

**Transitional Aid Application for Calendar Year 2026
and Fiscal Year 2027**

**Division of Local Government Services
Department of Community Affairs**

General Instructions: This application must be submitted in its entirety by February 27, 2026, for CY 2026 applicants and September 25, 2026, for FY 2027 applicants for funding consideration under this program. Information contained in the application is subject to independent verification by the Division of Local Government Services (DLGS). Refer to Local Finance Notice 2026-03 when preparing this application for specific instructions and definitions and review the Submission Checklist on page 19 of this application.

Name of Municipality:	City of Union City	County:	Hudson		
Contact Person:	Tammy L. Zucca	Title:	CFO		
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I. Aid History

List the amount of Transitional Aid received for the last three years, if any:

FY 2026 / CY 2025	FY 2025 / CY 2024	FY 2024 / CY 2023
\$40,934,903	\$40,934,903	\$N/A TY Budget

II. Aid Request for Application Year

If not seeking a decrease, a letter from the Mayor is required. See Local Finance Notice 2026-03.

Amount of aid requested for the Application Year:	\$57,676,466
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III. Submission Requirements

The following items must be submitted with or prior to the submission of this application. Indicate the date of submission of each.

Item	Date Submitted to DLGS
2025 Annual Financial Statement	2/25/26
2025 Annual Audit	Pending
2025 Corrective Action Plan	Pending
Application Year Introduced Budget	Pending
Budget Documentation Submitted to Governing Body	Pending

Application Year: CY2026 / FY2027	Municipality: City of Union City	County: Hudson
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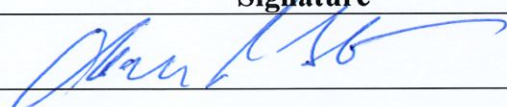
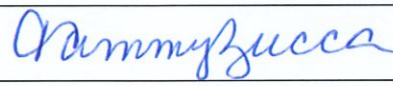
IV. A. Application Certification

The undersigned herewith certify that they have reviewed this application and, individually, believe the contents to be true and accurately portray the circumstances regarding the municipality's fiscal practices and need for financial assistance. By submitting the application, the municipality acknowledges that the law provides that the decision of the Director regarding an aid award is final and not subject to appeal.

Official	Signature	Date
Mayor/Chief Executive Officer		2/25/26
Governing Body Presiding Officer		
Chief Financial Officer		2/24/26
Chief Administrative Officer		

B. Transitional Aid Recipients Applying in CY2026 / FY2027

Municipalities operating under a MOU must certify that they are in substantial compliance with all conditions and requirements of the MOU.

Official	Signature	Date
Mayor/Chief Executive Officer		2/25/26
Governing Body Presiding Officer		
Chief Financial Officer		2/24/26
Chief Administrative Officer		

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V. A. Explanation of Need for Transitional Aid

Explain the circumstances that warrant Transitional Aid in narrative form. Include factors that result in a constrained ability to raise sufficient revenues to meet budgetary requirements, and if such revenues were raised, how would it jeopardize the fiscal integrity of the municipality?

In the CY2026 application, the city is requesting additional aid in response to budgetary losses. As you know, the city, not unlike other municipalities throughout the State has been severely impacted by the Covid-19 pandemic. Currently the Covid-19 pandemic is still having an impact on the city. This unforeseen event has caused a severe and far-reaching affect not only on the city, but on residents and businesses. The economic impact on the city will not be fully realized for years to come.

In an effort to lessen the severity of the impact on the budget, the city is continuing to review ways to reduce expenditures and increase revenues. Expenditures have increased prior and current years budgets (ex. solid waste; health, general liability, and workers compensation insurance; street cleaning; NHRF; utilities and salaries), along with a decrease in several revenues (interest on investments; EMS fees; Telephone and Cable TV fees) the past three (4) years and although there have been several grants in the prior years the city will have to now fund increases through the city's budget.

In addition to the above, inflation has had an effect on the City's budget. The annual inflation rate is approximately 2.7% for the 12 months ended December, 2025 after rising 4.1% and 8.0% in the previous years. Energy prices have increased also over the past years and it was the largest since 1973. They are expected to rise more before easing.

Without the additional aid, the city's budget would be severely negatively impacted and may result in cutbacks in municipal services and limit the city's ability to protect the public's safety, health and welfare. The cut backs would be to police services; department layoffs; solid waste disposal; services for senior citizens; celebration; and recreation programs for the children in our city. Additional tax increases will also hurt the average city tax payer. Mostly effective will be our senior citizens.

The city will only allocate funding for emergency or priority projects. Several projects involving the city's infrastructure have not been completed due to these financial constraints. If the city does not dedicate funding to these projects, emergency repairs will continue and result in a more costly expenditure for the city. The city needs to make numerous improvements to parks for the safety of children and adults alike. Also, roads and sidewalks are currently being repaired and improved for the safety of all who drive and walk in Union City.

Additionally, the city will continue to explore all options to place the city finances in the most encouraging position without excessively burdening the tax payers who cannot afford a larger tax bill.

An increase in Transitional Aid for CY2026 in total \$16,741,563, is needed. The increase is needed for budget purposes. This would assist the city with more financial stability to continue to take the necessary steps to increase ratables, identify additional cost savings and eliminate redundancies. We look forward to working the Division staff to assist us in achieving this goal.

The city remains committed to continuing to work with the Division of Local Government Services to determine further opportunities for reductions in expenditures and improve the municipality's financial outlook. The city will continue to work to create long lasting structural and financial changes that would eliminate its reliance of Transitional Aid.

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B. Demonstration of Revenue Loss/Substantial Cost Increase

Show: (1) specific, extraordinary revenue losses, but not as the aggregate of many revenues line items; and (2) specific, extraordinary increases in appropriations, but not as the aggregate of many appropriation line items. Describe the item in the cell below each entry. If applicable, indicate in the description of the extraordinary expenditure increase if the increase resulted from a policy decision made by the municipality (i.e., a back-loaded debt service schedule, deferred payment, costs associated with additional hires, etc.).

Revenue or Appropriation	2024 Value	2025 Value	Amount of Loss/Increase
Interest on Investments	\$1,543,220	\$965,647	\$577,573 LOSS
Description:	Interest percentage fulgurate and cash flow will affect this		
Supplemental Transitional Aid	\$6,819,280	\$-0-	\$6,819,280 LOSS
Description:	Special Aid for Transition Year to CY		
Health Insurance Appropriation	\$27,000,000	\$27,507,671	\$507,671 INCREASE
Description:	Health Insurance has continuously increased since 2021 (COVID) and will continue to do so.		
North Hudson Regional Fire & Rescue	\$22,179,624	\$23,327,134	\$1,147,510 INCREASE
Description:	New contract entered into in 2024 and increases are annual		
Street Cleaning S&W	\$6,357,317	\$6,761,582	\$404,265 INCREASE
Description:	Since 2021 (COVID) the streets of Union City were and are being cleaned daily. Since salaries increase annually, these expenditures will also. All salaries increase annually per union agreement.		
Electricity	\$3,928,445	\$4,700,000	\$771,557 INCREASE
Description:	Due to inflation and numerous additional lights, costs have increased substantially.		
Description:			

C. Actions to Reduce Future Need for Aid

Detail the steps the municipality is taking to reduce the need for future aid. Include details about shared services and consolidation, long-term cost-cutting and enhanced revenue plans, the impact of new development, the potential for grants to offset costs, and estimated short and long-term annual savings.

These steps should demonstrate initiatives taken to bring structural balance to the municipality's finances and shall include, but are not limited to, the following:

- Efforts to bring economic development to the municipality; and
- A plan to constrain or reduce staffing costs through collective negotiation, attrition, consolidation, restructuring, or other personnel actions; and
- A plan to eliminate, reduce, or constrain the costs of non-essential services and activities; and
- A plan to maximize recurring revenues, including, as appropriate, updating fees, fines, and penalties; maximizing enforcement of delinquencies; and selling surplus land and property; and
- A plan to address findings contained in various audits, investigations, and reports with respect to the municipality, including municipal audits, applicable State Comptroller and State Auditor reports and audits, federal program audits, and other audits as identified by the Director.

Use additional pages if necessary.

The city has combined job duties and to eliminate the replacement of employees through attrition, with the exception of positions essential to conduct city business. Employees have increased their job responsibilities and job titles have been combined where appropriate to further accommodate staff reductions. When possible and applicable, the city hires part-time employees to save on benefit costs. This policy has enabled the city to reduce full-time budgeted positions and decrease health benefits costs.

The city has entered into numerous interlocal agreements. Interlocal agreements for a health officer, solid waste disposal, security services, recreation, police services and crossing guard agreements have resulted in costs savings for the city. Most interlocal agreements are with the Board of Education for numerous services (School Crossing Guards; Solid Waste; Police Officers; Security Services, and Recreation programs). These agreements help to continue important services for the health and welfare of the constituents of the city. The city will continue to seek interlocal agreements whenever possible as they are cost effective.

Redevelopment discussions are ongoing for key properties in the city. Despite facing challenges in 2025-2026—such as high construction costs, strict regulations, and community resistance—local property developers are navigating this landscape.

The city is leveraging its Opportunity Zone status to attract long-term economic development, aiming to enhance retail opportunities, create jobs, and promote community stability. Anticipated activity through the Council on Affordable Housing (COAH) program could increase finalized assessment values by approximately \$24,369,100 for 2026.

The city is in discussions with the Union City Parking Authority to increase several fees which will in turn increase the city's portion and help increase revenues. This has been implemented in 2024. Discussions are currently ongoing for additional increases on fees in 2026.

Also being discussed for increase are court violations and UCC fees. The city has increased fees where appropriate.

The city will continue to offer employees incentives to switch to more cost-effective insurance plans creating a savings for the city.

The city is currently in the third year of the state-mandated rolling revaluation for 2024. Although the ratable base is not yet finalized, it is estimated to be \$6,964,763,426, reflecting an increase of \$148,420,731, or 2.18%, since the 2025 revaluation. The projected tax levy is anticipated to be \$86,456,475.

To summarize, the city is in the third year of its rolling revaluation, with an estimated ratable base increase of 2.18% and a projected tax levy of \$86,032,688.

Over the years, the city has worked to identify and implement cost savings measures through interlocal agreements, contract concessions, grant funding and restructuring of departments. The city will continue to explore any avenue that will achieve cost savings without jeopardizing the interests of the public.

D. Discussion of Health Benefits

Please provide details on the municipality's current medical, prescription, and other health benefits plans (SHBP, HIF, self-insured, etc.) and all research undertaken to confirm they are the most cost-effective options. Additionally, if applicable, list all brokers (primary broker or risk manager, all co-brokers, and sub-brokers) together with their compensation for the current and prior two fiscal years. Compensation must be disclosed in this section, whether provided directly by the municipality or as a commission from the insurance provider. It is the municipality's right and obligation to determine whether the broker is compensated with a commission. If commissions are being earned, provide both how the commission is calculated (percentage of premium or self-insurance) and the actual dollar value of the commission paid each year.

The city's current health benefits plan is privately insured through the NJ Solutions Joint Health Insurance Fund (NJSJHIF). The city is required to provide benefits equal to or greater than the current negotiated benefits. SHBP represents a diminution of the contractually negotiated benefits in place. The decision to move the NJSJHIF was based on a few factors.

1. NJSJHIF utilizes the Horizon Blue Cross Blue Shield of New Jersey nation network which is the exact same network as the city currently uses.
2. The NJSJHIF offers stability of benefits and matched all benefits equal to or better,
3. By joining the NJSJHIF, the city now has fully insured rate equivalents with no risk as the NJSJHIF provides stop loss insurance for all high claimants.

In 2025, the city experienced a better year than in previous year since joining the NJ Solutions HIF (Health Insurance Fund). The city has stabilized its medical insurance premiums and are not subject to paying claims (including high claimants). The risk we once assumed is no longer a concern. Our employee benefits program is now running very smoothly and consistently with industry standards.

In reviewing the trends and the average age of the city's employees, this was the best fit for all including the city. The city continues to receive additional cost savings of approximately \$2.5M for 2025 and is projected to save over that amount for 2026 with the Medicare Advantage Plan through the HIF and other lower cost plans. The Medicare Advantage plans claim liability is on the carrier as opposed to the city. The cost is fixed at approximately \$161.82 per person per month. Leading to substantial savings for the group.

The City of Union City engages Acrisure/Reliance Insurance Group through a competitive Request for Proposal process for the City's medical benefits. Their services include bi-lingual, full-time, on-site staffing and provide full service for all aspects of the insurance program. They are compensated as a broker, with health commission paid through the insurance provider. Paid compensation is as follows:

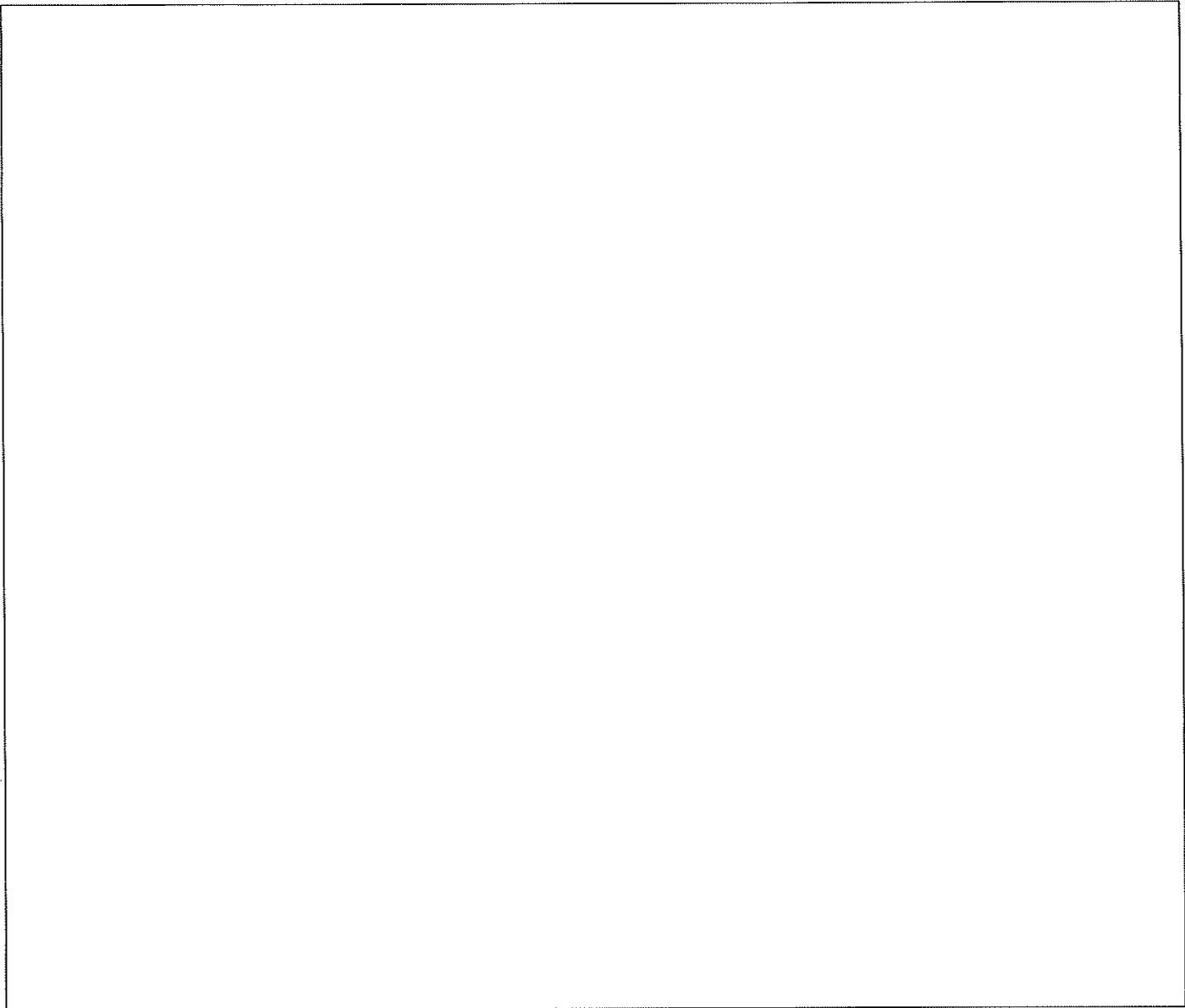
Fiscal Year 2025, \$401,333

Fiscal Year 2024, \$403,486

Fiscal Year 2023, \$386,416

Fiscal Year 2022, \$446,490

Commissions for the current year approximate 1.28% of premium and total approximately \$401,333 as a slight decrease from Acrisure/Reliance Insurance Group from the prior year. With the move to the NJSJHIF, the broker compensation will be paid as a percentage of premium. Therefore, broker commissions may will remain at or below the 2025 commission level.



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VI. Historical Fiscal Statistics

Item	2024	2025	Introduced Application Year
A. Property Tax/Budget Information			
Municipal tax rate	\$1.248	\$1.243	\$1.241
Municipal Purposes tax levy	\$83,508,621	\$84,761,250	\$86,032,670
Municipal Open Space tax levy	\$0	\$0	\$0
Total general appropriations	\$199,137,490	\$206,715,339	\$201,520,471

B. Cash Status Information			
% Of current taxes collected	98.70%	99.93%	%
% Used in the computation of reserve	98.95%	99.03%	99.06%
Reserve for uncollected taxes	\$1,192,250	\$1,177,507	\$1,190,365
Total year-end cash surplus	\$12,012,740	\$(3,397,329.39)	
Total non-cash surplus	\$11,999,729	\$8,674,686.10	
Year-end deferred charges	\$10,718,603	\$12,182,895.01	

C. Assessment Data			
Assessed value (as of January 10)	6,688,003,375	\$6,816,292,690	\$6,964,763,426
Average residential assessment	\$494,500	\$509,000	\$526,700
Number of tax appeals granted	797	433	
Amount budgeted for tax appeals	\$0	\$0	\$0
Refunding bonds for tax appeals	\$0	\$0	\$0

D. Staffing Levels			
Total Number of Sworn Police -	173	152	159
Total S&W Expenditures	\$20,000,000	\$21,000,000	\$22,000,000
Class 2 and Class 3 Officers	32	32	30
Total S&W Expenditures	1,460,832	\$1,328,270	\$1,545,840
Uniformed Fire – Staff Number	N/A	N/A	N/A
Total S&W Expenditures	\$N/A	\$N/A	\$N/A
Number of Other Full-time Employees	229	385	386
Total S&W Expenditures	\$15,253,380	\$15,350,435	\$15,600,000
Number of Other Part-time Employees	980	978	845
Total S&W Expenditures	\$16,371,243	\$18,760,555	\$17,604,812

E. Impact of Proposed Tax Levy

			Amount
Current Year Taxable Value			\$6,964,763,426
Introduced Tax Levy			86,456,475
Proposed Municipal Tax Rate	1.241	Average res. value	\$526,700
Current Year Taxes on average residential value			\$9,654.00
Prior Year Taxes on average residential value			\$9,340.15
Proposed increase in average residential taxes			\$314.00

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VII. Application Year Budget Information

A. Year of latest revaluation/reassessment

1. Most current equalized ratio

2026
95.51%

B. Proposed Budget – Appropriation Cap Information

1. Was an appropriation cap index rate ordinance adopted last year?

If YES: % that was used

2. Amount of appropriation cap bank available going into this year

3. Is the Application Year budget at (appropriation) cap?

If NO, amount of remaining balance

4. Does the Application Year anticipate the use of a waiver to exceed the appropriation cap?

If YES, the amount:

	Yes	No
1. Was an appropriation cap index rate ordinance adopted last year?	X	
If YES: % that was used	3.5%	
2. Amount of appropriation cap bank available going into this year	\$1,638,547	
3. Is the Application Year budget at (appropriation) cap?		X
If NO, amount of remaining balance	\$1,527,506	
4. Does the Application Year anticipate the use of a waiver to exceed the appropriation cap?		X
If YES, the amount:	N/A	

C. List the five largest item appropriation increases.

Appropriation	Prior Year Actual	Application Year Proposed	\$ Amount of Increase
Snow Removal	\$254,000	\$4,862,930	\$4,608,930
Health Insurance	\$27,494,449.94	\$31,000,000	\$3,505,550
Debt	\$10,612,255	\$12,081,735	\$1,469,480
Fire & Rescue North Hudson Regional	\$23,327,134	\$24,500,000	\$1,172,866
Police S&W	\$23,7894,122	\$24,260,700	\$476,578

D. List all new property tax-funded full-time positions planned in the Application Year.

Department/Agency	Position	Number	Dollar Amount
Public Affairs	Inspector General	1	\$100,000.00

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E. Display projected tax levies, local revenues (not grants), anticipated (gradually reduced) Transitional Aid, total salary and wages, and total other expenses projected for the three post-application years.

	Tax Levy	Local Revenues	Transitional Aid	Total S&W	Total OE
First year	\$87,753,325	\$47,071,675	\$54,300,000	\$56,525,000	\$132,600,000
Second year	\$88,700,000	\$47,500,000	\$53,800,000	\$57,200,000	\$132,800,000
Third year	\$89,000,000	\$48,800,000	\$53,500,000	\$57,800,000	\$133,500,000

VIII. Financial Practices

A. Expenditure controls and practices

Question	Yes	No
1. Is an encumbrance system used for the current fund?	X	
2. Is an encumbrance system used for other funds?	X	
3. Is a general ledger maintained for the current fund?	X	
4. Is a general ledger maintained for other funds?	X	
5. Are financial activities largely automated? If so, please identify the system being used.	X	
6. Does the municipality operate a public assistance program?		X
7. Are expenditures controlled centrally (Yes) or de-centrally by dept. (No)?	X	
8. At any point during the year, are expenditures routinely frozen?	X	
9. Has the municipality adopted a cash management plan?	X	
10. Have all negative findings in the prior year's audit report been corrected?		X
If not, be prepared to discuss why not in your application meeting.		

B. Risk Management: Indicate ("x") how each type of risk is insured.

Coverage	JIF/HIF	Self	Commercial
General Liability	X		
Vehicle/Fleet Liability	X		
Workers Compensation	X		
Property Coverage	X		
Public Official Liability	X		
Employment Practices Liability	X		
Environmental			
Health Benefits	SHBP		
	X		

C. 1. Salary and employee contract information

When more than one bargaining unit for each category, use the average.

Question	Police	Fire	Other Contract	Non-Contract
Year of last salary increase	2026	N/A	2025	2025
Average total cost percentage increase	2%	N/A	Fixed Varies	Fixed Varies
Last contract settlement date	2024	N/A	12/31/2020	
Contract expiration date	2027	N/A	12/31/2025	

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2. Explain, if any, actions that have been taken/are under consideration for the Application Year.

Action	Police	Fire	Other Contract	Non-Contract
Furloughs (describe below)				
Wage Freezes (describe below)				
Layoffs (describe below)				

D. Tax Enforcement Practices

Question	Yes	No
1. Did the municipality complete its accelerated tax sale by December 31, if included in the 2026 budget? If not, please include a letter from the tax collector explaining why he/she failed to complete the sale in a timely manner and what the impacts were on cash flow and lost investment earnings.	X	
2. When was the last foreclosure action taken or tax assignment sale held? Date:	2005	
3. On what dates were tax delinquency notices sent out in 2025? Date:	12/2025	
4. Date of last tax sale? Date:	12/22/2025	

E. Specialized Service Delivery

If the answer to either question is "Yes," provide (as an appendix) a cost justification for maintaining the service without changes.

Service	Yes	No
Sworn police or firefighters are used to handle emergency service call-taking and dispatch (in lieu of civilians).		X
The municipality provides rear-yard solid waste collection through the budget.		X

F. Other Financial Practices

1. Amount of interest on investment earned in:

2024	\$965,648	2025	\$824,965	Anticipated Application Year:	\$824,000
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2. List the instruments in which idle funds are invested:

NJ Cash Management	
NJ Arbitrage Rebate Management	

3. What was the average return on investments during 2025?

4. The name and firm of the municipality's auditor?

5. When was the last time the municipality changed auditors?

3.07%
Donohue, Girona Doria & Tomkins
2000

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G. Status of Collective Negotiation (Labor) Agreements. List each labor agreement by employee group, contract expiration date, and the status of negotiations of expired contracts.

Employee Group	Expiration Date	Status of Negotiations of Expired Agreement
Union City Employees Association	12/31/2025	In negotiations currently.
Union City Police Benevolent Association	12/31/2027	New Agreement 2024-2027
Union City FOP	12/31/2027	New Agreement 2024-2027

H. Tax Abatements. Please provide a detailed discussion of any short-term or long-term tax abatements that are currently in place or are currently being negotiated, including the following information:

Project Name/Property	Type of Project	2025 PILOT Billing	2025 Assessed Value	2025 Taxes If Billed in Full at 2024 Total Tax Rate	Term of Tax Abatement
Horizon Heights	Affordable Rental Units	\$39,693.59	\$6,961,000	\$128,638.28	50 Years
Union Plaza	Affordable Housing	\$16,412.65	\$11,830,000	\$218,618.40	40 Years
		41,769.30	20,400,000	44,352.00	
Holy Rosary	Affordable Housing	\$1,458.04	\$861,900	\$15,927.91	30 Years
Monastery Redevelopment	Low/Moderate Income	\$417,115.18	\$18,112.500	\$2,182,719.00	50 Years
Suede Promotions	Low Income	\$20,000.00	\$3,696,300	\$68,307.62	30 Years

For example, layoffs, furloughs, freezes, contract concessions, etc.

[illegible]

C. Evaluate existing local revenues as to whether the rates or collections can be increased or imposed, and if so, how changes will be implemented.

Local Revenues and services provided through the General/Current Fund	Check if services are provided	Are fees charged to cover the costs of the program?	If fees do not cover costs, what is the subsidy amount?	If there is a subsidy, explain why fees cannot be increased to reduce or eliminate the subsidy.
Recreation Programs	X	NO		Given the City's population's economic status and the high unemployment level, it is not feasible to charge fees for recreation and pools. Imposition of user fees would preclude use, by the population most in need of these services.
Sewer Fees		N/A	N/A	N/A
Water Fees		N/A	N/A	N/A
Swimming Pool	X	NO		SEE ABOVE
Uniform Construction Code	X	YES		
Uniform Fire Code	X	YES		
Land Use Fees	X	YES		
Parking Fees		NO		The City of Union City Parking Authority operates parking facilities and collects fees for usage.
Beach Fees		N/A	N/A	N/A
Insert other local fees below:		N/A	N/A	N/A
Land Use Escrow Fees for In-House Staff	X	N/A	N/A	The city received a portion of the interest received on escrow amount in the bank.
Land Use Escrow Fees for Independent Contractors	X	N/A	N/A	Held in a separate bank account collecting interest.

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X. Service Delivery

List all services the municipality contracts to another organization, i.e., shared services with another government agency, including formal and informal shared services, memberships in cooperative purchasing programs, and private (commercial) or non-profit organizations.

Type of Service	Name of Contracted Entity	Estimated Amount of Contract	Estimated Savings	Year Last Negotiated (as applicable)
Fire Department	North Hudson Fire & Rescue Joint Meeting	\$25,659,849	\$0	2024
Off Duty Police Officers	Union City Board of Education	\$520,000	\$520,000	2024
Union City Youth Sports	Union City Board of Education	\$200,000	\$200,000	2025
Solid Waste Removal	Union City Board of Education	\$522,906.30	\$522,906	2025
Swim Pool	Union City Board of Education	\$136,000	\$136,000	2024
SLEO's	Union City Board of Education	\$1,545,840	\$1,545,840	2025
Police Service SRO's	Union City Board of Education	\$162,942	\$162,942	2025
Crossing Guards	Union City Board of Education	\$3,462,200	\$3,462,200	2025
Electricity	County of Hudson Cooperative Purchasing	N/A	N/A	2015
Rock Salt	County of Hudson Cooperative Purchasing	\$75/ton	N/A	2015
Natural Gas	County of Passaic Cooperative Purchasing	N/A	N/A	2015
General Inspector	Union City Board of Education	\$207,238.01	\$207,238.01	2026
Recreation Swimming Pool Lease	Union City Board of Education	\$450,000	\$450,000	2025

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XI. Impact of Limited or No Aid Award

Describe (in detail) the impact of not being granted aid for the current fiscal year. Essential service needs should be given priority. List the appropriate category of impact if the aid is not received. Rank each item from both lists as to the order in which elimination will take place. If across-the-board cuts will be made, indicate under service. **For rank order purposes, consider the two sections as one list. The cuts outlined here are ones the municipality will make without a grant of aid.**

Rank Order	Department/ Division	# Of Layoffs	Effective Date	2024 Full-Time Staffing	2025 Full-Time Staffing	\$ Amount to be Saved
Sworn Officers	Police Salary & Wages	50	As required	162	152	\$4,000,000
	DPW Street Cleaning – Solid Waste Salary & Wages	100 P/T	As required	216 Total	200 Total	\$3,000,000
	Building and Grounds Maintenance	20	As required	100	95	\$1,000,000
	EMT's	10	As required	39	28	\$550,000

If services will be reduced, describe the service, impact, and associated cost savings.

Rank Order	Service	Cost Savings	Impact on Services
	Police Officers	\$4,000,000	The city's Crime rate will increase drastically and will put citizens safety at risk.
	Solid Waste	\$3,000,000	This would impact the city's constituent's public safety, health and welfare. If the city streets are not kept clean this can cause an increase in diseases and viruses.
	Improvements to Parks	\$1,000,000	If the various parks are not improved, children as well as adults can be hurt when attending these parks. This will also affect the city's citizens public safety, health and welfare.
	EMT's	\$550,000	This city is already short EMT's. If we reduce them even more it will be a catastrophic to the safety, health and welfare of the citizens of Union City.
	NOTE: There is no funding source available to cover the shortfall in revenue. Only minimal cuts can be made without affecting essential services.		

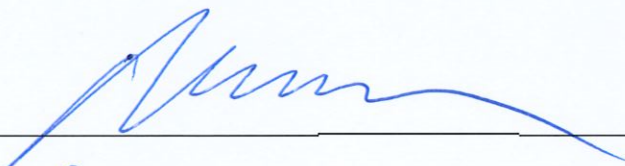
XII. Agreement to Improve Financial Position of Municipality

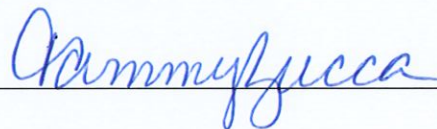
If aid is granted, the municipality will be required to submit to certain reporting conditions and oversight as authorized by law, and a new MOU will need to be signed. Please mark each box below indicating that the applicant understands and agrees to comply with these broad reporting and oversight provisions.

	Yes	No
1. Allow the Director of DLGS to assign management, financial, and operational specialists to assess your municipal operations.	X	
2. Implement actions directed by the Director to address the findings of DLGS staff.	X	
3. Enter into a new MOU and comply with all its provisions without exception.	X	

XIII. Certification of Past Compliance for Municipalities Currently Operating Under a TA MOU

The undersigned certifies that the municipality is in substantial compliance with the conditions and requirements of the 2025 MOU and is operating in good faith to correct those areas of noncompliance that have been identified.

Mayor:  Date: 2/25/24

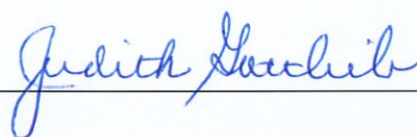
Chief Financial Officer:  Date: 2/24/24

Chief Administrative Officer: _____ Date: _____

XIV. CAMPS Certification

(County and Municipal Personnel System - Civil Service municipalities only)

For Civil Service municipalities, the undersigned, being knowledgeable thereof, hereby certify that the municipality has listed the names of all current civil service employees in NJ "CAMPS."

Human Resources or Personnel Director:  Date: 2/25/2024

Chief Administrative Officer: _____ Date: _____

XV. Public Employment Relations Commission (PERC) Certification

The undersigned certifies that copies of all active collective negotiations' agreements and the cost-out of each have been delivered to PERC. Support documentation regarding the method of cost out must also be provided.

Chief Administrative Officer: _____ Date: _____

XV. CERTIFICATION OF APPLICATION FOR TRANSITIONAL AID

The undersigned acknowledges that the municipality must comply with the foregoing requirements to receive Transitional Aid. In addition, included with this application is a copy (printed or electronic) of the budget documentation supporting the budget calculation that was provided to the governing body.

Mayor: _____ Date: 2/25/26

Chief Financial Officer: Grammy Zucca Date: 2/24/26

Chief Administrative Officer: _____ Date: _____