

Recommendation to Fill Two Laborer 1 Vacancies

To Borough Administrator
From Superintendent of Public Works
Date September 16, 2026
Subject Hiring recommendation for Aaron Ciesielski and Thomas Krause

Recommendation I recommend that the Borough move promptly to hire Aaron Ciesielski and Thomas Krause for the two anticipated full-time Laborer 1 vacancies, subject to satisfactory interviews, reference and employment verification, driving-record review, confirmation of required licenses, and completion of the Borough's normal pre-employment process.

Assuming John Vagott is promoted to Foreman, the Department will immediately have two laborer vacancies. Leaf vacuum and collection season is approaching, followed directly by snow and ice operations. New employees need time to learn Borough routes, equipment, safety procedures, call-in expectations, and the Department's water, sewer, sanitation, street, and grounds work. Delaying these hires would leave the Department short-staffed during its most demanding part of the year.

Recommended Candidates

Aaron Ciesielski

Mr. Ciesielski offers the strongest direct match for Pennington's grounds, equipment, tree, and winter-maintenance work. His background includes buildings and grounds work at Princeton Day School from 2007 to 2011 and property maintenance at a 100-acre farm since 2011.

- Maintains more than 10 acres of lawn, landscaped beds, trails, a pond, irrigation, fencing, barns, and other property infrastructure.
- Performs preventive maintenance and basic diagnosis on tractors, mowers, brush hogs, chainsaws, snowplows, and other grounds equipment.
- Has substantial tree and storm-debris experience, including pruning, chainsaw use, fallen-tree removal, and cleanup.
- Installs and removes plows, plows repeatedly during storms, clears walks, and applies salt and ice melt during daytime and overnight operations.
- Handles supply ordering, contractor coordination, equipment inspection, garbage, and recycling tasks.

Response considerations His listed residence on Harbourton Mount Airy Road is in Hopewell Township, within the Pennington area and generally about 15 to 25 minutes from the DPW facility in normal conditions. Travel will take longer during a severe storm, but the relatively short route is a meaningful advantage for early-morning, overnight, and emergency call-ins. He reports availability beginning October 1, 2026.

Thomas Krause

Mr. Krause brings the strongest utility-related and mechanical background in the applicant group. He has worked as an HVAC and plumbing apprentice with JB Reddings since January 2021 and is enrolled in a three-year HVAC and plumbing program at Mercer County Technical School.

- Operates sewer and drain-cleaning equipment and a sewer inspection camera, which directly relates to collection-system maintenance and emergency response.
- Fabricates threaded pipe and brazes and solders copper piping, providing useful mechanical and repair skills for water, sewer, building, and facility work.
- Reports experience driving commercial vehicles and performing snow removal for company grounds.
- Holds an EPA Type I certification and has completed an OSHA General Industry Safety and Health course.
- Has experience dispatching technicians, scheduling service calls, assisting customers, and maintaining a parts department.

Response considerations His listed Flemington residence is farther from Pennington than Mr. Ciesielski's and would normally require approximately 30 to 40 minutes, with a longer response during snow, ice, flooding, or traffic disruptions. The route is still more workable than a call-in from Tabernacle. Before appointment, the Borough should confirm that he can meet a clearly stated and uniformly applied emergency reporting standard and participate in advance storm staging when conditions warrant. He reports that he can start two weeks after accepting an offer.

Comparison of All Applicants

Applicant	Relevant strengths	Main consideration	Selection
Aaron Ciesielski	Long-term grounds work; equipment upkeep; tree and chainsaw work; plowing, salting, and overnight storm response.	Limited direct municipal water and sewer experience, but broad hands-on skills and a short call-in route.	Recommend
Thomas Krause	Plumbing and HVAC apprenticeship; sewer equipment and camera; pipe fabrication; commercial vehicles; snow removal; safety training.	Longer call-in route than Aaron or Gregory; response expectations should be confirmed.	Recommend
Gregory Wyckoff	Nearby residence; heavy material handling; forklift and pallet-jack operation; delivery; fabrication; prior landscaping.	Less documented municipal, snow, utility, and outdoor equipment-maintenance experience than the recommended candidates.	Alternate
Albert Burton	Direct Medford DPW experience in road repair, tree cleanup, snow removal, buildings, and parks; HVAC training and tool experience.	Tabernacle creates the longest and least dependable emergency call-in route, particularly during winter weather.	Alternate

This comparison does not suggest that Mr. Wyckoff or Mr. Burton lacks the ability to perform laborer work. Mr. Wyckoff's proximity and general labor background are valuable, and Mr. Burton has directly relevant municipal experience. The recommendation reflects the overall combination of immediate job match, transferable utility and mechanical skills, snow readiness, and practical emergency availability.

Need for Immediate Action

The hiring schedule is now part of the operational decision. Mr. Ciesielski lists October 1 as his available date, and Mr. Krause requires two weeks after accepting an offer. Prompt authorization, interviews, reference checks, and conditional offers would give the Department the best chance to place both employees into structured training before peak leaf collection and snow response.

Initial training should cover:

- leaf-vacuum and collection equipment, backing and spotter procedures, traffic control, PPE, and route familiarization;
- snow routes, plow and spreader operation, material loading, storm call-in procedures, and extended-shift expectations;
- water and sewer emergency support, sanitation operations, equipment inspections, and Borough safety and personnel policies.

Requested action Authorize the Department and Administration to proceed immediately with final interviews and the standard conditional hiring process for Aaron Ciesielski and Thomas Krause so both positions can be filled and training can begin as soon as each candidate is available.