



New Jersey Turnpike Authority

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May 23, 2023

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

Dear Consultant:

Please be advised that as of June 1, 2023, the Authority will permit salary rate increases on all new and existing Order for Professional Services (OPS) agreements executed with the following parameters:

- Salary increases for merit or cost of living will not be considered for the first 12 months of any new or existing OPS, including Supplements from the date of OPS execution.
- Starting at month 13 all staff, regardless of pay grade/title, will be allowed up to a maximum annual increase of 3%.
- No retroactive increases will be considered.
- The proposed salary rate increase schedule will apply to the prime consultant and all subconsultants.
- This policy applies only to the cost-of-living adjustments and merit increases.
- Salary rate increases as a result of a promotion are not subject to this policy.

If, in the future, economic conditions change, this decision may be reconsidered.

Sincerely,

Michael Garofalo, P.E.
Chief Engineer

MG:sc

cc: L. T. Malak
D. Hesslein
D. Manuelli
Supervising Engineers
B. Harrington Ernst
N. Hernandez
File