

1. Conference Agenda

Documents: [CA1.28.14.PDF](#)

2. Public Meeting Agenda

Documents: [PM1.28.14.PDF](#)

3. Resolutions

3.I. 08-14 PULLED

3.II. 20-14

Documents: [20-14 FIREAMS PROCUREMENT INVESTIGATION \(2\)\[1\].PDF](#)

3.III. 21-14

Documents: [21-14 RESOLUTION-ABANDONED CARS.PDF](#)

3.IV. 22-14

Documents: [22-14 SUSTAINABLE JERSEY SMALL GRANTS RESOLUTION\[1\].PDF](#)

3.V. 23-14

Documents: [23-14 SNOW REMOVAL RE-BID 1.28.14.PDF](#)

3.VI. 24-14

Documents: [24-14 RESOLUTION AUTHORIZING MUNICIPAL ALLIANCE APPLICATION\[1\].PDF](#)

3.VII. 25-14

Documents: [25-14 RAFFLE LICENSES-1.28.14.PDF](#)

3.VIII. 26-14

Documents: [26-14 AUTHORIZING EXECUTION OF RISK MANAGEMENT CONSULTANT AGREEMENT-FINAL.PDF](#), [26-14 AGREEMENT- RISK MANAGEMENT CONSULTANT SERVICES-FINAL.PDF](#)

4. Ordinance(S) On Second And Final Reading - None

5. Ordinance(S) On First Reading

5.I. 2399-14

Documents: [2399-14 MECHANICS HELPER\[1\].PDF](#)

COUNCIL COMMITTEE CONFERENCE MEETING
AGENDA
Council Chambers - 66 Main Street, West Orange, NJ

January 28, 2014

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. A notice of this meeting was mailed to the Star Ledger and the West Orange Chronicle on November 22, 2013. A notice of this meeting was also posted on the Bulletin Board in the Municipal Building, West Orange and filed in the office of the Municipal Clerk of the Township of West Orange on November 22, 2013.

**Roll Call - Councilman Cirilo, Councilman Guarino, Councilman Krakoviak,
Councilwoman Spango, Council President McCartney (Mayor Parisi)**

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6:30 P.M.

Recognition – Community Service - Junior Girl Scouts-St. Cloud School

Presentation - Heather Taylor - Senior Director, Communications &
Public Affairs - The Citizens Campaign

Update – William Northgrave - Redevelopment

Council Liaison Announcements

7:00 P.M.

- Public Meeting

AGENDA
January 28, 2014
Township of West Orange
66 Main Street – 7:00 p.m.

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. A notice of this meeting was mailed to the Star Ledger and the West Orange Chronicle on November 22, 2013. A notice of this meeting was also posted on the Bulletin Board in the Municipal Building, West Orange and filed in the office of the Municipal Clerk of the Township of West Orange on November 22, 2013.

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)

1. Pledge of Allegiance

2. Roll Call – Councilman Cirilo, Councilman Guarino, Councilman Krakoviak, Councilwoman Spango, Council President McCartney (Mayor Parisi)

3. Public Comment

4. *Consent Agenda

***5. Approval of Minutes of Previous Meeting**-Public Meeting January 14, 2014

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

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

***8. Bills** - None

***9. Resolutions**

a. **PULLED** 08-14 Resolution Authorizing the Boarding and Padlocking of 18 Central Avenue and Placing a Lien on Same for the Township's Costs (pulled from 1.14.14 agenda)

b. 20-14 Resolution Authorizing an Investigation into Firearms Procurement for the Township Police Department

c. 21-14 Resolution Authorizing the Auction of Abandoned Cars
Vehicles in violation, accidents, and/or abandoned will be towed off the street by a licensed Towing Company designated by the Township. The Township is authorized to sell at Public Auction unclaimed vehicles pursuant to State and Local Laws.

d. 22-14 Resolution of Support from Local Governing Body Authorizing the Sustainable Jersey Grant Application

e. 23-14 Resolution to Award a One Year Contract for Snow Removal Services to Grabowski Construction, Inc., 770 Northfield Ave., West Orange, NJ 07052, and to Elite Snow Removal, LLC, 15 Clover Dale Road, Clifton, NJ 07013

f. 24-14 Resolution Authorizing Submission of Application for Municipal Alliance Grant

g. 25-14 Resolution Authorizing Raffle Licenses

- h. 26-14 Resolution authorizing the execution of a Risk Management Consulting Agreement with Fairview Insurance Agency for the year 2014 (***resolution to follow***)

10. Ordinances on Second and Final Reading-None

11. Ordinances on First Reading

- a. 2399-14 An Ordinance Amending and Ordinance Creating a Reclassification and Salary Schedule of Certain Township of West Orange Municipal 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

12. ABC Hearing-None

13. Adjournment

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

Agenda is subject to change.

RESOLUTION

WHEREAS, the Township of West Orange (the "Township") must from time to time purchase firearms and ammunition for the Township Police Department; and

WHEREAS, firearms and ammunition are tools used by the Police Department to protect public safety; and

WHEREAS, it is in the interests of the people of the Township to ensure that the Township's purchases of firearms and ammunition contribute to public safety to the fullest possible extent; and

WHEREAS, it is in the interest of the people of the Township to periodically review and update the specifications and standards used in product purchasing in order to evaluate changes in the marketplace and re-evaluate the needs of the Township; and

WHEREAS, in order to conduct this review thoroughly, and with the greatest possible efficiency and least possible expenditure of the Township's resources, the Township will seek to work in conjunction with other municipal, state and federal government entities that are conducting similar inquiries; and

WHEREAS, the Township Police Department and/or the Chief of Police are best-suited to lead an investigation into firearms procurement practices; and

WHEREAS, the first phase of this review, to be completed by April 14, 2014, will be to research the marketplace to gather extensive information from and about manufacturers and vendors of firearms and ammunition in order to determine the following:

- (a) Technical capabilities to enhance gun safety, such as owner-recognition firing mechanisms (a.k.a. "smart gun" capabilities);
- (b) Technical capabilities to enhance law enforcement ballistics investigations, such as bullet microstamping technologies;
- (c) Distribution practices and cooperation with law enforcement: Which firearms providers are able to establish well-managed distribution systems for their firearms, and to cooperate to the

fullest extent possible with law enforcement in its efforts to keep weapons out of the hands of criminals and mentally ill individuals; which providers are able to establish the most effective buyback programs and other incentives to minimize the extent to which their products are sold second-hand on the "private" market; what other effective practices are being carried out or considered by firearms providers to assist law enforcement in limiting illegal gun trafficking;

- (d) Commitment to minimizing the "arms race" between law enforcement and civilians: which firearms and ammunition providers voluntarily refrain from sales of high-capacity magazines and military-grade firearms in the U.S. consumer marketplace;
- (e) Overall commitment to firearm safety in the U.S. marketplace: which firearms providers carry out effective programs to ensure that all of their firearms sold in the United States are equipped with trigger locks and instructions on safe firearm storage; what other effective safety practices are being carried out or considered by firearms providers in the U.S. marketplace; and

WHEREAS, the second phase of this review, to be completed by July 14, 2014, will be to evaluate the findings of the market investigation and to develop new standards and specifications to be used by the Township in future purchases of firearms and ammunition.

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange, that a review and investigation of the Township's policies, practices, specifications and standards for purchasing firearms and ammunition, as outlined herein, shall be and hereby is authorized, and the Chief of Police and/or his designee(s) shall conduct the review.

Karen J. Carnevale
Municipal Clerk

Susan McCartney
Council President

Adopted: January 28, 2014

RESOLUTION
ABANDONED CAR AUCTION

Vehicles in violation, accidents, and/or abandoned will be towed off the street by a licensed Towing Company designated by the Township. The Township is authorized to sell at Public Auction unclaimed vehicles pursuant to State and Local Laws.

BE IT RESOLVED, by the Township Council of the Township of West Orange that the following recovered motor vehicles will be sold at Public Auction as described below:

The Purchasing Agent is hereby authorized to sell three (3) transferable vehicle title(s) in the manner set forth in N.J.S.A. 39:10A-1 and N.J.S.A. 40A:14-157. Date and time of sale is scheduled for Tuesday February 11, 2014 at 2:00 PM in following location:

Twin Towing
1 Lakeside Avenue
West Orange, NJ 07052

The Purchasing Agent is hereby authorized to sell three (3) transferable vehicle title(s) in the manner set forth in N.J.S.A. 39:10A-1 and N.J.S.A. 40A:14-157. Date and time of sale is scheduled for Tuesday February 11, 2014 at 3:00 PM in following location:

Select Towing
52 Washington Street
West Orange, NJ 07052

Karen J. Carnevale
Municipal Clerk

Susan McCartney
Council President

Adopted: January 28, 2014

ABADONED CAR AUCTION NOTICE

In accordance with N.J.S.A. 39:10A-1 and N.J.S.A. 40A:14-157 the Township of West Orange will hold for sale at public auction on Tuesday February 11, 2014 at 2:00 pm prevailing time, the vehicles listed below. Sale will be held and vehicles may be inspected at Twin Towing, Inc., 1 Lakeside Avenue, West Orange, NJ 07052.

<u>YEAR</u>	<u>MAKE</u>	<u>VEHICLE ID</u>
1995	MIT	4A3AL54F6SE164413
2005	DOD	1D4GP24R75B289939
2007	MB	4JGBB86EX7A226549

In accordance with N.J.S.A. 39:10A-1 and N.J.S.A. 40A:14-157 the Township of West Orange will hold for sale at public auction on Tuesday February 11, 2014 at 3:00 pm prevailing time, the vehicles listed below. Sale will be held and vehicles may be inspected at Select Towing, 52 Washington Street, West Orange, NJ 07052.

<u>YEAR</u>	<u>MAKE</u>	<u>VEHICLE ID</u>
2008	HYU	5NPET46F28H333623
2002	MER	4M2ZU86K92ZJ38650
2002	TOY	2T1BR12E32C527584

All of the above vehicles shall be sold as transferable titles. Sales are subject to payment of all accumulated towing and storage charges. A 25% deposit will be required in cash and the balance payable in payable in 24 hrs. Vehicles will be removed from the storage premises at buyer's expense within 48 hours of the sale date.

Anne DeSantis
Purchasing Agent

Notice to be published 01/30/2014

22-14
January 28, 2014

RESOLUTION

TOWNSHIP OF WEST ORANGE

**Resolution of Support from Local Governing Body Authorizing the
Sustainable Jersey Grant Application**

WHEREAS, a sustainable community seeks to optimize quality of life for its residents by ensuring that its environmental, economic and social objectives are balanced and mutually supportive; and

WHEREAS, the Township of West Orange strives to save tax dollars, assure clean land, air and water, improve working and living environments; and

WHEREAS, the Township of West Orange is participating in the Sustainable Jersey Program; and

WHEREAS, one of the purposes of the Sustainable Jersey Program is to provide resources to municipalities to make progress on sustainability issues, and they have created a grant program called the Sustainable Jersey Small Grants Program; and

WHEREAS, the Township of West Orange Public Works Department hereby desires to apply to the Sustainable Jersey Small Grants Program for funding in the amount of \$10,000.00 to support a tree planting program;

THEREFORE, the Township Council of the Township of West Orange has determined that the Township of West Orange should apply for the aforementioned Grant.

THEREFORE, BE IT RESOLVED, that the Township Council of the Township of West Orange, State of New Jersey, authorizes the submission of the aforementioned Sustainable Jersey Grant.

**Karen J. Carnevale, Municipal Clerk
President**

Susan McCartney, Council

Adopted: January 28, 2014

**RESOLUTION TO AWARD A ONE YEAR CONTRACT FOR
SNOW REMOVAL SERVICES**

WHEREAS, the Township of West Orange has advertised and received bids on December 10, 2013 for Snow Removal and Hauling Services; and

WHEREAS, two bids were received but only Grabowski Construction, Inc. was approved to be a responsible and responsive bidder and was awarded a contract for snow hauling; and

WHEREAS, the bid was readvertised to repeat the process anticipating more participation and a source of vendors for the Township to use when needed; and

WHEREAS, on December 27, 2013 at 11:00 a.m. the Township did receive two bids proposals; and

WHEREAS, the recommendation of West Orange Department of Public Works who has reviewed the bids submitted and has found selected services proposed by each vendor to be advantageous to the Township; and

NOW, THEREFORE BE IT RESOLVED by the Municipal Council of the Township of West Orange that Snow Removal Services for the 2014 winter season is hereby awarded to the following vendors
:

Grabowski Construction, Inc.
770 Northfield Ave.
West Orange, NJ 07052

Snow plowing and salting:

Proposal

Lower Valley Area

1A-2 (1) Mack SA 4x4 10' Plow w/salter @ \$225.00 per hour

Heights Area

1B-2 (1) RM Mack SA 4x4 w/10' plow & salter @ \$225.00 per hour

Snow Hauling:

Elite Snow Removal, LLC
15 Clover Dale Road
Clifton, NJ 07013

One (1)	30 cu. Yd. roll off	@ \$125.00 per hour
Two (2)	Tandem axle truck	@ \$ 90.00 per hour
One (1)	Tri-axle truck	@ \$110.00 per hour
Two (2)	Front end bucket loaders	@ \$145.00 per hour

BE IT FURTHER RESOLVED that the Business Administrator is hereby authorized to arrange to pay for the foregoing in accordance with the terms in the purchase order with funds certified available from the Chief Financial Officer.

Karen J. Carnevale, Municipal Clerk

Susan McCartney, Council President

I hereby certify funds are available from:

Account: 01-2010-00-7502-113 (Salt, Chloride & Snow)

*** not to exceed \$10,000.00 total without prior approval**

*** amount subject to 2014 approval of budget appropriation**

John O. Gross, Chief Financial Officer

24-14
January 28, 2014

**RESOLUTION AUTHORIZING SUBMISSION OF
APPLICATION FOR MUNICIPAL ALLIANCE GRANT**

WHEREAS, the Township Council of the Township of West Orange, County of Essex, State of New Jersey recognizes that the abuse of alcohol and drugs is a serious problem in our society amongst persons of all ages; and

WHEREAS, the Township Council further recognizes that it is incumbent upon not only public officials but upon the entire community to take action to prevent such abuses in our community; and

WHEREAS, the Township Council has applied for funding to the Governor's Council on Alcoholism and Drug Abuse through the County of Essex;

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

1. The Township Council does hereby authorize submission of an application for the West Orange Municipal Alliance grant for the calendar year 2014 in the amount of \$59,800.
2. The Township Council acknowledges the terms and conditions for administering the Municipal Alliance grant, including the administrative compliance and audit requirements.

Karen J. Carnevale
Municipal Clerk

Susan McCartney
Council President

Adopted: January 28, 2014

RESOLUTION

WHEREAS, the following charitable organization(s) have applied for a Raffle License which raffle is to be conducted within the Township of West Orange,

NOW THEREFORE, BE IT RESOLVED by the Township Council of *the Township of West Orange, that the Municipal Clerk is hereby authorized to* issue a license to conduct a raffle by the following organization (s) at the place (s) and time(s) set opposite their respective name(s):

<u>Organization</u>	<u>Date of Event</u>	<u>Place</u>	<u>RL #</u>
Unico Orange/ West Orange Off Premise 50/50	2.23.14	51 Conforti Avenue	7042
Garden State Irish Festival Fdn., Inc. Off Premise 50/50	6.4.14	648 Prospect Avenue	7043
Organization of Parents and Educators Tricky Tray	4.3.14	609 Eagle Rock Avenue	7044
Gregory School PTA On Premise 50/50	1.31.14	301 Gregory Avenue	7045
RWJUHRF Off Premise 50/50	5.17.14	Wilshire Grand	7046
Playhouse Nursery School On Premise Merchandise	3.22.14	88 Franklin Avenue	7047
Congregation AABJ&D Off Premise Merchandise	5.12.14	700 Pleasant Valley Way	7048
PTA W.O.H.S. On Premise Merchandise	2.11.14	51 Conforti Avenue	7049

Susan McCartney
Council President

Karen J. Carnevale
Municipal Clerk

Adopted: January 28, 2014

RESOLUTION

WHEREAS, the Township of West Orange is a member of the Garden State Municipal Joint Insurance Fund (“GSMJIF”), pursuant to N.J.S.A. 40A:10-36; and

WHEREAS, participation in the GSMJIF requires the Township to annually retain a consultant to provide risk management consultation services; and

WHEREAS, Fairview Insurance Agency Associates, Inc. (“Fairview”) has previously provided such services to the Township and has agreed to provide such services once again; and

WHEREAS, Fairview responded to the Township’s RFQ for Professional Services Through a Fair and Open Process, pursuant to N.J.S.A.19:44A-20.4; and

WHEREAS, execution of the Risk Management Consultant’s Agreement, annexed hereto as **Attachment “A,”** is required in order to obtain the required risk management consulting services;

NOW, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Mayor shall be and hereby is authorized to execute the attached Risk Management Consultant’s Agreement with Fairview, and the Township Clerk shall be and hereby is authorized to attest to the Mayor’s signature; and it is further

RESOLVED that notice of this award shall be published and available in the Clerk’s office in accordance with any applicable law.

Karen Carnevale, RMC
Township Clerk

Honorable Susan McCartney
Council President

Adopted: January 28, 2014

GARDEN STATE MUNICIPAL JIF**RISK MANAGEMENT CONSULTANT'S AGREEMENT**

THIS AGREEMENT entered into this _____ day of _____, 2014, between the Township of West Orange (hereinafter referred to as "MUNICIPALITY") and Fairview Insurance Associates (hereinafter referred to as the "CONSULTANT").

WHEREAS, the CONSULTANT has offered to the MUNICIPALITY professional risk management consulting services as required in the Bylaws of the Garden State Municipal Joint Insurance Fund for the Fund year January 1, 2014 to December 31, 2014, pursuant to P.L. 1993 Chapter 269 (N.J.S.A. 40A:1D-36) and;

WHEREAS, the MUNICIPALITY desires these professional services pursuant to the resolution adopted by the MUNICIPALITY's Township Council at a meeting held on January 28, 2014; and

NOW, THEREFORE, the parties in consideration of the mutual promises and covenants set forth herein, agree as follows:

1. For and in consideration of the amount stated hereinafter, the CONSULTANT shall:
 - (a) Assist the MUNICIPALITY in identifying its insurable Property & Casualty exposures and to recommend professional methods to reduce, assume or transfer the risk of loss.
 - (b) Assist the MUNICIPALITY in understanding the various coverage available from the Garden State Municipal Joint Insurance Fund.
 - (c) Review with the MUNICIPALITY any additional coverage that the CONSULTANT feels should be carried but are not available from the FUND and subject to the MUNICIPALITY's authorization, place such as coverage outside the FUND.
 - (d) Assist the MUNICIPALITY in the preparation of applications, statements of values, and similar documents requested by the FUND, it being understood that this Agreement does not include any appraisal work by the CONSULTANT.
 - (e) Review Certificates of Insurance from contractors, vendors and professionals when requested by the MUNICIPALITY.
 - (f) Review the MUNICIPALITY's assessment as prepared by the FUND and assist the MUNICIPALITY in the preparation of its annual insurance budget.
 - (g) Review the loss and engineering reports and generally assist the safety committee in its loss containment objectives. Also, attend no less than one (1) Municipal safety committee meeting per annum to promote the safety objectives and goals of the MUNICIPALITY and the FUND.

- (h) Assist where needed in the settlement of claims, with the understanding that the scope of the CONSULTANT's involvement does not include the work normally done by a public adjuster.
 - (i) Perform any other risk management related services required by the FUND's bylaws.
- 2. In exchange for the above services, the CONSULTANT shall be compensated in the following manner:
 - (a) The MUNICIPALITY authorizes the FUND to pay its CONSULTANT, a fee as compensation for services rendered, an amount equal to seven percent (7%) of the MUNICIPALITY's annual assessment as promulgated by the FUND. Said fee shall be paid to the CONSULTANT within thirty (30) days of payment of the MUNICIPALITY's assessment.
 - (b) For any insurance coverage authorized by the MUNICIPALITY to be placed outside the FUND, the CONSULTANT shall receive as compensation the normal brokerage commissions paid by the insurance company. The premiums for said policies shall not be added to the FUND's assessment in computing the fee outlined in 2(a).
 - (c) **POLITICAL CONTRIBUTIONS.** This section only applies to the CONSULTANT if the appointment was not made pursuant to a fair and open process in accordance with N.J.S.A. 19:44a-20.4, et seq. By acceptance of this Agreement, the CONSULTANT certifies that in the one year period preceding the date that this contract is legally authorized that neither the CONSULTANT business entity nor persons holding 10% or more of the issued and outstanding stock of the CONSULTANT business entity or entitled to receive the benefit of 10% or more of the revenues and/or profits of the CONSULTANT business entity have made any reportable contributions pursuant to N.J.S.A. 19:44a-1 et seq. that, pursuant to P.L. 2004, c. 19 would bar the award of this contract. This includes any reportable contribution to any official, candidate, joint candidates committee or political party representing elected officials or candidates as defined pursuant to N.J.S.A. 19:44a-3(p), (q) and (r) of any member local unit insured by the FUND. Further, the CONSULTANT and all persons holding 10% or more of the issued and outstanding stock of the CONSULTANT business entity or entitled to receive the benefit of 10% or more of the revenues and/or profits of the CONSULTANT business entity shall not make such contributions during the period of this Agreement.
- 3. The term of this Agreement shall be one (1) year. However, this Agreement may be terminated by either party at any time by mailing to the other written notice, certified mail return receipt, calling for termination at not less than thirty (30) days thereafter. In the event of termination of the Agreement, the CONSULTANT's fees outlined in 2 (a) above shall be prorated to date of termination.
- 4. **AFFIRMATIVE ACTION**, during the performance of this Agreement, the CONSULTANT agrees as follows:

(a) The CONSULTANT, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. The CONSULTANT will take affirmative action to ensure that such applicants are recruited and employed, and that the employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. 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 CONSULTANT agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Compliance Officer setting forth provisions of this nondiscrimination clause;

(b) The CONSULTANT where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the CONSULTANT state that all qualified applications will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation;

(c) The CONSULTANT, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice to be provided by the agency contracting officer advising the labor union or workers' representative of the CONSULTANT's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

(d) The CONSULTANT, where applicable, agrees to comply with the regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time and the Americans with Disabilities Act.

(e) The CONSULTANT agrees to attempt in good faith to employ minority and female workers consistent with the applicable county employment goals prescribed by N.J.A.C. 17:27-5.2 promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to N.J.A.C. 17:27-5.2 promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time.

(f) The CONSULTANT agrees to inform, in writing, appropriate recruitment agencies in the area, including 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, sex, affectional or sexual orientation, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

(g) The CONSULTANT 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.

(h) The CONSULTANT 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, sex, affectional or sexual orientation, and conform with the applicable employment goals consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

(i) The CONSULTANT shall furnish such reports or other documents to the Affirmative Action Office 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 Affirmative Action Office for conducting a compliance investigation pursuant to Subchapter 10 of the Administrative Code (N.J.A.C. 17:27).

WEST ORANGE TOWNSHIP

RISK MANAGEMENT CONSULTANT

Robert D. Parisi, Mayor

NAME

Attest:

Karen J. Carnevale, Municipal Clerk

AN ORDINANCE AMENDING AN ORDINANCE CREATING A RECLASSIFICATION AND SALARY SCHEDULE OF CERTAIN TOWNSHIP OF WEST ORANGE MUNICIPAL 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 amending an ordinance adopting and creating a reclassification and salary schedule 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:

<u>TITLE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u> <u>1/1/13</u>	<u>MAXIMUM</u> <u>1/1/14</u>
Mechanic's Helper	32,037	49,372	58,141

SECTION 2. This ordinance and the titles and salary ranges herein provided shall become effective January 1, 2013.

SECTION 3. 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 4. This ordinance shall take effect upon final passage and publication in accordance with the laws of the State of New Jersey.

ROBERT D. PARISI, MAYOR

KAREN J. CARNEVALE, MUNICIPAL CLERK

SUSAN MCCARTNEY, COUNCIL PRESIDENT

INTRODUCED: JANUARY 28, 2014

ADOPTED: FEBRUARY 11, 2012

LEGISLATIVE HISTORY

Per adoption of 2013 budget.