30802		C	588
CONSTRUCTION MANAGEMENT SPECIALIST 3	30801		C	589
CONSTRUCTION MANAGEMENT SPECIALIST 4	30800		C	590
CONSTRUCTION OFFICIAL	5045		C	591
CONSTRUCTION OFFICIAL/DIRECTOR OF INSPECTIONS	5856		C	592
CONSTRUCTION OFFICIAL/FIRE OFFICIAL	7058		C	593
CONSTRUCTION OFFICIAL/MUNICIPAL ENGINEER	7658		C	594
CONSTRUCTION OFFICIAL/ZONING OFFICER	5247		C	595
CONSULTANT ON AGING	1340		C	596
CONTRACT ADMINISTRATOR 1	51254		C	597
CONTRACT ADMINISTRATOR 2	51252		C	598
CONTRACT ADMINISTRATOR 3	51250		C	599
CONTRACT COMPLIANCE REPRESENTATIVE	4883		C	600
CONTROL ROOM OPERATOR	1345		C	601
COOK	1347		C	602
COORDINATOR CHILD DAY CARE PROGRAM	7359		C	603
COORDINATOR CHILD SUPPORT AND PATERNITY PROGRAM	4503		C	604
COORDINATOR COMMUNITY HEALTH SERVICES	5632		C	605
COORDINATOR COMMUNITY LIBRARY PROGRAM	4386		C	606
COORDINATOR EMERGENCY MEDICAL SERVICES	4570		C	607
COORDINATOR EMPLOYMENT AND TRAINING PROGRAMS	64855		C	608
COORDINATOR FOR FEDERAL AND STATE AID	1355		C	609
COORDINATOR HEALTH PROJECTS 3	348		C	610
COORDINATOR OF CONTRACTUAL OPERATIONS	5606		C	611
COORDINATOR OF DENTAL HEALTH SERVICES	1358		C	612
COORDINATOR OF HOSPITAL SERVICES	1362		C	613
COORDINATOR OF LONG TERM AND ALTERNATE CARE FOR THE ELDERLY	5154		C	614
COORDINATOR OF MAINTENANCE SERVICES	01363@		C	615
COORDINATOR OF MONITORING AND EVALUATION	4716		C	616
COORDINATOR OF MOTOR VEHICLE REPAIR	7607		C	617

COORDINATOR OF NURSE EXAMINERS (VICTIMS OF SEXUAL ASSAULT PROGRAM)	7861		C	618
COORDINATOR OF SAFETY PROGRAMS	03094@		C	619
COORDINATOR OF SCHOOL TRANSPORTATION SERVICES	01366@		C	620
COORDINATOR OF SOCIAL SERVICES	1368		C	621
COORDINATOR OF SPECIAL TRANSPORTATION	1369		C	622
COORDINATOR OF VOLUNTEERS	1371		C	623
COORDINATOR SPECIAL CHILD HEALTH SERVICES PROGRAM	7494		C	624
COORDINATOR YOUTH ACTIVITIES	4727		C	625
CORPORATION COUNSEL	01377@		U	626
COST ESTIMATOR PROPERTY IMPROVEMENT	1379		C	627
COUNCIL MEMBER	1381		U	628
COUNCIL PRESIDENT	1380		U	629
COUNSELOR ADOLESCENT UNIT	01385@		N	630
COUNSELOR JUVENILE FAMILY CRISIS INTERVENTION	6122		C	631
COUNSELOR PENAL INSTITUTION	1387		C	632
COUNSELOR RAPE VICTIMIZATION AND PREVENTION PROGRAM	4815		C	633
COUNTY 911 COORDINATOR	7681		C	634
COUNTY ADMINISTRATOR	5268		U	635
COUNTY ALCOHOLISM COORDINATOR	5508		C	636
COUNTY AUDITOR	01391@		U	637
COUNTY CLERK	01392@		U	638
COUNTY COMMUNICATIONS COORDINATOR EMERGENCY MANAGEMENT	5074		C	639
COUNTY COMPTROLLER	01394@		U	640
COUNTY CORRECTIONAL DEPUTY POLICE WARDEN	4572		C	641
COUNTY CORRECTIONAL POLICE CAPTAIN	1397		C	642
COUNTY CORRECTIONAL POLICE LIEUTENANT	01398@		C	643
COUNTY CORRECTIONAL POLICE OFFICER	1400		C	644
COUNTY CORRECTIONAL POLICE OFFICER	01403@	BILINGUAL IN SPANISH AND ENGLISH	C	645
COUNTY CORRECTIONAL POLICE SERGEANT	01405@		C	646
COUNTY CORRECTIONAL POLICE WARDEN	4571		C	647
COUNTY CORRECTIONAL POLICE WARDEN	7452		U	648

COUNTY COUNSEL	01407@		U	649
COUNTY CRITICAL INFRASTRUCTURE COORDINATOR	4919		U	650
COUNTY DEPARTMENT HEAD	5306		U	651
COUNTY DIVISION HEAD	5498		U	652
COUNTY EMERGENCY MANAGEMENT COORDINATOR	5291		U	653
COUNTY EMERGENCY MANAGEMENT PLANNER	7360		C	654
COUNTY ENGINEER	1409		U	655
COUNTY EXECUTIVE	6790		U	656
COUNTY FIRE COORDINATOR EMERGENCY MANAGEMENT	7606		U	657
COUNTY INVESTIGATOR	1410		U	658
COUNTY MANAGER	1411		U	659
COUNTY MEDICAL EXAMINER	1412		U	660
COUNTY PARK MANAGER	1413		C	661
COUNTY PARK RANGER	1414		C	662
COUNTY PARK SUPERINTENDENT	1415		C	663
COUNTY POLICE CAPTAIN	1416		C	664
COUNTY POLICE CHIEF	1417		C	665
COUNTY POLICE LIEUTENANT	1419		C	666
COUNTY POLICE OFFICER	1420		C	667
COUNTY POLICE OFFICER	8055	BILINGUAL IN KOREAN AND ENGLISH	C	668
COUNTY POLICE SERGEANT	1421		C	669
COUNTY PROSECUTOR	1422		U	670
COUNTY RADIOLOGICAL DEFENSE COORDINATOR EMERGENCY MANAGEMENT	5075		N	671
COUNTY ROAD SUPERVISOR	1426		U	672
COUNTY SUPERINTENDENT OF BRIDGES	5033		U	673
COUNTY SUPERINTENDENT OF BUILDINGS AND GROUNDS	6139		U	674
COUNTY TAX ADMINISTRATOR	5242		U	675
COUNTY TAX ASSESSOR	8049		U	676
COUNTY TREASURER	1429		U	677
COUNTY VICTIM WITNESS COORDINATOR	7297		U	678
COURT AIDE	5332		N	679
COURT ATTENDANT	1430		N	680
COURT CLERK	1434		C	681
COURT CLERK PROBATE TYPING	7408		C	682
COURT CLERK TYPING	1438		C	683

COURT INTERPRETER IN SPANISH & ENGLISH/MUNICIPAL COURT ATTENDANT BILINGUAL IN SPANISH & ENGLISH	7978		C	684
COURT INTERPRETER SPANISH & ENGLISH	7959		C	685
COURT REPRESENTATIVE BOARD OF EDUCATION	1440		C	686
CREW SUPERVISOR BUILDING MAINTENANCE WORKERS	44135		N	687
CREW SUPERVISOR LOCKSMITHS	41636		C	688
CREW SUPERVISOR PLUMBERS AND STEAMFITTERS	41315		C	689
CRIME PREVENTION SPECIALIST	03287@		C	690
CULTURAL ARTS CENTER DIRECTOR	1450		C	691
CUSTODIAL WORKER	1453		N	692
CUSTODIAL WORKER LOW PRESSURE LICENSE	1454		N	693
CUSTODIAN	1455		C	694
CUSTODIAN OF FUNDS	5558		U	695
CUSTODIAN OF SCHOOL MONIES	1457		U	696
CUSTOMER SERVICE REPRESENTATIVE	1459		C	697
CUSTOMER SERVICE REPRESENTATIVE	8033	BILINGUAL IN SPANISH AND ENGLISH	C	698
DANCE THERAPIST/SUPERVISOR OF SENIOR CITIZENS ACTIVITIES	6534		C	699
DATA CONTROL CLERK	1468		C	700
DATA ENTRY MACHINE OPERATOR	4649		C	701
DATA ENTRY OPERATOR 1	53292		N	702
DATA ENTRY OPERATOR 2	53293		C	703
DATA ENTRY OPERATOR 3	53294		C	704
DATA ENTRY OPERATOR 4	53295		C	705
DATA PROCESSING COORDINATOR	1472		C	706
DATA PROCESSING COORDINATOR/SENIOR ACCOUNTING PROCEDURES ANALYST	6719		C	707
DATA PROCESSING PROGRAMMER	1474		N	708
DATA PROCESSING PROGRAMMER TECHNICIAN	53255		N	709
DATA PROCESSING PROGRAMMER TRAINEE	1475		N	710
DATA PROCESSING PROGRAMMER/SYSTEMS ANALYST	5463		N	711
DATA PROCESSING SYSTEMS PROGRAMMER	5252		N	712
DATA PROCESSING TECHNICIAN	4866		N	713

DATABASE ADMINISTRATOR 2	53161		C	714
DATABASE ANALYST 2	53003		C	715
DAY CARE CENTER SUPERVISOR	1477		C	716
DAY CARE CENTER WORKER	7010	BILINGUAL IN SPANISH AND ENGLISH	C	717
DENTAL ASSISTANT	1483		C	718
DENTIST	1487		U	719
DEPUTY CHIEF EMERGENCY MEDICAL TECHNICIAN	8043		C	720
DEPUTY CHIEF OF COUNTY INVESTIGATORS	7104		U	721
DEPUTY CLERK BOARD OF COUNTY COMMISSIONERS	1492		C	722
DEPUTY COUNTY ADMINISTRATOR	5805		U	723
DEPUTY COUNTY CLERK	1495		U	724
DEPUTY COUNTY EMERGENCY MANAGEMENT COORDINATOR	5076		C	725
DEPUTY COUNTY MANAGER	5501		U	726
DEPUTY COUNTY MEDICAL EXAMINER	5774		U	727
DEPUTY COUNTY TAX ASSESSOR	8050		U	728
DEPUTY DIRECTOR OF CAFETERIAS	1500		C	729
DEPUTY DIRECTOR OF HUMAN SERVICES	5478		C	730
DEPUTY DIRECTOR OF PUBLIC SAFETY	1502		C	731
DEPUTY DIRECTOR OF WELFARE	1503		C	732
DEPUTY EXECUTIVE DIRECTOR HOUSING AUTHORITY ADMINISTRATIVE SERVICES	4609		C	733
DEPUTY FIRE CHIEF	1506		C	734
DEPUTY FIRE DISTRICT ADMINISTRATOR	8067		U	735
DEPUTY MAYOR	6245		U	736
DEPUTY MUNICIPAL ADMINISTRATOR	1508		C	737
DEPUTY MUNICIPAL CLERK	1509		U	738
DEPUTY MUNICIPAL COURT ADMINISTRATOR	7796		N	739
DEPUTY MUNICIPAL COURT ADMINISTRATOR	7903	BILINGUAL IN SPANISH AND ENGLISH	N	740
DEPUTY MUNICIPAL DEPARTMENT HEAD	7026		U	741
DEPUTY MUNICIPAL DEPARTMENT HEAD/MUNICIPAL TREASURER	7035		U	742
DEPUTY MUNICIPAL EMERGENCY MANAGEMENT COORDINATOR	5077		C	743
DEPUTY MUNICIPAL MANAGER	7584		U	744

DEPUTY POLICE CHIEF	1517		C	745
DEPUTY POLICE DIRECTOR	7859		U	746
DEPUTY REGISTER OF DEEDS AND MORTGAGES	1519		U	747
DEPUTY REGISTRAR OF VITAL STATISTICS	1520		C	748
DEPUTY REGISTRAR OF VITAL STATISTICS	7810	BILINGUAL IN SPANISH AND ENGLISH	C	749
DEPUTY REGISTRAR OF VITAL STATISTICS/KEYBOARDING CLERK 3	5367		C	750
DEPUTY SUPERINTENDENT OF ELECTIONS	5778		U	751
DEPUTY SUPERINTENDENT OF WEIGHTS AND MEASURES	1498		C	752
DEPUTY SURROGATE	1524		U	753
DEPUTY TAX ASSESSOR	5780		U	754
DETENTION ALTERNATIVES OFFICER APPRENTICE	8081		N	755
DIETITIAN	1534		C	756
DIETITIAN HELPER	1535		C	757
DIRECTOR BUREAU OF NARCOTICS	7762		U	758
DIRECTOR COMMUNICATIONS CENTER	6004		C	759
DIRECTOR COMMUNITY DEVELOPMENT PROGRAM	5333		C	760
DIRECTOR ECONOMIC DEVELOPMENT PROGRAM	1573		C	761
DIRECTOR FIRE ACADEMY	7708		C	762
DIRECTOR INTOXICATED DRIVER RESOURCE CENTER	6127		C	763
DIRECTOR JUVENILE FAMILY CRISIS INTERVENTION PROGRAM	6123		C	764
DIRECTOR MOTORIZED EQUIPMENT	4661		C	765
DIRECTOR OF ADMINISTRATION AND PROGRAM DEVELOPMENT	1582		C	766
DIRECTOR OF ADMINISTRATION HOUSING AUTHORITY	6597		U	767
DIRECTOR OF AUTOMOTIVE SERVICES	7161		C	768
DIRECTOR OF CAFETERIAS	1585		C	769
DIRECTOR OF CHILD CARE CENTER	6092	BILINGUAL IN SPANISH AND ENGLISH	C	770
DIRECTOR OF COMMUNITY IMPROVEMENTS	1588		C	771
DIRECTOR OF COMMUNITY RELATIONS AND SOCIAL SERVICES	1589		C	772
DIRECTOR OF CUSTODIAL SERVICES	01592@		C	773
DIRECTOR OF DATA PROCESSING	8015		C	774

DIRECTOR OF ECONOMIC AND INDUSTRIAL DEVELOPMENT	01595@		C	775
DIRECTOR OF FAMILY COUNSELING	1596		C	776
DIRECTOR OF FINANCE	7084		C	777
DIRECTOR OF FIRE SERVICES	8054		U	778
DIRECTOR OF FOOD SERVICES	1599		C	779
DIRECTOR OF HEALTH AND WELFARE	6558		C	780
DIRECTOR OF HEALTH EDUCATION	472		C	781
DIRECTOR OF INSPECTIONS	01607@		C	782
DIRECTOR OF LICENSES	7163		C	783
DIRECTOR OF MAINTENANCE	1611		C	784
DIRECTOR OF MAINTENANCE SERVICES	1612		C	785
DIRECTOR OF MANAGEMENT	1613		C	786
DIRECTOR OF NARCOTICS CLINIC	1620		C	787
DIRECTOR OF NEIGHBORHOOD PRESERVATION PROGRAM	2569		C	788
DIRECTOR OF NURSING	1621		C	789
DIRECTOR OF OPERATIONS AND MAINTENANCE MUNICIPAL UTILITY AUTHORITY	7549		U	790
DIRECTOR OF PERSONAL HEALTH SERVICES	5481		C	791
DIRECTOR OF PUBLIC HEALTH NURSING SERVICE	1629		C	792
DIRECTOR OF PUBLIC SAFETY	7183		U	793
DIRECTOR OF PUBLIC WORKS	7160		C	794
DIRECTOR OF PURCHASING	01632@		C	795
DIRECTOR OF REDEVELOPMENT	1635		C	796
DIRECTOR OF REDEVELOPMENT HOUSING AUTHORITY	6319		U	797
DIRECTOR OF SECURITY	6268		C	798
DIRECTOR OF SOCIAL REHABILITATION SERVICES	1639		C	799
DIRECTOR OF SOCIAL WORK SERVICES	5424		C	800
DIRECTOR OF SOLID WASTE MANAGEMENT	1557		C	801
DIRECTOR OF SPECIAL TRANSPORTATION SERVICES	5376		C	802
DIRECTOR OF STAFF OPERATIONS	6595		U	803
DIRECTOR OF TELECOMMUNICATIONS	7534		C	804
DIRECTOR OF THERAPEUTIC SERVICES	5104		C	805
DIRECTOR OF TRAFFIC AND TRANSPORTATION	1647		C	806
DIRECTOR OF WELFARE	1650		C	807

DIRECTOR OF YOUTH SERVICES	1651		C	808
DIRECTOR OFFICE OF THE HANDICAPPED	5667		C	809
DIRECTOR PARKS AND RECREATION	1652		C	810
DIRECTOR POLICE SCHOOL	5284		C	811
DIRECTOR PROPERTY IMPROVEMENT	1658		C	812
DIRECTOR PUBLIC HEALTH LABORATORY	1659		C	813
DIRECTOR RECREATION/COMMUNITY CENTER	2990		C	814
DIRECTOR REPAIR AND MAINTENANCE	1661		C	815
DIRECTOR TRAILSIDE NATURE AND SCIENCE CENTER	4693		C	816
DISTRICT RECYCLING COORDINATOR	7404		C	817
DOCK MASTER	1672		N	818
DOMESTIC WORKER	4469		N	819
DRAFTING TECHNICIAN	6559		N	820
DRAFTING TECHNICIAN/CLERK 3	6563		C	821
DRAFTING TECHNICIAN/ENGINEERING AIDE	6902		C	822
DRAFTING TECHNICIAN/PUBLIC WORKS INSPECTOR	7559		C	823
EARLY CHILDHOOD SPECIALIST	4539		C	824
EARLY CHILDHOOD SPECIALIST	7424	BILINGUAL IN SPANISH AND ENGLISH	C	825
ECOLOGIST	7957		C	826
ECONOMIC DEVELOPMENT REPRESENTATIVE 1	55565		C	827
ECONOMIC DEVELOPMENT REPRESENTATIVE 2	55503		C	828
ECONOMIC DEVELOPMENT REPRESENTATIVE 3	55502		C	829
ECONOMIC DEVELOPMENT REPRESENTATIVE 4	55513		C	830
EDITORIAL ASSISTANT NEWARK SCHOOL DISTRICT	1690		C	831
ELECTED OFFICIAL	5273		U	832
ELECTIONS CLERK	6823		U	833
ELECTRIC METER REPAIRER	1697		C	834
ELECTRIC METER REPAIRER/LINE WORKER	7577		C	835
ELECTRIC METER TECHNICIAN	1703		C	836
ELECTRIC METER WORKER	1698		C	837
ELECTRICAL ENGINEER TRAINEE	16690		N	838
ELECTRICAL INSPECTOR	1699		C	839

ELECTRICAL MECHANIC ELECTRIC UTILITY	1701		C	840
ELECTRICAL SUBCODE OFFICIAL	5046		C	841
ELECTRICAL SUBCODE OFFICIAL/FIRE PROTECTION SUBCODE OFFICIAL	7918		C	842
ELECTRICAL SUBCODE OFFICIAL/HOUSING INSPECTOR	7991		C	843
ELECTRICIAN	1706		C	844
ELECTRICIAN ELECTRIC UTILITY	7677		C	845
ELECTRICIAN/HEATING AND AIR CONDITIONING MECHANIC	7436		C	846
ELECTRICIAN/TRAFFIC MAINTENANCE WORKER	6571		C	847
ELECTRICIANS HELPER	1710		N	848
ELECTRONIC SYSTEMS TECHNICIAN 1	1714		C	849
ELECTRONIC SYSTEMS TECHNICIAN 2	3311		C	850
ELEVATOR INSPECTOR	1717		C	851
ELEVATOR MECHANIC	1718		C	852
ELEVATOR MECHANICS HELPER	1720		N	853
ELEVATOR SUBCODE OFFICIAL	7928		C	854
EMERGENCY MEDICAL TECHNICIAN	1724		N	855
EMERGENCY MEDICAL TECHNICIAN DISPATCHER	5510		C	856
EMERGENCY MEDICAL TECHNICIAN TRAINEE	8084		N	857
EMERGENCY MEDICAL TECHNICIAN UFD	1726		C	858
EMERGENCY MEDICAL TECHNICIAN/HAZARDOUS MATERIALS RESPONDER	8052		C	859
EMERGENCY RESPONSE SPECIALIST	333		U	860
EMPLOYEE AGRICULTURE EXTENSION SERVICE	5964		U	861
EMPLOYEE BENEFITS CLERK	4731		N	862
EMPLOYEE BENEFITS SPECIALIST	1728		C	863
EMPLOYEE BOARD OF ELECTIONS	5502		U	864
EMPLOYEE OFFICE OF THE SUPERINTENDENT OF ELECTIONS AND COMMISSIONER OF REGISTRATION	7030		U	865
EMPLOYEE RELATIONS OFFICER	63280		C	866
EMPLOYMENT COUNSELOR	1729		C	867
EMPLOYMENT COUNSELOR	64762		C	868
EMPLOYMENT COUNSELOR	64762C	BILINGUAL IN SPANISH AND ENGLISH	C	869

EMPLOYMENT SERVICES AIDE	2240		C	870
EMPLOYMENT SPECIALIST	1731		C	871
EMPLOYMENT SPECIALIST	6345	BILINGUAL IN SPANISH AND ENGLISH	C	872
EMPLOYMENT TEST MONITOR	6190		C	873
ENGINEERING AIDE	1733		N	874
ENTOMOLOGIST MOSQUITO EXTERMINATION	1737		C	875
ENVIRONMENTAL CENTER MANAGER	1738		C	876
ENVIRONMENTAL COMPLIANCE INVESTIGATOR	59960		C	877
ENVIRONMENTAL ENGINEER 1	16302		C	878
ENVIRONMENTAL ENGINEER 1	16312		C	879
ENVIRONMENTAL ENGINEER 2	16303		C	880
ENVIRONMENTAL ENGINEER 2	16313		C	881
ENVIRONMENTAL ENGINEER 3	16304		C	882
ENVIRONMENTAL ENGINEER 3	16314		C	883
ENVIRONMENTAL ENGINEER 4	16297		C	884
ENVIRONMENTAL ENGINEER 4	16305		C	885
ENVIRONMENTAL ENGINEER TRAINEE	54247		N	886
ENVIRONMENTAL HEALTH AIDE WASTWATER PRETREATMENT	7500		C	887
ENVIRONMENTAL HEALTH COORDINATOR	1739		C	888
ENVIRONMENTAL HEALTH SPECIALIST	7528		C	889
ENVIRONMENTAL HEALTH SPECIALIST WASTEWATER PRETREATMENT	7501		C	890
ENVIRONMENTAL SCIENTIST 3	15873D	WATER RESOURCES	C	891
ENVIRONMENTAL SCIENTIST 4	15874C	WATER RESOURCES	C	892
ENVIRONMENTAL SERVICES TRAINEE	12516		N	893
ENVIRONMENTAL SPECIALIST	01742@		C	894
ENVIRONMENTAL SPECIALIST 1	12522		C	895
ENVIRONMENTAL SPECIALIST 1	15852		C	896
ENVIRONMENTAL SPECIALIST 2	12523		C	897
ENVIRONMENTAL SPECIALIST 2	15853		C	898
ENVIRONMENTAL SPECIALIST 2	15853D	PESTICIDE CONTROL BI SPANISH & ENGLISH	C	899
ENVIRONMENTAL SPECIALIST 3	12524		C	900
ENVIRONMENTAL SPECIALIST 3	15854		C	901
ENVIRONMENTAL SPECIALIST 4	15855		C	902

ENVIRONMENTAL SPECIALIST 4	15856		C	903
ENVIRONMENTAL SPECIALIST EDUCATIONAL PROGRAMS	01743@		C	904
ENVIRONMENTAL THERAPY AIDE	01744@		C	905
EQUIPMENT OPERATOR	1746		C	906
EQUIPMENT OPERATOR/LABORER 3	6847		C	907
EQUIPMENT OPERATOR/MAINTENANCE REPAIRER	5813		C	908
EQUIPMENT OPERATOR/MECHANIC	5353		C	909
EQUIPMENT OPERATOR/MECHANIC'S HELPER	5719		C	910
EQUIPMENT OPERATOR/MUNICIPAL RECYCLING COORDINATOR	6063		C	911
EQUIPMENT OPERATOR/SEWER MAINTENANCE INSPECTOR	7563		C	912
EQUIPMENT OPERATOR/TRUCK DRIVER	6975		C	913
EQUIPMENT OPERATOR/WATER REPAIRER	5947		C	914
EXAMINER 1 CREDENTIALS	1776		C	915
EXECUTION CLERK	1777		C	916
EXECUTIVE ASSISTANT	4586		C	917
EXECUTIVE ASSISTANT NEWARK STATE OPERATED SCHOOL DISTRICT	7847		U	918
EXECUTIVE CONTROLLER	6789		U	919
EXECUTIVE DIRECTOR	5809		U	920
EXECUTIVE DIRECTOR HOUSING AUTHORITY	1780		U	921
EXECUTIVE DIRECTOR OF PERSONNEL	7518		U	922
EXECUTIVE DIRECTOR OFFICE ON AGING	1787		C	923
EXECUTIVE DIRECTOR UTILITIES AUTHORITY	7083		U	924
EXECUTIVE HOUSEKEEPER	1790		C	925
EXECUTIVE SECRETARY	6549		U	926
EXECUTIVE SECRETARY TO MAYOR	6248		U	927
EXECUTIVE SECRETARY TO SURROGATE	02644@		U	928
EXHIBIT ARTIST	1792		C	929
EXTERMINATOR	1794		C	930
EXTERMINATOR TRAINEE	1797		N	931
FAMILY AND NEIGHBORHOOD COUNSELOR	1802		N	932
FAMILY COUNSELOR	1803		C	933
FAMILY COUNSELOR	7374	BILINGUAL IN SPANISH AND ENGLISH	C	934

FAMILY SERVICE SUPERVISOR	5591		C	935
FAMILY SERVICE WORKER	5592		C	936
FAMILY SERVICE WORKER	6233	BILINGUAL IN SPANISH AND ENGLISH	C	937
FIELD OFFICE SUPERVISOR COUNTY WELFARE AGENCY	1807		C	938
FIELD REPRESENTATIVE CITIZENS COMPLAINTS	1809		C	939
FIELD REPRESENTATIVE COUNTY BOARD OF TAXATION	1811		C	940
FIELD REPRESENTATIVE DISEASE CONTROL	1812		C	941
FIELD REPRESENTATIVE DISEASE CONTROL	7625	BILINGUAL IN SPANISH AND ENGLISH	C	942
FIELD REPRESENTATIVE ENERGY CONSERVATION	4545		C	943
FIELD REPRESENTATIVE HEALTH EDUCATION	1816		N	944
FIELD REPRESENTATIVE HEALTH EDUCATION	5437	BILINGUAL IN SPANISH AND ENGLISH	N	945
FIELD REPRESENTATIVE HOUSING INSPECTION	1817		C	946
FIELD REPRESENTATIVE HOUSING INSPECTION	5236	BILINGUAL IN SPANISH AND ENGLISH	C	947
FIELD REPRESENTATIVE HOUSING REHABILITATION	1818		C	948
FIELD REPRESENTATIVE HOUSING, HOUSING ASSISTANCE PROGRAM	64392		C	949
FIELD REPRESENTATIVE NARCOTICS EDUCATION	1822		C	950
FIELD REPRESENTATIVE NEIGHBORHOOD PRESERVATION PROGRAM	6647		C	951
FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	1823		C	952
FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	7597	BILINGUAL IN SPANISH AND ENGLISH	C	953
FIELD REPRESENTATIVE SENIOR CITIZENS PROGRAM	1826		C	954
FIELD REPRESENTATIVE SENIOR CITIZENS PROGRAM	5670	BILINGUAL IN SPANISH AND ENGLISH	C	955
FINGERPRINT PROCESSING TECHNICIAN 1	45013		C	956
FINGERPRINT PROCESSING TECHNICIAN 2	45011		C	957
FINGERPRINT PROCESSING TECHNICIAN APPRENTICE	45009		N	958
FIRE ALARM OPERATOR	1833		N	959
FIRE AND AMBULANCE DISPATCHER	1835		C	960

FIRE CAPTAIN	1836		C	961
FIRE CHIEF	1837		C	962
FIRE DISTRICT ADMINISTRATOR	8053		U	963
FIRE FIGHTER	1839		C	964
FIRE FIGHTER	5959	BILINGUAL IN SPANISH AND ENGLISH	C	965
FIRE FIGHTER/EMERGENCY MEDICAL TECHNICIAN	7909		C	966
FIRE INSTRUCTOR	1842		N	967
FIRE LIEUTENANT	1843		C	968
FIRE MARSHAL	1844		U	969
FIRE OFFICER 1	9010		C	970
FIRE OFFICER 2	9011		C	971
FIRE OFFICER 3	9012		C	972
FIRE OFFICER 4	9013		C	973
FIRE OFFICIAL	6350		C	974
FIRE OFFICIAL UFD	6351		C	975
FIRE OFFICIAL/FIRE PROTECTION SUBCODE OFFICIAL	6966		C	976
FIRE OFFICIAL/FIRE PROTECTION SUBCODE OFFICIAL UFD	6362		C	977
FIRE OFFICIAL/HOUSING INSPECTOR	6555		C	978
FIRE PREVENTION SPECIALIST	6356		N	979
FIRE PREVENTION SPECIALIST UFD	6357		C	980
FIRE PREVENTION SPECIALIST UFD/FIRE PROTECTION INS PECTOR	6363		C	981
FIRE PREVENTION SPECIALIST/FIRE PROTECTION INSPECTOR	7038		C	982
FIRE PROTECTION INSPECTOR	5053		C	983
FIRE PROTECTION SUBCODE OFFICIAL	5013		C	984
FIRE PROTECTION SUBCODE OFFICIAL UFD	6037		C	985
FIRE PROTECTION SUBCODE OFFICIAL/PLUMBING SUBCODE OFFICIAL	5200		C	986
FIRE SIGNAL SYSTEM REPAIRER/MAINTENANCE REPAIRER	7188		C	987
FIRE SIGNAL SYSTEM SUPERINTENDENT	1848		C	988
FIRE SIGNAL SYSTEM TECHNICIAN 1	1846		C	989
FIRE SIGNAL SYSTEM TECHNICIAN 1/LOCKSMITH	6062		C	990
FIRE SURGEON/POLICE SURGEON	6822		U	991
FIRST ASSISTANT PROSECUTOR	1856		U	992

FISCAL ANALYST	5448		C	993
FISCAL OFFICER	1857		C	994
FOOD SERVICE MANAGER	6456		C	995
FOOD SERVICE WORKER	1864		N	996
FORENSIC ANALYST INFORMATION TECHNOLOGY	9054		C	997
FORENSIC CHEMIST	1869		C	998
FORENSIC SCIENTIST 1	1592		C	999
FORENSIC SCIENTIST 2	1593		C	1000
FORENSIC SCIENTIST 3	1594		C	1001
FORESTER	1870		C	1002
FORESTRY AIDE	1871		N	1003
FORK LIFT OPERATOR	1872		N	1004
FOUR-H CLUB AGENT	1873		U	1005
FOUR-H PROGRAM ASSISTANT	5503		U	1006
FUND RAISER	5092		C	1007
GARAGE ATTENDANT	40012		N	1008
GARDENER	1883		C	1009
GARMENT WORKER	3126		N	1010
GENERAL MANAGER OF GOLF COURSES	5286		C	1011
GENERAL OPERATIONS SUPERVISOR ELECTRICAL GENERATION	8072		C	1012
GENERAL STOREKEEPER	5775		U	1013
GENERAL SUPERVISING MAINTENANCE REPAIRER	7346		C	1014
GENERAL SUPERVISOR BRIDGE REPAIR	6590		C	1015
GENERAL SUPERVISOR BUILDING SERVICE	6465		C	1016
GENERAL SUPERVISOR COMPOST PROJECT	6506		C	1017
GENERAL SUPERVISOR DEMOLITION	6911		C	1018
GENERAL SUPERVISOR ELECTRIC DISTRIBUTION	6915		C	1019
GENERAL SUPERVISOR LABORING	6635		C	1020
GENERAL SUPERVISOR MOSQUITO EXTERMINATION	6442		C	1021
GENERAL SUPERVISOR OF GARAGE SERVICES	6610		C	1022
GENERAL SUPERVISOR PARKS	6699		C	1023
GENERAL SUPERVISOR PLUMBING	7690		C	1024
GENERAL SUPERVISOR PUBLIC WORKS	6652		C	1025
GENERAL SUPERVISOR ROADS	6656		C	1026
GENERAL SUPERVISOR SANITATION	6449		C	1027
GENERAL SUPERVISOR STREETS	6526		C	1028
GENERAL SUPERVISOR TRADES	6786		C	1029

GENERAL SUPERVISOR TRAFFIC MAINTENANCE	6818		C	1030
GENERAL SUPERVISOR TREES	6481		C	1031
GENERAL SUPERVISOR WATER	6659		C	1032
GENERATING STATION TECHNICIAN	1917		C	1033
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 1	3177		N	1034
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 2	3163		N	1035
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 3	3176		N	1036
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST TRAINEE	3174		N	1037
GLAZIER	1919		C	1038
GOLF RANGER	01922@		N	1039
GOLF STARTER	01923@		N	1040
GOLF SUPERINTENDENT	01924@		C	1041
GRADUATE NURSE	01926@		N	1042
GRADUATE NURSE PUBLIC HEALTH	01930@		N	1043
GRAPHIC ARTIST 1	54593		C	1044
GRAPHIC ARTIST 1/PUBLIC INFORMATION OFFICER	6306		C	1045
GRAPHIC ARTIST 2	54604		C	1046
GRAPHIC ARTIST 3	54594		C	1047
GREENS SUPERINTENDENT	01936@		C	1048
GREENSKEEPER	1937		C	1049
HAIRSTYLIST 1	40923		N	1050
HAIRSTYLIST 2	40922		N	1051
HAZARDOUS MATERIALS RESPONDER	7952		C	1052
HAZARDOUS MATERIALS SPECIALIST	7953		C	1053
HAZARDOUS MATERIALS TECHNICIAN 1	7955		C	1054
HAZARDOUS MATERIALS TECHNICIAN 2	7954		C	1055
HAZARDOUS WASTE OPERATIONS SUPERVISOR	7989		C	1056
HAZARDOUS WASTE OPERATIONS TECHNICIAN	7988		C	1057
HEAD CLINIC NURSE	1951		C	1058
HEAD COOK	01952@		C	1059
HEAD CUSTODIAN	01954@		C	1060
HEAD NURSE	1960		C	1061
HEAD TEACHER	1970		C	1062
HEAD TEACHER/TEACHER EARLY CHILDHOOD EDUCATION	7619		C	1063
HEALTH AIDE	1971		C	1064

HEALTH AIDE	1972	BILINGUAL IN SPANISH AND ENGLISH	C	1065
HEALTH AIDE SUPERVISOR	1973		C	1066
HEALTH EDUCATOR	1981		C	1067
HEALTH INSURANCE BENEFITS CLERK	1985		C	1068
HEALTH INSURANCE BENEFITS CLERK TYPING	5520	BILINGUAL IN SPANISH AND ENGLISH	C	1069
HEALTH OFFICER	1988		N	1070
HEALTH OFFICER/REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	7852		C	1071
HEALTH OFFICER/REGISTRAR OF VITAL STATISTICS	1990		C	1072
HEARING OFFICER	7742		C	1073
HEARING OFFICER INMATE DISCIPLINARY PROGRAM	61414		C	1074
HEARING OFFICER RENT REGULATION	5701		C	1075
HEATING AND AIR CONDITIONING MECHANIC	1998		C	1076
HEATING AND AIR CONDITIONING MECHANIC LOW PRESSURE LICENSE	5556		C	1077
HEATING SYSTEM SPECIALIST	2000		C	1078
HEAVY EQUIPMENT OPERATOR	02001@		C	1079
HEAVY EQUIPMENT OPERATOR	42023C	HIGHWAY MARKING	C	1080
HEAVY EQUIPMENT OPERATOR/INSPECTOR MOSQUITO EXTERMINATION	02002@		C	1081
HEAVY EQUIPMENT OPERATOR/INSPECTOR TRAINEE MOSQUITO EXTERMINATION	10051		C	1082
HEAVY EQUIPMENT OPERATOR/MECHANIC	5357		C	1083
HEAVY EQUIPMENT OPERATOR/WELDER	10073		C	1084
HISTORIAN	2038		C	1085
HISTORIC PRESERVATION SPECIALIST 1	15679		C	1086
HISTORIC PRESERVATION SPECIALIST 2	15680		C	1087
HISTORIC PRESERVATION SPECIALIST 3	15681		C	1088
HISTORIC PRESERVATION SPECIALIST 4	15682		C	1089
HISTORIC SITE INTERPRETER	7826		C	1090
HOME ECONOMIST	7313		U	1091
HOME SERVICE AIDE	2041		N	1092
HOMEMAKER SERVICE SUPERVISOR	5535		C	1093
HORTICULTURIST	2044		C	1094
HOSPITAL ADMINISTRATOR	2045		C	1095

HOSPITAL ADMINISTRATOR	7433		U	1096
HOSPITAL ATTENDANT	2046		N	1097
HOSPITAL COMPTROLLER	2048		C	1098
HOSPITAL CREDIT INVESTIGATOR	2052		C	1099
HOSPITAL MAINTENANCE SUPERVISOR	2055		C	1100
HOSPITAL SUPERINTENDENT	5769		U	1101
HOSPITAL UTILIZATION REVIEW COORDINATOR	2060		C	1102
HOUSEKEEPER 1	44102		N	1103
HOUSEKEEPER 2	44104		C	1104
HOUSEKEEPING SUPERVISOR 2	44255		C	1105
HOUSING & ZONING INSPECTOR	10057		N	1106
HOUSING & ZONING INSPECTOR TRAINEE	10056		N	1107
HOUSING AIDE	2063		C	1108
HOUSING ASSISTANCE TECHNICIAN	4534		C	1109
HOUSING ASSISTANCE TECHNICIAN	4947	BILINGUAL IN SPANISH AND ENGLISH	C	1110
HOUSING COORDINATOR	2065		C	1111
HOUSING DEVELOPMENT ANALYST	2066		C	1112
HOUSING INSPECTOR	2071		C	1113
HOUSING INSPECTOR	4921	BILINGUAL IN SPANISH AND ENGLISH	C	1114
HOUSING INSPECTOR TRAINEE	2074		N	1115
HOUSING INSPECTOR/ZONING OFFICER	5860		C	1116
HOUSING MANAGER	2075		C	1117
HOUSING MANAGER/HOUSING ASSISTANCE TECHNICIAN	6517		C	1118
HUMAN RESOURCE COORDINATOR	6419		C	1119
HUMAN SERVICES AIDE	2085		N	1120
HUMAN SERVICES AIDE	4352	BILINGUAL IN SPANISH AND ENGLISH	N	1121
HUMAN SERVICES AIDE	8063	BILINGUAL IN HINDI AND ENGLISH	N	1122
HUMAN SERVICES AIDE	8064	MULTILINGUAL HINDI GUJARATI & ENGLISH	N	1123
HUMAN SERVICES AIDE	8068	BILINGUAL IN ARABIC AND ENGLISH	N	1124

HUMAN SERVICES AIDE	8069	BILINGUAL IN URDU AND ENGLISH	N
HUMAN SERVICES COORDINATOR	4912		C
HUMAN SERVICES SPECIALIST 1	5542	BILINGUAL IN KOREAN AND ENGLISH	C
HUMAN SERVICES SPECIALIST 1	7994		C
HUMAN SERVICES SPECIALIST 1	8037	BILINGUAL IN HINDI AND ENGLISH	C
HUMAN SERVICES SPECIALIST 1	9000	BILINGUAL IN SPANISH AND ENGLISH	C
HUMAN SERVICES SPECIALIST 1	9016	BILINGUAL IN VIETNAMESE AND ENGLISH	C
HUMAN SERVICES SPECIALIST 2	7995		C
HUMAN SERVICES SPECIALIST 2	9001	BILINGUAL IN SPANISH AND ENGLISH	C
HUMAN SERVICES SPECIALIST 2	9005	BILINGUAL IN RUSSIAN AND ENGLISH	C
HUMAN SERVICES SPECIALIST 2	9017	BILINGUAL IN VIETNAMESE AND ENGLISH	C
HUMAN SERVICES SPECIALIST 2	80836	BILINGUAL IN HINDI AND ENGLISH	C
HUMAN SERVICES SPECIALIST 3	7996		C
HUMAN SERVICES SPECIALIST 3	9002	BILINGUAL IN SPANISH AND ENGLISH	C
HUMAN SERVICES SPECIALIST 4	7997		C
HUMAN SERVICES SPECIALIST 4	9003	BILINGUAL IN SPANISH AND ENGLISH	C
ICE RINK MAINTENANCE WORKER	2079		C
IDENTIFICATION OFFICER	2081		C
INCOME MAINTENANCE TECHNICIAN	2089		C
INCOME MAINTENANCE WORKER	4924		C
INDUSTRIAL HYGIENIST	5394		C

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INDUSTRIAL REPRESENTATIVE	2095		C	1146
INFECTION CONTROL NURSE	4385		C	1147
INMATE ADVOCATE PENAL INSTITUTION	6924		C	1148
INSPECTOR MOSQUITO EXTERMINATION	2105		C	1149
INSPECTOR ROAD OPENINGS	2106		C	1150
INSPECTOR TRAINEE MOSQUITO EXTERMINATION	7032		N	1151
INSTITUTIONAL ATTENDANT	2111		N	1152
INSTITUTIONAL ATTENDANT	9060	BILINGUAL IN SPANISH AND ENGLISH	N	1153
INSTITUTIONAL TRADE INSTRUCTOR 1	40624H	LANDSCAPING	C	1154
INSTRUCTOR EMPLOYMENT AND TRAINING	4517		C	1155
INSTRUCTOR OF IN-SERVICE NURSING	02153@		C	1156
INSURANCE MANAGER	4422		C	1157
INTERMITTENT BRIDGE OPERATOR	9030		N	1158
INTERMITTENT CASE MONITOR JUVENILE OFFENDER	9028		N	1159
INTERMITTENT CLERK TYPIST	9027		N	1160
INTERMITTENT EMERGENCY MEDICAL TECHNICIAN	9050		N	1161
INTERMITTENT GOLF RANGER	9024		N	1162
INTERMITTENT GOLF STARTER	9034		N	1163
INTERMITTENT GROUNDSKEEPER	9032		N	1164
INTERMITTENT HEAD NURSE	9026		N	1165
INTERMITTENT MAIL CLERK	9025		N	1166
INTERMITTENT PARK ATTENDANT	9033		N	1167
INTERMITTENT RECREATION AIDE	9031		N	1168
INTERMITTENT TELEPHONE OPERATOR	9029		N	1169
INTERMITTENT TRAINING OFFICER LAW ENFORCEMENT	9061		N	1170
INTERNIST	5197		U	1171
INTERVIEWER COUNTY ADJUSTERS	2166		C	1172
INTERVIEWER COURTS	6207		C	1173
INTERVIEWER COURTS	7573	BILINGUAL IN SPANISH AND ENGLISH	C	1174
INTERVIEWER VETERANS SERVICE BUREAU	1449	BILINGUAL IN SPANISH AND ENGLISH	C	1175
INTERVIEWER VETERANS SERVICE BUREAU	2172		C	1176
INVENTORY CONTROL CLERK	2174		C	1177

INVENTORY CONTROL CLERK/PRINCIPAL ACCOUNT CLERK TYPING	7190		C	1178
INVESTIGATOR 1	56782		C	1179
INVESTIGATOR 1	56782H	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1180
INVESTIGATOR 1	56805C	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1181
INVESTIGATOR 2	56783		C	1182
INVESTIGATOR 2	56783G	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1183
INVESTIGATOR 2	56806C	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1184
INVESTIGATOR 3	56774		C	1185
INVESTIGATOR 3	56774C	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1186
INVESTIGATOR 3	56807C	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1187
INVESTIGATOR ALCOHOLIC BEVERAGE CONTROL	2175		C	1188
INVESTIGATOR COMMUNICABLE DISEASE	2207	BILINGUAL IN ENGLISH AND HINDI	C	1189
INVESTIGATOR COMMUNICABLE DISEASES	7427		C	1190
INVESTIGATOR COMMUNICABLE DISEASES	7429	BILINGUAL IN SPANISH AND ENGLISH	C	1191
INVESTIGATOR CONSUMER PROTECTION	2181		C	1192
INVESTIGATOR CONSUMER PROTECTION	4923	BILINGUAL IN SPANISH AND ENGLISH	C	1193
INVESTIGATOR COUNTY ADJUSTERS OFFICE	2182		C	1194
INVESTIGATOR COUNTY MEDICAL EXAMINERS OFFICE	2183		C	1195
INVESTIGATOR COUNTY WELFARE AGENCY	2185		C	1196
INVESTIGATOR COUNTY WELFARE AGENCY	4353	BILINGUAL IN SPANISH AND ENGLISH	C	1197

INVESTIGATOR COUNTY WELFARE AGENCY	8062	BILINGUAL IN HINDI AND ENGLISH	C	1198
INVESTIGATOR ELECTIONS	7640		C	1199
INVESTIGATOR ELECTIONS	7641		U	1200
INVESTIGATOR LAW DEPARTMENT	2190		C	1201
INVESTIGATOR POLICE DEPARTMENT	2195		C	1202
INVESTIGATOR PROBATION	2196		C	1203
INVESTIGATOR PUBLIC WORKS	5217		C	1204
INVESTIGATOR SECURED FACILITIES	32647		C	1205
INVESTIGATOR SERGEANT PENAL INSTITUTION	4479		C	1206
INVESTIGATOR TRAINEE	8058		N	1207
INVESTIGATOR TRAINEE	56798	OFFICE OF CHIEF STATE MEDICAL EXAMINER	N	1208
INVESTMENT SPECIALIST	2210		C	1209
JAIL PHYSICIAN	2212		U	1210
JOB DEVELOPER	2217		C	1211
JUDGE OF THE MUNICIPAL COURT	2219		U	1212
JUVENILE DETENTION OFFICER	5008		N	1213
JUVENILE DETENTION OFFICER	5222	BILINGUAL IN SPANISH AND ENGLISH	N	1214
JUVENILE OFFICER	2230		C	1215
JUVENILE OFFICER	5414	BILINGUAL IN SPANISH AND ENGLISH	C	1216
KEYBOARDING CLERK 1	1268		N	1217
KEYBOARDING CLERK 1	1271	BILINGUAL IN SPANISH AND ENGLISH	N	1218
KEYBOARDING CLERK 1	7807	BILINGUAL IN ENGLISH AND VIETNAMESE	N	1219
KEYBOARDING CLERK 1	7844	MULTI PORTUGUESE SPANISH AND ENGLISH	N	1220
KEYBOARDING CLERK 2	03256@		C	1221
KEYBOARDING CLERK 2	3258	BILINGUAL IN SPANISH AND ENGLISH	C	1222

KEYBOARDING CLERK 2/PUBLIC WORKS INSPECTOR	6828		C	1223
KEYBOARDING CLERK 2/TELEPHONE OPERATOR	5204		C	1224
KEYBOARDING CLERK 3	2781		C	1225
KEYBOARDING CLERK 3	4838	BILINGUAL IN SPANISH AND ENGLISH	C	1226
KEYBOARDING CLERK 3/PURCHASING ASSISTANT	6886		C	1227
KEYBOARDING CLERK 3/REGISTRAR OF VITAL STATISTICS	4538		C	1228
KEYBOARDING CLERK 3/TELEPHONE OPERATOR	7277		C	1229
KEYBOARDING CLERK 4	03864@		C	1230
KEYBOARDING CLERK 4	6150	BILINGUAL IN SPANISH AND ENGLISH	C	1231
LABOR RELATIONS ASSISTANT	2238		C	1232
LABOR RELATIONS SPECIALIST	2236		C	1233
LABOR RELATIONS SPECIALIST/PERSONNEL DIRECTOR	7801		C	1234
LABORATORY AIDE	4992		C	1235
LABORATORY ASSISTANT	1943		N	1236
LABORATORY TECHNICIAN	2242		C	1237
LABORATORY TECHNICIAN WATER ANALYSIS	5078		C	1238
LABORATORY TECHNICIAN WATER ANALYSIS/KEYBOARDING CLERK 3	7439		C	1239
LABORATORY TECHNICIAN/SENIOR SEWAGE PLANT OPERATOR	5259		C	1240
LABORER 1	2248		N	1241
LABORER 1/MOTOR BROOM DRIVER	7189		C	1242
LABORER 2	6634		C	1243
LABORER 3	6633		C	1244
LABORER/CLERK 2	5491		C	1245
LAND SURVEYOR	2255		N	1246
LAND SURVEYOR/PRINCIPAL PLANNER	7734		C	1247
LANDSCAPE ARCHITECT	02256@		C	1248
LAUNDRY MANAGER	6426		C	1249
LAUNDRY WORKER	02261@		N	1250
LAW INTERN	5764		U	1251
LAW SECRETARY	2266		U	1252
LAWNMOWER REPAIRER	2267		C	1253
LEAD POISONING INSPECTOR	2268		N	1254

LEAD POISONING INSPECTOR/SENIOR REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	5858		C	1255
LEGAL ANALYST	2272		C	1256
LEGAL ASSISTANT	2275		C	1257
LEGAL ASSISTANT	6323		U	1258
LEGAL SECRETARY	7675		C	1259
LEGAL SECRETARY	9018	BILINGUAL IN SPANISH AND ENGLISH	C	1260
LEGAL SECRETARY 1	24832		C	1261
LEGAL SECRETARY 2	24831		C	1262
LEGAL STENOGRAPHER	2279		C	1263
LEGISLATIVE RESEARCH OFFICER	6250		U	1264
LIBRARIAN 1	7569		N	1265
LIBRARIAN 2	3406		C	1266
LIBRARIAN 2/TECHNICAL SUPPORT SPECIALIST 2	6942		C	1267
LIBRARIAN 3	2820		C	1268
LIBRARIAN 4	3902		C	1269
LIBRARIAN 4/DATA PROCESSING COORDINATOR	5750		C	1270
LIBRARY ASSISTANT	7467		N	1271
LIBRARY ASSISTANT	7469	BILINGUAL IN SPANISH AND ENGLISH	N	1272
LIBRARY ASSISTANT/SENIOR ACCOUNT CLERK	7735		C	1273
LIBRARY ASSOCIATE	2288		N	1274
LIBRARY DIRECTOR	2283		C	1275
LIBRARY DIRECTOR	6327		U	1276
LIBRARY EXHIBIT ARTIST	2284		C	1277
LIBRARY PAGE	2289		N	1278
LICENSE INSPECTOR	2292		C	1279
LICENSE INSPECTOR	5785	BILINGUAL IN SPANISH AND ENGLISH	C	1280
LICENSED WATER TREATMENT PLANT OPERATOR	10052		C	1281
LIEUTENANT OF COUNTY DETECTIVES	2295		C	1282
LIEUTENANT OF COUNTY INVESTIGATORS	7096		U	1283
LIFEGUARD	2297		N	1284
LIFEGUARD/MAINTENANCE REPAIRER	6093		N	1285
LINE SUPERINTENDENT	7057		C	1286
LINE WORKER	7052		C	1287

LINE WORKER HELPER	7051		N	1288
LINE WORKER/PUBLIC WORKS REPAIRER	7263		C	1289
LINEN ROOM ATTENDANT	2310		N	1290
LITERACY PROGRAM COORDINATOR	5792		C	1291
LOAN ADVISOR	5136		C	1292
LOCKSMITH	41633		C	1293
LOCKSMITH/SENIOR MAINTENANCE REPAIRER LOW PRESSURE LICENSE	6068		C	1294
LUNCHEON AIDE	5678		N	1295
MACHINIST	2317		C	1296
MAIL CLERK	20432		N	1297
MAINTENANCE REPAIRER	2328		N	1298
MAINTENANCE REPAIRER /SENIOR LIFEGUARD	7300		C	1299
MAINTENANCE REPAIRER ELECTRICAL HEATING AND AIR CONDITIONING	2336		N	1300
MAINTENANCE REPAIRER LOW PRESSURE LICENSE	2365		C	1301
MAINTENANCE REPAIRER REFRIGERATION AND AIR CONDITIONING	02374@		N	1302
MAINTENANCE REPAIRER WELDER	2380		C	1303
MAINTENANCE REPAIRER/MAINTENANCE WORKER 1 GROUNDS	6061		C	1304
MAINTENANCE REPAIRER/MECHANIC	5354		C	1305
MAINTENANCE SUPERINTENDENT	2384		C	1306
MAINTENANCE SUPERVISOR	2387		C	1307
MAINTENANCE SUPERVISOR GROUNDS	6731		C	1308
MAINTENANCE SUPERVISOR GROUNDS/TREE MAINTENANCE SUPERVISOR	6714		C	1309
MAINTENANCE WORKER 1 GROUNDS	01940@		N	1310
MAINTENANCE WORKER 1 GROUNDS/MAINTENANCE REPAIRER	5555		N	1311
MAINTENANCE WORKER 2 GROUNDS	3349		C	1312
MAINTENANCE WORKER 3 GROUNDS	6732		C	1313
MANAGEMENT ASSISTANT	56492		C	1314
MANAGEMENT INFORMATION SYSTEMS COORDINATOR	53105		C	1315
MANAGEMENT INFORMATION SYSTEMS SPECIALIST	4354		C	1316
MANAGEMENT SPECIALIST	2390		C	1317
MANAGEMENT SPECIALIST/SUPERVISING LIBRARY ASSISTANT	7323		C	1318

MANAGER 1 INFORMATION PROCESSING	64775		C	1319
MANAGER ABATEMENT AND SPECIAL TAXES	7922		C	1320
MANAGER ANIMAL CONTROL FACILITY	5340		C	1321
MANAGER GOLF FACILITIES	4588		C	1322
MANAGER INDOOR ARTIFICIAL ICE ARENA/RECREATION SUPERVISORSWIMMING	6553		C	1323
MANAGER MOBILE MEALS PROGRAM	02402@		C	1324
MANAGER MOTORS	7137		C	1325
MANAGER PARKS AND GROUNDS	7138		C	1326
MANAGER PUBLIC PROPERTY	7139		C	1327
MANAGER RIDING STABLES	4664		C	1328
MANAGER SANITATION	7141		C	1329
MANAGER TRAFFIC AND SIGNALS	7144		C	1330
MARINA SUPERVISOR	5483		C	1331
MARINA WORKER	7920		C	1332
MASON	2420		C	1333
MASON/PLASTERER	2421		C	1334
MASON/SENIOR CARPENTER	2422		C	1335
MASONS HELPER	2426		N	1336
MASONS HELPER/PLASTERERS HELPER	6389		C	1337
MATERIAL MANAGEMENT COORDINATOR	5702		C	1338
MAYOR	2428		U	1339
MAYOR/MUNICIPAL DEPARTMENT HEAD	6958		U	1340
MECHANIC	2434		C	1341
MECHANIC DIESEL	2440		C	1342
MECHANIC DIESEL/MECHANIC HYDRAULICS	6397		C	1343
MECHANIC FIRE APPARATUS	2441		C	1344
MECHANIC GOLF FACILITIES	8070		C	1345
MECHANIC HYDRAULICS	2444		C	1346
MECHANIC UFD	2445		C	1347
MECHANIC/HEATING AND AIR CONDITIONING MECHANIC LPL	6622		C	1348
MECHANIC/PUBLIC WORKS REPAIRER	7538		C	1349
MECHANIC/ROAD REPAIRER 1	6752		C	1350
MECHANIC/SENIOR PUBLIC WORKS REPAIRER	6503		C	1351
MECHANIC/SENIOR SEWAGE PLANT REPAIRER	7195		C	1352
MECHANIC/SENIOR TRAFFIC MAINTENANCE WORKER	7205		C	1353
MECHANIC/SUPERVISOR RECLAMATION PLANT	7824		C	1354
MECHANIC/TRUCK DRIVER	7820		C	1355

MECHANIC/WELDER	5096		C	1356
MECHANICAL ENGINEER TRAINEE	16890		N	1357
MECHANICAL INSPECTOR	7967		C	1358
MECHANICAL INSPECTOR/PLUMBING SUBCODE OFFICIAL	7860		C	1359
MECHANICAL REPAIRER LIGHT EQUIPMENT	02451@		C	1360
MECHANICAL STORES CLERK	2455		C	1361
MECHANICS HELPER	02456@		N	1362
MECHANICS HELPER/TRUCK DRIVER	7369		N	1363
MEDIA TECHNICIAN 1	81542		C	1364
MEDIA TECHNICIAN 3	81544		C	1365
MEDICAL CLAIMS REVIEW CLERK	21231		C	1366
MEDICAL CONSULTANT	02460@		U	1367
MEDICAL DIRECTOR	2461		U	1368
MEDICAL RECORD ADMINISTRATOR	4957		C	1369
MEDICAL RECORD CLERK	2469		C	1370
MEDICAL RECORDS SUPERVISOR	21055		C	1371
MEDICAL RECORDS TECHNICIAN	21054		N	1372
MEDICAL SOCIAL SERVICE ASSISTANT COUNTY WELFARE AGENCY	2472		C	1373
MEDICAL SOCIAL WORK SUPERVISOR	02474@		C	1374
MEDICAL SOCIAL WORKER	02475@		C	1375
MEDICAL TRANSCRIBER	2480		C	1376
MEMBER AND DIRECTOR BOARD OF COUNTY COMMISSIONERS	02483@		U	1377
MEMBER AND SECRETARY BOARD OF ELECTIONS AND COMMISSIONER OF REGISTRATION	7517		U	1378
MEMBER BOARD OF ADJUSTMENT	02486@		U	1379
MEMBER BOARD OF ASSESSORS	2487		U	1380
MEMBER BOARD OF COUNTY COMMISSIONERS	2488		U	1381
MEMBER BOARD OF ELECTIONS	5777		U	1382
MEMBER BOARD OF FIRE COMMISSIONERS	7117		U	1383
MEMBER BOARD OF HEALTH	2489		U	1384
MEMBER CONSTRUCTION BOARD OF APPEALS	5267		U	1385
MEMBER MUNICIPAL UTILITIES AUTHORITY	2492		U	1386
MEMBER PLANNING BOARD	6247		U	1387
MEMBER TAXICAB COMMISSION	6252		U	1388

MENTAL HEALTH ADMINISTRATOR	02493@		U	1389
MENTAL HEALTH WORKER	02498@		N	1390
MENTAL HEALTH WORKER	7879	BILINGUAL IN SPANISH AND ENGLISH	N	1391
MESSENGER	2499		N	1392
METER WORKER 1	2500		C	1393
METER WORKER 1/WATER METER REPAIRER	5742		C	1394
METER WORKER 2	3641		C	1395
METER WORKER 2/WATER METER REPAIRER	7119		C	1396
METER WORKER SUPERVISOR	6844		C	1397
METER WORKER SUPERVISOR/SUPERVISOR WATER METER REPAIR	6866		C	1398
MICROBIOLOGIST 1	2002		C	1399
MICROBIOLOGIST 2	2003		C	1400
MICROBIOLOGIST 3	2004		C	1401
MICROBIOLOGIST 4	2005		C	1402
MICROBIOLOGIST TRAINEE	2001		N	1403
MICROFILM SYSTEMS SUPERVISOR	2506		C	1404
MILLWRIGHT/WELDER	6490		C	1405
MILLWRIGHT/WELDERS HELPER	5666		C	1406
MONITOR	24912		U	1407
MORGUE ATTENDANT	2512		N	1408
MORGUE CUSTODIAN	2513		N	1409
MORGUE KEEPER	5227		U	1410
MORTICIAN	2514		N	1411
MOSQUITO IDENTIFICATION SPECIALIST	2515		C	1412
MOTOR BROOM DRIVER	5565		C	1413
MOTOR BROOM DRIVER/PUBLIC WORKS REPAIRER	6196		C	1414
MOTOR BROOM DRIVER/TRUCK DRIVER	1122		C	1415
MOTOR VEHICLE OPERATOR ELDERLY AND HANDICAPPED PERSONS	2516		N	1416
MUNICIPAL ADMINISTRATOR	2519		U	1417
MUNICIPAL ATTORNEY	7027		U	1418
MUNICIPAL AUDITOR	6856		U	1419
MUNICIPAL BOND SPECIALIST/SENIOR BUDGET EXAMINER	7646		C	1420
MUNICIPAL CLERK	2521		U	1421
MUNICIPAL COURT ADMINISTRATOR	7795		N	1422

MUNICIPAL COURT ATTENDANT	2524		N	1423
MUNICIPAL COURT DIRECTOR	7786		U	1424
MUNICIPAL DEPARTMENT HEAD	5895		U	1425
MUNICIPAL DIRECTOR OF WELFARE	6826		U	1426
MUNICIPAL EMERGENCY MANAGEMENT COORDINATOR	5079		U	1427
MUNICIPAL ENGINEER	6328		U	1428
MUNICIPAL IMPROVEMENT SEARCH OFFICER	5852		U	1429
MUNICIPAL MANAGER	2533		U	1430
MUNICIPAL PARKS SUPERINTENDENT	6775		C	1431
MUNICIPAL PARKS SUPERINTENDENT/SUPERINTENDENT OF RECREATION	6777		C	1432
MUNICIPAL PROSECUTOR	2534		U	1433
MUNICIPAL RECYCLING COORDINATOR	7622		C	1434
MUNICIPAL SURVEYOR	5191		C	1435
MUNICIPAL TREASURER	2537		C	1436
MUNICIPAL TREASURER	7100		U	1437
MUNICIPAL TREASURER/TAX COLLECTOR	5894		U	1438
MUSEUM ATTENDANT	2539		N	1439
MUSEUM CURATOR	2540		C	1440
MUSEUM CURATOR HISTORY	5484		C	1441
NARCOTICS CLINIC AIDE	2548		C	1442
NARCOTICS CLINIC SUPERVISOR	2549		C	1443
NAUTICAL PARK MANAGER	5926		C	1444
NETWORK ADMINISTRATOR 1	10107		C	1445
NETWORK ADMINISTRATOR 2	10108		C	1446
NJLINCS COVID-19 COORDINATOR	9036		U	1447
NJLINCS COVID-19 DATA MANAGER/EPIDEMIOLOGIST	9037		U	1448
NJLINCS COVID-19 SOCIAL SUPPORT COORDINATOR	9038		U	1449
NURSES AIDE	2562		N	1450
NURSING HOME ADMINISTRATOR	2563		N	1451
NURSING SERVICES CLERK	3843		C	1452
NUTRITION PROGRAM COORDINATOR WOMEN INFANTS AND CHILDRENS PROGRAM	7325		C	1453
NUTRITION PROGRAM COORDINATOR WOMENS INFANTS AND C HILDRENS PROGRAM/PUBLIC HEALTH NUTRITIONIST	7363		C	1454
NUTRITION TECHNICIAN	7777		C	1455
OCCUPATIONAL THERAPIST	2565		N	1456

OCCUPATIONAL THERAPY AIDE	2567		C	1457
OCCUPATIONAL THERAPY ASSISTANT	4578		N	1458
OFFICE APPLIANCE OPERATOR	2568		C	1459
OFFICE SERVICES MANAGER	4417		C	1460
OFFICE SUPERVISOR	4870		C	1461
OIL BURNER SERVICE MECHANIC	2573		C	1462
OIL BURNER SERVICE MECHANICS HELPER	2574		C	1463
OILER	2575		C	1464
OMNIBUS OPERATOR	5594		N	1465
OMNIBUS OPERATOR/RECREATION LEADER	5587		N	1466
OMNIBUS OPERATOR/RECREATION LEADER HANDICAPPED	5588		N	1467
OPERATIONS AND TRAINING OFFICER EMERGENCY MANAGEMENT	5081		C	1468
OPTHAMOLOGIST	2581		U	1469
OPTOMETRIST	2583		C	1470
PAINTER	2589		C	1471
PAINTER AUTOMOTIVE	5198		C	1472
PAINTERS HELPER	2591		N	1473
PARALEGAL SPECIALIST	2593		C	1474
PARALEGAL SPECIALIST STENOGRAPHY	4785		C	1475
PARALEGAL TECHNICIAN 2	30462		C	1476
PARK ATTENDANT	02598@		N	1477
PARK NATURALIST	2606		N	1478
PARK POLICE CHIEF	2608		C	1479
PARK POLICE OFFICER	2610		C	1480
PARK POLICE SERGEANT	2612		C	1481
PARKING ATTENDANT	2614		N	1482
PARKING ENFORCEMENT OFFICER	7305		N	1483
PARKING ENFORCEMENT OFFICER	10055	BILINGUAL IN SPANISH AND ENGLISH	N	1484
PARKING ENFORCEMENT OFFICER/PARKING METER COLLECTOR	7310		N	1485
PARKING ENFORCEMENT OFFICER/PARKING METER COLLECTOR/ PARKING METER REPAIRER	6735		C	1486
PARKING ENFORCEMENT OFFICER/TOW TRUCK OPERATOR	7308		N	1487
PARKING METER COLLECTOR	2615		N	1488

PARKING METER COLLECTOR/PARKING METER REPAIRER/SENIOR TRAFFIC MAINTENANCE WORKER	6965		C	1489
PARKING METER COLLECTOR/TRAFFIC MAINTENANCE WORKER	6172		N	1490
PATIENT ACTIVITIES COORDINATOR	6197		C	1491
PAYROLL CLERK	2634		N	1492
PAYROLL SUPERVISOR	2636		C	1493
PAYROLL SUPERVISOR/CLERK 1	2637		C	1494
PAYROLL SUPERVISOR/CLERK 4	6298		C	1495
PAYROLL SUPERVISOR/PENSION FUND SUPERVISOR	6102		C	1496
PEDIATRICIAN	2638		U	1497
PENSION FUND SUPERVISOR	2639		C	1498
PERSONNEL AIDE	2645		C	1499
PERSONNEL ASSISTANT	02648@		C	1500
PERSONNEL ASSISTANT	7567	BILINGUAL IN SPANISH AND ENGLISH	C	1501
PERSONNEL DIRECTOR	02650@		C	1502
PERSONNEL OFFICER	02653@		C	1503
PERSONNEL OFFICER/PURCHASING AGENT	5258		C	1504
PERSONNEL TECHNICIAN	02655@		C	1505
PHOTOGRAPHER	02664@		C	1506
PHOTOGRAPHER/PRINTING MACHINE OPERATOR 1	5534		C	1507
PHOTOGRAPHY PROCESSOR AND DEVELOPER	4826		C	1508
PHYSICAL EDUCATION INSTRUCTOR	2669		N	1509
PHYSICAL THERAPIST	02671@		N	1510
PHYSICAL THERAPIST ASSISTANT	4810		N	1511
PHYSICAL THERAPY AIDE	02673@		C	1512
PHYSICIAN	2674		U	1513
PILOT AND AIRCRAFT MECHANIC INSECT EXTERMINATION	5704		C	1514
PILOT AND INSPECTOR INSECT EXTERMINATION	2677		C	1515
PLANNER TRAINEE	16470		N	1516
PLANNER/SCHEDULER COMPUTERIZED MAINTENANCE MANAGEMENT PROGRAM	42443		C	1517
PLANNING AIDE	2685		N	1518
PLANNING DIRECTOR	2686		C	1519
PLASTERER	2688		C	1520
PLUMBER	2693		C	1521

PLUMBER AND STEAMFITTER	2694		C	1522
PLUMBERS HELPER	2701		N	1523
PLUMBING INSPECTOR	2704		C	1524
PLUMBING INSPECTOR/PLUMBING SUBCODE OFFICIAL	6340		C	1525
PLUMBING SUBCODE OFFICIAL	5056		C	1526
PODIATRIST	2707		U	1527
POLICE AIDE	2709		C	1528
POLICE AIDE	5473	BILINGUAL IN SPANISH AND ENGLISH	C	1529
POLICE AND FIRE CHAPLAIN	5094		U	1530
POLICE AND FIRE SIGNAL SYSTEM TECHNICAN 1	5886		C	1531
POLICE AND FIRE SIGNAL SYSTEMS SUPERINTENDENT	5882		C	1532
POLICE ASSISTANT	8034		C	1533
POLICE CAPTAIN	2718		C	1534
POLICE CHIEF	2719		C	1535
POLICE CHIEF	6330		U	1536
POLICE COMMUNICATIONS CLERK	2720		N	1537
POLICE INSPECTOR	2725		C	1538
POLICE LIEUTENANT	2727		C	1539
POLICE OFFICER	2728		C	1540
POLICE OFFICER	2729	BILINGUAL IN SPANISH AND ENGLISH	C	1541
POLICE OFFICER	7776	BILINGUAL IN ENGLISH AND KOREAN	C	1542
POLICE SERGEANT	2739		C	1543
POLICE SERGEANT	7586	BILINGUAL IN SPANISH AND ENGLISH	C	1544
POUNDKEEPER	2747		U	1545
POWER PLANT HELPER	2749		N	1546
PRACTICAL NURSE	2750		N	1547
PRESIDENT OF COUNCIL	02753@		U	1548
PRINCIPAL ACCOUNT CLERK	2755		C	1549
PRINCIPAL ACCOUNT CLERK STENOGRAPHY	2756		C	1550
PRINCIPAL ACCOUNT CLERK TYPING	5823	BILINGUAL IN SPANISH AND ENGLISH	C	1551
PRINCIPAL ACCOUNTANT	2758		C	1552
PRINCIPAL ALCOHOLISM COUNSELOR	4424		C	1553

PRINCIPAL ASSISTANT ASSESSOR	02764@		C	1554
PRINCIPAL AUDITOR	02765@		C	1555
PRINCIPAL BUYER	2770		C	1556
PRINCIPAL CASHIER	2771		C	1557
PRINCIPAL CASHIER/TAX SEARCHER	5648		C	1558
PRINCIPAL CLERK TRANSCRIBER	2779		C	1559
PRINCIPAL CLERK TRANSCRIBER	7908	BILINGUAL IN SPANISH AND ENGLISH	C	1560
PRINCIPAL CLINICAL PSYCHOLOGIST	02783@		C	1561
PRINCIPAL COMMUNITY ORGANIZATION SPECIALIST	02785@		C	1562
PRINCIPAL COUNTY PARK RANGER	2787		C	1563
PRINCIPAL COURT CLERK PROBATE	2788		C	1564
PRINCIPAL COURT CLERK PROBATE TYPING	5773		C	1565
PRINCIPAL CUSTODIAN	2789		C	1566
PRINCIPAL DATA CONTROL CLERK	4646		C	1567
PRINCIPAL DATA CONTROL CLERK TYPING	4711		C	1568
PRINCIPAL DATA ENTRY MACHINE OPERATOR	5178		C	1569
PRINCIPAL DATA PROCESSING PROGRAMMER	2790		C	1570
PRINCIPAL DATA PROCESSING SYSTEMS PROGRAMMER	4697		C	1571
PRINCIPAL DRAFTING TECHNICIAN	6561		C	1572
PRINCIPAL DRAFTING TECHNICIAN/WATER SYSTEMS DISTRIBUTION TECHNICIAN	7769		C	1573
PRINCIPAL EMPLOYEE BENEFITS CLERK	4936		C	1574
PRINCIPAL EMPLOYEE BENEFITS CLERK/SUPERVISOR OF ACCOUNTS	10050		C	1575
PRINCIPAL ENGINEER	02794@		C	1576
PRINCIPAL ENGINEER BRIDGES	02795@		C	1577
PRINCIPAL ENGINEER CIVIL	02796@		C	1578
PRINCIPAL ENGINEER HIGHWAY	02797@		C	1579
PRINCIPAL ENGINEER HYDRAULIC	2798		C	1580
PRINCIPAL ENGINEER TRAFFIC	02803@		C	1581
PRINCIPAL ENGINEERING AIDE	2804		C	1582
PRINCIPAL ENGINEERING AIDE/TRAFFIC ANALYST	4698		C	1583
PRINCIPAL ENGINEERING CLERK	2806		C	1584
PRINCIPAL FISCAL ANALYST	50534		C	1585

PRINCIPAL FORENSIC PHOTOGRAPHER	44924		C	1586
PRINCIPAL HOUSING MANAGER	2816		C	1587
PRINCIPAL INVESTIGATOR PAROLE AND SECURED FACILITIES	32646		C	1588
PRINCIPAL LABORATORY TECHNICIAN WATER ANALYSIS	5450		C	1589
PRINCIPAL LEGAL STENOGRAPHER	2819		C	1590
PRINCIPAL LIBRARY ASSISTANT	2822		C	1591
PRINCIPAL LIBRARY ASSISTANT/TECHNICAL ASSISTANT MANAGEMENT INFORMATION SYSTEMS	9015		C	1592
PRINCIPAL MAIL CLERK	20434		C	1593
PRINCIPAL MEDICAL RECORD CLERK	2824		C	1594
PRINCIPAL OFFICE APPLIANCE OPERATOR	2826		C	1595
PRINCIPAL PARK NATURALIST	5654		C	1596
PRINCIPAL PAYROLL CLERK	2831		C	1597
PRINCIPAL PAYROLL CLERK/CLERK 3	4939		C	1598
PRINCIPAL PERSONNEL CLERK STENOGRAPHY	2834		C	1599
PRINCIPAL PERSONNEL TECHNICIAN	2835		C	1600
PRINCIPAL PERSONNEL TECHNICIAN	6282	BILINGUAL IN SPANISH AND ENGLISH	C	1601
PRINCIPAL PLANNER	16491		C	1602
PRINCIPAL PLANNER ENVIRONMENTAL	4566		C	1603
PRINCIPAL PLANNER TRANSPORTATION	12494		C	1604
PRINCIPAL PLANNING AIDE	2840		C	1605
PRINCIPAL PLANNING ENGINEER	2842		C	1606
PRINCIPAL PROGRAM DEVELOPMENT SPECIALIST CRIMINAL JUSTICE	6947		C	1607
PRINCIPAL PSYCHIATRIC SOCIAL WORKER	2846		C	1608
PRINCIPAL PURCHASING ASSISTANT	2847		C	1609
PRINCIPAL REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	2848		C	1610
PRINCIPAL STOREKEEPER	2852		C	1611
PRINCIPAL SYSTEMS ANALYST	2853		C	1612
PRINCIPAL TECHNICAL AIDE PUBLIC WORKS	5525		C	1613
PRINCIPAL TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	53101		C	1614

PRINCIPAL TENANT INTERVIEWER AND INVESTIGATOR	2857		C	1615
PRINCIPAL TIMEKEEPER/SENIOR JUVENILE DETENTION OFFICER	6368		C	1616
PRINCIPAL TRAFFIC ANALYST	2859		C	1617
PRINTER	02862@		C	1618
PRINTING MACHINE OPERATOR 1	2571		C	1619
PRINTING MACHINE OPERATOR 2	22533		C	1620
PRINTING MACHINE OPERATOR 3	22534		C	1621
PRINTING MACHINE OPERATOR 4	22535		C	1622
PRINTING MACHINE OPERATOR TRAINEE	22530		N	1623
PRINTING OPERATIONS MANAGER	22457		C	1624
PRINTING OPERATIONS TECHNICIAN 1	41441		C	1625
PRINTING OPERATIONS TECHNICIAN 2	41442		C	1626
PRINTING OPERATIONS TECHNICIAN 3	22545		C	1627
PRINTING OPERATIONS TECHNICIAN 4	22536		C	1628
PRIVATE CLERK	5228		U	1629
PRIVATE SECRETARY	5235		U	1630
PROBATE ASSISTANT	02864@		C	1631
PROBATE CLERK	2865		C	1632
PROBATE CLERK	4782	BILINGUAL IN SPANISH AND ENGLISH	C	1633
PROBATE CLERK TYPING	02866@		C	1634
PROCEDURES ANALYST	54242		C	1635
PROCESS SERVER	2870		C	1636
PROGRAM ANALYST	2871		C	1637
PROGRAM COORDINATOR AGING/DISABILITIES	2879		C	1638
PROGRAM COORDINATOR AIR POLLUTION CONTROL	5705		C	1639
PROGRAM COORDINATOR ALTERNATIVES TO DOMESTIC VIOLENCE	7759		C	1640
PROGRAM COORDINATOR COMMUNITY CENTER	7808		C	1641
PROGRAM COORDINATOR DEMOLITION	5679		C	1642
PROGRAM COORDINATOR DRUG AND ALCOHOL ABUSE	5406		C	1643
PROGRAM COORDINATOR LEAD POISONING CONTROL PROGRAM	2875		C	1644
PROGRAM COORDINATOR MENTAL HEALTH	2876		C	1645

PROGRAM COORDINATOR NON-EMERGENCY TRANSPORTATION	2877		C	1646
PROGRAM COORDINATOR PUBLIC HEALTH ACTIVITIES	5708		C	1647
PROGRAM COORDINATOR SENIOR CITIZENS TRANSPORTATION	4547		C	1648
PROGRAM COORDINATOR SOLID WASTE	5709		C	1649
PROGRAM COORDINATOR SPECIAL EVENTS	4399		C	1650
PROGRAM COORDINATOR WATER POLLUTION CONTROL	5710		C	1651
PROGRAM DEVELOPMENT AIDE COMMUNITY SERVICE	6950		C	1652
PROGRAM DEVELOPMENT SPECIALIST 1 CORRECTIONS	8099		C	1653
PROGRAM DEVELOPMENT SPECIALIST AGING	6407		C	1654
PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERVICE	6930		C	1655
PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERVICE/ PUBLIC HOUSING MODERNIZATION SPECIALIST	7644		C	1656
PROGRAM DEVELOPMENT SPECIALIST CULTURAL AND HERITAGE AFFAIRS	6403		C	1657
PROGRAM DEVELOPMENT SPECIALIST HUMAN RESOURCES	6925		C	1658
PROGRAM DEVELOPMENT SPECIALIST YOUTH SERVICES	7541		C	1659
PROGRAM DIRECTOR HOUSING ASSISTANCE	4638		C	1660
PROGRAM DIRECTOR JUVENILE REBAHILITATION	7916		C	1661
PROGRAM MANAGER DISEASE PREVENTION/CONTROL	234		C	1662
PROGRAM MANAGER DISEASE PREVENTION/CONTROL	61637		C	1663
PROGRAM MONITOR	4700		C	1664
PROGRAM MONITOR	7382	BILINGUAL IN SPANISH AND ENGLISH	C	1665
PROGRAM MONITOR AMERICANS WITH DISABILITY ACT	60301		C	1666
PROGRAM NUTRITIONIST	7298		N	1667
PROGRAM SPECIALIST 2	64483		C	1668
PROGRAM SPECIALIST 3	64485		C	1669
PROGRAM SPECIALIST ALCOHOL ABUSE ACTIVITIES	2881		C	1670
PROGRAM SPECIALIST SPECIAL CHILD HEALTH SERVICES	5711		C	1671
PROJECT COORDINATOR CONSTRUCTION	2883		C	1672

PROJECT COORDINATOR JUVENILE COUNSELING AND REHABILITATION	2886		C	1673
PROJECT COORDINATOR REDEVELOPMENT	2888		C	1674
PROJECT DIRECTOR NUTRITION PROGRAM	2890		C	1675
PROJECT DIRECTOR URBAN RODENT AND INSECT CONTROL	2891		C	1676
PROJECT ENGINEER MAINTENANCE	11684		C	1677
PROJECT MAINTENANCE SUPERINTENDENT	2892		C	1678
PROJECT MANAGER DATA PROCESSING	53023		C	1679
PROPERTY CLERK	2894		C	1680
PROPERTY CLERK	4987	BILINGUAL IN SPANISH AND ENGLISH	C	1681
PROPERTY CLERK/KEYBOARDING CLERK 1	5927		C	1682
PROSECUTORS AGENT	5765		U	1683
PSYCHIATRIC CHARGE TECHNICIAN	2897		C	1684
PSYCHIATRIC SOCIAL SERVICE ASSISTANT	2898		C	1685
PSYCHIATRIC SOCIAL WORK SUPERVISOR	2900		C	1686
PSYCHIATRIC SOCIAL WORKER	2901		C	1687
PSYCHIATRIC SOCIAL WORKER	5003	BILINGUAL IN SPANISH AND ENGLISH	C	1688
PSYCHIATRIST	5310		U	1689
PUBLIC DEFENDER	5303		U	1690
PUBLIC HEALTH CONSULTANT 1	62865D	HEALTH EDUCATION	C	1691
PUBLIC HEALTH COORDINATOR	2907		C	1692
PUBLIC HEALTH DENTIST	2908		U	1693
PUBLIC HEALTH EMERGENCY NOTIFICATION SYSTEM COORDINATOR	7319		C	1694
PUBLIC HEALTH EPIDEMIOLOGIST	1745		C	1695
PUBLIC HEALTH INVESTIGATOR	2910		C	1696
PUBLIC HEALTH INVESTIGATOR	7678	BILINGUAL IN SPANISH AND ENGLISH	C	1697
PUBLIC HEALTH INVESTIGATOR/REGISTRAR OF VITAL_STATISTICS	7838		C	1698
PUBLIC HEALTH NURSE	2912		C	1699

PUBLIC HEALTH NURSE	7186	BILINGUAL IN SPANISH AND ENGLISH	C	1700
PUBLIC HEALTH NURSE CONSULTANT	2913		C	1701
PUBLIC HEALTH NURSE PEDIATRICS	2914		C	1702
PUBLIC HEALTH NURSE SUPERVISOR	2915		C	1703
PUBLIC HEALTH NUTRITIONIST	2916		C	1704
PUBLIC HEALTH PHYSICIAN	2917		U	1705
PUBLIC HEALTH PLANNER	2684		C	1706
PUBLIC HEALTH PRACTICE STANDARDS PARTNERSHIP COORDINATOR	432		C	1707
PUBLIC HEALTH REPRESENTATIVE 2	62924C	COMMUNICABLE DISEASE	C	1708
PUBLIC HEALTH REPRESENTATIVE 3	62922F	COMMUNICABLE DISEASE	C	1709
PUBLIC HOUSING MODERNIZATION OFFICER	2919		C	1710
PUBLIC HOUSING MODERNIZATION SPECIALIST	2920		C	1711
PUBLIC INFORMATION ASSISTANT	2923		C	1712
PUBLIC INFORMATION OFFICER	2927		C	1713
PUBLIC INFORMATION OFFICER	6331		U	1714
PUBLIC PARTICIPATION SPECIALIST	5378		C	1715
PUBLIC SAFETY TELECOMMUNICATOR	01296@		C	1716
PUBLIC SAFETY TELECOMMUNICATOR	6251	BILINGUAL IN SPANISH AND ENGLISH	C	1717
PUBLIC SAFETY TELECOMMUNICATOR TRAINEE	6229		N	1718
PUBLIC SAFETY TELECOMMUNICATOR TRAINEE	7418	BILINGUAL IN SPANISH AND ENGLISH	N	1719
PUBLIC SAFETY TELECOMMUNICATOR/CLERK 3	6989		C	1720
PUBLIC SAFETY TELECOMMUNICATOR/RECORDS SUPPORT TECHNICIAN 3	7407		C	1721
PUBLIC UTILITIES SUPERINTENDENT/ROAD REPAIR SUPERINTENDENT	7221		C	1722
PUBLIC WORKS INSPECTOR	2933		C	1723
PUBLIC WORKS REPAIRER	2935		C	1724
PUBLIC WORKS SUPERINTENDENT	2936		C	1725
PUBLIC WORKS SUPERINTENDENT/ZONING OFFICER	7278		C	1726
PUMP ROOM ATTENDANT	2939		N	1727

PUMPING STATION ATTENDANT	2942		N	1728
PUMPING STATION OPERATOR	2945		N	1729
PUMPING STATION OPERATOR/SEWER REPAIRER 1	6026		C	1730
PUMPING STATION REPAIRER	2946		C	1731
PUMPING STATION REPAIRER/WATER REPAIRER	7280		C	1732
PURCHASING AGENT	2948		C	1733
PURCHASING AGENT	7059		U	1734
PURCHASING ASSISTANT	2952		C	1735
PURCHASING ASSISTANT/STOCK CLERK	6406		C	1736
PURCHASING EXPEDITOR	2956		C	1737
QUALITY ASSURANCE COORDINATOR	55955		C	1738
QUALITY ASSURANCE COORDINATOR HEALTH CARE FACILITY	7413		C	1739
QUALITY ASSURANCE SPECIALIST HEALTH SERVICES	55954		C	1740
RADIO DISPATCHER	2958		C	1741
RADIO DISPATCHER	4718	BILINGUAL IN SPANISH AND ENGLISH	C	1742
RADIO DISPATCHER TYPING	2959		C	1743
RADIO DISPATCHER/KEYBOARDING CLERK 2	5832		C	1744
RADIO DISPATCHER/SECURITY GUARD	6281		C	1745
RADIO REPAIRER	2961		C	1746
RADIO TECHNICIAN	2965		C	1747
RANGE INSTRUCTOR	7963		N	1748
RANGE MASTER	5287		C	1749
REAL ESTATE MANAGER	2973		C	1750
REAL ESTATE OFFICER	2974		C	1751
RECEPTIONIST	2976		N	1752
RECEPTIONIST	5755	BILINGUAL IN SPANISH AND ENGLISH	N	1753
RECEPTIONIST	7744	BILINGUAL IN ENGLISH AND VIETNAMESE	N	1754
RECEPTIONIST/TELEPHONE OPERATOR	5718		N	1755
RECEPTIONIST/TELEPHONE OPERATOR BILINGUAL IN SPANISH AND ENGLISH	7676		N	1756

RECORDER OPERATOR COURTS	4873		C	1757
RECORDER OPERATOR COURTS TYPING	5417		C	1758
RECORDS ANALYST 3	74201		C	1759
RECORDS MANAGEMENT ANALYST	5429		C	1760
RECORDS MANAGER	6382		C	1761
RECORDS SUPPORT TECHNICIAN 1	56562		N	1762
RECORDS SUPPORT TECHNICIAN 2	8006	BILINGUAL IN SPANISH AND ENGLISH	C	1763
RECORDS SUPPORT TECHNICIAN 2	56563		C	1764
RECORDS SUPPORT TECHNICIAN 3	56564		C	1765
RECORDS SUPPORT TECHNICIAN 4	56565		C	1766
RECOVERY ASSISTANT DETOXIFICATION UNIT	4362		C	1767
RECREATION AIDE	2983		N	1768
RECREATION DIRECTOR	6935		U	1769
RECREATION LEADER	2993		N	1770
RECREATION LEADER HANDICAPPED	3005		N	1771
RECREATION PROGRAM ADMINISTRATOR SENIOR CITIZENS	03016@		C	1772
RECREATION PROGRAM COORDINATOR	3018		C	1773
RECREATION PROGRAM SPECIALIST	3019		C	1774
RECREATION SUPERVISOR	3020		C	1775
RECREATION SUPERVISOR HANDICAPPED PROGRAM	3026		C	1776
RECREATION SUPERVISOR SWIMMING	3038		C	1777
RECREATION THERAPIST	3040		C	1778
RECREATION THERAPY AIDE	03042@		N	1779
RECYCLING OPERATOR	7719		C	1780
RECYCLING PROGRAM AIDE	03043@		N	1781
REDEVELOPMENT ASSISTANT	3044		C	1782
REFRIGERATION ENGINEER LOW PRESSURE LICENSE	7039		C	1783
REFRIGERATION MECHANIC	03047@		C	1784
REGIONAL STAFF NURSE MEDICAL ASSISTANT/HEALTH SERVICES	9023		C	1785
REGISTER OF DEEDS AND MORTGAGES	3049		U	1786
REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	3096	BILINGUAL IN KOREAN AND ENGLISH	C	1787
REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	3097		C	1788

REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	8061	BILINGUAL IN SPANISH AND ENGLISH	C	1789
REGISTERED ENVIRONMENTAL HEALTH SPECIALIST TRAINEE PUBLIC HEALTH	3101		N	1790
REGISTRAR OF VITAL STATISTICS	03050@		C	1791
REGISTRAR OF VITAL STATISTICS	5493	BILINGUAL IN SPANISH AND ENGLISH	C	1792
REGISTRAR OF VITAL STATISTICS	7523		U	1793
REGISTRAR OF VITAL STATISTICS/SECRETARY BOARD/COMMISSION	7423		C	1794
REGISTRAR OF VITAL STATISTICS/SENIOR REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	5956		C	1795
REHABILITATION COUNSELOR	03054@		C	1796
REHABILITATION SUPERVISOR	03055@		C	1797
RELOCATION ASSISTANT	03057@		C	1798
RELOCATION OFFICER	03060@		C	1799
RENT AND HOUSING COORDINATOR WELFARE	8021		C	1800
RENT REGULATION OFFICER	5681		C	1801
RENT REGULATION OFFICER	7831	BILINGUAL IN SPANISH AND ENGLISH	C	1802
REPAIRER BREATHING EQUIPMENT	7936		C	1803
REPAIRER ELECTRIC UTILITY	7513		C	1804
REPAIRER STATIONARY EQUIPMENT	7600		C	1805
REPRESENTATIVE CITIZENS COMPLAINTS	7668		C	1806
REPRESENTATIVE RENT REGULATION	5682		C	1807
RESEARCH AIDE	3068		C	1808
RESEARCH ASSISTANT	3069		C	1809
RESEARCH ASSISTANT CRIMINAL INFORMATION	03070@		C	1810
RESEARCH ECONOMIST 3	54005		C	1811
RESEARCH SCIENTIST	1768		U	1812
RESEARCH SUPERVISOR	03072@		C	1813
RESIDENTIAL SERVICES WORKER	4142		N	1814
RESOURCE INTERPRETIVE SPECIALIST 1	54406D	HISTORIC RESOURCES	C	1815
RESOURCE RECOVERY UTILITIES OPERATOR 1	7983		C	1816
RESOURCE RECOVERY UTILITIES OPERATOR 2	7984		C	1817

RESOURCE RECOVERY UTILITIES OPERATOR 3	7982		C	1818
RESOURCE RECOVERY UTILITIES OPERATOR 4	7981		C	1819
RIGHT TO KNOW PROJECT SPECIALIST	7756		C	1820
RISK MANAGER	7390		C	1821
ROAD INSPECTOR	3088		C	1822
ROAD INSPECTOR/ROAD REPAIR SUPERVISOR	6829		C	1823
ROAD REPAIR SUPERINTENDENT	3091		C	1824
ROAD REPAIR SUPERVISOR	6654		C	1825
ROAD REPAIRER 1	3090		C	1826
ROAD REPAIRER 2	3567		C	1827
ROAD REPAIRER 2/SIGN MAKER 2	7393		C	1828
ROAD REPAIRER 3	6655		C	1829
ROOFER	03093@		C	1830
SAFETY AND INSURANCE COORDINATOR	5122		C	1831
SAFETY INSPECTOR	3095		C	1832
SAFETY OFFICER MENTAL HEALTH	61484		C	1833
SANITATION DRIVER	3108		C	1834
SANITATION INSPECTOR	3110		C	1835
SANITATION SUPERINTENDENT	03112@		C	1836
SANITATION WORKER	3113		N	1837
SCHOOL AIDE	03114@		N	1838
SCHOOL BUS DRIVER	3115		N	1839
SCHOOL NURSE	3120		N	1840
SCHOOL NURSE	7491		U	1841
SCHOOL NURSES AIDE	3121		C	1842
SCHOOL PHYSICIAN	3122		U	1843
SCHOOL TRAFFIC GUARD	3125		U	1844
SECRETARIAL ASSISTANT	3127		C	1845
SECRETARIAL ASSISTANT	5132	BILINGUAL IN SPANISH AND ENGLISH	C	1846
SECRETARIAL ASSISTANT STENOGRAPHY	3128		C	1847
SECRETARIAL ASSISTANT TRANSCRIBING	4918		C	1848
SECRETARY	7086		U	1849
SECRETARY BOARD OF EDUCATION	3131		U	1850
SECRETARY BOARD/COMMISSION	7419		C	1851
SECRETARY BOARD/COMMISSION	7548		U	1852
SECRETARY MOSQUITO EXTERMINATION COMMISSION	5274		U	1853

SECRETARY MUNICIPAL UTILITIES AUTHORITY	6367		U	1854
SECRETARY TO DEPARTMENT HEAD	3149		U	1855
SECRETARY TO DIVISION HEAD	5499		U	1856
SECRETARY TO JUDGE	03153@		U	1857
SECRETARY TO MAYOR	03154@		U	1858
SECRETARY TO PRINCIPAL EXECUTIVE OFFICER	7225		U	1859
SECRETARY TO SHERIFF	03157@		U	1860
SECRETARY TO THE BOARD OF ALCOHOLIC BEVERAGE CONTROL	6982		U	1861
SECRETARY TO THE INSURANCE FUND COMMISSION	7126		U	1862
SECTION SUPERVISOR ENVIRONMENTAL COMPLIANCE	7804		C	1863
SECURITY GUARD	6124		N	1864
SECURITY GUARD	6273	BILINGUAL IN SPANISH AND ENGLISH	N	1865
SECURITY SYSTEMS OPERATOR	8040		N	1866
SENIOR ACCOUNT CLERK	03165@		C	1867
SENIOR ACCOUNT CLERK/SENIOR RECEPTIONIST	6492		C	1868
SENIOR ACCOUNTANT	03169@		C	1869
SENIOR ACCOUNTING PROCEDURES ANALYST	03170@		C	1870
SENIOR ADMINISTRATIVE ANALYST	03173@		C	1871
SENIOR ADMISSIONS AND RECORDS OFFICER	7775		C	1872
SENIOR ADULT DAY CARE CENTER WORKER	6437		C	1873
SENIOR ANIMAL ATTENDANT	6228		C	1874
SENIOR ANIMAL KEEPER	03183@		C	1875
SENIOR ARCHITECT	4406		C	1876
SENIOR ART THERAPIST	4568		C	1877
SENIOR ARTIFICIAL ICE RINK REFRIGERATION ENGINEER	03186@		C	1878
SENIOR ASSESSING AIDE	03188@		C	1879
SENIOR ASSISTANT ASSESSOR	03192@		C	1880
SENIOR AUDIO VISUAL AIDS CLERK	03195@		C	1881
SENIOR AUDITOR	03196@		C	1882
SENIOR BODY AND FENDER MECHANIC	6391		C	1883
SENIOR BOILER OPERATOR	6791		C	1884
SENIOR BOILER OPERATOR/SENIOR MAINTENANCE REPAIRER	7873		C	1885

SENIOR BRIDGE CONSTRUCTION INSPECTOR/SENIOR ROAD INSPECTOR	6551		C	1886
SENIOR BRIDGE CONSTRUCTION WORKER	3220		C	1887
SENIOR BRIDGE OPERATOR	3221		C	1888
SENIOR BRIDGE REPAIRER	3222		C	1889
SENIOR BUDGET EXAMINER	3223		C	1890
SENIOR BUILDING INSPECTOR	3224		C	1891
SENIOR BUILDING MAINTENANCE WORKER	3227		N	1892
SENIOR BUILDING MAINTENANCE WORKER LOW PRESSURE LICENSE	3228		N	1893
SENIOR BUILDING MAINTENANCE WORKER/SENIOR SECURITY GUARD	9065		C	1894
SENIOR BUILDING SERVICE WORKER	3229		C	1895
SENIOR BUYER	3232		C	1896
SENIOR CANTEEN CLERK	3235		C	1897
SENIOR CARPENTER	5009		C	1898
SENIOR CASE MONITOR JUVENILE OFFENDER	3529		C	1899
SENIOR CASHIER	3236		C	1900
SENIOR CASHIER TYPING	5114	BILINGUAL IN SPANISH AND ENGLISH	C	1901
SENIOR CEMETERY CARETAKER	3238		C	1902
SENIOR CITIZEN PROGRAM AIDE	3244		N	1903
SENIOR CLAIMS EXAMINER	3246		C	1904
SENIOR CLERK DRIVER	03251@		C	1905
SENIOR CLERK TRANSCRIBER	3255		C	1906
SENIOR CLERK TRANSCRIBER	6718	BILINGUAL IN SPANISH AND ENGLISH	C	1907
SENIOR CLINICAL PSYCHOLOGIST	3259		C	1908
SENIOR CODE ENFORCEMENT OFFICER	7379		C	1909
SENIOR COMMUNICATIONS OFFICER	4895		C	1910
SENIOR COMMUNICATIONS TECHNICIAN	5642		C	1911
SENIOR COMMUNITY AIDE SCHOOLS	5636		C	1912
SENIOR COMMUNITY RELATIONS SPECIALIST	03265@		C	1913
SENIOR COMMUNITY RELATIONS SPECIALIST	03266@	BILINGUAL IN SPANISH AND ENGLISH	C	1914

SENIOR COMMUNITY SERVICE AIDE	3267		C	1915
SENIOR COMMUNITY SERVICE WORKER	03269@		C	1916
SENIOR COMMUNITY SERVICE WORKER	4366	BILINGUAL IN SPANISH AND ENGLISH	C	1917
SENIOR COMPUTER OPERATOR	03271@		C	1918
SENIOR COMPUTER SERVICE TECHNICIAN	7691		C	1919
SENIOR CONSTRUCTION INSPECTOR	03273@		C	1920
SENIOR CONSTRUCTION INSPECTOR/ZONING OFFICER	03272@		C	1921
SENIOR COOK	03274@		C	1922
SENIOR COST ESTIMATOR PROPERTY IMPROVEMENT	03276@		C	1923
SENIOR COUNSELOR ADOLESCENT UNIT	3277		C	1924
SENIOR COUNSELOR PENAL INSTITUTION	3278		C	1925
SENIOR COUNTY PARK MANAGER	3279		C	1926
SENIOR COUNTY PARK RANGER	3280		C	1927
SENIOR COURT CLERK	3282		C	1928
SENIOR COURT CLERK PROBATE	3284		C	1929
SENIOR CUSTODIAL WORKER	03289@		C	1930
SENIOR CUSTODIAN	3290		C	1931
SENIOR CUSTOMER SERVICE REPRESENTATIVE	7450		C	1932
SENIOR DATA CONTROL CLERK	3294		C	1933
SENIOR DATA PROCESSING PROGRAMMER	3295		C	1934
SENIOR DATA PROCESSING SYSTEMS PROGRAMMER	4703		C	1935
SENIOR DETENTION ALTERNATIVES OFFICER	8082		C	1936
SENIOR DIETITIAN	6046		C	1937
SENIOR DRAFTING TECHNICIAN	6560		C	1938
SENIOR ELECTIONS CLERK INVESTIGATOR	3304		C	1939
SENIOR ELECTRICAL INSPECTOR	3306		C	1940
SENIOR ELECTRICIAN	3308		C	1941
SENIOR EMERGENCY MEDICAL TECHNICIAN	3312		C	1942
SENIOR EMERGENCY MEDICAL TECHNICIAN INSTRUCTOR	8039		C	1943
SENIOR EMPLOYEE BENEFITS CLERK	4730		C	1944
SENIOR EMPLOYMENT SPECIALIST	4367		C	1945
SENIOR ENGINEER	3314		C	1946
SENIOR ENGINEER BRIDGES	4611		C	1947
SENIOR ENGINEER CIVIL	3315		C	1948

SENIOR ENGINEER ELECTRIC UTILITY	3316		C	1949
SENIOR ENGINEER ENVIRONMENTAL	7758		C	1950
SENIOR ENGINEER HIGHWAY	3317		C	1951
SENIOR ENGINEER TRAFFIC	3319		C	1952
SENIOR ENGINEERING AIDE	3320		C	1953
SENIOR ENVIRONMENTAL HEALTH SPECIALIST	7529		C	1954
SENIOR ENVIRONMENTAL HEALTH SPECIALIST HAZARDOUS SUBSTANCES	7503		C	1955
SENIOR ENVIRONMENTAL HEALTH SPECIALIST WASTEWATER PRETREATMENT	7537		C	1956
SENIOR ENVIRONMENTAL TECHNICIAN	59988F	WATER RESOURCES	C	1957
SENIOR ENVIRONMENTAL THERAPY AIDE	3324		C	1958
SENIOR EXECUTION CLERK	3325		C	1959
SENIOR EXTERMINATOR	3326		C	1960
SENIOR FAMILY AND NEIGHBORHOOD COUNSELOR	3327		C	1961
SENIOR FIELD REPRESENTATIVE COUNTY BOARD OF TAXATION	3330		C	1962
SENIOR FIELD REPRESENTATIVE DISEASE CONTROL	3331		C	1963
SENIOR FIELD REPRESENTATIVE HEALTH EDUCATION	4468		C	1964
SENIOR FIELD REPRESENTATIVE HOUSING	64393C	HOUSING ASSISTANCE PROGRAM	C	1965
SENIOR FIELD REPRESENTATIVE HOUSING, HOUSING ASSISTANCE PROGRAM	64393		C	1966
SENIOR FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	3333		C	1967
SENIOR FIRE INSTRUCTOR	3336		C	1968
SENIOR FIRE PREVENTION SPECIALIST	6354		C	1969
SENIOR FIRE PREVENTION SPECIALIST/FIRE PROTECTION INSPECTOR	8098		C	1970
SENIOR FISCAL ANALYST	50533		C	1971
SENIOR FOOD SERVICE WORKER	7291		C	1972
SENIOR FORENSIC CHEMIST	3339		C	1973
SENIOR GARAGE ATTENDANT	40013		N	1974
SENIOR GARDENER	3341		C	1975
SENIOR GOLF RANGER	3344		N	1976
SENIOR GOLF STARTER	3345		N	1977
SENIOR GREENSKEEPER	3348		C	1978
SENIOR HEALTH AIDE	3351		C	1979

SENIOR HOME SERVICE AIDE	3361		C	1980
SENIOR HORTICULTURIST	2452		C	1981
SENIOR HOSPITAL ATTENDANT	3362		N	1982
SENIOR HOUSING ASSISTANCE TECHNICIAN	7463		C	1983
SENIOR HOUSING INSPECTOR	3368		C	1984
SENIOR HOUSING INSPECTOR/ZONING OFFICER	9035		C	1985
SENIOR HOUSING MANAGER	3370		C	1986
SENIOR IDENTIFICATION OFFICER	3373		C	1987
SENIOR INSPECTOR MOSQUITO EXTERMINATION	3380		C	1988
SENIOR INSPECTOR ROAD OPENINGS	3381		C	1989
SENIOR INSTITUTIONAL ATTENDANT	03383@		N	1990
SENIOR INSTRUCTOR OF IN SERVICE NURSING	03386@		C	1991
SENIOR INVESTIGATOR COMMUNICABLE DISEASES	7428		C	1992
SENIOR INVESTIGATOR CONSUMER PROTECTION	3390		C	1993
SENIOR INVESTIGATOR COUNTY ADJUSTERS	3391		C	1994
SENIOR INVESTIGATOR COUNTY MEDICAL EXAMINERS OFFICE	3392		C	1995
SENIOR INVESTIGATOR COUNTY WELFARE AGENCY	3393		C	1996
SENIOR INVESTIGATOR COUNTY WELFARE AGENCY	4370	BILINGUAL IN SPANISH AND ENGLISH	C	1997
SENIOR INVESTIGATOR LAW DEPARTMENT	5683		C	1998
SENIOR INVESTIGATOR PAROLE AND SECURED FACILITIES	32645		C	1999
SENIOR JUVENILE DETENTION OFFICER	5109		C	2000
SENIOR JUVENILE DETENTION OFFICER/SENIOR TRAINING TECHNICIAN	6762		C	2001
SENIOR JUVENILE DETENTION OFFICER/SENIOR YOUTH AIDE	6751		C	2002
SENIOR LABORATORY TECHNICIAN	3401		C	2003
SENIOR LABORATORY TECHNICIAN WATER ANALYSIS	5084		C	2004
SENIOR LABORATORY TECHNICIAN WATER ANALYSIS/SENIOR SEWAGE PLANT OPERATOR	7561		C	2005
SENIOR LANDSCAPE ARCHITECT	4407		C	2006
SENIOR LAUNDRY WORKER	7444		C	2007
SENIOR LEGAL STENOGRAPHER	3405		C	2008
SENIOR LIBRARIAN ELECTRONIC DATA PROCESSING	4995		C	2009

SENIOR LIBRARY ASSISTANT	3416		C	2010
SENIOR LIBRARY ASSISTANT	4832	BILINGUAL IN SPANISH AND ENGLISH	C	2011
SENIOR LIBRARY EXHIBIT ARTIST	3419		C	2012
SENIOR LINE WORKER	7054		C	2013
SENIOR LOAN ADVISOR	5138		C	2014
SENIOR MACHINIST	5255		C	2015
SENIOR MAIL CLERK	20433		C	2016
SENIOR MAINTENANCE REPAIRER	3425		C	2017
SENIOR MAINTENANCE REPAIRER CARPENTER	3426		C	2018
SENIOR MAINTENANCE REPAIRER ELECTRICIAN	3430		C	2019
SENIOR MAINTENANCE REPAIRER FIRE EQUIPMENT	3431		C	2020
SENIOR MAINTENANCE REPAIRER HEATING AND AIR CONDITIONING	3436		C	2021
SENIOR MAINTENANCE REPAIRER LOW PRESSURE LICENSE	3439		C	2022
SENIOR MAINTENANCE REPAIRER MASON	3441		C	2023
SENIOR MAINTENANCE REPAIRER PAINTER	3444		C	2024
SENIOR MAINTENANCE REPAIRER PLUMBER	3445		C	2025
SENIOR MAINTENANCE REPAIRER REFRIGERATION AND AIR CONDITIONING	3447		C	2026
SENIOR MAINTENANCE REPAIRER WELDER	3453		C	2027
SENIOR MAINTENANCE REPAIRER/WATER REPAIRER 1	7269		C	2028
SENIOR MANAGEMENT ASSISTANT	56493		C	2029
SENIOR MASON	7539		C	2030
SENIOR MECHANIC	3459		C	2031
SENIOR MECHANIC DIESEL	4561		C	2032
SENIOR MEDICAL CLAIMS REVIEW CLERK	21234		C	2033
SENIOR MEDICAL RECORD CLERK	3467		C	2034
SENIOR MEDICAL SOCIAL WORKER	3469		C	2035
SENIOR MEDICAL TRANSCRIBER	3472		C	2036
SENIOR MESSENGER	5736		C	2037
SENIOR MOTOR VEHICLE OPERATOR ELDERLY AND HANDICAPPED PERSONS	5597		C	2038
SENIOR MUSIC THERAPIST	3480		C	2039
SENIOR NATURALIZATION CLERK	3482		C	2040
SENIOR OCCUPATIONAL THERAPY AIDE	3484		C	2041

SENIOR OFFICE APPLIANCE OPERATOR	3485		C	2042
SENIOR PAINTER	3488		C	2043
SENIOR PARK NATURALIST	3491		C	2044
SENIOR PARKING ATTENDANT	3492		C	2045
SENIOR PAYROLL CLERK	3496		C	2046
SENIOR PAYROLL CLERK/RECORDS SUPPORT TECHNICIAN 3	4958		C	2047
SENIOR PERSONNEL ASSISTANT	4982		C	2048
SENIOR PERSONNEL TECHNICIAN	3502		C	2049
SENIOR PERSONNEL TECHNICIAN	7254	BILINGUAL IN SPANISH AND ENGLISH	C	2050
SENIOR PHARMACIST	3503		C	2051
SENIOR PHARMACY AIDE	5989		C	2052
SENIOR PHYSICAL THERAPIST	3507		C	2053
SENIOR PHYSICAL THERAPY AIDE	3508		C	2054
SENIOR PHYSICIAN	5312		U	2055
SENIOR PLANNER	16490		C	2056
SENIOR PLANNER ENVIRONMENTAL	4565		C	2057
SENIOR PLANNER TRANSPORTATION	12493		C	2058
SENIOR PLANNING AIDE	3512		C	2059
SENIOR PLUMBER	3515		C	2060
SENIOR PLUMBING INSPECTOR	3517		C	2061
SENIOR PRACTICAL NURSE	3524		C	2062
SENIOR PROBATE CLERK	3527		C	2063
SENIOR PROBATE CLERK TYPING	3528		C	2064
SENIOR PROGRAM ANALYST	5160		C	2065
SENIOR PROGRAM DEVELOPMENT SPECIALIST AGING	6408		C	2066
SENIOR PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERVICE	6931		C	2067
SENIOR PROGRAM MONITOR	5399		C	2068
SENIOR PROGRAM SPECIALIST SPECIAL CHILD HEALTH SERVICES	7493		C	2069
SENIOR PSYCHIATRIC SOCIAL WORKER	3532		C	2070
SENIOR PSYCHIATRIC SOCIAL WORKER	5439	BILINGUAL IN SPANISH AND ENGLISH	C	2071
SENIOR PUBLIC HEALTH INVESTIGATOR	4426		C	2072
SENIOR PUBLIC HEALTH NURSE	3536		C	2073

SENIOR PUBLIC INFORMATION ASSISTANT	3538		C	2074
SENIOR PUBLIC SAFETY TELECOMMUNICATOR	03262@		C	2075
SENIOR PUBLIC WORKS INSPECTOR	3539		C	2076
SENIOR PUBLIC WORKS REPAIRER	03541@		C	2077
SENIOR PUMP ROOM ATTENDANT	03542@		C	2078
SENIOR PUMPING STATION OPERATOR	3544		C	2079
SENIOR PUMPING STATION REPAIRER	3545		C	2080
SENIOR PURCHASING ASSISTANT	3547		C	2081
SENIOR RADIO DISPATCHER	3549		C	2082
SENIOR RADIO REPAIRER	03550@		C	2083
SENIOR RECEPTIONIST	03552@		C	2084
SENIOR RECEPTIONIST	4884	BILINGUAL IN SPANISH AND ENGLISH	C	2085
SENIOR RECEPTIONIST	8047	BILINGUAL IN ENGLISH AND PORTUGUESE	C	2086
SENIOR RECEPTIONIST BILINGUAL IN VIETNAMESE AND ENGLISH	7370		C	2087
SENIOR RECEPTIONIST/TELEPHONE OPERATOR	03553@		C	2088
SENIOR RECEPTIONIST/TELEPHONE OPERATOR BILINGUAL IN SPANISH/ENGLISH	3614		C	2089
SENIOR RECREATION THERAPIST	3559		C	2090
SENIOR RECREATION THERAPY AIDE	3560		C	2091
SENIOR RECYCLING OPERATOR	7720		C	2092
SENIOR REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	3569		C	2093
SENIOR REHABILITATION COUNSELOR	3562		C	2094
SENIOR REPAIRER ELECTRIC UTILITY	7512		C	2095
SENIOR REPAIRER STATIONARY EQUIPMENT	7601		C	2096
SENIOR REPRESENTATIVE CITIZENS COMPLAINTS	7669		C	2097
SENIOR RESEARCH ASSISTANT	3565		C	2098
SENIOR RIGHT OF WAY NEGOTIATOR	4677		C	2099
SENIOR ROAD INSPECTOR	3566		C	2100
SENIOR SANITATION INSPECTOR	3572		C	2101

SENIOR SECURITY GUARD	6257		C	2102
SENIOR SECURITY GUARD	7884	BILINGUAL IN SPANISH AND ENGLISH	C	2103
SENIOR SEWAGE METER REPAIRER	5452		C	2104
SENIOR SEWAGE PLANT OPERATOR	3578		C	2105
SENIOR SEWAGE PLANT OPERATOR LOW PRESSURE LICENSE	5468		C	2106
SENIOR SEWAGE PLANT OPERATOR/SEWER REPAIRER 2	5261		C	2107
SENIOR SEWAGE PLANT REPAIRER	3581		C	2108
SENIOR SOCIAL SERVICE AIDE	62133		C	2109
SENIOR SOCIAL WORKER INSTITUTIONS	4968		C	2110
SENIOR SOCIAL WORKER JUVENILE REHABILITATION	5685		C	2111
SENIOR SOCIAL WORKER NURSING HOME	7915		C	2112
SENIOR STOCK CLERK	3597		C	2113
SENIOR STOREKEEPER	3600		C	2114
SENIOR SYSTEMS ANALYST	3604		C	2115
SENIOR TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	53100		C	2116
SENIOR TELEPHONE OPERATOR	3612		C	2117
SENIOR TRAFFIC ANALYST	3622		C	2118
SENIOR TRAFFIC ENUMERATOR	3623		C	2119
SENIOR TRAFFIC MAINTENANCE WORKER	3625		C	2120
SENIOR TRAFFIC MAINTENANCE WORKER/SIGN MAKER 2	4624		C	2121
SENIOR TRAFFIC SIGNAL ELECTRICIAN	3626		C	2122
SENIOR TRAINING TECHNICIAN	5614		C	2123
SENIOR TRAINING TECHNICIAN	7966	BILINGUAL IN SPANISH AND ENGLISH	C	2124
SENIOR TRANSPORTATION INSPECTOR	3629		C	2125
SENIOR VENEREAL DISEASE ATTENDANT	3636		C	2126
SENIOR WATER INSPECTOR	5930		C	2127
SENIOR WATER METER REPAIRER	03642@		C	2128
SENIOR WATER METER REPAIRER/WATER REPAIRER 2	5737		C	2129
SENIOR WATER TREATMENT PLANT OPERATOR	3647		C	2130

SENIOR WATER TREATMENT PLANT OPERATOR/SENIOR WATER TREATMENT PLANT REPAIRER	5931		C	2131
SENIOR WATER TREATMENT PLANT REPAIRER	3648		C	2132
SENIOR WELDER	5598		C	2133
SENIOR WELFARE INVESTIGATOR	03652@		C	2134
SENIOR WETLANDS SPECIALIST MOSQUITO EXTERMINATION	64987		C	2135
SENIOR YOUTH AIDE	4732		C	2136
SENIOR YOUTH GROUP WORKER	3657		C	2137
SENIOR YOUTH SERVICES COUNSELOR	3658		C	2138
SENIOR YOUTH WORKER	66000		C	2139
SERGEANT OF COUNTY INVESTIGATORS	7095		U	2140
SEWAGE METER REPAIRER	5431		C	2141
SEWAGE PLANT ATTENDANT	5115		N	2142
SEWAGE PLANT OPERATOR	03672@		C	2143
SEWAGE PLANT OPERATOR/SEWAGE PLANT REPAIRER	5264		C	2144
SEWAGE PLANT OPERATOR/SEWER REPAIRER 1	5265		C	2145
SEWAGE PLANT OPERATOR/WATER TREATMENT PLANT OPERATOR	5943		C	2146
SEWAGE PLANT REPAIRER	3677		C	2147
SEWAGE PLANT SUPERINTENDENT	3678		C	2148
SEWAGE PLANT SUPERINTENDENT/SEWER SUPERINTENDENT	5934		C	2149
SEWER INSPECTOR	3681		C	2150
SEWER MAINTENANCE INSPECTOR	3684		N	2151
SEWER REPAIRER 1	03686@		C	2152
SEWER REPAIRER 1/STREET REPAIRER	5762		C	2153
SEWER REPAIRER 1/WATER REPAIRER 1	5875		C	2154
SEWER REPAIRER 1/WATER REPAIRER 1/WATER TREATMENT PLANT OPERATOR	7123		C	2155
SEWER REPAIRER 2	3585		C	2156
SEWER REPAIRER 2/WATER REPAIRER 2	5295		C	2157
SEWER REPAIRER 2/WATER REPAIRER 2/SENIOR WATER TREATMENT PLANT OPERATOR	7187		C	2158
SEWER REPAIRER 2/WATER REPAIRER 3	6705		C	2159
SEWER REPAIRER SUPERVISOR	6702		C	2160

SEWER REPAIRER SUPERVISOR/ROAD REPAIR SUPERVISOR	6706		C	2161
SEWER REPAIRER SUPERVISOR/WATER REPAIR SUPERVISOR	6707		C	2162
SEWER SUPERINTENDENT	03687@		C	2163
SEWER SUPERINTENDENT/STREET SUPERINTENDENT	5759		C	2164
SEWER SUPERINTENDENT/WATER SUPERINTENDENT	5945		C	2165
SHEET METAL WORKER	03688@		C	2166
SHERIFF	03693@		U	2167
SHERIFFS INVESTIGATOR	7270		U	2168
SHERIFFS OFFICER	03694@		C	2169
SHERIFFS OFFICER	03695@	BILINGUAL IN SPANISH AND ENGLISH	C	2170
SHERIFFS OFFICER CAPTAIN	03696@		C	2171
SHERIFFS OFFICER CHIEF	7595		U	2172
SHERIFFS OFFICER LIEUTENANT	3699		C	2173
SHERIFFS OFFICER SERGEANT	3700		C	2174
SHERIFFS OFFICER SERGEANT/TRAINING OFFICER	5770		C	2175
SIGN MAKER 1	3706		C	2176
SIGN MAKER 2	3705		C	2177
SIGN MAKER 3	3588		C	2178
SIGN MAKER 4	6514		C	2179
SIGN MAKER WOOD AND METAL	6515		C	2180
SIGNAL SYSTEM SUPERINTENDENT	03715@		C	2181
SIGNAL SYSTEMS MAINTENANCE WORKER	3713		C	2182
SIGNAL SYSTEMS TECHNICIAN 1	3714		C	2183
SIGNAL SYSTEMS TECHNICIAN 2	3589		C	2184
SIGNAL SYSTEMS TECHNICIAN 3	00704@		C	2185
SITE MANAGER NUTRITION PROGRAM	3716		C	2186
SLUDGE DEWATERING MACHINE OPERATOR	5615		C	2187
SLUDGE PLANT OPERATOR AND REPAIRER	4747		C	2188
SOCIAL CASE WORK SUPERVISOR	4378		C	2189
SOCIAL CASE WORKER	3724	BILINGUAL IN SPANISH AND ENGLISH	C	2190
SOCIAL CASE WORKER	4377		C	2191

SOCIAL REHABILITATION THERAPIST PENAL INSTITUTION	4967		C	2192
SOCIAL SERVICE AIDE	3728		C	2193
SOCIAL SERVICE AIDE	4647	BILINGUAL IN SPANISH AND ENGLISH	C	2194
SOCIAL SERVICE ASSISTANT	4623		C	2195
SOCIAL SERVICE ASSISTANT	4634	BILINGUAL IN SPANISH AND ENGLISH	C	2196
SOCIAL SERVICE COORDINATOR NUTRITION PROGRAM FOR THE ELDERLY	3731		C	2197
SOCIAL SERVICE TECHNICIAN	3729		C	2198
SOCIAL SERVICE TECHNICIAN	3730	BILINGUAL IN SPANISH AND ENGLISH	C	2199
SOCIAL SERVICE TECHNICIAN	8080	MULTILINGUAL IN HINDI GUJARATI & ENG	C	2200
SOCIAL WORK SPECIALIST	3732		C	2201
SOCIAL WORK SPECIALIST	5206	BILINGUAL IN SPANISH AND ENGLISH	C	2202
SOCIAL WORK SUPERVISOR	3733		C	2203
SOCIAL WORK SUPERVISOR	6495	BILINGUAL IN SPANISH AND ENGLISH	C	2204
SOCIAL WORK SUPERVISOR JUVENILE REHABILITATION	5686		C	2205
SOCIAL WORKER	3734		C	2206
SOCIAL WORKER	3735	BILINGUAL IN SPANISH AND ENGLISH	C	2207
SOCIAL WORKER AGING	5019		C	2208
SOCIAL WORKER CHILDRENS SHELTER	3736		C	2209
SOCIAL WORKER HEALTH	3740		C	2210
SOCIAL WORKER HEALTH	7515	BILINGUAL IN SPANISH AND ENGLISH	C	2211
SOCIAL WORKER INSTITUTIONS	4577		C	2212
SOCIAL WORKER INSTITUTIONS	4596	BILINGUAL IN SPANISH AND ENGLISH	C	2213
SOCIAL WORKER JUVENILE REHABILITATION	3741		C	2214
SOCIAL WORKER NURSING HOME	7913		C	2215

SOCIAL WORKER POLICE SOCIAL SERVICES	4669		C	2216
SOCIAL WORKER SUBSTANCE ABUSE	3738		C	2217
SOCIAL/FAMILY SERVICE WORKER TRAINEE	8059		N	2218
SOCIAL/FAMILY SERVICE WORKER TRAINEE	8060	BILINGUAL IN SPANISH & ENGLISH	N	2219
SOFTWARE DEVELOPMENT SPECIALIST 1	10237		N	2220
SOFTWARE DEVELOPMENT SPECIALIST 2	10246		C	2221
SOFTWARE DEVELOPMENT SPECIALIST 3	10235		C	2222
SOLICITOR	3742		U	2223
SPECIAL DEPUTY CLERK	3744		U	2224
SPECIAL DEPUTY SURROGATE	3745		U	2225
SPECIAL LAW ENFORCEMENT OFFICER	6895		U	2226
SPECIAL PROBATE CLERK	3747		U	2227
SPECIFICATION WRITER PURCHASING	3751		C	2228
SPEECH PATHOLOGIST	4766		N	2229
STABLE WORKER	3761		N	2230
STAFF PHYSICIAN	3764		U	2231
STATIONARY ENGINEER	3766		C	2232
STATISTICAL TYPIST	3769		C	2233
STEAMFITTER	3772		C	2234
STOCK CLERK	3777		N	2235
STOCK HANDLER	3778		N	2236
STOREKEEPER	3779		C	2237
STOREKEEPER 1	40142		C	2238
STOREKEEPER 2	40143		C	2239
STOREKEEPER 3	40144		C	2240
STOREKEEPER AUTOMOTIVE	3781		C	2241
STOREKEEPER ELECTRIC UTILITY	5455		C	2242
STREET INSPECTOR	3796		C	2243
STUDENT ASSISTANT	29037		U	2244
STUDENT ASSISTANT INTERN PROGRAM	3807		N	2245
SUBSTANCE ABUSE COUNSELOR 1	63114		N	2246
SUBSTANCE ABUSE COUNSELOR 1	63114D	BILINGUAL IN SPANISH & ENGLISH	N	2247
SUBSTANCE ABUSE COUNSELOR 2	63115		C	2248
SUBSTANCE ABUSE COUNSELOR INTERN	63117		N	2249
SUPERINTENDENT JUVENILE DETENTION FACILITY	5042		C	2250
SUPERINTENDENT MOSQUITO EXTERMINATION	3818		C	2251

SUPERINTENDENT OF ELECTIONS AND COMMISSIONER OF REGISTRATION	3821		U	2252
SUPERINTENDENT OF ELECTRIC GENERATION	3822		C	2253
SUPERINTENDENT OF ELECTRICAL DISTRIBUTION	3825		C	2254
SUPERINTENDENT OF PUBLIC PROPERTY	3832		C	2255
SUPERINTENDENT OF PUBLIC WORKS	7109		U	2256
SUPERINTENDENT OF RECREATION	03834@		C	2257
SUPERINTENDENT OF WATER DISTRIBUTION	3838		C	2258
SUPERINTENDENT OF WATER INTAKE AND SUPPLY MAINS	3840		C	2259
SUPERINTENDENT OF WEIGHTS AND MEASURES	1428		C	2260
SUPERINTENDENT RECLAMATION CENTER	03844@		C	2261
SUPERINTENDENT RECYCLING OPERATIONS	7721		C	2262
SUPERVISING ACCOUNT CLERK	3848		C	2263
SUPERVISING ACCOUNTANT	5657		C	2264
SUPERVISING ADMINISTRATIVE ANALYST	03850@		C	2265
SUPERVISING ADMISSIONS AND RECORDS OFFICER	7495		C	2266
SUPERVISING ADVOCATE VICTIM-WITNESS PROGRAM	7878		C	2267
SUPERVISING ANIMAL ATTENDANT	5486		C	2268
SUPERVISING ANIMAL CONTROL OFFICER	5999		C	2269
SUPERVISING ANIMAL KEEPER	6580		C	2270
SUPERVISING BRIDGE CONSTRUCTION INSPECTOR/SUPERVISING ROAD INSPECTOR	7562		C	2271
SUPERVISING BRIDGE CONSTRUCTION WORKER	6585		C	2272
SUPERVISING BRIDGE REPAIRER	6592		C	2273
SUPERVISING BRIDGE REPAIRER/ROAD REPAIR SUPERVISOR	7316		C	2274
SUPERVISING BUILDING INSPECTOR	5049		C	2275
SUPERVISING CARPENTER	6600		C	2276
SUPERVISING CASHIER	03857@		C	2277
SUPERVISING CLERK TRANSCRIBER	03863@		C	2278
SUPERVISING CLINICAL NUTRITIONIST	44784		C	2279
SUPERVISING CODE ENFORCEMENT OFFICER	7380		C	2280
SUPERVISING CODE ENFORCEMENT OFFICER/ZONING OFFICER	9052		C	2281

SUPERVISING COMMUNICATIONS TECHNICIAN	5599		C	2282
SUPERVISING COMMUNITY SERVICE OFFICER ADDICTIONS	63155		C	2283
SUPERVISING COMMUNITY YOUTH WORKER	4670		C	2284
SUPERVISING COMPUTER OPERATOR	5061		C	2285
SUPERVISING COUNSELOR PENAL INSTITUTION	7821		C	2286
SUPERVISING COUNTY PARK RANGER	3870		C	2287
SUPERVISING DATA CONTROL CLERK	3872		C	2288
SUPERVISING DETENTION ALTERNATIVES OFFICER	8083		C	2289
SUPERVISING DIETITIAN	7603		C	2290
SUPERVISING DRAFTING TECHNICIAN	6562		C	2291
SUPERVISING ELECTRICIAN	6605		C	2292
SUPERVISING ELECTRICIAN/SUPERVISOR OF ELECTRONICS REPAIR	7728		C	2293
SUPERVISING EMERGENCY MEDICAL TECHNICIAN	4587		C	2294
SUPERVISING EMPLOYMENT SPECIALIST	4368		C	2295
SUPERVISING ENGINEER	3879		C	2296
SUPERVISING ENGINEER HIGHWAY AND BRIDGES	4671		C	2297
SUPERVISING ENGINEERING AIDE	3881		C	2298
SUPERVISING ENVIRONMENTAL HEALTH SPECIALIST	7530		C	2299
SUPERVISING EQUIPMENT OPERATOR	6664		C	2300
SUPERVISING EQUIPMENT OPERATOR/SUPERVISING MECHANIC	7013		C	2301
SUPERVISING FIELD REPRESENTATIVE DISEASE CONTROL	5658		C	2302
SUPERVISING FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	3885		C	2303
SUPERVISING FIRE AND AMBULANCE DISPATCHER	6001		C	2304
SUPERVISING FIRE PREVENTION SPECIALIST	6352		C	2305
SUPERVISING FIRE PREVENTION SPECIALIST UFD	6353		C	2306
SUPERVISING GARAGE ATTENDANT	6611		C	2307
SUPERVISING GLAZIER	7702		C	2308
SUPERVISING GREENSKEEPER	6729		C	2309
SUPERVISING HEALTH INSURANCE BENEFITS CLERK	03887@		C	2310

SUPERVISING HEATING AND AIR CONDITIONING MECHANIC	7102		C	2311
SUPERVISING HEAVY EQUIPMENT OPERATOR	6675		C	2312
SUPERVISING HOUSING ASSISTANCE TECHNICIAN	7496		C	2313
SUPERVISING INTERCONNECTION TECHNICIAN ELECTRIC UT ILITY	7617		C	2314
SUPERVISING INVENTORY CONTROL CLERK	4444		C	2315
SUPERVISING JUVENILE DETENTION OFFICER	5110		C	2316
SUPERVISING LABORATORY TECHNICIAN WATER ANALYSIS	5458		C	2317
SUPERVISING LEGAL STENOGRAPHER	3901		C	2318
SUPERVISING LIBRARY ASSISTANT	3904		C	2319
SUPERVISING LIBRARY ASSISTANT	4885	BILINGUAL IN SPANISH AND ENGLISH	C	2320
SUPERVISING LIBRARY EXHIBIT ARTIST	3906		C	2321
SUPERVISING LIFEGUARD	7092		C	2322
SUPERVISING LIFEGUARD/SUPERVISING MAINTENANCE REPAIRER PAINTING	7350		C	2323
SUPERVISING LINE WORKER	7055		C	2324
SUPERVISING LINE WORKER/SUPERVISOR PUBLIC WORKS	7264		C	2325
SUPERVISING MAINTENANCE REPAIRER	7338		C	2326
SUPERVISING MAINTENANCE REPAIRER CARPENTRY	7339		C	2327
SUPERVISING MAINTENANCE REPAIRER LOW PRESSURE LICENSE	7340		C	2328
SUPERVISING MAINTENANCE REPAIRER PAINTING	7344		C	2329
SUPERVISING MAINTENANCE REPAIRER/SUPERVISOR LANDSCAPE	7902		C	2330
SUPERVISING MASON	6874		C	2331
SUPERVISING MECHANIC	6724		C	2332
SUPERVISING MECHANIC DIESEL	6725		C	2333
SUPERVISING MECHANIC FIRE APPARATUS	6726		C	2334
SUPERVISING MECHANIC GOLF FACILITIES	8071		C	2335
SUPERVISING MOTOR BROOM DRIVER	6648		C	2336
SUPERVISING MUNICIPAL COURT ATTENDANT	5569		C	2337
SUPERVISING OFFICE APPLIANCE OPERATOR	03912@		C	2338

SUPERVISING OFFSET MACHINE OPERATOR	03913@		C	2339
SUPERVISING OMNIBUS OPERATOR	5600		C	2340
SUPERVISING PAINTER	6722		C	2341
SUPERVISING PARAMEDIC	4770		C	2342
SUPERVISING PARKING ENFORCEMENT OFFICER	7306		C	2343
SUPERVISING PARKING ENFORCEMENT OFFICER/METER WORKER SUPERVISOR	7311		C	2344
SUPERVISING PAYROLL CLERK	26995		C	2345
SUPERVISING PLANNER	16492		C	2346
SUPERVISING PLANNER TRANSPORTATION	12495		C	2347
SUPERVISING PLUMBER	7328		C	2348
SUPERVISING PRINCIPAL PERSONNEL TECHNICIAN	3925		C	2349
SUPERVISING PROCUREMENT SPECIALIST	52629		C	2350
SUPERVISING PROGRAM ANALYST	3927		C	2351
SUPERVISING PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERVICE	6932		C	2352
SUPERVISING PROGRAM DEVELOPMENT SPECIALIST CRIMINAL JUSTICE	6946		C	2353
SUPERVISING PROGRAM SPECIALIST SUBSTANCE ABUSE/AIDS	63004		C	2354
SUPERVISING PROPERTY CLERK	5519		C	2355
SUPERVISING PUBLIC SAFETY TELECOMMUNICATOR	03865@		C	2356
SUPERVISING PUBLIC WORKS INSPECTOR	7699		C	2357
SUPERVISING PUMPING STATION OPERATOR	7552		C	2358
SUPERVISING PUMPING STATION OPERATOR/SEWER REPAIRER SUPERVISOR	7848		C	2359
SUPERVISING RADIO DISPATCHER	8048		C	2360
SUPERVISING RECEPTIONIST	03933@		C	2361
SUPERVISING RECEPTIONIST	6395	BILINGUAL IN SPANISH AND ENGLISH	C	2362
SUPERVISING REPRESENTATIVE CITIZENS COMPLAINTS	7670		C	2363
SUPERVISING ROAD INSPECTOR	3936		C	2364
SUPERVISING SCHOOL BUS DRIVER	5601		C	2365
SUPERVISING SCHOOL TRAFFIC GUARD	3937		U	2366
SUPERVISING SECURITY GUARD	6256		C	2367

SUPERVISING SECURITY SYSTEMS OPERATOR	8041		C	2368
SUPERVISING SEWAGE PLANT OPERATOR	6538		C	2369
SUPERVISING SEWAGE PLANT OPERATOR/SEWER REPAIRER SUPERVISOR	6792		C	2370
SUPERVISING SEWAGE PLANT REPAIRER	6645		C	2371
SUPERVISING STEAMFITTER	7329		C	2372
SUPERVISING SUBSTANCE ABUSE COUNSELOR	63116		C	2373
SUPERVISING TELEPHONE OPERATOR	03942@		C	2374
SUPERVISING TRAFFIC INVESTIGATOR	7706		C	2375
SUPERVISING WATER TREATMENT PLANT OPERATOR	6544		C	2376
SUPERVISING WATER TREATMENT PLANT OPERATOR/WATER REPAIR SUPERVISOR	8009		C	2377
SUPERVISING WATER TREATMENT PLANT REPAIRER	6543		C	2378
SUPERVISING WEIGHMASTER	7510		C	2379
SUPERVISING WELDER	6810		C	2380
SUPERVISING YOUTH GROUP WORKER	03945@		C	2381
SUPERVISOR BATHS AND POOLS	3949		C	2382
SUPERVISOR BODY AND FENDER SHOP	6901		C	2383
SUPERVISOR BOILER ROOM	1852		C	2384
SUPERVISOR BUILDING SERVICE	6466		C	2385
SUPERVISOR BUILDING SERVICE LOW PRESSURE LICENSE	6468		C	2386
SUPERVISOR BUILDING SERVICE/MAINTENANCE SUPERVISOR GROUNDS	6864		C	2387
SUPERVISOR CENTRAL MAILING ROOM	3951		C	2388
SUPERVISOR COMPOST PROJECT	6505		C	2389
SUPERVISOR CRIMINAL INFORMATION RECORDS	03954@		C	2390
SUPERVISOR DEMOLITION	6910		C	2391
SUPERVISOR EXTERMINATION	6507		C	2392
SUPERVISOR FISCAL OPERATIONS HOSPITAL	3959		C	2393
SUPERVISOR FOOD SERVICE	6457		C	2394
SUPERVISOR GREENHOUSE	6917		C	2395
SUPERVISOR HISTORICAL SITE	5409		C	2396
SUPERVISOR INFORMATION TECHNOLOGY	53318		C	2397
SUPERVISOR INFORMATION TECHNOLOGY	61454		C	2398
SUPERVISOR INFORMATION TECHNOLOGY HELP DESK	70348		C	2399

SUPERVISOR LANDSCAPE	5669		C	2400
SUPERVISOR MOSQUITO EXTERMINATION	6441		C	2401
SUPERVISOR OF ACCOUNTS	3969		C	2402
SUPERVISOR OF AUTOMOTIVE EQUIPMENT MAINTENANCE	7596		C	2403
SUPERVISOR OF BILLING AND COLLECTING	3980		C	2404
SUPERVISOR OF BUILDINGS AND GROUNDS	03987@		C	2405
SUPERVISOR OF CLINIC NURSES	3991		C	2406
SUPERVISOR OF COLLECTION OF REVENUE	3992		C	2407
SUPERVISOR OF COLLECTION REPRESENTATIVES	3993		C	2408
SUPERVISOR OF CUSTODIANS	3998		C	2409
SUPERVISOR OF CUSTOMER SERVICE	3999		C	2410
SUPERVISOR OF DATA PROCESSING OPERATIONS	4002		C	2411
SUPERVISOR OF DATA PROCESSING PROGRAMMING	4748		C	2412
SUPERVISOR OF DATA PROCESSING SYSTEMS AND PROGRAMMING	4004		C	2413
SUPERVISOR OF ELECTRONICS REPAIR	5457		C	2414
SUPERVISOR OF ENVIRONMENTAL THERAPEUTIC SERVICES	4006		C	2415
SUPERVISOR OF FAMILY AND NEIGHBORHOOD COUNSELING	4017		C	2416
SUPERVISOR OF GARAGE SERVICES	4019		C	2417
SUPERVISOR OF GENERAL SERVICES	63383		C	2418
SUPERVISOR OF HOUSING REHABILITATION	4709		C	2419
SUPERVISOR OF INVESTIGATIONS	56793		C	2420
SUPERVISOR OF LABORATORIES CLINICAL AND WATER ANALYSIS	5434		C	2421
SUPERVISOR OF MOTOR POOL	5971		C	2422
SUPERVISOR OF MOTORS	4040		C	2423
SUPERVISOR OF NURSES	4041		C	2424
SUPERVISOR OF PATIENT ACCOUNTS	4048		C	2425
SUPERVISOR OF PUPIL TRANSPORTATION	4056		C	2426
SUPERVISOR OF RADIO MAINTENANCE	4058		C	2427
SUPERVISOR OF REAL ESTATE SALES	4060		C	2428
SUPERVISOR OF RENT COLLECTIONS	4575		C	2429
SUPERVISOR OF SENIOR CITIZENS ACTIVITIES	4069		C	2430
SUPERVISOR OF TELEPHONE SYSTEMS	4080		C	2431

SUPERVISOR OF TRANSPORTATION AND VEHICLE MAINTENANCE	4084		C	2432
SUPERVISOR OF VETERANS INTERMENT	4087		C	2433
SUPERVISOR OF WATER DISTRIBUTION	4093		C	2434
SUPERVISOR PUBLIC WORKS	6650		C	2435
SUPERVISOR RECLAMATION PLANT	6835		C	2436
SUPERVISOR RECORDS MANAGEMENT	74206		C	2437
SUPERVISOR RECYCLING OPERATIONS	7723		C	2438
SUPERVISOR REPAIR AND MAINTENANCE	4108		C	2439
SUPERVISOR SANITARY LANDFILL	6509		C	2440
SUPERVISOR SANITATION	6448		C	2441
SUPERVISOR SENIOR CITIZEN OUTREACH AND REFERRAL PROGRAM	4880		C	2442
SUPERVISOR SEWAGE METER REPAIRER	7703		C	2443
SUPERVISOR TOWING OPERATIONS	5638		C	2444
SUPERVISOR TRADES	6784		C	2445
SUPERVISOR TRAFFIC MAINTENANCE	6816		C	2446
SUPERVISOR WATER MANAGEMENT MOSQUITO EXTERMINATION	7960		C	2447
SUPERVISOR WATER METER REPAIR	6842		C	2448
SURROGATE	04114@		U	2449
SYSTEMS ANALYST	04116@		N	2450
TAX ASSESSOR	4120		U	2451
TAX COLLECTOR	4124		U	2452
TAX COLLECTOR AND TAX SEARCH OFFICER	4126		U	2453
TAX RESEARCH EXAMINER AND INVESTIGATOR	4129		C	2454
TAX SEARCH OFFICER	5647		U	2455
TAX SEARCHER	4130		C	2456
TAX SEARCHER	6334		U	2457
TEACHER	04134@		N	2458
TEACHER AIDE	4135		N	2459
TEACHER AIDE	4778	BILINGUAL IN SPANISH AND ENGLISH	N	2460
TEACHER AIDE	7507	BILINGUAL IN GUJARATI AND ENGLISH	N	2461

TEACHER AIDE	7508	BILINGUAL IN ARABIC AND ENGLISH	N	2462
TEACHER AIDE	7664	BILINGUAL IN PORTUGUESE AND ENGLISH	N	2463
TEACHER AIDE	7950	BILINGUAL IN URDU AND ENGLISH	N	2464
TEACHER AIDE HANDICAPPED PROGRAM	4589		N	2465
TEACHER AIDE HEAD START PROGRAM	8065		N	2466
TEACHER EARLY CHILDHOOD EDUCATION	7574		N	2467
TEACHER EARLY CHILDHOOD EDUCATION	7598	BILINGUAL IN SPANISH AND ENGLISH	N	2468
TEACHER JUVENILE FACILITIES	4582		N	2469
TEACHER PENAL INSTITUTION	4581		N	2470
TEACHER SPECIAL EDUCATION	4136		N	2471
TECHNICAL ASSISTANT	51329		C	2472
TECHNICAL ASSISTANT 1 LABOR	65352		C	2473
TECHNICAL ASSISTANT CONTRACT ADMINISTRATION	62844		C	2474
TECHNICAL ASSISTANT LAND USE	6904		C	2475
TECHNICAL ASSISTANT MANAGEMENT INFORMATION SYSTEMS	53096		C	2476
TECHNICAL ASSISTANT PERSONNEL	41135		C	2477
TECHNICAL ASSISTANT TO THE CONSTRUCTION OFFICIAL	5193		C	2478
TECHNICAL ASSISTANT TO THE CONSTRUCTION OFFICIAL STENOGRAPHY	7271		C	2479
TECHNICAL SUPPORT SPECIALIST 1	53063		C	2480
TECHNICAL SUPPORT SPECIALIST 2	53061		C	2481
TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	53099		C	2482
TELECOMMUNICATIONS SYSTEMS ANALYST	7604		C	2483
TELEPHONE OPERATOR	04145@		N	2484
TELEPHONE OPERATOR	4375	BILINGUAL IN SPANISH AND ENGLISH	N	2485
TELEPHONE SYSTEM INSTALLER AND REPAIRER	7618		C	2486

TENANT ADVISOR TYPING	7683	BILINGUAL IN SPANISH AND ENGLISH	C	2487
TENANT INTERVIEWER	04153@		C	2488
TENANT INTERVIEWER	04155@	BILINGUAL IN SPANISH AND ENGLISH	C	2489
TENANT INTERVIEWER/TENANT INVESTIGATOR	6218		C	2490
TENANT INTERVIEWER/TENANT INVESTIGATOR BILINGUAL IN SPANISH AND ENGLISH	6258		C	2491
TENANT RELATIONS ASSISTANT	4998		N	2492
TENANT SELECTION SUPERVISOR	4160		C	2493
TENTATIVE TITLE LOCAL GOVERNMENTS	10103		C	2494
THERAPEUTIC TECHNICIAN	5158		C	2495
THERAPIST MOVEMENT	3715		C	2496
THERAPIST MUSIC	3662		N	2497
TIRE SERVICE REPAIRER	4673		N	2498
TOURISM REPRESENTATIVE	4170		C	2499
TOURISM REPRESENTATIVE 1	55594		C	2500
TOURISM REPRESENTATIVE 2	55593		C	2501
TOURISM REPRESENTATIVE 3	55592		C	2502
TOW TRUCK OPERATOR	4456		N	2503
TOWN CLERK	04172@		U	2504
TOWNSHIP CLERK	4174		U	2505
TOWNSHIP COMMITTEE MEMBER	7361		U	2506
TOWNSHIP PHYSICIAN	4176		U	2507
TOWNSHIP TREASURER	4177		U	2508
TRACTOR TRAILER DRIVER	4179		C	2509
TRAFFIC ANALYST	4180		C	2510
TRAFFIC CONTROL OFFICER	4455		N	2511
TRAFFIC ENGINEER	04184@		C	2512
TRAFFIC ENUMERATOR	04185@		N	2513
TRAFFIC INVESTIGATOR	4186		C	2514
TRAFFIC MAINTENANCE WORKER	4189		N	2515
TRAFFIC SAFETY COORDINATOR	4191		C	2516
TRAFFIC SIGNAL ELECTRICIAN	4192		C	2517
TRAFFIC SIGNAL SUPERINTENDENT 1	799		C	2518
TRAFFIC SIGNAL SUPERINTENDENT_2	4196		C	2519
TRAFFIC SIGNAL SUPERVISOR 1	6819		C	2520
TRAFFIC SIGNAL SUPERVISOR 2	4082		C	2521

TRAFFIC SIGNAL TECHNICIAN 1	4195		C	2522
TRAFFIC SIGNAL TECHNICIAN 2	5219		C	2523
TRAINING COORDINATOR	4202		C	2524
TRAINING OFFICER	4203		C	2525
TRAINING OFFICER CORRECTIONS	5571		C	2526
TRAINING OFFICER LAW ENFORCEMENT	5572		C	2527
TRAINING SUPERVISOR COUNTY WELFARE AGENCY	4206		C	2528
TRAINING TECHNICIAN	4207		C	2529
TRAINING TECHNICIAN	5691	BILINGUAL IN SPANISH AND ENGLISH	C	2530
TRAINING TECHNICIAN	63562F	COMPUTER TECHNOLOGY	C	2531
TRANSFORMER AND ELECTROMOBILE EQUIPMENT MAINTAINER	4208		C	2532
TRANSPORTATION ANALYST	4209		C	2533
TRANSPORTATION INSPECTOR	4211		C	2534
TREE CLIMBER ELECTRIC UTILITY	4216		C	2535
TREE CLIMBER/WELDER	6079		C	2536
TREE MAINTENANCE SUPERVISOR	6482		C	2537
TREE MAINTENANCE WORKER 1	4220		N	2538
TREE MAINTENANCE WORKER 2	3631		C	2539
TREE MAINTENANCE WORKER 3	6483		C	2540
TREE SUPERINTENDENT	4218		C	2541
TRUCK DRIVER	4222		N	2542
TRUCK DRIVER HEAVY	4226		N	2543
TRUCK DRIVER HEAVY/ROAD REPAIRER 1	5723		C	2544
TRUCK DRIVER/WELDER	4224		C	2545
TURBINE OPERATOR	4228		C	2546
UNCLASSIFIED APPOINTMENT UNDER RULES OF THE COURT	5309		U	2547
UNCLASSIFIED UTILITIES AUTHORITY EMPLOYEE	5531		U	2548
UNDERSHERIFF	4230		U	2549
URBAN DESIGNER 1	8077		C	2550
URBAN DESIGNER 2	8078		C	2551
URBAN DESIGNER 3	8079		C	2552
URBAN DESIGNER TRAINEE	8076		C	2553
URBAN INITIATIVES COORDINATOR HOUSING AUTHORITY	6840		U	2554
URBAN RENEWAL SUPERVISOR	4234		C	2555

VERMIN CONTROL SPECIALIST	4241		C	2556
VETERANS SERVICE OFFICER	4242		C	2557
VETERINARIAN	4243		N	2558
VETERINARIAN/ZOO DIRECTOR	70351		C	2559
VIOLATIONS CLERK	4244		C	2560
VIOLATIONS CLERK TYPING	4245		C	2561
VOTING MACHINE TECHNICIAN	2446		C	2562
WAREHOUSE SUPERVISOR	4254		C	2563
WATER AND SEWER ACCOUNT SEARCHER	4258		C	2564
WATER AND SEWER UTILITIES SUPERINTENDENT	4263		C	2565
WATER INSPECTOR	4270		C	2566
WATER METER INSPECTOR	4272		C	2567
WATER METER INSPECTOR/METER WORKER 1	5749		C	2568
WATER METER INSPECTOR/WATER METER REPAIRER	5748		C	2569
WATER METER READER	7041	BILINGUAL IN SPANISH AND ENGLISH	C	2570
WATER METER REPAIRER	4278		C	2571
WATER METER TECHNICIAN	813		C	2572
WATER REPAIR SUPERVISOR	6661		C	2573
WATER REPAIR SUPERVISOR/WATER TREATMENT PLANT OPERATOR	6806		C	2574
WATER REPAIRER 1	4284		C	2575
WATER REPAIRER 1/WATER TREATMENT PLANT OPERATOR	5951		C	2576
WATER REPAIRER 2	03643@		C	2577
WATER REPAIRER 3	6662		C	2578
WATER SAFETY INSTRUCTOR	4288		C	2579
WATER SAMPLE COLLECTOR	4289		N	2580
WATER SUPERINTENDENT	4294		C	2581
WATER TREATMENT PLANT OPERATOR	4296		C	2582
WATER TREATMENT PLANT OPERATOR APPRENTICE	10053		C	2583
WATER TREATMENT PLANT REPAIRER	4299		C	2584
WATER TREATMENT PLANT SUPERINTENDENT	4301		C	2585
WEIGHMASTER	4304		C	2586
WEIGHTS AND MEASURES APPRENTICE	4201		N	2587
WEIGHTS AND MEASURES APPRENTICE BILINGUAL IN SPANISH AND ENGLISH	9064		N	2588
WELDER	4305		C	2589
WELFARE INVESTIGATOR	4311		C	2590

WELFARE INVESTIGATOR	4312	BILINGUAL IN SPANISH AND ENGLISH	C	2591
WETLANDS SPECIALIST MOSQUITO EXTERMINATION	2419		N	2592
WIC LACTATION CONSULTANT	9055		N	2593
WIC PEER COUNSELOR	9051		N	2594
WORK LEADER ELECTRICAL MECHANIC	4319		C	2595
WORK LEADER ELECTRICAL METERING AND RELAY MECHANIC	70353		C	2596
WORK LEADER MAINTENANCE	4321		C	2597
WORK PROGRAM SPECIALIST 1	60200		C	2598
WORK RELEASE ADMINISTRATOR	4324		C	2599
WORK SUPERVISOR SHELTERED WORKSHOP	5460		C	2600
X-RAY TECHNICIAN	4327		N	2601
YARD SUPERVISOR	5640		C	2602
YARD WORKER	4330		C	2603
YOUTH AIDE	4332		C	2604
YOUTH GROUP WORKER	4333		C	2605
YOUTH GROUP WORKER	4334	BILINGUAL IN SPANISH AND ENGLISH	C	2606
YOUTH OPPORTUNITY COORDINATOR	4335		C	2607
YOUTH SERVICES COUNSELOR	4336		C	2608
YOUTH WORK SUPERVISOR	66003		C	2609
YOUTH WORKER	66002		N	2610
ZONING OFFICER	4338		C	2611
ZOO CURATOR	4341		C	2612
ZOO DIRECTOR	4342		C	2613
ZOO REGISTRAR	8097		C	2614

TOWNSHIP OF WEST ORANGE
COUNTY OF ESSEX
STATE OF NEW JERSEY

BOND ORDINANCE NUMBER 3005-26

BOND ORDINANCE PROVIDING FOR VARIOUS ROADWAY IMPROVEMENTS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $1,320,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,254,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF

BE IT ORDAINED AND ENACTED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY (not less than two-thirds of all the members thereof affirmatively concurring)**, AS FOLLOWS:**

SECTION 1. The improvements or purposes described in Section 3 of this bond ordinance are hereby authorized as general improvements or purposes to be undertaken by the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"). For the said improvements or purposes stated in Section 3 hereof, there is hereby appropriated the principal amount of $1,320,000, which amount includes a down payment in the principal amount of $66,000 for said improvements or purposes as required by the Local Bond Law of the State of New Jersey, as amended and supplemented (N.J.S.A. §40A:2-1 et seq.) (the "Local Bond Law"), which down payment is now available from the Township's Capital Improvement Fund by virtue of a provision or provisions in a previously adopted budget or budgets of the Township for down payment or capital improvement purposes.

SECTION 2. For the financing of said improvements or purposes described in Section 3 hereof and to meet the part of said $1,320,000 appropriation not

provided for by said down payment referred to in Section 1 hereof, negotiable bonds of the Township are hereby authorized to be issued in the principal amount of $1,254,000 pursuant to, and within the limitations prescribed by, the Local Bond Law. In anticipation of the issuance of said bonds and to temporarily finance said improvements or purposes, negotiable notes of the Township in a principal amount not exceeding $1,254,000 are hereby authorized to be issued pursuant to, and within the limitations prescribed by, said Local Bond Law.

SECTION 3. (a) The improvements hereby authorized and purposes for the financing of which said debt obligations are to be issued include, but are not limited to, Phase I of improvements and repairs to the entire lengths or portions of, as applicable, Maple Avenue, Korwel Circle, Korwel Court, Glenview Drive, Beacon Place, Herbert Terrace and Hillside Terrace, including, but not limited to, as applicable, milling, paving, storm drain installation, curbs, sidewalks, ADA compliant ramps, and driveway aprons.

(b) The improvements and purposes set forth in Section 3(a) above shall also include, as applicable, all engineering and design work, surveying, construction management services, construction planning, preparation of plans and specifications, permits, bid documents, construction inspection and contract administration, environmental testing and remediation, and all work, materials, equipment, labor and appurtenances necessary therefor or incidental thereto.

(c) The estimated maximum amount of bonds or notes to be issued by the Township for said improvements and purposes is $1,254,000.

(d) The estimated cost of said improvements and purposes to the Township is $1,320,000, the excess amount thereof over the estimated maximum amount of bonds or notes to be issued therefor being the down payment in the principal amount of

$66,000, which amount is now available for said improvements and purposes from the Township's Capital Improvement Fund.

SECTION 4. In the event the United States of America, the State of New Jersey, and/or the County of Essex make a contribution or grant in aid to the Township for the improvements and purposes authorized hereby and the same shall be received by the Township prior to the issuance of the bonds or notes authorized in Section 2 hereof, then the amount of such bonds or notes to be issued shall be reduced by the amount so received from the United States of America, the State of New Jersey, and/or the County of Essex. In the event that any amount so contributed or granted by the United States of America, the State of New Jersey, and/or the County of Essex shall be received by the Township after the issuance of the bonds or notes authorized in Section 2 hereof, then such funds shall be applied to the payment of the bonds or notes so issued and shall be used for no other purpose. This Section 4 shall not apply, however, with respect to any contribution or grant in aid received by the Township as a result of using funds from this bond ordinance as "matching local funds" to receive such contribution or grant in aid.

SECTION 5. All bond anticipation notes issued hereunder shall mature at such times as may be determined by the Chief Financial Officer of the Township (the "Chief Financial Officer"), provided that no note shall mature later than one (1) year from its date. The notes shall bear interest at such rate or rates and be in such form as may be determined by the Chief Financial Officer. The Chief Financial Officer shall determine all matters in connection with the notes issued pursuant to this bond ordinance, and the signature of the Chief Financial Officer upon the notes shall be conclusive evidence as to all such determinations. All notes issued hereunder may be renewed from time to time in accordance with the provisions of N.J.S.A. § 40A:2-8.1 of the Local Bond Law. The Chief

Financial Officer is hereby authorized to sell part or all of the notes from time to time at a public or private sale and to deliver them to the purchaser thereof upon receipt of payment of the purchase price and accrued interest thereon from their dates to the date of delivery thereof. The Chief Financial Officer is directed to report in writing to the governing body at the meeting next succeeding the date when any sale or delivery of the notes pursuant to this bond ordinance is made. Such report must include the principal amount, the description, the interest rate, the maturity schedule of the notes so sold, the price obtained and the name of the purchaser.

SECTION 6. The Township hereby certifies that it has adopted a capital budget or a temporary capital budget of the Township, as applicable. The capital budget or temporary capital budget, as applicable, of the Township is hereby amended to conform with the provisions of this bond ordinance to the extent of any inconsistency herewith. To the extent that the purposes authorized herein are inconsistent with the adopted capital budget or temporary capital budget, a revised capital budget or temporary capital budget has been filed with the Division of Local Government Services, in the Department of Community Affairs of the State of New Jersey.

SECTION 7. The following additional matters are hereby determined, declared, recited and stated:

(a) The improvements and purposes described in Section 3 of this bond ordinance are not current expenses and are improvements and purposes which the Township may lawfully undertake as general improvements and no part of the cost thereof has been or shall be specially assessed on property specially benefited thereby.

(b) The period of usefulness of said improvements or purposes, within the limitations of said Local Bond Law, according to the reasonable life thereof

computed from the date of said bonds authorized by this bond ordinance, is 10 years.

(c) The supplemental debt statement required by the Local Bond Law has been duly made and filed in the Office of the Clerk of the Township and a complete executed duplicate thereof has been filed in the Office of the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey, and such statement shows that the gross debt of the Township as defined in the Local Bond Law is increased by the authorization of the bonds or notes provided for in this bond ordinance by $1,254,000. The obligations authorized by this bond ordinance will be within all debt limitations prescribed by said Local Bond Law.

(d) An amount not exceeding $120,000 for items of expense listed in and permitted under N.J.S.A. § 40A:2-20 of the Local Bond Law is included in the estimated cost indicated herein for the purposes and improvements described in Section 3 hereof.

SECTION 8. The full faith and credit of the Township are hereby pledged to the punctual payment of the principal of and the interest on the obligations authorized by this bond ordinance. The obligations shall be direct, unlimited obligations of the Township and, unless paid from other sources, the Township shall be obligated to levy *ad valorem* taxes upon all the taxable property within the Township for the payment of the principal of the obligations and the interest thereon without limitation as to rate or amount.

SECTION 9. The Township reasonably expects to reimburse any expenditures toward the costs of the improvements or purposes described in Section 3 hereof and paid prior to the issuance of any bonds or notes authorized by this bond ordinance with the proceeds of such bonds or notes. This Section 9 is intended to be and hereby is a declaration of the Township's official intent to reimburse any expenditure toward the costs of the improvements or purposes described in Section 3 hereof to be incurred and

paid prior to the issuance of bonds or notes authorized herein in accordance with Treasury Regulation Section 1.150-2.

SECTION 10. The Township covenants to maintain the exclusion from gross income under Section 103(a) of the Internal Revenue Code of 1986, as amended, of the interest on all bonds and notes issued on a tax-exempt basis under this bond ordinance.

SECTION 11. The Chief Financial Officer is hereby authorized to prepare and to update from time to time as necessary a financial disclosure document to be distributed in connection with the sale of the obligations of the Township, which are authorized herein, and to execute such disclosure document on behalf of the Township. The Chief Financial Officer is further authorized to enter into the appropriate undertaking to provide secondary market disclosure on behalf of the Township pursuant to Rule 15c2-12 of the Securities and Exchange Commission (the "Rule") for the benefit of holders and beneficial owners of the obligations of the Township, which are authorized herein, and to amend such undertaking from time to time in connection with any change in law, or interpretation thereof, provided such undertaking is and continues to be, in the opinion of a nationally recognized bond counsel, consistent with the requirements of the Rule. In the event that the Township fails to comply with its undertaking, the Township shall not be liable for any monetary damages, and the remedy shall be limited to specific performance of the undertaking.

SECTION 12. This bond ordinance shall take effect twenty (20) days after the first publication of the notice of final adoption of this bond ordinance, as provided by the Local Bond Law.

ADOPTED ON FIRST READING
DATED: November 10, 2026

KAREN J. CARNEVALE, Clerk **Township of West Orange**	**SUSAN SCARPA, Council President** **Township of West Orange**

ADOPTED ON SECOND READING
DATED: November 23, 2026

KAREN J. CARNEVALE, Clerk **Township of West Orange**	**SUSAN SCARPA, Council President** **Township of West Orange**

APPROVAL BY THE MAYOR ON THIS _____ DAY OF _____, 2026.

SUSAN MCCARTNEY, Mayor
Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

PUBLIC NOTICE

NOTICE OF PENDING BOND ORDINANCE AND SUMMARY

The bond ordinance, the summary terms of which are included herein, was introduced and passed upon first reading at a regular meeting of the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township") on November 10, 2026. It will be further considered for final passage, after public hearing thereon, at a regular meeting of the governing body of the Township to be held on November 23, 2026 at 7:00 p.m. at the Township Municipal Building, Council Chambers, 66 Main Street, West Orange, New Jersey 07052, in said County. During the week prior to and up to and including the date of such meeting, copies of the full bond ordinance will be available at no cost and during regular business hours at the Township Clerk's office for the members of the general public who shall request the same. The summary of the terms of such bond ordinance follows:

Title:	BOND ORDINANCE PROVIDING FOR VARIOUS ROADWAY IMPROVEMENTS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $1,320,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,254,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF
Purpose(s):	The bond ordinance provides for Phase I of improvements and repairs to the entire lengths or portions of, as applicable, Maple Avenue, Korwel Circle, Korwel Court, Glenview Drive, Beacon Place, Herbert Terrace and Hillside Terrace, including, but not limited to, as applicable, milling, paving, storm drain installation, curbs, sidewalks, ADA compliant ramps, and driveway aprons.
Appropriation:	$1,320,000
Bonds/Notes Authorized:	$1,254,000
Down Payment:	$66,000
Section 20 Costs:	$120,000
Useful Life:	10 years

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

PUBLIC NOTICE

NOTICE OF BOND ORDINANCE ADOPTION AND SUMMARY

The bond ordinance, the summary terms of which are included herein, has been finally adopted by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township") on November 23, 2026 and the twenty (20) day period of limitation within which a suit, action or proceeding questioning the validity of such bond ordinance can be commenced, as provided in the Local Bond Law, has begun to run from the date of the first publication of this statement. Copies of the full bond ordinance are available at no cost and during regular business hours at the Clerk's office for members of the general public who request the same. The summary of the terms of such bond ordinance follows:

Title:	BOND ORDINANCE PROVIDING FOR VARIOUS ROADWAY IMPROVEMENTS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $1,320,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,254,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF
Purpose(s):	The bond ordinance provides for Phase I of improvements and repairs to the entire lengths or portions of, as applicable, Maple Avenue, Korwel Circle, Korwel Court, Glenview Drive, Beacon Place, Herbert Terrace and Hillside Terrace, including, but not limited to, as applicable, milling, paving, storm drain installation, curbs, sidewalks, ADA compliant ramps, and driveway aprons.
Appropriation:	$1,320,000
Bonds/Notes Authorized:	$1,254,000
Down Payment:	$66,000
Section 20 Costs:	$120,000
Useful Life:	10 years

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CERTIFICATE OF INTRODUCTION OF BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a regular meeting of the Township Council of the Township duly called and held on November 10, 2026 at 7:00 p.m. at the Township Municipal Building, Council Chambers, 66 Main Street, West Orange, New Jersey 07052, in said County, and that the following was the roll call:

Present:

Absent:

I FURTHER CERTIFY that the foregoing extract has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body of the Township and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township as of this _____ day of _____, 2026.

(SEAL)

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CERTIFICATE OF FINAL ADOPTION OF BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a regular meeting of the Township Council of the Township duly called and held on November 23, 2026 at 7:00 p.m. at the Township Municipal Building, Council Chambers, 66 Main Street, West Orange, New Jersey 07052, in said County, and that the following was the roll call:

Present:

Absent:

I FURTHER CERTIFY that the foregoing extract has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body of the Township and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township as of this _____ day of _____, 2026.

(SEAL)

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CLERK'S CERTIFICATE AS TO ADOPTION OF BOND ORDINANCE

I, KAREN J. CARNEVALE, DO HEREBY CERTIFY that I am the Clerk of the Township of West Orange, in the County of Essex (the "Township"), a municipal corporation organized and existing under the laws of the State of New Jersey, and that, as such, I am duly authorized to execute and deliver this certificate on behalf of the Township. In such capacity, I have the responsibility to maintain the minutes of the meetings of the governing body of the Township and the records relative to all resolutions and ordinances of the Township. The representations made herein are based upon the records of the Township. I DO HEREBY FURTHER CERTIFY THAT:

(1) Attached hereto is the bond ordinance introduced on November 10, 2026 and finally adopted November 23, 2026 by the Township Council of the Township and approved by the Mayor (if applicable) on November ____, 2026.

(2) After introduction, the bond ordinance was published as required by law on November ____, 2026 on the Township's official website.

(3) Following the passage of the bond ordinance on first reading, and at least seven (7) days prior to the final adoption thereof, I caused to be posted in the principal municipal building of the Township at the place where public notices are customarily posted, a copy of said bond ordinance or a summary thereof and a notice that copies of the bond ordinance would be made available to the members of the general public of the Township who requested copies, up to and including the time of further consideration of the bond ordinance by the governing body of the Township. Copies of the bond ordinance were made available to all who requested same.

(4) After final passage, the bond ordinance was duly approved by the Mayor of the Township (if applicable) on November ____, 2026 and was duly published as required by law on November ____ 2026 on the Township's official website. No protest signed by any person against making any improvement or incurring the indebtedness authorized therein, nor any petition requesting that a referendum vote be taken on the action proposed in the bond ordinance has been presented to the governing body of the Township or to me or filed in my office within twenty (20) days after said publication or at any other time after the final passage thereof.

(5) The bond ordinance has not been amended, added to, altered or repealed and said bond ordinance is now in full force and effect.

(6) A certified copy of the bond ordinance and a copy of the amended capital budget or temporary capital budget form have been filed with the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey, as applicable.

(7) The official seal of the Township is affixed, imprinted or reproduced opposite my signature on this Certificate.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed, imprinted or reproduced the official seal of the Township as of this _____ day of _____, 2026.

(SEAL)

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CERTIFICATE OF SUPPLEMENTAL DEBT STATEMENT
FOR BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY, that the attached Supplemental Debt Statement was prepared, executed and sworn to by John C. Ditinyak, the Chief Financial Officer of the Township, as of November 10, 2026, and such Supplemental Debt Statement was filed in my office on or prior to November 10, 2026 and with the Director of the Division of Local Government Services in Department of Community Affairs of the State of New Jersey on _____ ____, 2026.

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

DOWN PAYMENT CERTIFICATE

I, the undersigned Chief Financial Officer of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that prior to final adoption of the bond ordinance entitled,

> "BOND ORDINANCE PROVIDING FOR VARIOUS ROADWAY IMPROVEMENTS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $1,320,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,254,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF"

there was available as a down payment for the improvements or purposes authorized by said bond ordinance the principal amount of $66,000, which down payment is now available from the Township's Capital Improvement Fund by virtue of a provision or provisions in a previously adopted budget or budgets of the Township for down payment or capital improvement purposes.

IN WITNESS WHEREOF, I have hereunto set my hand on behalf of the Township as of this _____ day of _____, 2026.

_____

JOHN C. DITINYAK,
Chief Financial Officer of the Township of West Orange

TOWNSHIP OF WEST ORANGE
COUNTY OF ESSEX
STATE OF NEW JERSEY

BOND ORDINANCE NUMBER 3006-26

BOND ORDINANCE PROVIDING FOR VARIOUS IMPROVEMENTS TO THE WEST ORANGE PUBLIC LIBRARY, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $1,650,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,567,500 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF

BE IT ORDAINED AND ENACTED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY (not less than two-thirds of all the members thereof affirmatively concurring)**, AS FOLLOWS:**

SECTION 1. The improvements or purposes described in Section 3 of this bond ordinance are hereby authorized as general improvements or purposes to be undertaken by the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"). For the said improvements or purposes stated in Section 3 hereof, there is hereby appropriated the principal amount of $1,650,000, which amount includes a down payment in the principal amount of $82,500 for said improvements or purposes as required by the Local Bond Law of the State of New Jersey, as amended and supplemented (N.J.S.A. §40A:2-1 et seq.) (the "Local Bond Law"), which down payment is now available from the Township's Capital Improvement Fund by virtue of a provision or provisions in a previously adopted budget or budgets of the Township for down payment or capital improvement purposes.

SECTION 2. For the financing of said improvements or purposes described in Section 3 hereof and to meet the part of said $1,650,000 appropriation not provided for by said down payment referred to in Section 1 hereof, negotiable bonds of the Township are hereby authorized to be issued in the principal amount of $1,567,500 pursuant to, and within the limitations prescribed by, the Local Bond Law. In anticipation of the issuance of said bonds and to temporarily finance said improvements or purposes, negotiable notes of the Township in a principal amount not exceeding $1,567,500 are hereby authorized to be issued pursuant to, and within the limitations prescribed by, said Local Bond Law.

SECTION 3. (a) The improvements hereby authorized and purposes for the financing of which said debt obligations are to be issued include, but are not limited to, various improvements and upgrades to the West Orange Public Library, including, but not limited to, roof replacement and replacement of the heating, ventilation and air-conditioning (HVAC) system.

(b) The improvements and purposes set forth in Section 3(a) above shall also include, as applicable, all engineering and design work, surveying, construction management services, construction planning, preparation of plans and specifications, permits, bid documents, construction inspection and contract administration, environmental testing and remediation, and all work, materials, equipment, labor and appurtenances necessary therefor or incidental thereto.

(c) The estimated maximum amount of bonds or notes to be issued by the Township for said improvements and purposes is $1,567,500.

(d) The estimated cost of said improvements and purposes to the Township is $1,650,000, the excess amount thereof over the estimated maximum amount

of bonds or notes to be issued therefor being the down payment in the principal amount of $82,500, which amount is now available for said improvements and purposes from the Township's Capital Improvement Fund.

SECTION 4. In the event the United States of America, the State of New Jersey, and/or the County of Essex make a contribution or grant in aid to the Township for the improvements and purposes authorized hereby and the same shall be received by the Township prior to the issuance of the bonds or notes authorized in Section 2 hereof, then the amount of such bonds or notes to be issued shall be reduced by the amount so received from the United States of America, the State of New Jersey, and/or the County of Essex. In the event that any amount so contributed or granted by the United States of America, the State of New Jersey, and/or the County of Essex shall be received by the Township after the issuance of the bonds or notes authorized in Section 2 hereof, then such funds shall be applied to the payment of the bonds or notes so issued and shall be used for no other purpose. This Section 4 shall not apply, however, with respect to any contribution or grant in aid received by the Township as a result of using funds from this bond ordinance as "matching local funds" to receive such contribution or grant in aid.

SECTION 5. All bond anticipation notes issued hereunder shall mature at such times as may be determined by the Chief Financial Officer of the Township (the "Chief Financial Officer"), provided that no note shall mature later than one (1) year from its date. The notes shall bear interest at such rate or rates and be in such form as may be determined by the Chief Financial Officer. The Chief Financial Officer shall determine all matters in connection with the notes issued pursuant to this bond ordinance, and the signature of the Chief Financial Officer upon the notes shall be conclusive evidence as to all such determinations. All notes issued hereunder may be renewed from time to time in

accordance with the provisions of N.J.S.A. § 40A:2-8.1 of the Local Bond Law. The Chief Financial Officer is hereby authorized to sell part or all of the notes from time to time at a public or private sale and to deliver them to the purchaser thereof upon receipt of payment of the purchase price and accrued interest thereon from their dates to the date of delivery thereof. The Chief Financial Officer is directed to report in writing to the governing body at the meeting next succeeding the date when any sale or delivery of the notes pursuant to this bond ordinance is made. Such report must include the principal amount, the description, the interest rate, the maturity schedule of the notes so sold, the price obtained and the name of the purchaser.

SECTION 6. The Township hereby certifies that it has adopted a capital budget or a temporary capital budget of the Township, as applicable. The capital budget or temporary capital budget, as applicable, of the Township is hereby amended to conform with the provisions of this bond ordinance to the extent of any inconsistency herewith. To the extent that the purposes authorized herein are inconsistent with the adopted capital or temporary capital budget, a revised capital budget or temporary capital budget has been filed with the Division of Local Government Services, in the Department of Community Affairs of the State of New Jersey.

SECTION 7. The following additional matters are hereby determined, declared, recited and stated:

(a) The improvements and purposes described in Section 3 of this bond ordinance are not current expenses and are improvements and purposes which the Township may lawfully undertake as general improvements and no part of the cost thereof has been or shall be specially assessed on property specially benefited thereby.

(b) The period of usefulness of said improvements or purposes,

within the limitations of said Local Bond Law, according to the reasonable life thereof computed from the date of said bonds authorized by this bond ordinance, is 15 years.

(c) The supplemental debt statement required by the Local Bond Law has been duly made and filed in the Office of the Clerk of the Township and a complete executed duplicate thereof has been filed in the Office of the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey, and such statement shows that the gross debt of the Township as defined in the Local Bond Law is increased by the authorization of the bonds or notes provided for in this bond ordinance by $1,567,500. The obligations authorized by this bond ordinance will be within all debt limitations prescribed by said Local Bond Law.

(d) An amount not exceeding $150,000 for items of expense listed in and permitted under N.J.S.A. § 40A:2-20 of the Local Bond Law is included in the estimated cost indicated herein for the purposes and improvements described in Section 3 hereof.

SECTION 8. The full faith and credit of the Township are hereby pledged to the punctual payment of the principal of and the interest on the obligations authorized by this bond ordinance. The obligations shall be direct, unlimited obligations of the Township and, unless paid from other sources, the Township shall be obligated to levy *ad valorem* taxes upon all the taxable property within the Township for the payment of the principal of the obligations and the interest thereon without limitation as to rate or amount.

SECTION 9. The Township reasonably expects to reimburse any expenditures toward the costs of the improvements or purposes described in Section 3 hereof and paid prior to the issuance of any bonds or notes authorized by this bond ordinance with the proceeds of such bonds or notes. This Section 9 is intended to be and hereby is a declaration of the Township's official intent to reimburse any expenditure toward

the costs of the improvements or purposes described in Section 3 hereof to be incurred and paid prior to the issuance of bonds or notes authorized herein in accordance with Treasury Regulation Section 1.150-2.

SECTION 10. The Township covenants to maintain the exclusion from gross income under Section 103(a) of the Internal Revenue Code of 1986, as amended, of the interest on all bonds and notes issued on a tax-exempt basis under this bond ordinance.

SECTION 11. The Chief Financial Officer is hereby authorized to prepare and to update from time to time as necessary a financial disclosure document to be distributed in connection with the sale of the obligations of the Township, which are authorized herein, and to execute such disclosure document on behalf of the Township. The Chief Financial Officer is further authorized to enter into the appropriate undertaking to provide secondary market disclosure on behalf of the Township pursuant to Rule 15c2-12 of the Securities and Exchange Commission (the "Rule") for the benefit of holders and beneficial owners of the obligations of the Township, which are authorized herein, and to amend such undertaking from time to time in connection with any change in law, or interpretation thereof, provided such undertaking is and continues to be, in the opinion of a nationally recognized bond counsel, consistent with the requirements of the Rule. In the event that the Township fails to comply with its undertaking, the Township shall not be liable for any monetary damages, and the remedy shall be limited to specific performance of the undertaking.

SECTION 12. This bond ordinance shall take effect twenty (20) days after the first publication of the notice of final adoption of this bond ordinance, as provided by the Local Bond Law.

ADOPTED ON FIRST READING
DATED: November 10, 2026

KAREN J. CARNEVALE, Clerk **Township of West Orange**	**SUSAN SCARPA, Council President** **Township of West Orange**

ADOPTED ON SECOND READING
DATED: November 23, 2026

KAREN J. CARNEVALE, Clerk **Township of West Orange**	**SUSAN SCARPA, Council President** **Township of West Orange**

APPROVAL BY THE MAYOR ON THIS _____ DAY OF _____, 2026.

SUSAN MCCARTNEY, Mayor
Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

PUBLIC NOTICE

NOTICE OF PENDING BOND ORDINANCE AND SUMMARY

The bond ordinance, the summary terms of which are included herein, was introduced and passed upon first reading at a regular meeting of the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township") on November 10, 2026. It will be further considered for final passage, after public hearing thereon, at a regular meeting of the governing body of the Township to be held on November 23, 2026 at 7:00 p.m. at the Township Municipal Building, Council Chambers, 66 Main Street, West Orange, New Jersey 07052, in said County. During the week prior to and up to and including the date of such meeting, copies of the full bond ordinance will be available at no cost and during regular business hours at the Township Clerk's office for the members of the general public who shall request the same. The summary of the terms of such bond ordinance follows:

Title:	BOND ORDINANCE PROVIDING FOR VARIOUS IMPROVEMENTS TO THE WEST ORANGE PUBLIC LIBRARY, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $1,650,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,567,500 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF
Purpose(s):	The bond ordinance provides for various improvements and upgrades to the West Orange Public Library, including, but not limited to, roof replacement and replacement of the heating, ventilation and air-conditioning (HVAC) system.
Appropriation:	$1,650,000
Bonds/Notes Authorized:	$1,567,500
Down Payment:	$82,500
Section 20 Costs:	$150,000
Useful Life:	15 years

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

PUBLIC NOTICE

NOTICE OF BOND ORDINANCE ADOPTION AND SUMMARY

The bond ordinance, the summary terms of which are included herein, has been finally adopted by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township") on November 23, 2026 and the twenty (20) day period of limitation within which a suit, action or proceeding questioning the validity of such bond ordinance can be commenced, as provided in the Local Bond Law, has begun to run from the date of the first publication of this statement. Copies of the full bond ordinance are available at no cost and during regular business hours at the Clerk's office for members of the general public who request the same. The summary of the terms of such bond ordinance follows:

Title:	BOND ORDINANCE PROVIDING FOR VARIOUS IMPROVEMENTS TO THE WEST ORANGE PUBLIC LIBRARY, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $1,650,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,567,500 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF
Purpose(s):	The bond ordinance provides for various improvements and upgrades to the West Orange Public Library, including, but not limited to, roof replacement and replacement of the heating, ventilation and air-conditioning (HVAC) system.
Appropriation:	$1,650,000
Bonds/Notes Authorized:	$1,567,500
Down Payment:	$82,500
Section 20 Costs:	$150,000
Useful Life:	15 years

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CERTIFICATE OF INTRODUCTION OF BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a regular meeting of the Township Council of the Township duly called and held on November 10, 2026 at 7:00 p.m. at the Township Municipal Building, Council Chambers, 66 Main Street, West Orange, New Jersey 07052, in said County, and that the following was the roll call:

Present:

Absent:

I FURTHER CERTIFY that the foregoing extract has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body of the Township and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township as of this _____ day of _____, 2026.

(SEAL)

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CERTIFICATE OF FINAL ADOPTION OF BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a regular meeting of the Township Council of the Township duly called and held on November 23, 2026 at 7:00 p.m. at the Township Municipal Building, Council Chambers, 66 Main Street, West Orange, New Jersey 07052, in said County, and that the following was the roll call:

Present:

Absent:

I FURTHER CERTIFY that the foregoing extract has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body of the Township and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township as of this _____ day of _____, 2026.

(SEAL)

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CLERK'S CERTIFICATE AS TO ADOPTION OF BOND ORDINANCE

I, KAREN J. CARNEVALE, DO HEREBY CERTIFY that I am the Clerk of the Township of West Orange, in the County of Essex (the "Township"), a municipal corporation organized and existing under the laws of the State of New Jersey, and that, as such, I am duly authorized to execute and deliver this certificate on behalf of the Township. In such capacity, I have the responsibility to maintain the minutes of the meetings of the governing body of the Township and the records relative to all resolutions and ordinances of the Township. The representations made herein are based upon the records of the Township. I DO HEREBY FURTHER CERTIFY THAT:

(1) Attached hereto is the bond ordinance introduced on November 10, 2026 and finally adopted November 23, 2026 by the Township Council of the Township and approved by the Mayor (if applicable) on November ____, 2026.

(2) After introduction, the bond ordinance was published as required by law on November ____, 2026 on the Township's official website.

(3) Following the passage of the bond ordinance on first reading, and at least seven (7) days prior to the final adoption thereof, I caused to be posted in the principal municipal building of the Township at the place where public notices are customarily posted, a copy of said bond ordinance or a summary thereof and a notice that copies of the bond ordinance would be made available to the members of the general public of the Township who requested copies, up to and including the time of further consideration of the bond ordinance by the governing body of the Township. Copies of the bond ordinance were made available to all who requested same.

(4) After final passage, the bond ordinance was duly approved by the Mayor of the Township (if applicable) on November ____, 2026 and was duly published as required by law on November ____ 2026 on the Township's official website. No protest signed by any person against making any improvement or incurring the indebtedness authorized therein, nor any petition requesting that a referendum vote be taken on the action proposed in the bond ordinance has been presented to the governing body of the Township or to me or filed in my office within twenty (20) days after said publication or at any other time after the final passage thereof.

(5) The bond ordinance has not been amended, added to, altered or repealed and said bond ordinance is now in full force and effect.

(6) A certified copy of the bond ordinance and a copy of the amended capital budget or temporary capital budget form have been filed with the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey, as applicable.

(7) The official seal of the Township is affixed, imprinted or reproduced opposite my signature on this Certificate.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed, imprinted or reproduced the official seal of the Township as of this _____ day of _____, 2026.

(SEAL)

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CERTIFICATE OF SUPPLEMENTAL DEBT STATEMENT
FOR BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY, that the attached Supplemental Debt Statement was prepared, executed and sworn to by John C. Ditinyak, the Chief Financial Officer of the Township, as of November 10, 2026, and such Supplemental Debt Statement was filed in my office on or prior to November 10, 2026 and with the Director of the Division of Local Government Services in Department of Community Affairs of the State of New Jersey on _____ ____, 2026.

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

DOWN PAYMENT CERTIFICATE

I, the undersigned Chief Financial Officer of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that prior to final adoption of the bond ordinance entitled,

> "BOND ORDINANCE PROVIDING FOR VARIOUS IMPROVEMENTS TO THE WEST ORANGE PUBLIC LIBRARY, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $1,650,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,567,500 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF"

there was available as a down payment for the improvements or purposes authorized by said bond ordinance the principal amount of $82,500, which down payment is now available from the Township's Capital Improvement Fund by virtue of a provision or provisions in a previously adopted budget or budgets of the Township for down payment or capital improvement purposes.

IN WITNESS WHEREOF, I have hereunto set my hand on behalf of the Township as of this _____ day of _____, 2026.

_____

JOHN C. DITINYAK,
Chief Financial Officer of the Township of West Orange

TOWNSHIP OF WEST ORANGE
COUNTY OF ESSEX
STATE OF NEW JERSEY

BOND ORDINANCE NUMBER 3007-26

BOND ORDINANCE PROVIDING FOR VARIOUS 2026 CAPITAL ACQUISITIONS AND IMPROVEMENTS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $3,230,825 THEREFOR AND AUTHORIZING THE ISSUANCE OF $2,121,336 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF

BE IT ORDAINED AND ENACTED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY (not less than two-thirds of all the members thereof affirmatively concurring)**, AS FOLLOWS:**

SECTION 1. The improvements or purposes described in Section 3 of this bond ordinance are hereby authorized as general improvements or purposes to be undertaken by the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"). For the said improvements or purposes stated in Section 3 hereof, there is hereby appropriated the aggregate principal amount of $3,230,825, which amount includes: (i) a $300,000 grant received or expected to be received from the Community Development Block Grant Program (the "CDBG Grant"); (ii) a $392,489 grant received or expected to be received from the New Jersey Department of Transportation ("NJDOT") Fiscal Year 2026 Municipal Aid Program (the "NJDOT Road Grant"); (iii) a $390,000 grant received or expected to be received from the State of New Jersey Clean Fleet Program (the "NJ Clean Fleet Grant", and together with the CDBG Grant and the DOT Road Grant, the "Grants"); and (vi) down payments in the aggregate principal amount of $27,000 (the "Down

Payments") for said improvements or purposes as required by the Local Bond Law of the State of New Jersey, as amended and supplemented (N.J.S.A. §40A:2-1 et seq.) (the "Local Bond Law"), which Down Payments are now available from the Township's Capital Improvement Fund by virtue of a provision or provisions in a previously adopted budget or budgets of the Township for down payment or capital improvement purposes. Pursuant to N.J.S.A. 40A:2-11(c) of the Local Bond Law, no down payment is required for the improvements or purposes set forth in Section 3(a)(ii) and (iii) hereof, as such projects are being funded by the DOT Road Grant and the NJ Clean Fleet Grant, which are grants provided by the State of New Jersey.

SECTION 2. For the financing of said improvements or purposes described in Section 3 hereof and to meet the part of said $3,230,825 appropriation not provided for by said Down Payments and the Grants referred to in Section 1 hereof, negotiable bonds of the Township are hereby authorized to be issued in the aggregate principal amount of $2,121,336 pursuant to, and within the limitations prescribed by, the Local Bond Law. In anticipation of the issuance of said bonds and to temporarily finance said improvements or purposes, negotiable notes of the Township in an aggregate principal amount not exceeding $2,121,336 are hereby authorized to be issued pursuant to, and within the limitations prescribed by, said Local Bond Law.

SECTION 3. (a) The improvements hereby authorized and purposes for the financing of which said debt obligations are to be issued include, but are not limited to, the following:

Description	Appropriation	Authorization	Down Payment	Useful Life
(i) Improvements and repairs to various roadways within the Township, including, but not limited to, Franklin Avenue from	$ 600,000 (including the $300,000	$ 285,000	$15,000	10 years

	Description	Appropriation	Authorization	Down Payment	Useful Life
	Chestnut Street to the Montclair border, Watchung Avenue from Washington Street to Ridge Avenue and Condit Lane from Watchung Avenue to terminus; all such improvements include, but are not limited to, as applicable, milling, paving, minor drainage and curb ramp replacement;	CDBG Grant)			
(ii)	Improvements and repairs to the entire lengths or portions of, as applicable, Winfield Street, Virginia Avenue, Kirk Street and Grant Terrace within the Township, including, but not limited to, as applicable, milling, paving, storm drain installation, curbs, sidewalks, ADA compliant ramps and driveway aprons; and	$ 1,700,000 (including the $392,489 DOT Road Grant	$ 1,307,511	$ 0	10 years
(iii)	Acquisition and installation, as applicable, of EV charging stations and ADA compliant parking spaces at the West Orange Public Library.	$ 690,825 (including the $390,000 NJ Clean Fleet Grant)	$ 300,825	$ 0	10 years
(iv)	Section 20 Costs.	$ 240,000	$ 228,000	$12,000	
	TOTALS:	**$ 3,230,825**	**$ 2,121,336**	**$27,000**	

(b) The improvements and purposes set forth in Section 3(a) above shall also include, as applicable, all engineering and design work, surveying, construction management services, construction planning, preparation of plans and specifications, permits, bid documents, construction inspection and contract administration, environmental testing and remediation, and all work, materials, equipment, labor and appurtenances necessary therefor or incidental thereto.

(c) The estimated maximum amount of bonds or notes to be issued by the Township for said improvements and purposes is $2,121,336.

(d) The estimated cost of said improvements and purposes to the Township is $3,230,825, the excess amount thereof over the estimated maximum amount of bonds or notes to be issued therefor being the amount of $1,109,489, which amount is comprised of: (i) the Grants totaling $1,082,489; and (ii) the Down Payments totaling $27,000 now available for said improvements and purposes from the Township's Capital Improvement Fund.

SECTION 4. In the event the United States of America, the State of New Jersey, and/or the County of Essex make a contribution or grant in aid, except for the Grants, to the Township for the improvements and purposes authorized hereby and the same shall be received by the Township prior to the issuance of the bonds or notes authorized in Section 2 hereof, then the amount of such bonds or notes to be issued shall be reduced by the amount so received from the United States of America, the State of New Jersey, and/or the County of Essex. In the event that any amount so contributed or granted by the United States of America, the State of New Jersey, and/or the County of Essex, except for the Grants, shall be received by the Township after the issuance of the bonds or notes authorized in Section 2 hereof, then such funds shall be applied to the payment of the bonds or notes so issued and shall be used for no other purpose. This Section 4 shall not apply, however, with respect to any contribution or grant in aid received by the Township as a result of using funds from this bond ordinance as "matching local funds" to receive such contribution or grant in aid.

SECTION 5. All bond anticipation notes issued hereunder shall mature at such times as may be determined by the Chief Financial Officer of the Township (the "Chief Financial Officer"), provided that no note shall mature later than one (1) year from its date. The notes shall bear interest at such rate or rates and be in such form as may be

determined by the Chief Financial Officer. The Chief Financial Officer shall determine all matters in connection with the notes issued pursuant to this bond ordinance, and the signature of the Chief Financial Officer upon the notes shall be conclusive evidence as to all such determinations. All notes issued hereunder may be renewed from time to time in accordance with the provisions of N.J.S.A. § 40A:2-8.1 of the Local Bond Law. The Chief Financial Officer is hereby authorized to sell part or all of the notes from time to time at a public or private sale and to deliver them to the purchaser thereof upon receipt of payment of the purchase price and accrued interest thereon from their dates to the date of delivery thereof. The Chief Financial Officer is directed to report in writing to the governing body at the meeting next succeeding the date when any sale or delivery of the notes pursuant to this bond ordinance is made. Such report must include the principal amount, the description, the interest rate, the maturity schedule of the notes so sold, the price obtained and the name of the purchaser.

SECTION 6. The Township hereby certifies that it has adopted a capital budget or a temporary capital budget of the Township, as applicable. The capital budget or temporary capital budget, as applicable, of the Township is hereby amended to conform with the provisions of this bond ordinance to the extent of any inconsistency herewith. To the extent that the purposes authorized herein are inconsistent with the adopted capital budget or temporary capital budget, a revised capital budget or temporary capital budget has been filed with the Division of Local Government Services, in the Department of Community Affairs of the State of New Jersey.

SECTION 7. The following additional matters are hereby determined, declared, recited and stated:

(a) The improvements and purposes described in Section 3 of this

bond ordinance are not current expenses and are improvements and purposes which the Township may lawfully undertake as general improvements and no part of the cost thereof has been or shall be specially assessed on property specially benefited thereby.

(b) The average period of usefulness of said improvements or purposes, computed on the basis of the respective amounts of obligations authorized for each purpose and the reasonable life thereof in accordance with the limitations set forth in the Local Bond Law, is ten (10) years.

(c) The supplemental debt statement required by the Local Bond Law has been duly made and filed in the Office of the Clerk of the Township and a complete executed duplicate thereof has been filed in the Office of the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey, and such statement shows that the gross debt of the Township as defined in the Local Bond Law is increased by the authorization of the bonds or notes provided for in this bond ordinance by $2,121,336. The obligations authorized by this bond ordinance will be within all debt limitations prescribed by said Local Bond Law.

(d) An amount not exceeding $240,000 for items of expense listed in and permitted under N.J.S.A. § 40A:2-20 of the Local Bond Law is included in the estimated cost indicated herein for the purposes and improvements described in Section 3 hereof.

SECTION 8. The full faith and credit of the Township are hereby pledged to the punctual payment of the principal of and the interest on the obligations authorized by this bond ordinance. The obligations shall be direct, unlimited obligations of the Township and, unless paid from other sources, the Township shall be obligated to levy *ad valorem* taxes upon all the taxable property within the Township for the payment of the principal of the obligations and the interest thereon without limitation as to rate or amount.

SECTION 9. The Township reasonably expects to reimburse any expenditures toward the costs of the improvements or purposes described in Section 3 hereof and paid prior to the issuance of any bonds or notes authorized by this bond ordinance with the proceeds of such bonds or notes. This Section 9 is intended to be and hereby is a declaration of the Township's official intent to reimburse any expenditure toward the costs of the improvements or purposes described in Section 3 hereof to be incurred and paid prior to the issuance of bonds or notes authorized herein in accordance with Treasury Regulation Section 1.150-2.

SECTION 10. The Township covenants to maintain the exclusion from gross income under Section 103(a) of the Internal Revenue Code of 1986, as amended, of the interest on all bonds and notes issued on a tax-exempt basis under this bond ordinance.

SECTION 11. The Chief Financial Officer is hereby authorized to prepare and to update from time to time as necessary a financial disclosure document to be distributed in connection with the sale of the obligations of the Township, which are authorized herein, and to execute such disclosure document on behalf of the Township. The Chief Financial Officer is further authorized to enter into the appropriate undertaking to provide secondary market disclosure on behalf of the Township pursuant to Rule 15c2-12 of the Securities and Exchange Commission (the "Rule") for the benefit of holders and beneficial owners of the obligations of the Township, which are authorized herein, and to amend such undertaking from time to time in connection with any change in law, or interpretation thereof, provided such undertaking is and continues to be, in the opinion of a nationally recognized bond counsel, consistent with the requirements of the Rule. In the event that the Township fails to comply with its undertaking, the Township shall not be liable

for any monetary damages, and the remedy shall be limited to specific performance of the undertaking.

SECTION 12. This bond ordinance shall take effect twenty (20) days after the first publication of the notice of final adoption of this bond ordinance, as provided by the Local Bond Law.

ADOPTED ON FIRST READING
DATED: November 10, 2026

KAREN J. CARNEVALE, Clerk **Township of West Orange**	**SUSAN SCARPA, Council President** **Township of West Orange**

ADOPTED ON SECOND READING
DATED: November 23, 2026

KAREN J. CARNEVALE, Clerk **Township of West Orange**	**SUSAN SCARPA, Council President** **Township of West Orange**

APPROVAL BY THE MAYOR ON THIS _____ DAY OF _____, 2026.

SUSAN MCCARTNEY, Mayor
Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

PUBLIC NOTICE

NOTICE OF PENDING BOND ORDINANCE AND SUMMARY

The bond ordinance, the summary terms of which are included herein, was introduced and passed upon first reading at a regular meeting of the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township") on November 10, 2026. It will be further considered for final passage, after public hearing thereon, at a regular meeting of the governing body of the Township to be held on November 23, 2026 at 7:00 p.m. at the Township Municipal Building, Council Chambers, 66 Main Street, West Orange, New Jersey 07052, in said County. During the week prior to and up to and including the date of such meeting, copies of the full bond ordinance will be available at no cost and during regular business hours at the Township Clerk's office for the members of the general public who shall request the same. The summary of the terms of such bond ordinance follows:

Title:	BOND ORDINANCE PROVIDING FOR VARIOUS 2026 CAPITAL ACQUISITIONS AND IMPROVEMENTS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $3,230,825 THEREFOR AND AUTHORIZING THE ISSUANCE OF $2,121,336 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF
Purpose(s):	The bond ordinance provides for: (i) improvements and repairs to various roadways within the Township, including, but not limited to, Franklin Avenue from Chestnut Street to the Montclair border, Watchung Avenue from Washington Street to Ridge Avenue and Condit Lane from Watchung Avenue to terminus; all such improvements include, but are not limited to, as applicable, milling, paving, minor drainage and curb ramp replacement; (ii) improvements and repairs to the entire lengths or portions of, as applicable, Winfield Street, Virginia Avenue, Kirk Street and Grant Terrace within the Township, including, but not limited to, as applicable, milling, paving, storm drain installation, curbs, sidewalks, ADA compliant ramps and driveway aprons; and (iii) acquisition and installation, as applicable, of EV charging stations and ADA compliant parking spaces at the West Orange Public Library.
Appropriation:	$3,230,825
Bonds/Notes Authorized:	$2,121,336
Down Payment:	$27,000
Grants:	(i) a $300,000 grant received or expected to be received from the Community Development Block Grant Program; (ii) a $392,489 grant received or expected to be received from the New Jersey Department of Transportation Fiscal Year 2026 Municipal Aid Program; and (iii) a $390,000 grant received or expected to be received from the State of New Jersey Clean Fleet Program.
Section 20 Costs:	$240,000
Useful Life:	10 years

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

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TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

PUBLIC NOTICE

NOTICE OF BOND ORDINANCE ADOPTION AND SUMMARY

The bond ordinance, the summary terms of which are included herein, has been finally adopted by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township") on November 23, 2026 and the twenty (20) day period of limitation within which a suit, action or proceeding questioning the validity of such bond ordinance can be commenced, as provided in the Local Bond Law, has begun to run from the date of the first publication of this statement. Copies of the full bond ordinance are available at no cost and during regular business hours at the Clerk's office for members of the general public who request the same. The summary of the terms of such bond ordinance follows:

Title: BOND ORDINANCE PROVIDING FOR VARIOUS 2026 CAPITAL ACQUISITIONS AND IMPROVEMENTS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $3,230,825 THEREFOR AND AUTHORIZING THE ISSUANCE OF $2,121,336 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF

Purpose(s): The bond ordinance provides for: (i) improvements and repairs to various roadways within the Township, including, but not limited to, Franklin Avenue from Chestnut Street to the Montclair border, Watchung Avenue from Washington Street to Ridge Avenue and Condit Lane from Watchung Avenue to terminus; all such improvements include, but are not limited to, as applicable, milling, paving, minor drainage and curb ramp replacement; (ii) improvements and repairs to the entire lengths or portions of, as applicable, Winfield Street, Virginia Avenue, Kirk Street and Grant Terrace within the Township, including, but not limited to, as applicable, milling, paving, storm drain installation, curbs, sidewalks, ADA compliant ramps and driveway aprons; and (iii) acquisition and installation, as applicable, of EV charging stations and ADA compliant parking spaces at the West Orange Public Library.

Appropriation: $3,230,825

Bonds/Notes Authorized: $2,121,336

Down Payment: $27,000

Grants:

(i) a $300,000 grant received or expected to be received from the Community Development Block Grant Program;

(ii) a $392,489 grant received or expected to be received from the New Jersey Department of Transportation Fiscal Year 2026 Municipal Aid Program; and

(iii) a $390,000 grant received or expected to be received from the State of New Jersey Clean Fleet Program.

Section 20 Costs: $240,000

Useful Life: 10 years

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CERTIFICATE OF INTRODUCTION OF BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a regular meeting of the Township Council of the Township duly called and held on November 10, 2026 at 7:00 p.m. at the Township Municipal Building, Council Chambers, 66 Main Street, West Orange, New Jersey 07052, in said County, and that the following was the roll call:

Present:

Absent:

I FURTHER CERTIFY that the foregoing extract has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body of the Township and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township as of this _____ day of _____, 2026.

(SEAL)

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CERTIFICATE OF FINAL ADOPTION OF BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a regular meeting of the Township Council of the Township duly called and held on November 23, 2026 at 7:00 p.m. at the Township Municipal Building, Council Chambers, 66 Main Street, West Orange, New Jersey 07052, in said County, and that the following was the roll call:

Present:

Absent:

I FURTHER CERTIFY that the foregoing extract has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body of the Township and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township as of this _____ day of _____, 2026.

(SEAL)

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CLERK'S CERTIFICATE AS TO ADOPTION OF BOND ORDINANCE

I, KAREN J. CARNEVALE, DO HEREBY CERTIFY that I am the Clerk of the Township of West Orange, in the County of Essex (the "Township"), a municipal corporation organized and existing under the laws of the State of New Jersey, and that, as such, I am duly authorized to execute and deliver this certificate on behalf of the Township. In such capacity, I have the responsibility to maintain the minutes of the meetings of the governing body of the Township and the records relative to all resolutions and ordinances of the Township. The representations made herein are based upon the records of the Township. I DO HEREBY FURTHER CERTIFY THAT:

(1) Attached hereto is the bond ordinance introduced on November 10, 2026 and finally adopted November 23, 2026 by the Township Council of the Township and approved by the Mayor (if applicable) on November ____, 2026.

(2) After introduction, the bond ordinance was published as required by law on November ____, 2026 on the Township's official website.

(3) Following the passage of the bond ordinance on first reading, and at least seven (7) days prior to the final adoption thereof, I caused to be posted in the principal municipal building of the Township at the place where public notices are customarily posted, a copy of said bond ordinance or a summary thereof and a notice that copies of the bond ordinance would be made available to the members of the general public of the Township who requested copies, up to and including the time of further consideration of the bond ordinance by the governing body of the Township. Copies of the bond ordinance were made available to all who requested same.

(4) After final passage, the bond ordinance was duly approved by the Mayor of the Township (if applicable) on November ____, 2026 and was duly published as required by law on November ____ 2026 on the Township's official website. No protest signed by any person against making any improvement or incurring the indebtedness authorized therein, nor any petition requesting that a referendum vote be taken on the action proposed in the bond ordinance has been presented to the governing body of the Township or to me or filed in my office within twenty (20) days after said publication or at any other time after the final passage thereof.

(5) The bond ordinance has not been amended, added to, altered or repealed and said bond ordinance is now in full force and effect.

(6) A certified copy of the bond ordinance and a copy of the amended capital budget or temporary capital budget form have been filed with the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey, as applicable.

(7) The official seal of the Township is affixed, imprinted or reproduced opposite my signature on this Certificate.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed, imprinted or reproduced the official seal of the Township as of this _____ day of _____, 2026.

(SEAL)

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CERTIFICATE OF SUPPLEMENTAL DEBT STATEMENT
FOR BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY, that the attached Supplemental Debt Statement was prepared, executed and sworn to by John C. Ditinyak, the Chief Financial Officer of the Township, as of November 10, 2026, and such Supplemental Debt Statement was filed in my office on or prior to November 10, 2026 and with the Director of the Division of Local Government Services in Department of Community Affairs of the State of New Jersey on _____ ____, 2026.

_____

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

DOWN PAYMENT CERTIFICATE

I, the undersigned Chief Financial Officer of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that prior to final adoption of the bond ordinance entitled,

> "BOND ORDINANCE PROVIDING FOR VARIOUS 2026 CAPITAL ACQUISITIONS AND IMPROVEMENTS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $3,230,825 THEREFOR AND AUTHORIZING THE ISSUANCE OF $2,121,336 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF"

there was available as a down payment for the improvements or purposes authorized by said bond ordinance the aggregate principal amount of $27,000, which down payment is now available from the Township's Capital Improvement Fund by virtue of a provision or provisions in a previously adopted budget or budgets of the Township for down payment or capital improvement purposes.

IN WITNESS WHEREOF, I have hereunto set my hand on behalf of the Township as of this _____ day of _____, 2026.

JOHN C. DITINYAK,
Chief Financial Officer of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CAPITAL ORDINANCE NUMBER 3008-26

CAPITAL ORDINANCE PROVIDING FOR THE COSTS RELATING TO THE DESIGN OF THE SAFE ROUTES TO SCHOOL – DESIGN ASSISTANCE PROGRAM FOR VARIOUS TOWNSHIP SCHOOLS AND THE PLEASANTDALE STREETSCAPE PROJECT, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $688,679 THEREFOR TO PAY FOR THE COST THEREOF (WHICH AMOUNT WILL BE FUNDED BY TWO (2) GRANTS TOTALING $688,679 RECEIVED OR EXPECTED TO BE RECEIVED FROM THE NEW JERSEY DEPARTMENT OF TRANSPORTATION)

NOW, THEREFORE, BE IT ORDAINED AND ENACTED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY (a majority of the full membership thereof affirmatively concurring), **AS FOLLOWS**:

SECTION 1. The capital improvements and purposes described in Section 2 of this capital ordinance are hereby authorized as general capital improvements and purposes to be undertaken by the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"). For the improvements and purposes stated in Section 2 hereof, there is hereby appropriated the aggregate principal amount of $688,679, which amount will be funded by two (2) grants consisting of: (i) a $272,179 grant received or expected to be received from the New Jersey Department of Transportation ("NJDOT") FY 2022 Safe Routes to Schools – Design Assistance Program (the "NJDOT Safe Schools Grant"); and (ii) a $416,500 grant received or expected to be received from the NJDOT FY

2025 Transportation Alternatives Set-Aside Program for the Pleasantdale Streetscape Project (the "NJDOT Streetscape Grant", and together with the NJDOT Safe Schools Grant, the "Grants"), all such Grants are currently or, upon receipt, will be, deposited in the Capital Improvement Fund or the Grant Fund of the Township, as applicable.

SECTION 2. (a) The improvements and purposes hereby authorized include, but are not limited to: (i) the cost relating to the final design of the Safe Routes to School – Design Assistance Program for the various schools within the Township, including, but not limited to, Redwood Elementary School, Kelly Elementary School, Gregory Elementary School, Hazel Elementary School and Roosevelt Middle School, and various improvements related thereto, consisting of, as applicable, ADA compliant curb ramps, LED pedestrian push buttons and regulatory and warning signs (such improvements and purposes being funded by the NJDOT Safe Schools Grant); and (ii) the cost relating to the design of the Pleasantdale Streetscape Project and various improvements related thereto, including, but not limited to, traffic calming, sidewalk restoration and decorative street lighting (such improvements and purposes being funded by the NJDOT Streetscape Grant).

(b) The improvements and purposes set forth in Section 2(a) above shall also include, as applicable, all engineering, design and site work, surveying, construction management services, construction planning, preparation of plans and specifications, permits, bid documents, construction inspection and contract administration, environmental testing and remediation, and also all work, tools, materials, equipment, labor and appurtenances as necessary therefor or incidental thereto.

SECTION 3. The expenditure of the Grants for the improvements and purposes set forth in Section 2(a) hereof is hereby authorized and approved.

SECTION 4. The Township hereby certifies that it has adopted a capital budget or a temporary capital budget of the Township, as applicable. The capital budget or temporary capital budget, as applicable, of the Township is hereby amended to conform with the provisions of this capital ordinance to the extent of any inconsistency herewith. To the extent that the improvements and purposes authorized herein are inconsistent with the adopted capital budget or temporary capital budget of the Township, a revised capital budget or temporary capital budget of the Township has been filed with the Division of Local Government Services, in the Department of Community Affairs of the State of New Jersey.

SECTION 5. This capital ordinance shall take effect immediately after final adoption as described in N.J.S.A. 40:49-2 and 40:69A-181.

ADOPTED ON FIRST READING
DATED: November 10, 2026

KAREN J. CARNEVALE, Clerk
Township of West Orange

SUSAN SCARPA, Council President
Township of West Orange

ADOPTED ON SECOND READING
DATED: November 23, 2026

KAREN J. CARNEVALE, Clerk
Township of West Orange

SUSAN SCARPA, Council President
Township of West Orange

APPROVAL BY THE MAYOR ON THIS _____ DAY OF _____, 2026.

SUSAN MCCARTNEY, Mayor
Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

PUBLIC NOTICE

NOTICE OF PENDING CAPITAL ORDINANCE AND SUMMARY

The capital ordinance, the summary terms of which are included herein, was introduced and passed upon first reading at a regular meeting of the governing body of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), on November 10, 2026. It will be further considered for final passage, after public hearing thereon, at a regular meeting of the governing body of the Township to be held on November 23, 2026 at 7:00 p.m. at the Township Municipal Building, Council Chambers, 66 Main Street, West Orange, New Jersey 07052, in said County. During the week prior to and up to and including the date of such meeting, copies of the full capital ordinance will be available at no cost and during regular business hours at the Township Clerk's office for the members of the general public who shall request the same. The summary of the terms of such capital ordinance follows:

Title: CAPITAL ORDINANCE PROVIDING FOR THE COSTS RELATING TO THE DESIGN OF THE SAFE ROUTES TO SCHOOL – DESIGN ASSISTANCE PROGRAM FOR VARIOUS TOWNSHIP SCHOOLS AND THE PLEASANTDALE STREETSCAPE PROJECT, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $688,679 THEREFOR TO PAY FOR THE COST THEREOF (WHICH AMOUNT WILL BE FUNDED BY TWO (2) GRANTS TOTALING $688,679 RECEIVED OR EXPECTED TO BE RECEIVED FROM THE NEW JERSEY DEPARTMENT OF TRANSPORTATION)

Purpose(s): The capital ordinance authorizes: (i) the cost relating to the final design of the Safe Routes to School – Design Assistance Program for various schools within the Township, including, but not limited to, Redwood Elementary School, Kelly Elementary School, Gregory Elementary School, Hazel Elementary School and Roosevelt Middle School, and various improvements related thereto, consisting of, as applicable, ADA compliant curb ramps, LED pedestrian push buttons and regulatory and warning signs (such improvements and purposes being funded by the NJDOT Safe Schools Grant); and (ii) the cost relating to the design of the Pleasantdale Streetscape Project and various improvements related thereto, including, but not limited to, traffic calming, sidewalk restoration and decorative street lighting (such improvements and purposes being funded by the NJDOT Streetscape Grant).

Appropriation and Grant:

(i) a $272,179 grant received or expected to be received from the New Jersey Department of Transportation ("NJDOT") FY 2022 Safe Routes to Schools – Design Assistance Program (the "NJDOT Safe Schools Grant"); and

(ii) a $416,500 grant received or expected to be received from the NJDOT FY 2025 Transportation Alternatives Set-Aside Program for the Pleasantdale Streetscape Project (the "NJDOT Streetscape Grant").

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

#96337470.1 168182.014

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

PUBLIC NOTICE

CAPITAL ORDINANCE – NOTICE OF FINAL ADOPTION AND SUMMARY

The capital ordinance, the summary terms of which are included herein, has been finally adopted by the governing body of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), on November 23, 2026. Copies of the full capital ordinance are available at no cost and during regular business hours at the Township Clerk's office for the members of the general public who request the same. The summary of the terms of such capital ordinance follows:

Title: CAPITAL ORDINANCE PROVIDING FOR THE COSTS RELATING TO THE DESIGN OF THE SAFE ROUTES TO SCHOOL – DESIGN ASSISTANCE PROGRAM FOR VARIOUS TOWNSHIP SCHOOLS AND THE PLEASANTDALE STREETSCAPE PROJECT, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $688,679 THEREFOR TO PAY FOR THE COST THEREOF (WHICH AMOUNT WILL BE FUNDED BY TWO (2) GRANTS TOTALING $688,679 RECEIVED OR EXPECTED TO BE RECEIVED FROM THE NEW JERSEY DEPARTMENT OF TRANSPORTATION)

Purpose(s): The capital ordinance authorizes: (i) the cost relating to the final design of the Safe Routes to School – Design Assistance Program for various schools within the Township, including, but not limited to, Redwood Elementary School, Kelly Elementary School, Gregory Elementary School, Hazel Elementary School and Roosevelt Middle School, and various improvements related thereto, consisting of, as applicable, ADA compliant curb ramps, LED pedestrian push buttons and regulatory and warning signs (such improvements and purposes being funded by the NJDOT Safe Schools Grant); and (ii) the cost relating to the design of the Pleasantdale Streetscape Project and various improvements related thereto, including, but not limited to, traffic calming, sidewalk restoration and decorative street lighting (such improvements and purposes being funded by the NJDOT Streetscape Grant).

Appropriation and Grant:

(i) A $272,179 grant received or expected to be received from the New Jersey Department of Transportation ("NJDOT") FY 2022 Safe Routes to Schools – Design Assistance Program (the "NJDOT Safe Schools Grant"); and

(ii) A $416,500 grant received or expected to be received from the NJDOT FY 2025 Transportation Alternatives Set-Aside Program for the Pleasantdale Streetscape Project (the "NJDOT Streetscape Grant").

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CERTIFICATE OF INTRODUCTION

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a regular meeting of the governing body of the Township duly called and held on November 10, 2026 at 7:00 p.m. at the Township Municipal Building, Council Chambers, 66 Main Street, West Orange, New Jersey 07052, in said County, and that the following was the roll call:

Present:

Absent:

I FURTHER CERTIFY that the foregoing extract has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body of the Township and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township this ____ day of _____, 2026.

(SEAL)

_____
KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CERTIFICATE OF FINAL ADOPTION

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a regular meeting of the governing body of the Township duly called and held on November 23, 2026 at 7:00 p.m. at the Township Municipal Building, Council Chambers, 66 Main Street, West Orange, New Jersey 07052, in said County, and that the following was the roll call:

Present:

Absent:

I FURTHER CERTIFY that the foregoing extract has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body of the Township and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township this ____ day of _____, 2026.

(SEAL)

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX,
STATE OF NEW JERSEY

CLERK'S CERTIFICATE

I, KAREN J. CARNEVALE, DO HEREBY CERTIFY that I am the Clerk of the Township of West Orange, in the County of Essex (the "Township"), a municipal corporation organized and existing under the laws of the State of New Jersey, and that, as such, I am duly authorized to execute and deliver this certificate on behalf of the Township. In such capacity, I have the responsibility to maintain the minutes of the meetings of the governing body of the Township and the records relative to all resolutions and ordinances of the Township. The representations made herein are based upon the records of the Township. I DO HEREBY FURTHER CERTIFY THAT:

(1) Attached hereto is the capital ordinance introduced on November 10, 2026 and finally adopted on November 23, 2026 by the Township Council of the Township, and approved by the Mayor (if applicable) on November ____, 2026.

(2) After introduction, the capital ordinance was published as required by law on November ____, 2026 on the Township's official website.

(3) Following the passage of the capital ordinance on first reading, and at least seven (7) days prior to the final adoption thereof, I caused to be posted in the principal municipal building of the Township at the place where public notices are customarily posted, a copy of said capital ordinance or a summary thereof and a notice that copies of the capital ordinance would be made available to the members of the general public of the Township who requested copies, up to and including the time of further consideration of the capital ordinance by the governing body of the Township. Copies of the capital ordinance were made available to all who requested same.

(4) After final passage, the capital ordinance was duly approved by the Mayor of the Township (if applicable) on November ____, 2026 and was duly published as required by law on November ____, 2026 on the Township's official website.

(5) The capital ordinance has not been amended, added to, altered or repealed and said capital ordinance is now in full force and effect.

(6) A certified copy of the capital ordinance and a copy of the amended capital budget form or temporary capital budget form, if applicable, have been filed with the Director of the Division of Local Government Services, in the Department of Community Affairs of the State of New Jersey, as applicable.

(7) The official seal of the Township is affixed, imprinted or reproduced opposite my signature on this Certificate.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed, imprinted or reproduced the official seal of the Township as of this ____ day of _____, 2026.

(SEAL)

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
COUNTY OF ESSEX
STATE OF NEW JERSEY

BOND ORDINANCE NUMBER 3009-26

BOND ORDINANCE PROVIDING FOR IMPROVEMENTS IN THE TOWNSHIP IN ORDER TO COMPLY WITH CERTAIN NEW JERSEY DEPARTMENT OF ENVIRONMENTAL PROTECTION ("NJDEP") REGULATIONS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $420,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $399,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF

BE IT ORDAINED AND ENACTED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY (not less than two-thirds of all the members thereof affirmatively concurring)**, AS FOLLOWS:**

SECTION 1. The improvements or purposes described in Section 3 of this bond ordinance are hereby authorized as general improvements or purposes to be undertaken by the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"). For the said improvements or purposes stated in Section 3 hereof, there is hereby appropriated the aggregate principal amount of $420,000, which amount includes a down payment in the aggregate principal amount of $21,000 for said improvements or purposes as required by the Local Bond Law of the State of New Jersey, as amended and supplemented (N.J.S.A. §40A:2-1 et seq.) (the "Local Bond Law"), which down payment is now available from the Township's Capital Improvement Fund by virtue of a provision or provisions in a previously adopted budget or budgets of the Township for down payment or capital improvement purposes.

SECTION 2. For the financing of said improvements or purposes described in Section 3 hereof and to meet the part of said $420,000 appropriation not provided for by said down payment referred to in Section 1 hereof, negotiable bonds of the Township are hereby authorized to be issued in the aggregate principal amount of $399,000 pursuant to, and within the limitations prescribed by, the Local Bond Law. In anticipation of the issuance of said bonds and to temporarily finance said improvements or purposes, negotiable notes of the Township in an aggregate principal amount not exceeding $399,000 are hereby authorized to be issued pursuant to, and within the limitations prescribed by, said Local Bond Law.

SECTION 3. (a) The improvements hereby authorized and purposes for the financing of which said debt obligations are to be issued include, but are not limited to, the following:

Description	Appropriation	Authorization	Down Payment	Useful Life
(i) Preparation of assessment reports to be submitted to the New Jersey Department of Environmental Protection ("NJDEP") in order to stay in compliance with the Municipal Separate Storm Sewer System ("MS4") guidelines under the Federal Clean Water Act; and	$ 160,000	$ 152,000	$ 8,000	5 years
(ii) Acquisition and installation, as applicable, of a recovery well, permanent monitoring wells and groundwater sampling and testing as part of a Remedial Action Plan at the Fire Department Headquarters in order to be in compliance with NJDEP environmental regulations.	$ 260,000	$ 247,000	$13,000	5 years
TOTALS:	**$ 420,000**	**$ 399,000**	**$21,000**	

(b) The improvements and purposes set forth in Section 3(a) above shall also include, as applicable, all engineering and design work, surveying, construction

management services, construction planning, preparation of plans and specifications, permits, bid documents, construction inspection and contract administration, environmental testing and remediation, and all work, materials, equipment, labor and appurtenances necessary therefor or incidental thereto.

(c) The estimated maximum amount of bonds or notes to be issued by the Township for said improvements and purposes is $399,000.

(d) The estimated cost of said improvements and purposes to the Township is $420,000, the excess amount thereof over the estimated maximum amount of bonds or notes to be issued therefor being the down payment in the aggregate principal amount of $21,000, which amount is now available for said improvements and purposes from the Township's Capital Improvement Fund.

SECTION 4. In the event the United States of America, the State of New Jersey, and/or the County of Essex make a contribution or grant in aid to the Township for the improvements and purposes authorized hereby and the same shall be received by the Township prior to the issuance of the bonds or notes authorized in Section 2 hereof, then the amount of such bonds or notes to be issued shall be reduced by the amount so received from the United States of America, the State of New Jersey, and/or the County of Essex. In the event that any amount so contributed or granted by the United States of America, the State of New Jersey, and/or the County of Essex shall be received by the Township after the issuance of the bonds or notes authorized in Section 2 hereof, then such funds shall be applied to the payment of the bonds or notes so issued and shall be used for no other purpose. This Section 4 shall not apply, however, with respect to any contribution or grant in aid received by the Township as a result of using funds from this bond ordinance as "matching local funds" to receive such contribution or grant in aid.

SECTION 5. All bond anticipation notes issued hereunder shall mature at such times as may be determined by the Chief Financial Officer of the Township (the "Chief Financial Officer"), provided that no note shall mature later than one (1) year from its date. The notes shall bear interest at such rate or rates and be in such form as may be determined by the Chief Financial Officer. The Chief Financial Officer shall determine all matters in connection with the notes issued pursuant to this bond ordinance, and the signature of the Chief Financial Officer upon the notes shall be conclusive evidence as to all such determinations. All notes issued hereunder may be renewed from time to time in accordance with the provisions of N.J.S.A. § 40A:2-8.1 of the Local Bond Law. The Chief Financial Officer is hereby authorized to sell part or all of the notes from time to time at a public or private sale and to deliver them to the purchaser thereof upon receipt of payment of the purchase price and accrued interest thereon from their dates to the date of delivery thereof. The Chief Financial Officer is directed to report in writing to the governing body at the meeting next succeeding the date when any sale or delivery of the notes pursuant to this bond ordinance is made. Such report must include the principal amount, the description, the interest rate, the maturity schedule of the notes so sold, the price obtained and the name of the purchaser.

SECTION 6. The Township hereby certifies that it has adopted a capital budget or a temporary capital budget of the Township, as applicable. The capital budget or temporary capital budget, as applicable, of the Township is hereby amended to conform with the provisions of this bond ordinance to the extent of any inconsistency herewith. To the extent that the purposes authorized herein are inconsistent with the adopted capital budget or temporary capital budget, a revised capital budget or temporary capital budget has been filed with the Division of Local Government Services, in the Department of Community Affairs of the State of New Jersey.

SECTION 7. The following additional matters are hereby determined, declared, recited and stated:

(a) The improvements and purposes described in Section 3 of this bond ordinance are not current expenses and are improvements and purposes which the Township may lawfully undertake as general improvements and no part of the cost thereof has been or shall be specially assessed on property specially benefited thereby.

(b) The average period of usefulness of said improvements or purposes, computed on the basis of the respective amounts of obligations authorized for each purpose and the reasonable life thereof in accordance with the limitations set forth in the Local Bond Law, is five (5) years.

(c) The supplemental debt statement required by the Local Bond Law has been duly made and filed in the Office of the Clerk of the Township and a complete executed duplicate thereof has been filed in the Office of the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey, and such statement shows that the gross debt of the Township as defined in the Local Bond Law is increased by the authorization of the bonds or notes provided for in this bond ordinance by $399,000. The obligations authorized by this bond ordinance will be within all debt limitations prescribed by said Local Bond Law.

(d) No items of expense are listed in and permitted under N.J.S.A. § 40A:2-20 of the Local Bond Law and are not included in the estimated cost indicated herein for the improvements or purposes hereinbefore described.

SECTION 8. The full faith and credit of the Township are hereby pledged to the punctual payment of the principal of and the interest on the obligations authorized by this bond ordinance. The obligations shall be direct, unlimited obligations of the Township and, unless paid from other sources, the Township shall be obligated to levy *ad valorem*

taxes upon all the taxable property within the Township for the payment of the principal of the obligations and the interest thereon without limitation as to rate or amount.

SECTION 9. The Township reasonably expects to reimburse any expenditures toward the costs of the improvements or purposes described in Section 3 hereof and paid prior to the issuance of any bonds or notes authorized by this bond ordinance with the proceeds of such bonds or notes. This Section 9 is intended to be and hereby is a declaration of the Township's official intent to reimburse any expenditure toward the costs of the improvements or purposes described in Section 3 hereof to be incurred and paid prior to the issuance of bonds or notes authorized herein in accordance with Treasury Regulation Section 1.150-2.

SECTION 10. The Township covenants to maintain the exclusion from gross income under Section 103(a) of the Internal Revenue Code of 1986, as amended, of the interest on all bonds and notes issued on a tax-exempt basis under this bond ordinance.

SECTION 11. The Chief Financial Officer is hereby authorized to prepare and to update from time to time as necessary a financial disclosure document to be distributed in connection with the sale of the obligations of the Township, which are authorized herein, and to execute such disclosure document on behalf of the Township. The Chief Financial Officer is further authorized to enter into the appropriate undertaking to provide secondary market disclosure on behalf of the Township pursuant to Rule 15c2-12 of the Securities and Exchange Commission (the "Rule") for the benefit of holders and beneficial owners of the obligations of the Township, which are authorized herein, and to amend such undertaking from time to time in connection with any change in law, or interpretation thereof, provided such undertaking is and continues to be, in the opinion of a nationally recognized bond counsel, consistent with the requirements of the Rule. In the event that the Township fails to comply with its undertaking, the Township shall not be liable

for any monetary damages, and the remedy shall be limited to specific performance of the undertaking.

SECTION 12. This bond ordinance shall take effect twenty (20) days after the first publication of the notice of final adoption of this bond ordinance, as provided by the Local Bond Law.

ADOPTED ON FIRST READING
DATED: November 10, 2026

KAREN J. CARNEVALE, Clerk
Township of West Orange

SUSAN SCARPA, Council President
Township of West Orange

ADOPTED ON SECOND READING
DATED: November 23, 2026

KAREN J. CARNEVALE, Clerk
Township of West Orange

SUSAN SCARPA, Council President
Township of West Orange

APPROVAL BY THE MAYOR ON THIS _____ DAY OF _____, 2026.

SUSAN MCCARTNEY, Mayor
Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

PUBLIC NOTICE

NOTICE OF PENDING BOND ORDINANCE AND SUMMARY

The bond ordinance, the summary terms of which are included herein, was introduced and passed upon first reading at a regular meeting of the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township") on November 10, 2026. It will be further considered for final passage, after public hearing thereon, at a regular meeting of the governing body of the Township to be held on November 23, 2026 at 7:00 p.m. at the Township Municipal Building, Council Chambers, 66 Main Street, West Orange, New Jersey 07052, in said County. During the week prior to and up to and including the date of such meeting, copies of the full bond ordinance will be available at no cost and during regular business hours at the Township Clerk's office for the members of the general public who shall request the same. The summary of the terms of such bond ordinance follows:

Title:	BOND ORDINANCE PROVIDING FOR IMPROVEMENTS IN THE TOWNSHIP IN ORDER TO COMPLY WITH CERTAIN NEW JERSEY DEPARTMENT OF ENVIRONMENTAL PROTECTION ("NJDEP") REGULATIONS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $420,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $399,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF
Purpose(s):	The bond ordinance provides for: (i) the preparation of assessment reports to be submitted to the NJDEP in order to stay in compliance with MS4 guidelines; and (ii) acquisition and installation, as applicable, of a recovery well, permanent monitoring wells and groundwater sampling and testing as part of a Remedial Action Plan at the Fire Department Headquarters.
Appropriation:	$420,000
Bonds/Notes Authorized:	$399,000
Down Payment:	$21,000
Useful Life:	5 years

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

PUBLIC NOTICE

NOTICE OF BOND ORDINANCE ADOPTION AND SUMMARY

The bond ordinance, the summary terms of which are included herein, has been finally adopted by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township") on November 23, 2026 and the twenty (20) day period of limitation within which a suit, action or proceeding questioning the validity of such bond ordinance can be commenced, as provided in the Local Bond Law, has begun to run from the date of the first publication of this statement. Copies of the full bond ordinance are available at no cost and during regular business hours at the Clerk's office for members of the general public who request the same. The summary of the terms of such bond ordinance follows:

Title:	BOND ORDINANCE PROVIDING FOR IMPROVEMENTS IN THE TOWNSHIP IN ORDER TO COMPLY WITH CERTAIN NEW JERSEY DEPARTMENT OF ENVIRONMENTAL PROTECTION ("NJDEP") REGULATIONS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $420,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $399,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF
Purpose(s):	The bond ordinance provides for: (i) the preparation of assessment reports to be submitted to the NJDEP in order to stay in compliance with MS4 guidelines; and (ii) acquisition and installation, as applicable, of a recovery well, permanent monitoring wells and groundwater sampling and testing as part of a Remedial Action Plan at the Fire Department Headquarters.
Appropriation:	$420,000
Bonds/Notes Authorized:	$399,000
Down Payment:	$21,000
Useful Life:	5 years

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CERTIFICATE OF INTRODUCTION OF BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a regular meeting of the Township Council of the Township duly called and held on November 10, 2026 at 7:00 p.m. at the Township Municipal Building, Council Chambers, 66 Main Street, West Orange, New Jersey 07052, in said County, and that the following was the roll call:

Present:

Absent:

I FURTHER CERTIFY that the foregoing extract has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body of the Township and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township as of this _____ day of _____, 2026.

(SEAL)

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CERTIFICATE OF FINAL ADOPTION OF BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a regular meeting of the Township Council of the Township duly called and held on November 23, 2026 at 7:00 p.m. at the Township Municipal Building, Council Chambers, 66 Main Street, West Orange, New Jersey 07052, in said County, and that the following was the roll call:

Present:

Absent:

I FURTHER CERTIFY that the foregoing extract has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body of the Township and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township as of this _____ day of _____, 2026.

(SEAL)

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CLERK'S CERTIFICATE AS TO ADOPTION OF BOND ORDINANCE

I, KAREN J. CARNEVALE, DO HEREBY CERTIFY that I am the Clerk of the Township of West Orange, in the County of Essex (the "Township"), a municipal corporation organized and existing under the laws of the State of New Jersey, and that, as such, I am duly authorized to execute and deliver this certificate on behalf of the Township. In such capacity, I have the responsibility to maintain the minutes of the meetings of the governing body of the Township and the records relative to all resolutions and ordinances of the Township. The representations made herein are based upon the records of the Township. I DO HEREBY FURTHER CERTIFY THAT:

(1) Attached hereto is the bond ordinance introduced on November 10, 2026 and finally adopted November 23, 2026 by the Township Council of the Township and approved by the Mayor (if applicable) on November ____, 2026.

(2) After introduction, the bond ordinance was published as required by law on November ____, 2026 on the Township's official website.

(3) Following the passage of the bond ordinance on first reading, and at least seven (7) days prior to the final adoption thereof, I caused to be posted in the principal municipal building of the Township at the place where public notices are customarily posted, a copy of said bond ordinance or a summary thereof and a notice that copies of the bond ordinance would be made available to the members of the general public of the Township who requested copies, up to and including the time of further consideration of the bond ordinance by the governing body of the Township. Copies of the bond ordinance were made available to all who requested same.

(4) After final passage, the bond ordinance was duly approved by the Mayor of the Township (if applicable) on November ____, 2026 and was duly published as required by law on November ____ 2026 on the Township's official website. No protest signed by any person against making any improvement or incurring the indebtedness authorized therein, nor any petition requesting that a referendum vote be taken on the action proposed in the bond ordinance has been presented to the governing body of the Township or to me or filed in my office within twenty (20) days after said publication or at any other time after the final passage thereof.

(5) The bond ordinance has not been amended, added to, altered or repealed and said bond ordinance is now in full force and effect.

(6) A certified copy of the bond ordinance and a copy of the amended capital budget or temporary capital budget form have been filed with the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey, as applicable.

(7) The official seal of the Township is affixed, imprinted or reproduced opposite my signature on this Certificate.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed, imprinted or reproduced the official seal of the Township as of this _____ day of _____, 2026.

(SEAL)

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY

CERTIFICATE OF SUPPLEMENTAL DEBT STATEMENT
FOR BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY, that the attached Supplemental Debt Statement was prepared, executed and sworn to by John C. Ditinyak, the Chief Financial Officer of the Township, as of November 10, 2026, and such Supplemental Debt Statement was filed in my office on or prior to November 10, 2026 and with the Director of the Division of Local Government Services in Department of Community Affairs of the State of New Jersey on _____ ____, 2026.

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

DOWN PAYMENT CERTIFICATE

I, the undersigned Chief Financial Officer of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that prior to final adoption of the bond ordinance entitled,

> "BOND ORDINANCE PROVIDING FOR IMPROVEMENTS IN THE TOWNSHIP IN ORDER TO COMPLY WITH CERTAIN NEW JERSEY DEPARTMENT OF ENVIRONMENTAL PROTECTION ("NJDEP") REGULATIONS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, APPROPRIATING $420,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $399,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF"

there was available as a down payment for the improvements or purposes authorized by said bond ordinance the aggregate principal amount of $21,000, which down payment is now available from the Township's Capital Improvement Fund by virtue of a provision or provisions in a previously adopted budget or budgets of the Township for down payment or capital improvement purposes.

IN WITNESS WHEREOF, I have hereunto set my hand on behalf of the Township as of this _____ day of _____, 2026.

JOHN C. DITINYAK,
Chief Financial Officer of the Township of West Orange

TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
WEST ORANGE ABC BOARD
RESOLUTION

WHEREAS, the Township Council of the Township of West Orange serves as the Township of West Orange Board of Alcoholic Beverage Control; and

WHEREAS, an application has been filed by Harrison Avenue Tavern, Inc., t/a Harrison Avenue Tavern, 36 Harrison Avenue, West Orange, New Jersey 07052, for renewal of its Plenary Retail Consumption License # 0722-33-058-006, for the period **July 1, 2026 through June 30, 2027,** the Application submitted to the Township Clerk and in compliance with New Jersey State Laws regulating the sale, consumption, and distribution of alcoholic beverages; and

WHEREAS, on January 6, 2009, the Licensee represented by counsel and after a public hearing at which there was no opposition, the Township Council of the Township of West Orange sitting as the West Orange Board of Alcoholic Beverage Control, adopted Resolution #421, authorizing the Extension of Licensed Premises and Place to Place transfer for the Harrison Avenue Tavern; and

WHEREAS, the area covered by the expansion of the licensed premises is in the parking lot immediately adjacent to the rear door of the main licensed establishment, is encircled by a portable fence which is covered to prevent the public from viewing the interior portion where the outside bar is located, and that area had been used since 2001 as an area for outdoor dining with a café permit; and

WHEREAS, in forwarding the application for extension or expansion of the licensed premises, the Police Department noted that it was the first found in the Township to include an open area in a parking lot and that while calls for service had been minimal or non-existent, the area proposed for the expansion was contiguous to a residential area; and

WHEREAS, there had been numerous calls for service and complaints to Council members from the residential neighbors due to noise coming from the outdoor bar from both music and customer voices, the number of such complaints totaling 28 in the Spring of 2011; and

WHEREAS, the ABC Board has had considerable problems with noise and quality of life issues with other ABC Licensees adjoining residential neighborhoods in other areas of the Township and as the representatives of and conscience of the community has taken a more proactive approach as a result of such experiences; and

WHEREAS, with respect to its license renewal for the 2011-2012 License term, the Licensee was notified by certified mail, registered return receipt of the ABC Board's intention upon renewal for that License term to reconsider its approval of the expansion of the licensed premises, or in the alternative, to consider the imposition of Special Conditions to address the concerns of the residential neighborhood, and the Licensee having had the opportunity to be heard and through the assistance of counsel, the Township and the Licensee, in order to avoid the

time and expense of a formal hearing came to a voluntary agreement; and

WHEREAS, the Licensee, having installed additional noise reduction components on its outdoor premises in 2011-2012, and the Township having monitored the Licensed premises in order to ensure that the neighborhood residents have the peaceful and beneficial enjoyment of their properties while at the same time permitting the Licensee to reasonably conduct and profit from its business, and the number of noise complaints having lessened, but the noise issues not eliminated, the License having been renewed for each succeeding License period with the same Special Conditions; and

WHEREAS, by letter dated and sent via certified mail to the Licensee on or about **May 11, 2026**, the Licensee was notified of the Township ABC Board's intention to continue the same Special Condition upon renewal for the **2026-2027** License Term and offering a formal hearing in the event there was objection to same by the Licensee; and

WHEREAS, the underlying reasons for the Special Conditions previously imposed on this License have not changed and the Licensee has offered no objection to their continuation, nor made any request for their relaxation, and therefore by its inaction has consented to continuation of the same Special Conditions upon renewal;

NOW, THEREFORE, BE IT RESOLVED THAT THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE serving as the Township Board of Alcoholic Beverage Control, does hereby approve the renewal of the Plenary Retail Consumption License heretofore issued to the Licensee, Harrison Avenue Tavern, Inc., t/a Harrison Avenue Tavern, 36 Harrison Avenue, West Orange, New Jersey 07052, License # 0722-33-058-006, for the **2026-2027** licensing term, subject to the following Special Conditions pursuant to *N.J.S.A.* 33:1-32, to be imposed on the outdoor bar only:

A. The Licensee shall have last call on Sunday at 7:30 p.m., closing at 8:00 p.m.; amplified music to cease at 8:00 p.m.; "amplified music" refers to the jukebox on the premises, the limit modifier (volume control) for which shall not at any time exceed 70 for Zone 3, the outside bar area.

B. The Licensee shall have last call on Monday at 9:30 p.m., closing at 10:00 p.m.; amplified music to cease at 10:00 p.m.

C. The Licensee shall have last call on Tuesday at 9:30 p.m., closing at 10:00 p.m.; amplified music to cease at 10:00 p.m.

D. The Licensee shall have last call on Wednesday at 9:30 p.m., closing at 10:00 p.m.; amplified music to cease at 10:00 p.m.

E. The Licensee shall have last call on Thursday at 10:30 p.m., closing at 11:00 p.m.; amplified music to cease at 11:00 p.m., all of the foregoing, A., B., C., D., and E., excepting holiday eves which fall on Sunday through Thursday, on which days last call shall be at 12:30 a.m., and closing at 1:00 a.m.

F. The Licensee shall have last call on Friday (Saturday morning) at 12:30 a.m.,

closing at 1:00 a.m.; amplified music to cease at 1:00 a.m.

G. The Licensee shall have last call on Saturday (Sunday morning) at 12:30 a.m., closing at 1:00 a.m.; amplified music to cease at 1:00 a.m.

H. On all nights bartenders and servers shall periodically remind customers to moderate their voices to avoid disturbing the residents of the surrounding residential area and paying special attention to this condition after 10:00 p.m.

I. Live entertainment shall be limited to Friday and Saturday nights and infrequent special occasions and shall also be limited to the hours between 5:00 p.m. and 10:30 p.m., except the St. Patrick's Day event when music may begin at Noon;

AND BE IT FURTHER RESOLVED, that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey and shall be maintained in the Township's permanent Alcoholic Beverage Control records, and that the Director is, and hereby is, respectfully requested to grant his approval to the foregoing Special Conditions as required by statute, and to communicate that approval to the Township of West Orange, which approval shall then also be maintained in the Township's permanent ABC records;

The above Resolution was passed by the Township Council of the Township of West Orange sitting and serving as the West Orange Board of Alcoholic Beverage Control at their regular meeting held on **November 10, 2026.**

KAREN J. CARNEVALE, RMC	**SUSAN SCARPA**
ABC Board Secretary	**Council President/ABC Board Member**

Adopted: November 10, 2026

Effective Date: November 10, 2026

Approved as to form on the basis of the facts provided: