



AGENDA

Board Meeting

NEW JERSEY TURNPIKE AUTHORITY

January 29, 2019

Diane Gutierrez-Scaccetti, Chair
John M. Keller, Executive Director

AGENDA
NEW JERSEY TURNPIKE AUTHORITY

January 29, 2019
(Tuesday)

9:00 A.M.

<i>Diane Gutierrez-Scaccetti</i>	<i>Chair</i>
<i>Ronald Gravino</i>	<i>Vice Chairman</i>
<i>Michael R. DuPont</i>	<i>Treasurer</i>
<i>Raymond M. Pocino</i>	<i>Commissioner</i>
<i>Ulises E. Diaz</i>	<i>Commissioner</i>
<i>John D. Minella</i>	<i>Commissioner</i>
<i>Raphael Salerno</i>	<i>Commissioner</i>
<i>John M. Keller</i>	<i>Executive Director</i>

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PUBLIC SESSION AGENDA MEETING CALLED TO ORDER

EXECUTIVE SESSION

PUBLIC COMMENT

1. *HUMAN RESOURCES*

2. *LAW*

3. *ENGINEERING*

4. *MAINTENANCE*

5. *PROCUREMENT AND MATERIALS MANAGEMENT (PMM)*

6. *GENERAL BUSINESS*

ADJOURNMENT

HUMAN RESOURCES

001-01-2019 Roster/Confirmation of Personnel Matters

LAW

002-01-2019 Authorization to Declare New Jersey Turnpike Property Surplus to the Authority's Needs and Authorize the Executive Director to Transfer the Property to Wyckoffs Mills Road EW3, LLC, New Jersey Turnpike Parcel 1161X, Section 4K, East Windsor Township

Amount: \$90,000.00 (Revenue to the Authority)

This property is a vacant parcel located in East Windsor Township, Mercer County and is known as Block 12, Lot 1. This parcel has been certified by the various departments within the Authority as surplus to the Authority's needs.

ENGINEERING

COMPETITIVE PROCUREMENTS

A. PUBLIC BID SOLICITATIONS - AWARD OF CONTRACTS

003-01-2019 Recommendation to Award Contract No. T100.184

New Jersey Turnpike

Schiavone Construction Co., LLC

Bridge Deck Reconstruction and Misc. Structural Improvements, Structure Nos.

N0.28A, N0.75, N2.01W, N2.01 and N2.01E, Milepost N0.00 to N6.00

RM-146111

Budget Code: 39011025

Amount: \$ 138,828,000.00

This contract will provide for deck reconstruction, replacement of deck joints, roadway lighting and drainage improvements, tie chord redundancy retrofit, structural steel repair and retrofit, repainting of tie chords, splash zone repainting of structural steel, and the removal of the shoulder use temporary lane control system.

004-01-2019 Recommendation to Ratify Contract No. P100.526

Garden State Parkway

George Harms Construction Company, Inc.

Emergency Repairs to Structure No. 75.3, Lacey Road over GSP Northbound

R-146931

Budget Code: 039999999

Amount: \$3,000,000.00

On December 19, 2018, a vehicle traveling on the Northbound Garden State Parkway (GSP) struck the Authority owned overpass; Bridge Structure No. 75.3 that carries Lacey Road (CR 614), over the GSP. The impact significantly damaged the north fascia beam of the bridge.

Given the need to take immediate action, and in accordance with N.J.S.A. 27.23-6.1 and Executive Order No. 37, the Executive Director authorized actions to issue this emergency repair contract. This contract will perform temporary construction activities to immediately safeguard the structural integrity and performance of the bridge. This contract will also perform the permanent repairs after the damaged structure is evaluated and the permanent repairs are designed.

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B. ORDER FOR PROFESSIONAL SERVICES (OPS)
005-01-2019 **Recommendation to Issue Order for Professional Services No. P3650**

Garden State Parkway

BEM Systems, Inc.

Environmental Compliance Services at the Vauxhall, Brookdale North, Brookdale South and Montvale Service Areas

RM-146376

Budget Code: 010-00-892-446050

Funding Allocation:	\$ 255,000.00	FY 2019
	\$ 302,000.00	FY 2020
	\$ 302,000.00	FY 2021
	\$ 302,000.00	FY 2022
	\$ 302,000.00	FY 2023
	<u>\$ 47,000.00</u>	FY 2024

Amount: \$1,510,000.00

This OPS will provide for operation, maintenance and compliance monitoring of groundwater remediation systems, groundwater compliance monitoring and reporting, and necessary remedial investigations/actions at the above referenced service areas on the Garden State Parkway in accordance with current New Jersey Department of Environmental Protection regulations and other services required to ensure compliance with the contract documents.

006-01-2019 **Recommendation to Issue Order for Professional Services No. T3655**

New Jersey Turnpike

APTIM Environmental & Infrastructure, Inc.

Supervision of Construction Services for Contract No. T100.184 Bridge Deck Reconstruction and Miscellaneous Structural Improvements Structure Nos. N0.28A, N0.75, N2.01W, N2.01 and N2.01E, Milepost N0.00 to N6.00

RM-146379

Budget Code: 39011025

Amount: \$13,410,000.00

This OPS will provide supervision of construction services for Contract No. T100.184. These services include construction inspection, material testing, record keeping, preparation of payment estimates and other services required to ensure compliance with the contract documents.

007-01-2019 **Recommendation to Issue Order for Professional Services No. T3675**

New Jersey Turnpike

T.Y. Lin International

Design Services for Contract Nos. T600.481A and T600.481B Installation of Hybrid Changeable Message Signs at Various Locations

RM-146150

Budget Code: 39006019

Amount: \$10,700,000.00

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The work to be performed under this Order for Professional Services consist of the preparation of construction contract documents for the replacement of existing Changeable Message Signs (CMS) with new Hybrid Changeable Message Signs (HCMS) and structures at fifty-one (51) locations on the New Jersey Turnpike roadways. The scope of work includes design of sign structure foundations, electrical power and communications service, ITS equipment and connections; removal of existing CMS and their structures; securing environmental permits, post design services and other related work.

008-01-2019 **Recommendation to Issue Order for Professional Services No. T3702**

New Jersey Turnpike

AECOM Technical Services, Inc.

Design Services for Contract No. T200.497, Concrete Roadway Repairs and Resurfacing Interstate 78 at New Jersey Turnpike Interchange 14, Essex County
RM-146166

Budget Code: 080C00036

Funding Allocation: \$1,300,000.00 FY 2019

\$ 270,000.00 FY 2020

Amount: \$1,570,000.00

The work to be performed under this Order for Professional Services consists of a detailed assessment of all reinforced Portland Cement Concrete Pavement on Interstate 78 within the Authority's jurisdiction. Services will also include development of repair recommendations and the preparation of final contract documents to repair and resurface the limits with Hot Mix Asphalt Pavement.

009-01-2019 **Recommendation to Issue Order for Professional Services No. T3721**

New Jersey Turnpike

Parsons Transportation Group, Inc.

Design Services for Contract No. T100.510, Foundation Improvements to Three Bridge Piers, Str. No. N2.01, Newark Bay Bridge
RM-146182

Budget Code: 080C00042

Funding Allocation: \$1,100,000.00 FY 2019

\$ 300,000.00 FY 2020

\$ 125,000.00 FY 2021

Amount: \$1,525,000.00

This OPS will provide for the field inspection and final design of an auxiliary pier foundation at piers E6, E7 and E8 of the Newark Bay Bridge, Str. No. N 2.01. The work also includes management of an in-water soil boring program and acquisition of all necessary permits.

010-01-2019 **Emergency Response Actions for Garden State Parkway Emergency Bridge Repairs Structure No. 75.3, Lacey Road over GSP Northbound**

HNTB Corporation – OPS No. A3584 - \$500,000.00

Gannett Fleming, Inc. – OPS No. P3654 - \$500,000.00

Cherry, Weber & Associates, P.C. – OPS No. P3607 - \$500,000.00

R-146935 HNTB

R-146951-GF

R-146955 -CWA

Budget Code: 039999999

Amount: \$1,500,000.00

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On December 19, 2018, a vehicle traveling the Northbound Garden State Parkway (GSP) struck an Authority owned overpass, Bridge Structure No. 75.3, which carries Lacey Road (CR-614) over the GSP. The impact significantly damaged the north fascia beam. Immediate action was taken to evaluate the structural integrity of the bridge and assess the damage.

Given the need to take immediate action and in accordance with N.J.S.A. 27:23-6.1 and Executive Order No. 37, the Executive Director authorized actions to utilize three (3) consulting firms to provide all necessary professional engineering services to design and supervise the construction of all temporary and permanent repairs. This agenda item will more fully describe the immediate actions taken and those future actions to be taken concerning the Authority's emergency response to address the situation. It also recommends the Board delegate authority to the Executive Director to execute Supplemental OPS' to the consultants.

011-01-2019 **Recommendation to Issue Supplement B to Order for Professional Services No. T3463**

New Jersey Turnpike

Gannett Fleming, Inc.

Design Services for Facilities Improvement Program – Turnpike South
RM-144861

Budget Code: 39005013

Original OPS Amount: \$7,450,000.00

Amount of Supplement A: \$ 500,000.00

Amount of Supplement B: \$1,675,000.00

Revised OPS Amount: \$9,625,000.00

This Supplement will provide for unanticipated design services directed by the Authority for several out of scope tasks including: revisions to bathrooms of four multi-use buildings, design of a pre-engineered storage building at TMD 1, soil remediation at two locations and design of a potable well and septic system at TMD 1. This supplement also includes additional post design services at several maintenance districts.

NON-COMPETITIVE PROCUREMENTS

C. MISCELLANEOUS

012-01-2019 **Authorization to Increase the Amount of Contract No. A900.422**

New Jersey Turnpike and Garden State Parkway

Joseph M. Sanzari, Inc.

Immediate and Scheduled Repairs, Milepost 0 to 122 New Jersey Turnpike, Milepost 0 to 172 Garden State Parkway

RM-146416

Budget Code: 080C00043

Original Contract Amount: \$ 3,000,000.00

Amount of Increase: \$ 1,000,000.00

Revised Contract Amount: \$ 4,000,000.00

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This contract provides for immediate and scheduled construction repair work with an authorized ceiling in an amount not to exceed \$3,000,000.00. It is necessary to increase the authorized amount to \$4,000,000.00 in order to issue additional work to Joseph M. Sanzari, Inc. above the current ceiling amount of \$3,000,000.00. The additional work will be performed on an expedited basis in order to procure and construct the infrastructure facilities required for EZ-Pass toll collection on Ramps NWC and CNW leading to and from the Meadowlands. These ramps will become operational to the motoring public on a full time basis with the anticipated opening of the American Dream retail and entertainment complex in early spring 2019.

D. FINAL ACCEPTANCES

013-01-2019	Contractor / Contract No.	Description	Amount
	George Harms Construction Company, Inc. / P100.480	Emergency Repair Contract, GSP Emergency Repairs, Structure No. 112.1 NO	\$17,266.38
	H.B.C. Company Inc. / P500.435	Construction of Parking Lot Lighting Improvements at PNC Bank Arts Center, MP 116.0NB	\$148,934.74

Amount Due to Contractor: \$166,201.12
Budget Code: Various Funds

E. REPORTS

- 014-01-2019 **Acknowledge Reports of Engineering Expenditures Under Delegated Authority**
- Construction Contract Progress Summary
 - Change Order Summary

MAINTENANCE

COMPETITIVE PROCUREMENTS

A. ORDER FOR PROFESSIONAL SERVICES (OPS)

- 015-01-2019 **Recommendation to Issue Order for Professional Services No. A3714**
New Jersey Turnpike & Garden State Parkway
InfraMap Corporation
On-Call Subsurface Utility Engineering Services
R-145207
Budget Code: Various
Amount: \$2,000,000.00

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The Authority requires the professional services of an on-call engineering consultant to assist the Maintenance Department on a variety of tasks, on an On-Call basis, related to the Authority's Subsurface Utility and eGIS Program. The services will be related to civil engineering, surveying, subsurface investigations and geographic information systems, as well and other related work. The Order of Professional Services is for a two (2) year term commencing on or about March 15, 2019, with an option for two (2), one (1) year extensions, provided the fee ceiling is not exceeded in the prior years. Each task will be authorized via the Work Request Authorization Form process. The total authorized fee is \$2,000,000 and each individual task order assignment must be less than \$250,000.

016-01-2019 **Recommendation to Issue Order for Professional Services No. A3715**

New Jersey Turnpike & Garden State Parkway
Michael Baker International, Inc.
On-Call Storm Water Engineering Services
R-145208
Budget Code: Various
Amount: \$2,000,000.00

The Authority requires the professional services of an on-call engineering consultant to assist the Maintenance Department on a variety of tasks, on an On-Call basis, related to Storm Water Engineering Services. The services will be related to civil engineering, storm water drainage and collection systems, construction management and roadway construction inspection, as well as other related work. The Order of Professional Services is for a two (2) year term commencing on or about March 15, 2019, with an option for two (2), one (1) year extensions, provided the fee ceiling is not exceeded in the prior years. Each task will be authorized via the Work Request Authorization Form process. The total authorized fee is \$2,000,000 and each individual task order assignment must be less than \$250,000.

B. REPORTS

017-01-2019 **Acknowledge Reports of Maintenance Expenditures Under Delegated Authority**

- Construction Contract Progress Summary
- Change Order Summary

PROCUREMENT AND MATERIALS MANAGEMENT

COMPETITIVE PROCUREMENTS

A. PUBLIC BIDS

018-01-2019 **Preventative Maintenance and Service for Vehicle Wash Water Treatment and Recycle Systems**

Carbtrol Corporation
RM-143022 (Maintenance)
Budget Code: Various
Amount: \$117,760.00

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Under this contract, Carbtrol Corporation will provide preventative maintenance and service for the wash water recycle systems that are part of the Authority's vehicle wash facilities on both roadways. Bidders were required to quote unit and total prices on four line items for eight (8) locations (5 current locations and 3 future locations). Services bid included, but were not limited to semi-annual and annual preventive maintenance ("PM") for each location as well as an hourly rate for repair work not included in the PM specifications.

019-01-2019 **Derrick Utility Body Vehicle**
 Altec Industries, Inc.
 RM-145543 (Maintenance)
 Budget Code: 040 00 500 156555 040C07021
 Amount: \$238,168.00

Under this contract, Altec Industries, Inc. will supply one (1) derrick utility body vehicle with accessories for use by the Buildings Division. The truck is replacing an existing older model that has reached its' life expectancy, and will be sold as surplus if feasible.

020-01-2019 **55-Foot Telescoping Aerial Bucket Truck**
 Mid-Atlantic Truck Centre
 RM-145603 (Maintenance)
 Budget Code: 040 00 500 156555 040C07021
 Amount: \$368,969.00

Under this contract, Mid-Atlantic Truck Centre will provide one (1) 55-foot telescoping aerial bucket truck that will be used by the Trades Division. Recent expansion projects on the Garden State Parkway necessitates the use of a taller bucket truck.

021-01-2019 **Sand, Stone, and Rip-Rap (Re-bid)**
 Harbor Trucking, LLC
 RM-143201 (Maintenance)
 Budget Code: Various
 Amount: \$176,785.00

Under this contract, Harbor Trucking, LLC will supply sand, stone, rip rap and screened top soil for five (5) delivery areas on both Roadways. Bidders were required to quote unit and total prices for 15-line items for each location and could bid on any or all areas.

022-01-2019 **Three-Year Purchase Options**
 At prior Board of Commissioners Meetings, the Authority awarded contracts to the vendors listed herein for the referenced equipment. The contracts included a 3-year option to purchase additional equipment which conforms to the original specifications for three additional model years.

Multi-Use Truck and Accessories (1)
 Hunter Truck Sales and Service, Inc.
 RM-146071 (Maintenance)
 Original Award: January 30, 2018 Agenda No. 023-01-2018
 Budget Code: Various
 Amount: \$238,373.00

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7-Cubic Yard Dump Trucks (27)

Hunter Truck Sales and Service, Inc.

RM-146072 (Maintenance)

Original Award: January 30, 2018 Agenda No. 022-01-2018

Budget Code: Various

Amount: \$4,575,987.00 (\$169,481.00 each)

Service Body Utility Vehicles (2)

Beyer Ford, LLC

RM-145653 (Maintenance)

Original Award: December 15, 2015 Agenda No. 522-12-2015

Budget Code: Various

Amount: \$295,564.00 (\$147,782.00 each)

4-Wheel Boom Rotary Mowers (2)

Farm Rite, Inc.

RM-146073 (Maintenance)

Original Award: February 28, 2017 Agenda No. 054-02-2017

Budget Code: Various

Amount: \$364,590.00 (\$182,295.00 each)

B.

STATE/GOVERNMENT CONTRACTS

023-01-2019

Data Recovery Storage Solution

SHI International Corp.

RM-146046 (ITS)

Budget Code: Various

State Contract 89968 expiring 3/31/2020

Amount: \$1,082,796.00

Under this contract, SHI International Corp. will provide a data recovery storage solution to replace the Authority's current data storage system for backup and recovery which has reached end-of-life. Support on the existing hardware will be unavailable in early 2019. This solution replaces the existing hardware with new data storage units to be located amongst three sites, providing an extra level of resilience and redundancy. The hardware includes adequate storage to meet the future retention needs of the Authority, as well as encryption features required for data security.

024-01-2019

Mobile Radios and Accessories

Motorola Solutions, Inc.

RM-145941 (ITS)

Budget Code: Various

State Contract No. 83909 expiring 4/30/2019

Amount: \$800,000.00

Under this contract, Motorola Solutions, Inc. ("Motorola") will supply 100 Motorola mobile radios and accessories for use in New Jersey State Police (Troop D) vehicles on both Roadways. The radios currently in use these vehicles are no longer manufactured by the vendor. These units will be installed in all new State Police vehicles and will also replace defective units in existing vehicles. The Authority currently maintains 450 Troop vehicles and will phase in replacements over the next four years.

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025-01-2019 **P25 Radio System Support 2019**
Motorola Solutions, Inc.
RM-146275 (ITS)
Budget Codes: Various
State Contract No. 83909 expiring 04/30/19
Amount: \$500,000.00

Under this contract, Motorola Solutions, Inc. (“Motorola”) will supply one year of technical support and repairs for the new P25 Radio System. This system is essential to the Authority’s radio communications, primarily used by the Operations and Maintenance Departments on both Roadways. These services will cover all fixed equipment as well as portables, mobiles, and software packages.

026-01-2019 **Cisco Tetration System**
ePlus Technology, Inc.
RM-146232 (ITS)
Budget Code: Various
State Contract No. 87720 expiring 5/31/2019
Amount: \$636,000.00

Under this contract, ePlus Technology, Inc. will supply hardware, software and installation of the Cisco Tetration system. The contract also includes licensing and 24/7 support for five years. This system will monitor server network traffic in both of the Authority’s data centers as well as Plazas, Maintenance Districts and ITS data points.

027-01-2019 **Enterprise Asset Management System**
SHI International Corp.
RM-145798 (ITS)
Budget Code: Various
State Contract No.89851 expiring 6/30/20
Amount: \$1,700,000.00

Under this 16-month contract, SHI International Corp. (“SHI”) will provide software and support services such as installation, integration and data migration to replace the Authority’s existing maintenance management system with Infor Enterprise Asset Management System (“EAM”). This contract also includes all software licenses. The current system is end-of-life and currently under limited support. Furthermore, the system has been in place for 10 years and is no longer being updated by the manufacturer. The EAM platform will be built over the contract period by adding core asset management components starting with fleet management.

028-01-2019 **IBM Storage Solution**
IBM Corporation
RM-146298 (ITS)
Budget Code: Various
State Contract No.40047 expiring 3/31/20
Amount: \$1,545,250.00

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Under this contract, IBM Corporation (“IBM”) will provide, install and configure two (2) fully encrypted All-Flash data storage systems. This storage solution is comprised of storage hardware, servers and professional services as well as maintenance and support for all hardware and software components. These systems will be used primarily for the Authority’s PeopleSoft Human Resources Management and Financial systems as well as electronic toll collection and the Microsoft Exchange Mail system.

029-01-2019 **Microsoft Software Licensing 2019-2021**
SHI International Corp.
RM-146434 (ITS)
State Contract No. 89851 expiring 6/30/2020
Budget Code: Various
Amount: \$1,854,679.65 (3-year Contract)

Under this contract, SHI International Corp. will provide 3-year software licensing for all Microsoft products throughout the Authority. This contract includes server and desktop operating systems, productivity applications as well as user access licenses.

030-01-2019 **Temporary Staffing Services (ITS)**
Computer Aid Inc.
RM-146092 (ITS)
Budget Code: Various
State Contract No. 18-COMP-00277 expiring 9/1/2020
Amount: \$876,000.00

Under this contract, [Vendor] will supply consultative and technical supplemental staff for several 2019 ITS projects. These services will include supplying qualified programmers and IT engineers to perform various functions related to ITS projects that include, but not limited to; software enhancements to toll plazas on both Roadways, enhancing traffic automation software and GIS platform support.

031-01-2019 **Service Desk Software Upgrade**
RightStar, Inc.
RM-146364 (ITS)
Budget Code: Various
U.S. General Services Administration (GSA) Schedule 70
GSA Contract No. GS-35F-0632N expiring 5/19/20
Amount: \$224,220.00

Under this contract, RightStar, Inc. will provide software and support services such as installation, integration and implementation to upgrade the Authority’s current ticket system used by ITS and the Trades Division in the Maintenance Department.

032-01-2019 **C-Cure Security System Maintenance and Support**
Johnson Controls Security Solutions, LLC
RM-146320 (IA)
Budget Code: Various
U.S. General Services Administration (GSA) Schedule 84
GSA Contract No. GS-07F-225CA expiring 9/3/2020
Amount: \$424,499.17

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Under this contract, Johnson Controls Security Solutions, LLC (“Johnson Controls”) will provide annual maintenance and support to the C-Cure and Commend systems which are the Authority’s system-wide access control and alarm management and intercom systems. Johnson Controls will provide annual inspections of control panels, lock supplies, and battery status at all Authority locations. This contract is critical to the safety and security of the Authority’s employees and facilities, including maintenance districts and toll plazas. The cost for the annual maintenance and support is the amount not to exceed \$374,499.19. Furthermore, additional funds are requested for out of scope work, parts and repairs in an amount not to exceed \$50,000.00 for a total authorized amount not to exceed \$424,499.17.

C. PROFESSIONAL SERVICES

033-01-2019 **Supplement D to the New Jersey E-Z Pass Service Contract**
Conduent State and Local Solutions, Inc.
RM- 147197 (ITS)
Budget Code: 010 00 950 440040
Amount: \$798,984.00

Authorization is requested to approve Supplement D to increase the authorized funding of the Second Addendum of the E-ZPass Service Contract. In January, 2017 the board authorized a second addendum to the Conduent contract providing for payment processing services for New Jersey E-ZPass for a 23-month period beginning in February 2017. Under the authorization, Conduent was to provide processing of all checks received for E-ZPass account payments and Advisory and Payment Request (APR) payments. Services include mail opening and sorting, scanning, and deposit of checks into the Authority’s bank accounts. At this time, it is requested funding be approved for an additional 24 months, at a fixed price of \$33,291/month.

GENERAL BUSINESS

034-01-2019 **Resume of All Fatal Accidents**
Garden State Parkway and New Jersey Turnpike: Period 01/01/2018 through **12/31/2018**: both with 2017-2018 Yearly Comparisons through **December 2018**.

035-01-2019 **Recommendation to Authorize 2019 Assessments to First Aid Squads and Fire Departments Providing Services on the New Jersey Turnpike and Garden State Parkway for the Period January 1, 2019 through December 31, 2019**
Budget Code: 010-710-442060
Amount: \$448,000.00

This is to authorize the Authority to work with the First Aid Squads and Fire Departments who provide services to our patrons on the NJ Turnpike and Garden State Parkway in 2019.

036-01-2019 **Recommendation to Pay the Annual Member Agency Dues**
TRANSCOM
R- 146718
Budget Code: 010-890-445900
Amount: \$316,216.00

Recommendation to Pay the Annual Member Agency Membership Dues as per the signed Multi-Year Agreement 2019-2023 between the Authority and TRANSCOM.

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- 037-01-2019 **New Jersey State Police Troop D Activity Reports**
For **December 2018**, with 2017–2018 Yearly Comparisons

- 038-01-2019 **Financial Summary for the (Twelve) months ended December 31, 2018**

- 039-01-2019 **Authorization to Approve a Two Percent (2%) Across the Board increase for all Non-Aligned Employees effective July 1, 2018**

- 040-01-2019 **Authorization to Enter into a Memorandum of Agreement with Teamsters Industrial and Allied Workers Union Local 97 relative to Salary Increases**

Authorization is requested for approval of the Memorandum of Agreement between the above referenced bargaining unit and the New Jersey Turnpike Authority. This agreement references across-the-board salary increases, retro-active payments and a \$15.00 hourly minimum rate.