



New Jersey Turnpike Authority

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August 28, 2015

RE: New Jersey Turnpike Authority
Order for Professional Services (OPS)
Salary Rate Increases

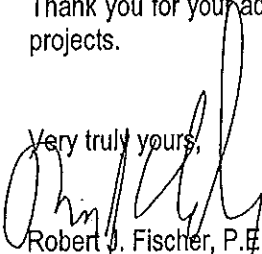
Dear Consultant:

In a letter to the consultant community dated August 2011, the community was informed that the New Jersey Turnpike Authority ("Authority") would not entertain salary rate increases for any of our Order for Professional Services ("OPS") agreements due to the slowing state of the economy. Please be advised that as of August 1, 2015, the Authority will once again permit salary rate increases on all new OPS agreements executed with the following parameters:

- Salary increases for merit or cost of living will not be considered for the first 24 months of any OPS from the date of execution
- Starting at month 25 all staff, regardless of pay grade / title, will be allowed, up to, a maximum annual increase of 2%
- The proposed salary rate increase schedule will apply to the prime consultant and all subconsultants
- Supplements to OPS agreements executed prior to August 1, 2015 will not be permitted salary increases

Thank you for your adherence to the salary rate freeze over the past four years and for your continued support of Authority projects.

Very truly yours,


Robert J. Fischer, P.E.
Chief Engineer

RJF/JMK/km

c: J. L. Williams, P.E.
J. M. Keller, P.E.
P. Varga
Supervising Engineers
B. Harrington Ernst
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