

**AN ORDINANCE CREATING A RECLASSIFICATION AND SALARY SCHEDULE
OF CERTAIN TOWNSHIP OF WEST ORANGE EMPLOYEES SETTING FORTH THEIR TITLES,
CLASSIFICATION AND SALARY RANGES AND ADOPTING A SALARY GUIDE AND
ESTABLISHING THE EMPLOYEE'S STATUS AS A TOWNSHIP EMPLOYEE AND
UNDER THE GUIDELINES OF THE NEW JERSEY DEPARTMENT OF PERSONNEL**

BE IT ORDAINED by the Township Council of the Township of West Orange as follows:

SECTION 1. That: an ordinance adopting and creating the reclassification and salary schedules of certain Township of West Orange Municipal employees, setting a salary guide and establishing the employee's status as a Township employee and under the guidelines of the New Jersey Department of Personnel as filed in the office of the Municipal Clerk for the following positions:

SEE APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME
SEE APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES
SEE APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS
SEE APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS
SEE APPENDIX 5 - SALARY RANGES - NON UNIFORM TITLES-HOURLY
SEE APPENDIX 6 - SALARY RANGES - STIPENDS
SEE APPENDIX 7 - SALARY RANGES - UNIFORM TITLES - FIRE SUPERIORS
SEE APPENDIX 8 - SALARY RANGES - UNIFORM TITLES - FIREFIGHTERS
SEE APPENDIX 9 - SALARY RANGES - UNIFORM TITLES - POLICE SUPERIORS
SEE APPENDIX 10 - SALARY RANGES - UNIFORM TITLES - POLICE

SECTION 2. All terms and conditions included in any authorized collective bargaining agreements and/or employment contracts are hereby included in SECTION 1 above.

SECTION 3. This ordinance and the titles and salary ranges herein provided shall become effective January 1, 2015 and as indicated above in SECTION 1.

SECTION 4. All ordinances and parts of ordinances heretofore enacted which are inconsistent with any provision of this ordinance are, to the extent of such inconsistency, hereby repealed.

SECTION 5. This ordinance shall take effect upon final passage and publication in accordance with the laws of the state of New Jersey.

ROBERT D. PARISI, MAYOR

**Karen J. Carnevale, Municipal Clerk
PRESIDENT**

JERRY GUARINO , COUNCIL

Introduced: August 11,

2015 Adopted: September

8, 2015

LEGISLATIVE HISTORY

To combine all previous Salary Ordinances and to implement collective bargaining agreements, employment contracts and corrections.

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT
Accountant					
	1/1/2015	12/31/2015	18,270	69,544	8,546
	1/1/2016	12/31/2016	18,635	70,935	8,717
	1/1/2017	12/31/2017	19,008	72,354	8,891
Administrative Analyst					
	1/1/2015	12/31/2015	30,450	85,679	9,205
	1/1/2016	12/31/2016	31,059	87,393	9,389
	1/1/2017	12/31/2017	31,680	89,141	9,577
Administrative Clerk					
	1/1/2015	12/31/2015	18,270	70,868	8,766
	1/1/2016	12/31/2016	18,635	72,285	8,942
	1/1/2017	12/31/2017	19,008	73,731	9,120

Administrative Clerk/HR Coordinator					
	1/1/2015	12/31/2015	18,270	73,405	9,189
	1/1/2016	12/31/2016	18,635	77,423	9,798
	1/1/2017	12/31/2017	19,008	78,971	9,994

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Administrative Secretary					
	1/1/2015	12/31/2015	18,270	70,868	8,766
	1/1/2016	12/31/2016	18,635	72,285	8,942
	1/1/2017	12/31/2017	19,008	73,731	9,120
Administrative Secretary/Registrar of Vital Statistics					
	1/1/2015	12/31/2015	23,345	75,942	8,766
	1/1/2016	12/31/2016	23,812	77,461	8,942
	1/1/2017	12/31/2017	24,288	79,010	9,120

Animal Attendant					
	1/1/2015	12/31/2015	24,604	51,453	4,475
	1/1/2016	12/31/2016	25,096	52,482	4,564
	1/1/2017	12/31/2017	25,598	53,532	4,656
Animal Control Officer					
	1/1/2015	12/31/2015	18,270	64,801	7,755
	1/1/2016	12/31/2016	18,635	66,097	7,910
	1/1/2017	12/31/2017	19,008	67,419	8,068

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Assistant Animal Control Officer					
	1/1/2015	12/31/2015	30,450	56,184	4,289
	1/1/2016	12/31/2016	31,059	57,307	4,375
	1/1/2017	12/31/2017	31,680	58,454	4,462

Assistant Construction Official/Building Sub Code Official					
	1/1/2015	12/31/2015	20,300	79,515	9,869
	1/1/2016	12/31/2016	20,706	81,105	10,067
	1/1/2017	12/31/2017	21,120	82,728	10,268
Assistant Head Nurse					
	1/1/2015	12/31/2015	40,600	69,941	4,890
	1/1/2016	12/31/2016	41,412	71,340	4,988
	1/1/2017	12/31/2017	42,240	72,767	5,088
Assistant Health Officer					
	1/1/2015	12/31/2015	22,330	98,311	12,663
	1/1/2016	12/31/2016	22,777	100,277	12,917
	1/1/2017	12/31/2017	23,232	102,283	13,175

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>

Assistant Municipal Engineer					
	1/1/2015	12/31/2015	26,390	118,902	15,419
	1/1/2016	12/31/2016	26,918	121,280	15,727
	1/1/2017	12/31/2017	27,456	123,706	16,042
Assistant Municipal Tax Collector					
	1/1/2015	12/31/2015	18,270	69,888	8,603
	1/1/2016	12/31/2016	18,635	71,285	8,775
	1/1/2017	12/31/2017	19,008	72,711	8,950
Assistant Planner					
	1/1/2015	12/31/2015	25,375	50,257	4,147
	1/1/2016	12/31/2016	25,883	51,263	4,230
	1/1/2017	12/31/2017	26,400	52,288	4,315
Assistant Purchasing Agent					
	1/1/2015	12/31/2015	20,300	57,859	6,260
	1/1/2016	12/31/2016	20,706	59,016	6,385
	1/1/2017	12/31/2017	21,120	60,197	6,513

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APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT
Assistant Violations Clerk					
	1/1/2015	12/31/2015	16,240	48,198	5,326
	1/1/2016	12/31/2016	16,565	49,162	5,433
	1/1/2017	12/31/2017	16,896	50,145	5,542
Building Inspector					
	1/1/2015	12/31/2015	18,473	67,830	8,226
	1/1/2016	12/31/2016	18,842	69,187	8,391
	1/1/2017	12/31/2017	19,219	70,571	8,559
Building Sub code Official					
	1/1/2015	12/31/2015	20,300	80,775	10,079
	1/1/2016	12/31/2016	20,706	82,390	10,281
	1/1/2017	12/31/2017	21,120	84,038	10,486

Chief REHS Public Health					
	1/1/2015	12/31/2015	20,300	83,629	10,555
	1/1/2016	12/31/2016	20,706	85,302	10,766
	1/1/2017	12/31/2017	21,120	87,008	10,981

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Chief REHS Public Health/Information Technology					
	1/1/2015	12/31/2015	50,750	92,873	7,020
	1/1/2016	12/31/2016	51,765	94,730	7,161
	1/1/2017	12/31/2017	52,800	96,625	7,304
Communications Manager					
	1/1/2015	12/31/2015	76,125	91,350	2,538
	1/1/2016	12/31/2016	77,648	93,177	2,588
	1/1/2017	12/31/2017	79,200	95,041	2,640

Data Processing Coordinator					
	1/1/2015	12/31/2015	18,270	73,782	9,252
	1/1/2016	12/31/2016	18,635	75,258	9,437
	1/1/2017	12/31/2017	19,008	76,763	9,626
Data Processing Technician					
	1/1/2015	12/31/2015	25,375	52,796	4,570
	1/1/2016	12/31/2016	25,883	53,852	4,662
	1/1/2017	12/31/2017	26,400	54,929	4,755

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Deputy Municipal Clerk					
	1/1/2015	12/31/2015	20,300	71,828	8,588
	1/1/2016	12/31/2016	20,706	73,265	8,760
	1/1/2017	12/31/2017	21,120	74,730	8,935

Deputy Municipal Court Administrator					
	1/1/2015	12/31/2015	18,270	71,508	8,873
	1/1/2016	12/31/2016	18,635	75,489	9,476
	1/1/2017	12/31/2017	19,008	76,998	9,665
Drafting Technician					
	1/1/2015	12/31/2015	16,240	50,027	5,631
	1/1/2016	12/31/2016	16,565	51,028	5,744
	1/1/2017	12/31/2017	16,896	52,048	5,859
Drafting Technician/CAD System Operator/Engineering Aide					
	1/1/2015	12/31/2015	21,315	57,640	6,054
	1/1/2016	12/31/2016	21,741	58,793	6,175
	1/1/2017	12/31/2017	22,176	59,968	6,299

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Drafting Technician/CAD System Operator					
	1/1/2015	12/31/2015	21,315	55,102	5,631
	1/1/2016	12/31/2016	21,741	56,204	5,744
	1/1/2017	12/31/2017	22,176	57,328	5,859
Electrical Inspector					
	1/1/2015	12/31/2015	18,473	64,960	7,748
	1/1/2016	12/31/2016	18,842	66,259	7,903
	1/1/2017	12/31/2017	19,219	67,584	8,061
Electrical Sub code Official					
	1/1/2015	12/31/2015	20,300	75,365	9,178
	1/1/2016	12/31/2016	20,706	76,872	9,361
	1/1/2017	12/31/2017	21,120	78,410	9,548
Field Representative/Health Education					
	1/1/2015	12/31/2015	18,270	67,524	8,209
	1/1/2016	12/31/2016	18,635	68,875	8,373

	1/1/2017	12/31/2017	19,008	70,252	8,541

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Field Representative/Housing Inspection					
	1/1/2015	12/31/2015	18,270	56,853	6,431
	1/1/2016	12/31/2016	18,635	57,990	6,559
	1/1/2017	12/31/2017	19,008	59,150	6,690
Field Representative/Property Improvement					
	1/1/2015	12/31/2015	18,270	65,484	7,869
	1/1/2016	12/31/2016	18,635	66,794	8,026
	1/1/2017	12/31/2017	19,008	68,130	8,187
Field Representative/Property Improvement Bilingual					
	1/1/2015	12/31/2015	18,270	65,484	7,869
	1/1/2016	12/31/2016	18,635	66,794	8,026

	1/1/2017	12/31/2017	19,008	68,130	8,187
Fire Inspector					
	1/1/2015	12/31/2015	18,473	64,960	7,748
	1/1/2016	12/31/2016	18,842	66,259	7,903
	1/1/2017	12/31/2017	19,219	67,584	8,061

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Fire Sub code Official					
	1/1/2015	12/31/2015	18,473	73,887	9,236
	1/1/2016	12/31/2016	18,842	75,365	9,420
	1/1/2017	12/31/2017	19,219	76,872	9,609
Garage Attendant					
	1/1/2015	12/31/2015	17,700	45,713	4,669
	1/1/2016	12/31/2016	18,054	46,628	4,762

	1/1/2017	12/31/2017	18,415	47,560	4,858
Graduate Nurse, Public Health Nurse					
	1/1/2015	12/31/2015	18,270	63,332	7,510
	1/1/2016	12/31/2016	18,635	64,598	7,661
	1/1/2017	12/31/2017	19,008	65,890	7,814
Groundskeeper					
	1/1/2015	12/31/2015	15,460	23,141	1,280
	1/1/2016	12/31/2016	15,769	23,604	1,306
	1/1/2017	12/31/2017	16,085	24,076	1,332

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Health Educator					
	1/1/2015	12/31/2015	18,270	67,524	8,209
	1/1/2016	12/31/2016	18,635	68,875	8,373

	1/1/2017	12/31/2017	19,008	70,252	8,541
Housing Assistance Technician					
	1/1/2015	12/31/2015	18,270	78,551	10,047
	1/1/2016	12/31/2016	18,635	80,122	10,248
	1/1/2017	12/31/2017	19,008	81,724	10,453
Housing Inspector Trainee					
	1/1/2015	12/31/2015	27,913	56,853	4,823
	1/1/2016	12/31/2016	28,471	57,990	4,920
	1/1/2017	12/31/2017	29,040	59,150	5,018
Keyboarding Clerk 1					
	1/1/2015	12/31/2015	16,240	43,220	4,497
	1/1/2016	12/31/2016	16,565	44,085	4,587
	1/1/2017	12/31/2017	16,896	44,966	4,678

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					

<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide					
	1/1/2015	12/31/2015	21,315	48,295	4,497
	1/1/2016	12/31/2016	21,741	49,261	4,587
	1/1/2017	12/31/2017	22,176	50,246	4,678
Keyboarding Clerk 2					
	1/1/2015	12/31/2015	17,255	45,348	4,682
	1/1/2016	12/31/2016	17,600	46,255	4,776
	1/1/2017	12/31/2017	17,952	47,180	4,871
Keyboarding Clerk 2/Asst. Secretary ABC Board					
	1/1/2015	12/31/2015	17,966	46,059	4,682
	1/1/2016	12/31/2016	18,325	46,980	4,776
	1/1/2017	12/31/2017	18,691	47,919	4,871
Keyboarding Clerk 3					
	1/1/2015	12/31/2015	17,255	48,978	5,287

	1/1/2016	12/31/2016	17,600	49,957	5,393
	1/1/2017	12/31/2017	17,952	50,956	5,501

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Keyboarding Clerk 3/Deputy Registrar					
	1/1/2015	12/31/2015	19,793	51,515	5,287
	1/1/2016	12/31/2016	20,188	52,546	5,393
	1/1/2017	12/31/2017	20,592	53,597	5,501
Laborer 1					
	1/1/2015	12/31/2015	18,270	57,296	6,504
	1/1/2016	12/31/2016	18,635	58,442	6,634
	1/1/2017	12/31/2017	19,008	59,610	6,767
Laborer1/Light					
	1/1/2015	12/31/2015	16,240	45,713	4,912

	1/1/2016	12/31/2016	16,565	46,628	5,010
	1/1/2017	12/31/2017	16,896	47,560	5,111
Maintenance Worker 1, Grounds					
	1/1/2015	12/31/2015	17,630	23,141	919
	1/1/2016	12/31/2016	17,983	23,604	937
	1/1/2017	12/31/2017	18,342	24,076	956

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
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Mason					
	1/1/2015	12/31/2015	18,270	63,394	7,521
	1/1/2016	12/31/2016	18,635	64,662	7,671
	1/1/2017	12/31/2017	19,008	65,955	7,825
Mechanic					
	1/1/2015	12/31/2015	18,270	67,048	8,130

	1/1/2016	12/31/2016	18,635	68,389	8,292
	1/1/2017	12/31/2017	19,008	69,757	8,458
Mechanic's Helper					
	1/1/2015	12/31/2015	32,518	59,013	4,416
	1/1/2016	12/31/2016	33,168	60,193	4,504
	1/1/2017	12/31/2017	33,831	61,397	4,594
Municipal Director of Welfare					
	1/1/2015	12/31/2015	18,270	67,491	8,204
	1/1/2016	12/31/2016	18,635	68,841	8,368
	1/1/2017	12/31/2017	19,008	70,218	8,535

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Municipal Director of Welfare/Senior Citizen Program Aide					
	1/1/2015	12/31/2015	25,883	75,104	8,204

	1/1/2016	12/31/2016	26,400	76,606	8,368
	1/1/2017	12/31/2017	26,928	78,138	8,535
Nursing Supervisor					
	1/1/2015	12/31/2015	64,656	73,033	1,396
	1/1/2016	12/31/2016	65,949	74,494	1,424
	1/1/2017	12/31/2017	67,268	75,984	1,453
Omnibus Operator					
	1/1/2015	12/31/2015	16,240	42,154	4,319
	1/1/2016	12/31/2016	16,565	42,997	4,405
	1/1/2017	12/31/2017	16,896	43,857	4,493
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance					
	1/1/2015	12/31/2015	19,285	45,199	4,319
	1/1/2016	12/31/2016	19,671	46,103	4,405
	1/1/2017	12/31/2017	20,064	47,025	4,493
APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					

<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Parking Enforcement Officer					
	1/1/2015	12/31/2015	22,168	29,557	1,232
	1/1/2016	12/31/2016	22,611	30,148	1,256
	1/1/2017	12/31/2017	23,063	30,751	1,281
Payroll Clerk					
	1/1/2015	12/31/2015	28,420	50,287	3,645
	1/1/2016	12/31/2016	28,988	51,293	3,717
	1/1/2017	12/31/2017	29,568	52,319	3,792
Personnel Assistant					
	1/1/2015	12/31/2015	18,270	71,796	8,921
	1/1/2016	12/31/2016	18,635	73,232	9,099
	1/1/2017	12/31/2017	19,008	74,696	9,281
Personnel Officer					

	1/1/2015	12/31/2015	18,270	77,827	9,926
	1/1/2016	12/31/2016	18,635	79,383	10,125
	1/1/2017	12/31/2017	19,008	80,971	10,327

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Planner Trainee					
	1/1/2015	12/31/2015	25,375	50,257	4,147
	1/1/2016	12/31/2016	25,883	51,263	4,230
	1/1/2017	12/31/2017	26,400	52,288	4,315
Plumbing Inspector					
	1/1/2015	12/31/2015	18,473	64,960	7,748
	1/1/2016	12/31/2016	18,842	66,259	7,903
	1/1/2017	12/31/2017	19,219	67,584	8,061
Plumbing Sub code Official					

	1/1/2015	12/31/2015	18,473	73,887	9,236
	1/1/2016	12/31/2016	18,842	75,365	9,420
	1/1/2017	12/31/2017	19,219	76,872	9,609
Principal Account Clerk					
	1/1/2015	12/31/2015	18,270	70,867	8,766
	1/1/2016	12/31/2016	18,635	72,285	8,942
	1/1/2017	12/31/2017	19,008	73,731	9,120

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Principal Assessing Clerk					
	1/1/2015	12/31/2015	18,270	70,867	8,766
	1/1/2016	12/31/2016	18,635	72,285	8,942
	1/1/2017	12/31/2017	19,008	73,731	9,120
Principal Account Clerk/DPT/Accounts Payable					

	1/1/2015	12/31/2015	18,270	70,867	8,766
	1/1/2016	12/31/2016	18,635	72,285	8,942
	1/1/2017	12/31/2017	19,008	73,731	9,120
Public Health Nurse					
	1/1/2015	12/31/2015	18,270	66,245	7,996
	1/1/2016	12/31/2016	18,635	67,570	8,156
	1/1/2017	12/31/2017	19,008	68,922	8,319
Public Works Repairer					
	1/1/2015	12/31/2015	18,270	63,394	7,521
	1/1/2016	12/31/2016	18,635	64,662	7,671
	1/1/2017	12/31/2017	19,008	65,955	7,825

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Pumping Station Attendant					

	1/1/2015	12/31/2015	18,270	67,048	8,130
	1/1/2016	12/31/2016	18,635	68,389	8,292
	1/1/2017	12/31/2017	19,008	69,757	8,458
Pumping Station Operator					
	1/1/2015	12/31/2015	18,270	67,048	8,130
	1/1/2016	12/31/2016	18,635	68,389	8,292
	1/1/2017	12/31/2017	19,008	69,757	8,458
Pumping Station Repairer/Mechanic					
	1/1/2015	12/31/2015	20,300	66,209	7,652
	1/1/2016	12/31/2016	20,706	67,534	7,805
	1/1/2017	12/31/2017	21,120	68,884	7,961
Records Support Technician 1					
	1/1/2015	12/31/2015	25,375	52,796	4,570
	1/1/2016	12/31/2016	25,883	53,852	4,662
	1/1/2017	12/31/2017	26,400	54,929	4,755

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
REHS Public Health					
	1/1/2015	12/31/2015	40,600	71,278	5,113
	1/1/2016	12/31/2016	41,412	72,704	5,215
	1/1/2017	12/31/2017	42,240	74,158	5,320
REHS Public Health Trainee					
	1/1/2015	12/31/2015	40,600	71,278	5,113
	1/1/2016	12/31/2016	41,412	72,704	5,215
	1/1/2017	12/31/2017	42,240	74,158	5,320
Secretarial Assistant					
	1/1/2015	12/31/2015	18,270	53,336	5,844
	1/1/2016	12/31/2016	18,635	54,402	5,961
	1/1/2017	12/31/2017	19,008	55,490	6,080

Senior Architect					
	1/1/2015	12/31/2015	24,360	104,895	13,423
	1/1/2016	12/31/2016	24,847	106,993	13,691
	1/1/2017	12/31/2017	25,344	109,133	13,965

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Senior Body & Fender Mechanic					
	1/1/2015	12/31/2015	18,270	74,519	9,375
	1/1/2016	12/31/2016	18,635	76,010	9,562
	1/1/2017	12/31/2017	19,008	77,530	9,754
Senior Field Rep/Property Improvement					
	1/1/2015	12/31/2015	18,270	69,467	8,533
	1/1/2016	12/31/2016	18,635	70,857	8,704
	1/1/2017	12/31/2017	19,008	72,274	8,878

Senior Mason					
	1/1/2015	12/31/2015	18,270	51,881	5,602
	1/1/2016	12/31/2016	18,635	52,918	5,714
	1/1/2017	12/31/2017	19,008	53,976	5,828
Senior Mechanic					
	1/1/2015	12/31/2015	18,270	74,519	9,375
	1/1/2016	12/31/2016	18,635	76,010	9,562
	1/1/2017	12/31/2017	19,008	77,530	9,754

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Senior Payroll Clerk					
	1/1/2015	12/31/2015	18,270	62,281	7,335
	1/1/2016	12/31/2016	18,635	63,527	7,482
	1/1/2017	12/31/2017	19,008	64,797	7,632

Senior Police Records Clerk					
	1/1/2015	12/31/2015	18,270	51,378	5,518
	1/1/2016	12/31/2016	18,635	52,405	5,628
	1/1/2017	12/31/2017	19,008	53,454	5,741
Senior Public Health Nurse					
	1/1/2015	12/31/2015	34,779	69,940	5,860
	1/1/2016	12/31/2016	35,475	71,339	5,977
	1/1/2017	12/31/2017	36,184	72,766	6,097
Senior Public Works Repairer					
	1/1/2015	12/31/2015	18,270	65,721	7,908
	1/1/2016	12/31/2016	18,635	67,035	8,067
	1/1/2017	12/31/2017	19,008	68,376	8,228

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>

Senior Public Works Repairer/Parking Meter Collector					
	1/1/2015	12/31/2015	18,270	67,750	8,247
	1/1/2016	12/31/2016	18,635	69,105	8,412
	1/1/2017	12/31/2017	19,008	70,487	8,580
Senior Pumping Station Operator					
	1/1/2015	12/31/2015	18,270	67,048	8,130
	1/1/2016	12/31/2016	18,635	68,389	8,292
	1/1/2017	12/31/2017	19,008	69,757	8,458
Senior Pumping Station Repairer/Mechanic					
	1/1/2015	12/31/2015	20,300	58,827	6,421
	1/1/2016	12/31/2016	20,706	60,003	6,550
	1/1/2017	12/31/2017	21,120	61,204	6,681
Senior REHS Public Health					
	1/1/2015	12/31/2015	20,300	83,223	10,487
	1/1/2016	12/31/2016	20,706	84,887	10,697
	1/1/2017	12/31/2017	21,120	86,585	10,911

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APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Senior Sanitary Inspector					
	1/1/2015	12/31/2015	20,300	77,943	9,607
	1/1/2016	12/31/2016	20,706	79,502	9,799
	1/1/2017	12/31/2017	21,120	81,092	9,995
Sewer Repairer 1					
	1/1/2015	12/31/2015	16,240	63,185	7,824
	1/1/2016	12/31/2016	16,565	64,449	7,981
	1/1/2017	12/31/2017	16,896	65,738	8,140
Sewer Repairer 1/Communications Manager					
	1/1/2015	12/31/2015	24,360	71,305	7,824
	1/1/2016	12/31/2016	24,847	72,731	7,981
	1/1/2017	12/31/2017	25,344	74,185	8,140

Supervising Electrician					
	1/1/2015	12/31/2015	20,300	70,893	8,432
	1/1/2016	12/31/2016	20,706	72,311	8,601
	1/1/2017	12/31/2017	21,120	73,757	8,773

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Senior Assessing Clerk					
	1/1/2015	12/31/2015	18,270	51,041	5,462
	1/1/2016	12/31/2016	18,635	52,062	5,571
	1/1/2017	12/31/2017	19,008	53,103	5,682
Tax Searcher					
	1/1/2015	12/31/2015	25,375	65,484	6,685
	1/1/2016	12/31/2016	25,883	66,794	6,819
	1/1/2017	12/31/2017	26,400	68,130	6,955

Technical Assistant to the Construction Official					
	1/1/2015	12/31/2015	18,270	57,971	6,617
	1/1/2016	12/31/2016	18,635	59,130	6,749
	1/1/2017	12/31/2017	19,008	60,313	6,884
Truck Driver					
	1/1/2015	12/31/2015	18,270	59,013	6,790
	1/1/2016	12/31/2016	18,635	60,193	6,926
	1/1/2017	12/31/2017	19,008	61,397	7,065

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Violations Clerk					
	1/1/2015	12/31/2015	30,450	59,529	4,847
	1/1/2016	12/31/2016	31,059	60,720	4,943
	1/1/2017	12/31/2017	31,680	61,934	5,042

Zoning Officer					
	1/1/2015	12/31/2015	18,270	70,867	8,766
	1/1/2016	12/31/2016	18,635	72,285	8,942
	1/1/2017	12/31/2017	19,008	73,731	9,120

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES						
<u>TITLE</u>	<u>%</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Assistant Comptroller						
	1.50%	1/1/2015	12/31/2015	20,300	87,619	11,219.85
	2.00%	1/1/2016	12/31/2016	20,706	90,136	11,571.74
	2.00%	1/1/2017	12/31/2017	21,120	91,939	11,803.18
Assistant Township Attorney						
	0.00%	1/1/2015	12/31/2015	31,500	31,500	-
	0.00%	1/1/2016	12/31/2016	31,500	31,500	-
	0.00%	1/1/2017	12/31/2017	31,500	31,500	-

Assistant Director of Public Works						
	1.50%	1/1/2015	12/31/2015	20,300	98,574	13,046
	2.00%	1/1/2016	12/31/2016	20,706	100,545	13,307
	2.00%	1/1/2017	12/31/2017	21,120	102,556	13,573
Assistant Director of Public Works/Recycling Center Manager/Clean Communities Coordinator						
	1.50%	1/1/2015	12/31/2015	25,375	105,679	13,384
	2.00%	1/1/2016	12/31/2016	25,883	107,792	13,652
	2.00%	1/1/2017	12/31/2017	26,400	109,948	13,925

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES						
<u>TITLE</u>	<u>%</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Business Administrator						
	1.50%	1/1/2015	12/31/2015	30,450	158,293	21,307
	2.00%	1/1/2016	12/31/2016	31,059	161,459	21,733
	2.00%	1/1/2017	12/31/2017	31,680	164,688	22,168

Chief Financial Officer						
	1.50%	1/1/2015	12/31/2015	60,900	150,070	14,862
	2.00%	1/1/2016	12/31/2016	62,118	160,721	16,434
	2.00%	1/1/2017	12/31/2017	63,360	163,936	16,763
Chief Judge of the Municipal Court						
	0.00%	1/1/2015	12/31/2015	20,000	38,500	3,083
	0.00%	1/1/2016	12/31/2016	20,000	38,500	3,083
	0.00%	1/1/2017	12/31/2017	20,000	38,500	3,083
Communications Manager						
	1.50%	1/1/2015	12/31/2015	76,125	91,350	2,538
	2.00%	1/1/2016	12/31/2016	77,648	93,177	2,588
	2.00%	1/1/2017	12/31/2017	79,200	95,041	2,640

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES						
<u>TITLE</u>	<u>%</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>

Construction Official						
	1.50%	1/1/2015	12/31/2015	22,330	103,853	13,587
	2.00%	1/1/2016	12/31/2016	22,777	105,930	13,859
	2.00%	1/1/2017	12/31/2017	23,232	108,049	14,136
Deputy Municipal Department Head/Information Technology						
	1.50%	1/1/2015	12/31/2015	55,825	98,455	7,105
	2.00%	1/1/2016	12/31/2016	56,942	100,424	7,247
	2.00%	1/1/2017	12/31/2017	58,080	102,433	7,392
Director of Planning and Development						
	1.50%	1/1/2015	12/31/2015	36,540	118,714	13,696
	2.00%	1/1/2016	12/31/2016	37,271	121,088	13,970
	2.00%	1/1/2017	12/31/2017	38,016	123,510	14,249
Director of Public Works						
	1.50%	1/1/2015	12/31/2015	40,600	151,552	18,492
	2.00%	1/1/2016	12/31/2016	41,412	154,583	18,862

	2.00%	1/1/2017	12/31/2017	42,240	157,674	19,239

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES						
TITLE	%	FROM	TO	MINIMUM	MAXIMUM	INCREMENT
Director of Recreation						
	1.50%	1/1/2015	12/31/2015	34,510	121,822	14,552
	2.00%	1/1/2016	12/31/2016	35,200	124,258	14,843
	2.00%	1/1/2017	12/31/2017	35,904	126,744	15,140
Fire Chief						
	0.00%	1/1/2015	12/31/2015	66,923	148,371	40,724
	2.00%	1/1/2016	12/31/2016	68,261	151,339	41,539
	2.00%	1/1/2017	12/31/2017	69,627	154,366	42,369
Fire Director						
	1.50%	1/1/2015	12/31/2015	40,600	153,088	18,748
	2.00%	1/1/2016	12/31/2016	41,412	156,150	19,123

	2.00%	1/1/2017	12/31/2017	42,240	159,273	19,505
Health Officer						
	1.50%	1/1/2015	12/31/2015	38,570	116,161	12,932
	2.00%	1/1/2016	12/31/2016	39,341	118,484	13,190
	2.00%	1/1/2017	12/31/2017	40,128	120,854	13,454

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES						
<u>TITLE</u>	<u>%</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Health Officer/Right to Know Coordinator						
	1.50%	1/1/2015	12/31/2015	43,493	121,083	12,932
	2.00%	1/1/2016	12/31/2016	44,363	123,505	13,190
	2.00%	1/1/2017	12/31/2017	45,250	125,975	13,454
Judge of the Municipal Court						
	0.00%	1/1/2015	12/31/2015	20,000	34,000	2,333
	0.00%	1/1/2016	12/31/2016	20,000	34,000	2,333

	0.00%	1/1/2017	12/31/2017	20,000	34,000	2,333
Municipal Clerk						
	1.50%	1/1/2015	12/31/2015	68,513	123,243	9,122
	2.00%	1/1/2016	12/31/2016	69,883	125,708	9,304
	2.00%	1/1/2017	12/31/2017	71,280	128,222	9,490
Municipal Court Administrator						
	1.50%	1/1/2015	12/31/2015	40,600	104,619	10,670
	2.00%	1/1/2016	12/31/2016	41,412	106,711	10,883
	2.00%	1/1/2017	12/31/2017	42,240	108,845	11,101

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES						
<u>TITLE</u>	<u>%</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Municipal Engineer/Director of Public Works						
	1.50%	1/1/2015	12/31/2015	40,600	151,552	18,492
	2.00%	1/1/2016	12/31/2016	41,412	154,583	18,862

	2.00%	1/1/2017	12/31/2017	42,240	157,674	19,239
Municipal Engineer/Director of Public Works/Assessment Search Officer						
	1.50%	1/1/2015	12/31/2015	43,138	154,089	18,492
	2.00%	1/1/2016	12/31/2016	44,000	157,171	18,862
	2.00%	1/1/2017	12/31/2017	44,880	160,314	19,239
Municipal Department Head						
	1.50%	1/1/2015	12/31/2015	36,540	118,714	13,696
	2.00%	1/1/2016	12/31/2016	37,271	121,088	13,970
	2.00%	1/1/2017	12/31/2017	38,016	123,510	14,249
Optometrist						
	1.50%	1/1/2015	12/31/2015	41,564	81,086	6,587
	2.00%	1/1/2016	12/31/2016	42,396	82,708	6,719
	2.00%	1/1/2017	12/31/2017	43,243	84,362	6,853

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES

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<u>TITLE</u>	<u>%</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Police Chief						
	0.00%	1/1/2015	12/31/2015	84,651	160,571	37,960
	2.00%	1/1/2016	12/31/2016	86,344	163,783	38,719
	2.00%	1/1/2017	12/31/2017	88,071	167,058	39,494
Police Director						
	1.50%	1/1/2015	12/31/2015	56,014	137,890	13,646
	2.00%	1/1/2016	12/31/2016	57,134	140,648	13,919
	2.00%	1/1/2017	12/31/2017	58,277	143,461	14,197
Public Health Physician						
	1.50%	1/1/2015	12/31/2015	41,564	81,086	6,587
	2.00%	1/1/2016	12/31/2016	42,396	82,708	6,719
	2.00%	1/1/2017	12/31/2017	43,243	84,362	6,853
Purchasing Agent						
	1.50%	1/1/2015	12/31/2015	22,330	95,663	12,222

	2.00%	1/1/2016	12/31/2016	22,777	97,576	12,467
	2.00%	1/1/2017	12/31/2017	23,232	99,527	12,716

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES						
TITLE	%	FROM	TO	MINIMUM	MAXIMUM	INCREMENT
Superintendent of Municipal Parks						
	1.50%	1/1/2015	12/31/2015	26,390	93,166	11,129
	2.00%	1/1/2016	12/30/2016	26,918	95,029	11,352
	2.00%	1/1/2017	1/1/2018	27,456	96,930	11,579
Superintendent of Public Works						
	1.50%	1/1/2015	12/31/2015	26,390	93,166	11,129
	2.00%	1/1/2016	12/30/2016	26,918	95,029	11,352
	2.00%	1/1/2017	1/1/2018	27,456	96,930	11,579
Tax Assessor						
	1.50%	1/1/2015	12/31/2015	22,330	107,945	14,269

	2.00%	1/1/2016	12/31/2016	22,777	115,204	15,405
	2.00%	1/1/2017	12/31/2017	23,232	117,508	15,713
Tax Collector						
	1.50%	1/1/2015	12/31/2015	24,360	102,197	12,973
	2.00%	1/1/2016	12/31/2016	24,847	111,891	14,507
	2.00%	1/1/2017	12/31/2017	25,344	114,129	14,797

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES						
<u>TITLE</u>	<u>%</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Township Attorney						
	0.00%	1/1/2015	12/31/2015	42,500	42,500	-
	0.00%	1/1/2016	12/31/2016	42,500	42,500	-
	0.00%	1/1/2017	12/31/2017	42,500	42,500	-
Zoning Officer/Planning Supervisor						
	1.50%	1/1/2015	12/31/2015	18,270	75,942	9,612

	2.00%	1/1/2016	12/31/2016	18,635	82,561	10,654
	2.00%	1/1/2017	12/31/2017	19,008	84,212	10,867

APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Assistant Supervisor					
	1/1/2015	12/31/2015	20,000	70,903	8,484
	1/1/2016	12/31/2016	20,000	70,903	8,484
	1/1/2017	12/31/2017	20,000	70,903	8,484
Assistant Supervisor Public Works					
	1/1/2015	12/31/2015	20,000	74,903	9,151
	1/1/2016	12/31/2016	20,000	74,903	9,151
	1/1/2017	12/31/2017	20,000	74,903	9,151
Assistant Supervisor of Public Works/Certified Pool Operator					
	1/1/2015	12/31/2015	25,000	79,903	9,151
	1/1/2016	12/31/2016	25,000	79,903	9,151
	1/1/2017	12/31/2017	25,000	79,903	9,151

APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Assistant Supervisor of Public Works/Parking Meter Collector					
	1/1/2015	12/31/2015	22,000	74,903	8,817
	1/1/2016	12/31/2016	22,000	74,903	8,817
	1/1/2017	12/31/2017	22,000	74,903	8,817
Supervisor of the Department of Public Works					
	1/1/2015	12/31/2015	20,000	78,612	9,769
	1/1/2016	12/31/2016	20,000	78,612	9,769
	1/1/2017	12/31/2017	20,000	78,612	9,769
Supervisor of the Department of Public Works/Certified Pool Operator					
	1/1/2015	12/31/2015	25,000	83,612	9,769
	1/1/2016	12/31/2016	25,000	83,612	9,769
	1/1/2017	12/31/2017	25,000	83,612	9,769
APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS					

<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Supervising Mechanic					
	1/1/2015	12/31/2015	20,000	78,612	9,769
	1/1/2016	12/31/2016	20,000	78,612	9,769
	1/1/2017	12/31/2017	20,000	78,612	9,769
Sewer Repairer Supervisor					
	1/1/2015	12/31/2015	20,000	78,612	9,769
	1/1/2016	12/31/2016	20,000	78,612	9,769
	1/1/2017	12/31/2017	20,000	78,612	9,769
Tree Maintenance Supervisor					
	1/1/2015	12/31/2015	20,000	78,612	9,769
	1/1/2016	12/31/2016	20,000	78,612	9,769
	1/1/2017	12/31/2017	20,000	78,612	9,769

APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>

Communications Operator					
	1/1/2015	12/31/2015	20,300	46,104	4,301
	1/1/2016	12/31/2016	20,706	47,026	4,387
	1/1/2017	12/31/2017	21,120	47,967	4,474
Communications Operator - Bilingual					
	1/1/2015	12/31/2015	18,270	52,689	5,737
	1/1/2016	12/31/2016	18,635	53,743	5,851
	1/1/2017	12/31/2017	19,008	54,818	5,968
Communications Operator Hired after 1/31/2014					
	1/1/2015	12/31/2015	20,300	46,104	3,226
	1/1/2016	12/31/2016	20,706	47,026	3,290
	1/1/2017	12/31/2017	21,120	47,967	3,356

Communications Operator - Bilingual Hired after 1/31/2014					
	1/1/2015	12/31/2015	18,270	52,689	4,302
	1/1/2016	12/31/2016	18,635	53,743	4,388
	1/1/2017	12/31/2017	19,008	54,818	4,476

APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Public Safety Telecommunications Operator					
	1/1/2015	12/31/2015	20,300	46,104	4,301
	1/1/2016	12/31/2016	20,706	47,026	4,387
	1/1/2017	12/31/2017	21,120	47,967	4,474
Public Safety Telecommunications Operator - Trainee					
	1/1/2015	12/31/2015	20,300	46,104	4,301

	1/1/2016	12/31/2016	20,706	47,026	4,387
	1/1/2017	12/31/2017	21,120	47,967	4,474
Public Safety Telecommunications Operator Hired after 1/31/2014					
	1/1/2015	12/31/2015	20,300	46,104	3,226
	1/1/2016	12/31/2016	20,706	47,026	3,290
	1/1/2017	12/31/2017	21,120	47,967	3,356
Public Safety Telecommunications Operator - Trainee Hired after 1/31/2014					
	1/1/2015	12/31/2015	20,300	46,104	3,226
	1/1/2016	12/31/2016	20,706	47,026	3,290
	1/1/2017	12/31/2017	21,120	47,967	3,356

APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>

Senior Communications Operator					
	1/1/2015	12/31/2015	20,300	65,642	7,557
	1/1/2016	12/31/2016	20,706	66,955	7,708
	1/1/2017	12/31/2017	21,120	68,294	7,862
Senior Communications Operator Hired after 1/31/2014					
	1/1/2015	12/31/2015	20,300	65,642	5,668
	1/1/2016	12/31/2016	20,706	66,955	5,781
	1/1/2017	12/31/2017	21,120	68,294	5,897

APPENDIX 5 - SALARY RANGES - NON UNIFORM TITLES-HOURLY				
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Engineering Aide Hourly				
	1/1/2015	12/31/2015	4.00	10.00
	1/1/2016	12/31/2016	4.00	10.00
	1/1/2017	12/31/2017	4.00	10.00
Life Guard Hourly				
	1/1/2015	12/31/2015	7.50	13.00
	1/1/2016	12/31/2016	7.50	13.00
	1/1/2017	12/31/2017	7.50	13.00
Park Caretaker Hourly				
	1/1/2015	12/31/2015	-	10.55
	1/1/2016	12/31/2016	-	10.55

	1/1/2017	12/31/2017	-	10.55
Recreation Leader Hourly				
	1/1/2015	12/31/2015	4.25	11.00
	1/1/2016	12/31/2016	4.25	11.00
	1/1/2017	12/31/2017	4.25	11.00

Page 44 of 57

<u>APPENDIX 5 - SALARY RANGES - NON UNIFORM TITLES-HOURLY</u>				
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Recreation Program Coordinator Hourly				
	1/1/2015	12/31/2015	12.00	21.00
	1/1/2016	12/31/2016	12.00	21.00
	1/1/2017	12/31/2017	12.00	21.00
Recreation Supervisor Hourly				
	1/1/2015	12/31/2015	12.00	21.00

	1/1/2016	12/31/2016	12.00	21.00
	1/1/2017	12/31/2017	12.00	21.00
School Traffic Guard (No Benefits Guard) Hourly				
	1/1/2015	12/31/2015	12.74	20.87
	1/1/2016	12/31/2016	12.74	20.87
	1/1/2017	12/31/2017	12.74	20.87
School Traffic Guard (Benefit Guard) Hourly				
	1/1/2015	12/31/2015	16.05	16.05
	1/1/2016	12/31/2016	16.05	16.05
	1/1/2017	12/31/2017	16.05	16.05

Page 45 of 57

APPENDIX 6 - SALARY RANGES - STIPENDS					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Accountant					
	1/1/2015	12/31/2015	5,000	5,000	-
	1/1/2016	12/31/2016	5,000	5,000	-
	1/1/2017	12/31/2017	5,000	5,000	-

Page 56 of 70

Assistant Business Administrator					
	1/1/2015	12/31/2015	5,000	5,000	-
	1/1/2016	12/31/2016	5,000	5,000	-
	1/1/2017	12/31/2017	5,000	5,000	-
Assistant Secretary ABC Board					
	1/1/2015	12/31/2015	700	700	-
	1/1/2016	12/31/2016	700	700	-
	1/1/2017	12/31/2017	700	700	-
Assistant Senior Citizen Program Aide					
	1/1/2015	12/31/2015	5,000	5,000	-
	1/1/2016	12/31/2016	5,000	5,000	-
	1/1/2017	12/31/2017	5,000	5,000	-

APPENDIX 6 - SALARY RANGES - STIPENDS					
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT
Assistant Supervising Electrician/License					
	1/1/2015	12/31/2015	3,200	3,200	-
	1/1/2016	12/31/2016	3,200	3,200	-
	1/1/2017	12/31/2017	3,200	3,200	-
CAD System Operator					
	1/1/2015	12/31/2015	5,000	5,000	-
	1/1/2016	12/31/2016	5,000	5,000	-
	1/1/2017	12/31/2017	5,000	5,000	-
Certified Pool Operator					
	1/1/2015	12/31/2015	5,000	5,000	-
	1/1/2016	12/31/2016	5,000	5,000	-
	1/1/2017	12/31/2017	5,000	5,000	-

Clean Communities Coordinator					
	1/1/2015	12/31/2015	2,000	2,000	-
	1/1/2016	12/31/2016	2,000	2,000	-
	1/1/2017	12/31/2017	2,000	2,000	-

APPENDIX 6 - SALARY RANGES - STIPENDS					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
COAH Coordinator					
	1/1/2015	12/31/2015	2,500	2,500	-
	1/1/2016	12/31/2016	2,500	2,500	-
	1/1/2017	12/31/2017	2,500	2,500	-
Commuter Shuttle Grant					
	1/1/2015	12/31/2015	2,000	2,000	-
	1/1/2016	12/31/2016	2,000	2,000	-
	1/1/2017	12/31/2017	2,000	2,000	-
Communications Manager					

	1/1/2015	12/31/2015	8,000	8,000	-
	1/1/2016	12/31/2016	8,000	8,000	-
	1/1/2017	12/31/2017	8,000	8,000	-
Fire Official					
	1/1/2015	12/31/2015	7,500	7,500	-
	1/1/2016	12/31/2016	7,500	7,500	-
	1/1/2017	12/31/2017	7,500	7,500	-

<u>APPENDIX 6 - SALARY RANGES - STIPENDS</u>					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Forester					
	1/1/2015	12/31/2015	10,000	10,000	-
	1/1/2016	12/31/2016	10,000	10,000	-
	1/1/2017	12/31/2017	10,000	10,000	-
Health Officer (Interlocal Contract)					
	1/1/2015	12/31/2015	9,522	9,522	-

	1/1/2016	12/31/2016	9,712	9,712	-
	1/1/2017	12/31/2017	9,712	9,712	-
Municipal Alliance Coordinator					
	1/1/2015	12/31/2015	2,500	2,500	-
	1/1/2016	12/31/2016	2,500	2,500	-
	1/1/2017	12/31/2017	2,500	2,500	-
Municipal Emergency Management Coordinator					
	1/1/2015	12/31/2015	4,500	4,500	-
	1/1/2016	12/31/2016	4,500	4,500	-
	1/1/2017	12/31/2017	4,500	4,500	-

APPENDIX 6 - SALARY RANGES - STIPENDS					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
OPRA Coordinator					
	1/1/2015	12/31/2015	1,000	1,000	-
	1/1/2016	12/31/2016	1,000	1,000	-

	1/1/2017	12/31/2017	1,000	1,000	-
Parking Meter Collector					
	1/1/2015	12/31/2015	2,000	2,000	-
	1/1/2016	12/31/2016	2,000	2,000	-
	1/1/2017	12/31/2017	2,000	2,000	-
Planning Board Attorney					
	1/1/2015	12/31/2015	3,500	3,500	-
	1/1/2016	12/31/2016	3,500	3,500	-
	1/1/2017	12/31/2017	3,500	3,500	-
Pool Manager Annual					
	1/1/2015	12/31/2015	8,500	8,500	-
	1/1/2016	12/31/2016	8,500	8,500	-
	1/1/2017	12/31/2017	8,500	8,500	-

APPENDIX 6 - SALARY RANGES - STIPENDS					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>

Public Advocate					
	1/1/2015	12/31/2015	3,500	3,500	-
	1/1/2016	12/31/2016	3,500	3,500	-
	1/1/2017	12/31/2017	3,500	3,500	-
Public Defender per session					
	1/1/2015	12/31/2015	350.00	350.00	-
	1/1/2016	12/31/2016	350.00	350.00	-
	1/1/2017	12/31/2017	350.00	350.00	-
Public Works Inspector					
	1/1/2015	12/31/2015	10,000	10,000	-
	1/1/2016	12/31/2016	10,000	10,000	-
	1/1/2017	12/31/2017	10,000	10,000	-
Pumping Station Operator					
	1/1/2015	12/31/2015	6,000	6,000	-
	1/1/2016	12/31/2016	6,000	6,000	-
	1/1/2017	12/31/2017	6,000	6,000	-

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APPENDIX 6 - SALARY RANGES - STIPENDS					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Recycling Center Manager					
	1/1/2015	12/31/2015	5,000	5,000	-
	1/1/2016	12/31/2016	5,000	5,000	-
	1/1/2017	12/31/2017	5,000	5,000	-
Rent Leveling Board Attorney					
	1/1/2015	12/31/2015	2,000	2,000	-
	1/1/2016	12/31/2016	2,000	2,000	-
	1/1/2017	12/31/2017	2,000	2,000	-
Right to Know Coordinator					
	1/1/2015	12/31/2015	4,850	4,850	-
	1/1/2016	12/31/2016	4,850	4,850	-
	1/1/2017	12/31/2017	4,850	4,850	-

Secretary, Insurance Fund Commissioner					
	1/1/2015	12/31/2015	2,400	2,400	-
	1/1/2016	12/31/2016	2,400	2,400	-
	1/1/2017	12/31/2017	2,400	2,400	-

<u>APPENDIX 6 - SALARY RANGES - STIPENDS</u>					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Senior Citizen Program Aide					
	1/1/2015	12/31/2015	7,500	7,500	-
	1/1/2016	12/31/2016	7,500	7,500	-
	1/1/2017	12/31/2017	7,500	7,500	-
Tax Collector & Tax Search Officer					
	1/1/2015	12/31/2015	2,500	2,500	-
	1/1/2016	12/31/2016	2,500	2,500	-
	1/1/2017	12/31/2017	2,500	2,500	-
Zoning Board Attorney					

	1/1/2015	12/31/2015	3,500	3,500	-
	1/1/2016	12/31/2016	3,500	3,500	-
	1/1/2017	12/31/2017	3,500	3,500	-

APPENDIX 7 - SALARY RANGES - UNIFORM TITLES - FIRE SUPERIORS					
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT
Fire Deputy Chief					
	1/1/2015	12/31/2015	111,311	125,345	14,034
	1/1/2016	12/31/2016	113,537	127,851	14,315
	1/1/2017	12/31/2017	115,807	130,408	14,601
Fire Deputy Chief with EMT					
	1/1/2015	12/31/2015	114,311	128,345	2,339
	1/1/2016	12/31/2016	116,537	130,851	2,386
	1/1/2017	12/31/2017	118,807	133,408	2,433
Fire Captain					
	1/1/2015	12/31/2015	94,856	103,592	8,736

	1/1/2016	12/31/2016	96,754	105,664	8,911
	1/1/2017	12/31/2017	98,689	107,778	9,089
Fire Captain with EMT					
	1/1/2015	12/31/2015	97,856	106,592	1,456
	1/1/2016	12/31/2016	99,754	108,664	1,485
	1/1/2017	12/31/2017	101,689	110,778	1,515

APPENDIX 8 - SALARY RANGES - UNIFORM TITLES - FIREFIGHTERS					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Firefighter					
	1/1/2015	12/31/2015	41,866	83,694	41,828
	1/1/2016	12/31/2016	42,703	85,368	42,665
	1/1/2017	12/31/2017	43,557	87,075	43,518
Firefighter with EMT					
	1/1/2015	12/31/2015	44,866	86,694	6,971
	1/1/2016	12/31/2016	45,703	88,368	7,111

	1/1/2017	12/31/2017	46,557	90,075	7,253

APPENDIX 9 - SALARY RANGES - UNIFORM TITLES - POLICE SUPERIORS					
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT
Deputy Police Chief					
	1/1/2015	12/31/2015	132,486	142,157	9,672
	1/1/2016	12/31/2016	135,135	145,000	9,865
	1/1/2017	12/31/2017	137,838	147,900	10,062
Police Captain					
	1/1/2015	12/31/2015	117,202	125,743	8,541
	1/1/2016	12/31/2016	119,546	128,258	8,711
	1/1/2017	12/31/2017	121,937	130,823	8,886
Police Lieutenant					
	1/1/2015	12/31/2015	103,716	111,278	7,561
	1/1/2016	12/31/2016	105,791	113,503	7,712
	1/1/2017	12/31/2017	107,907	115,773	7,867

Police Sergeant					
	1/1/2015	12/31/2015	92,608	98,480	5,872
	1/1/2016	12/31/2016	94,460	100,450	5,989
	1/1/2017	12/31/2017	96,349	102,459	6,109

APPENDIX 10 - SALARY RANGES - UNIFORM TITLES - POLICE					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Police Officer					
	1/1/2015	12/31/2015	52,938	87,870	5,822
	1/1/2016	12/31/2016	53,996	89,628	5,939
	1/1/2017	12/31/2017	55,076	91,420	6,057
Police Officer Hired after 2/28/2014					
	1/1/2015	12/31/2015	52,938	87,870	4,367
	1/1/2016	12/31/2016	53,996	89,628	4,454
	1/1/2017	12/31/2017	55,076	91,420	4,543
Police Officer Training Step					
	1/1/2015	12/31/2015	43,065	43,065	0
	1/1/2016	12/31/2016	43,927	43,927	0
	1/1/2017	12/31/2017	44,805	44,805	0