

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.

Ordinance xxxx-19

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. All part time employee hourly rates are determined by dividing the Minimum and Maximum rates by the # of annual hours a full time employee would work for that position using the salaries identified in Section 1 above.

SECTION 4. Part time employees have no annual increment for their hourly rate in Section 1 above.

SECTION 5. This ordinance and the titles and salary ranges herein provided shall become effective on the dates specified and as indicated above in SECTION 1. Where the specified timeframes have expired, the salary range specified in the latest timeframe will remain in effect until a new reange is adopted by Ordinance.

SECTION 6. 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 7. This ordinance shall take effect upon final passage and publication in accordance with the laws of the state of New Jersey.

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ROBERT D. PARISI, MAYOR

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JERRY GUARINO, COUNCIL PRESIDENT

Introduced: May 29, 2019

Adopted:

Approved as to form and legality on the basis of the facts set forth.

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Karen J. Carnevale, Municipal, Clerk

LEGISLATIVE HISTORY

This Ordinance is to reflect:

The adoption of the two Teamsters 2018-2022 Collective Bargaining Agreements.

Add new position      Tenant Relations Assistant      Prepare for a retirement

Error Correction      Technical Assistant to the Construction Official/Construction Department

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Accountant                                               |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10010                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,899 | 36,790 | 45,681 | 54,572 | 63,463 | 72,354  | 6     | 8,891     | 1,820    | 10.44    | 39.75    |
| AU10010                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 28,178 | 37,158 | 46,138 | 55,118 | 64,098 | 73,077  | 6     | 8,980     | 1,820    | 10.55    | 40.15    |
| AU10010                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,601 | 37,715 | 46,830 | 55,944 | 65,059 | 74,174  | 6     | 9,115     | 1,820    | 10.71    | 40.75    |
| AU10010                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,030 | 38,281 | 47,532 | 56,784 | 66,035 | 75,286  | 6     | 9,251     | 1,820    | 10.87    | 41.37    |
| AU10010                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,465 | 38,855 | 48,245 | 57,635 | 67,025 | 76,416  | 6     | 9,390     | 1,820    | 11.03    | 41.99    |
| AU10010                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 29,907 | 39,438 | 48,969 | 58,500 | 68,031 | 77,562  | 6     | 9,531     | 1,820    | 11.20    | 42.62    |
| AU10010                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 30,356 | 40,030 | 49,704 | 59,377 | 69,051 | 78,725  | 6     | 9,674     | 1,820    | 11.36    | 43.26    |
| AU10010                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 30,811 | 40,630 | 50,449 | 60,268 | 70,087 | 79,906  | 6     | 9,819     | 1,820    | 11.53    | 43.90    |
| Administrative Analyst                                   |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10020                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 31,680  | 41,257 | 50,834 | 60,410 | 69,987 | 79,564 | 89,141  | 6     | 9,577     | 1,820    | 17.41    | 48.98    |
| AU10020                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 31,997  | 41,669 | 51,342 | 61,015 | 70,687 | 80,360 | 90,032  | 6     | 9,673     | 1,820    | 17.58    | 49.47    |
| AU10020                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 32,477  | 42,295 | 52,112 | 61,930 | 71,747 | 81,565 | 91,383  | 6     | 9,818     | 1,820    | 17.84    | 50.21    |
| AU10020                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 32,964  | 42,929 | 52,894 | 62,859 | 72,824 | 82,788 | 92,753  | 6     | 9,965     | 1,820    | 18.11    | 50.96    |
| AU10020                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 33,459  | 43,573 | 53,687 | 63,802 | 73,916 | 84,030 | 94,145  | 6     | 10,114    | 1,820    | 18.38    | 51.73    |
| AU10020                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 33,960  | 44,226 | 54,493 | 64,759 | 75,025 | 85,291 | 95,557  | 6     | 10,266    | 1,820    | 18.66    | 52.50    |
| AU10020                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 34,470  | 44,890 | 55,310 | 65,730 | 76,150 | 86,570 | 96,990  | 6     | 10,420    | 1,820    | 18.94    | 53.29    |
| AU10020                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 34,987  | 45,563 | 56,140 | 66,716 | 77,292 | 87,869 | 98,445  | 6     | 10,576    | 1,820    | 19.22    | 54.09    |
| Administrative Clerk                                     |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10030                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 28,129 | 37,249 | 46,369 | 55,490 | 64,610 | 73,731  | 6     | 9,120     | 1,820    | 10.44    | 40.51    |
| AU10030                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 28,410 | 37,621 | 46,833 | 56,045 | 65,256 | 74,468  | 6     | 9,212     | 1,820    | 10.55    | 40.92    |
| AU10030                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,836 | 38,186 | 47,536 | 56,885 | 66,235 | 75,585  | 6     | 9,350     | 1,820    | 10.71    | 41.53    |
| AU10030                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,268 | 38,759 | 48,249 | 57,739 | 67,229 | 76,719  | 6     | 9,490     | 1,820    | 10.87    | 42.15    |
| AU10030                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,708 | 39,340 | 48,972 | 58,605 | 68,237 | 77,869  | 6     | 9,632     | 1,820    | 11.03    | 42.79    |
| AU10030                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 30,153 | 39,930 | 49,707 | 59,484 | 69,261 | 79,037  | 6     | 9,777     | 1,820    | 11.20    | 43.43    |
| AU10030                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 30,605 | 40,529 | 50,452 | 60,376 | 70,300 | 80,223  | 6     | 9,924     | 1,820    | 11.36    | 44.08    |
| AU10030                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 31,065 | 41,137 | 51,209 | 61,282 | 71,354 | 81,426  | 6     | 10,072    | 1,820    | 11.53    | 44.74    |
| Administrative Clerk/HR Coordinator                      |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10040                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 29,002 | 38,996 | 48,990 | 58,984 | 68,977 | 78,971  | 6     | 9,994     | 1,820    | 10.44    | 43.39    |
| AU10040                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 29,292 | 39,386 | 49,480 | 59,573 | 69,667 | 79,761  | 6     | 10,094    | 1,820    | 10.55    | 43.82    |
| AU10040                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 29,731 | 39,977 | 50,222 | 60,467 | 70,712 | 80,957  | 6     | 10,245    | 1,820    | 10.71    | 44.48    |
| AU10040                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 30,177 | 40,576 | 50,975 | 61,374 | 71,773 | 82,172  | 6     | 10,399    | 1,820    | 10.87    | 45.15    |
| AU10040                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 30,630 | 41,185 | 51,740 | 62,295 | 72,850 | 83,404  | 6     | 10,555    | 1,820    | 11.03    | 45.83    |
| AU10040                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 31,089 | 41,803 | 52,516 | 63,229 | 73,942 | 84,655  | 6     | 10,713    | 1,820    | 11.20    | 46.51    |
| AU10040                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 31,556 | 42,430 | 53,304 | 64,178 | 75,051 | 85,925  | 6     | 10,874    | 1,820    | 11.36    | 47.21    |
| AU10040                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 32,029 | 43,066 | 54,103 | 65,140 | 76,177 | 87,214  | 6     | 11,037    | 1,820    | 11.53    | 47.92    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Administrative Secretary                                 |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10050                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 28,129 | 37,249 | 46,369 | 55,490 | 64,610 | 73,731  | 6     | 9,120     | 1,820    | 10.44    | 40.51    |
| AU10050                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 28,410 | 37,621 | 46,833 | 56,045 | 65,256 | 74,468  | 6     | 9,212     | 1,820    | 10.55    | 40.92    |
| AU10050                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,836 | 38,186 | 47,536 | 56,885 | 66,235 | 75,585  | 6     | 9,350     | 1,820    | 10.71    | 41.53    |
| AU10050                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,268 | 38,759 | 48,249 | 57,739 | 67,229 | 76,719  | 6     | 9,490     | 1,820    | 10.87    | 42.15    |
| AU10050                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,708 | 39,340 | 48,972 | 58,605 | 68,237 | 77,869  | 6     | 9,632     | 1,820    | 11.03    | 42.79    |
| AU10050                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 30,153 | 39,930 | 49,707 | 59,484 | 69,261 | 79,037  | 6     | 9,777     | 1,820    | 11.20    | 43.43    |
| AU10050                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 30,605 | 40,529 | 50,452 | 60,376 | 70,300 | 80,223  | 6     | 9,924     | 1,820    | 11.36    | 44.08    |
| AU10050                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 31,065 | 41,137 | 51,209 | 61,282 | 71,354 | 81,426  | 6     | 10,072    | 1,820    | 11.53    | 44.74    |
| Administrative Secretary/Registrar of Vital Statistics   |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10060                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 24,288  | 33,409 | 42,529 | 51,649 | 60,770 | 69,890 | 79,010  | 6     | 9,120     | 1,820    | 13.35    | 43.41    |
| AU10060                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 24,531  | 33,743 | 42,954 | 52,166 | 61,377 | 70,589 | 79,800  | 6     | 9,212     | 1,820    | 13.48    | 43.85    |
| AU10060                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 24,899  | 34,249 | 43,598 | 52,948 | 62,298 | 71,648 | 80,997  | 6     | 9,350     | 1,820    | 13.68    | 44.50    |
| AU10060                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 25,272  | 34,762 | 44,252 | 53,742 | 63,232 | 72,722 | 82,212  | 6     | 9,490     | 1,820    | 13.89    | 45.17    |
| AU10060                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 25,652  | 35,284 | 44,916 | 54,549 | 64,181 | 73,813 | 83,446  | 6     | 9,632     | 1,820    | 14.09    | 45.85    |
| AU10060                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 26,036  | 35,813 | 45,590 | 55,367 | 65,144 | 74,920 | 84,697  | 6     | 9,777     | 1,820    | 14.31    | 46.54    |
| AU10060                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 26,427  | 36,350 | 46,274 | 56,197 | 66,121 | 76,044 | 85,968  | 6     | 9,923     | 1,820    | 14.52    | 47.24    |
| AU10060                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 26,823  | 36,896 | 46,968 | 57,040 | 67,113 | 77,185 | 87,257  | 6     | 10,072    | 1,820    | 14.74    | 47.94    |
| Animal Attendant                                         |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10070                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 25,598  | 30,253 | 34,909 | 39,565 | 44,220 | 48,876 | 53,532  | 6     | 4,656     | 1,820    | 14.06    | 29.41    |
| AU10070                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 25,854  | 30,556 | 35,258 | 39,960 | 44,662 | 49,365 | 54,067  | 6     | 4,702     | 1,820    | 14.21    | 29.71    |
| AU10070                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 26,241  | 31,014 | 35,787 | 40,560 | 45,332 | 50,105 | 54,878  | 6     | 4,773     | 1,820    | 14.42    | 30.15    |
| AU10070                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 26,635  | 31,479 | 36,324 | 41,168 | 46,012 | 50,857 | 55,701  | 6     | 4,844     | 1,820    | 14.63    | 30.60    |
| AU10070                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 27,035  | 31,952 | 36,869 | 41,786 | 46,703 | 51,620 | 56,537  | 6     | 4,917     | 1,820    | 14.85    | 31.06    |
| AU10070                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 27,440  | 32,431 | 37,422 | 42,412 | 47,403 | 52,394 | 57,385  | 6     | 4,991     | 1,820    | 15.08    | 31.53    |
| AU10070                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 27,852  | 32,917 | 37,983 | 43,048 | 48,114 | 53,180 | 58,245  | 6     | 5,066     | 1,820    | 15.30    | 32.00    |
| AU10070                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 28,269  | 33,411 | 38,553 | 43,694 | 48,836 | 53,977 | 59,119  | 6     | 5,142     | 1,820    | 15.53    | 32.48    |
| Animal Control Officer                                   |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10080                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,077 | 35,145 | 43,213 | 51,282 | 59,350 | 67,419  | 6     | 8,068     | 1,820    | 10.44    | 37.04    |
| AU10080                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 27,347 | 35,496 | 43,646 | 51,795 | 59,944 | 68,093  | 6     | 8,149     | 1,820    | 10.55    | 37.41    |
| AU10080                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 27,758 | 36,029 | 44,300 | 52,572 | 60,843 | 69,114  | 6     | 8,271     | 1,820    | 10.71    | 37.97    |
| AU10080                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 28,174 | 36,569 | 44,965 | 53,360 | 61,756 | 70,151  | 6     | 8,395     | 1,820    | 10.87    | 38.54    |
| AU10080                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 28,596 | 37,118 | 45,639 | 54,161 | 62,682 | 71,203  | 6     | 8,521     | 1,820    | 11.03    | 39.12    |
| AU10080                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 29,025 | 37,675 | 46,324 | 54,973 | 63,622 | 72,271  | 6     | 8,649     | 1,820    | 11.20    | 39.71    |
| AU10080                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 29,461 | 38,240 | 47,019 | 55,798 | 64,576 | 73,355  | 6     | 8,779     | 1,820    | 11.36    | 40.31    |
| AU10080                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 29,903 | 38,813 | 47,724 | 56,635 | 65,545 | 74,456  | 6     | 8,911     | 1,820    | 11.53    | 40.91    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Assistant Animal Control Officer                         |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10090                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 31,680  | 36,142 | 40,604 | 45,067 | 49,529 | 53,991 | 58,453  | 6     | 4,462     | 1,820    | 17.41    | 32.12    |
| AU10090                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 31,997  | 36,504 | 41,010 | 45,517 | 50,024 | 54,531 | 59,038  | 6     | 4,507     | 1,820    | 17.58    | 32.44    |
| AU10090                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 32,477  | 37,051 | 41,626 | 46,200 | 50,774 | 55,349 | 59,923  | 6     | 4,574     | 1,820    | 17.84    | 32.92    |
| AU10090                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 32,964  | 37,607 | 42,250 | 46,893 | 51,536 | 56,179 | 60,822  | 6     | 4,643     | 1,820    | 18.11    | 33.42    |
| AU10090                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 33,459  | 38,171 | 42,884 | 47,596 | 52,309 | 57,022 | 61,734  | 6     | 4,713     | 1,820    | 18.38    | 33.92    |
| AU10090                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 33,960  | 38,744 | 43,527 | 48,310 | 53,094 | 57,877 | 62,660  | 6     | 4,783     | 1,820    | 18.66    | 34.43    |
| AU10090                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 34,470  | 39,325 | 44,180 | 49,035 | 53,890 | 58,745 | 63,600  | 6     | 4,855     | 1,820    | 18.94    | 34.95    |
| AU10090                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 34,987  | 39,915 | 44,843 | 49,771 | 54,698 | 59,626 | 64,554  | 6     | 4,928     | 1,820    | 19.22    | 35.47    |
| Assistant Construction Official/Building Sub Code O      |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10100                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 21,120  | 31,388 | 41,656 | 51,924 | 62,192 | 72,460 | 82,728  | 6     | 10,268    | 1,820    | 11.60    | 45.45    |
| AU10100                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 21,331  | 31,702 | 42,072 | 52,443 | 62,814 | 73,184 | 83,555  | 6     | 10,371    | 1,820    | 11.72    | 45.91    |
| AU10100                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 21,651  | 32,177 | 42,704 | 53,230 | 63,756 | 74,282 | 84,808  | 6     | 10,526    | 1,820    | 11.90    | 46.60    |
| AU10100                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 21,976  | 32,660 | 43,344 | 54,028 | 64,712 | 75,396 | 86,080  | 6     | 10,684    | 1,820    | 12.07    | 47.30    |
| AU10100                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 22,306  | 33,150 | 43,994 | 54,839 | 65,683 | 76,527 | 87,371  | 6     | 10,844    | 1,820    | 12.26    | 48.01    |
| AU10100                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 22,640  | 33,647 | 44,654 | 55,661 | 66,668 | 77,675 | 88,682  | 6     | 11,007    | 1,820    | 12.44    | 48.73    |
| AU10100                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 22,980  | 34,152 | 45,324 | 56,496 | 67,668 | 78,840 | 90,012  | 6     | 11,172    | 1,820    | 12.63    | 49.46    |
| AU10100                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 23,325  | 34,664 | 46,004 | 57,344 | 68,683 | 80,023 | 91,362  | 6     | 11,340    | 1,820    | 12.82    | 50.20    |
| Assistant Head Nurse                                     |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10110                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 42,240  | 47,328 | 52,416 | 57,504 | 62,591 | 67,679 | 72,767  | 6     | 5,088     | 1,820    | 23.21    | 39.98    |
| AU10110                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 42,663  | 47,801 | 52,940 | 58,079 | 63,217 | 68,356 | 73,495  | 6     | 5,139     | 1,820    | 23.44    | 40.38    |
| AU10110                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 43,303  | 48,518 | 53,734 | 58,950 | 64,166 | 69,381 | 74,597  | 6     | 5,216     | 1,820    | 23.79    | 40.99    |
| AU10110                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 43,952  | 49,246 | 54,540 | 59,834 | 65,128 | 70,422 | 75,716  | 6     | 5,294     | 1,820    | 24.15    | 41.60    |
| AU10110                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 44,611  | 49,985 | 55,358 | 60,732 | 66,105 | 71,478 | 76,852  | 6     | 5,373     | 1,820    | 24.51    | 42.23    |
| AU10110                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 45,281  | 50,735 | 56,189 | 61,643 | 67,097 | 72,551 | 78,005  | 6     | 5,454     | 1,820    | 24.88    | 42.86    |
| AU10110                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 45,960  | 51,496 | 57,031 | 62,567 | 68,103 | 73,639 | 79,175  | 6     | 5,536     | 1,820    | 25.25    | 43.50    |
| AU10110                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 46,649  | 52,268 | 57,887 | 63,506 | 69,125 | 74,743 | 80,362  | 6     | 5,619     | 1,820    | 25.63    | 44.16    |
| Assistant Health Officer                                 |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10120                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 23,232  | 36,407 | 49,582 | 62,757 | 75,933 | 89,108 | 102,283 | 6     | 13,175    | 1,820    | 12.76    | 56.20    |
| AU10120                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 23,464  | 36,771 | 50,078 | 63,385 | 76,692 | 89,999 | 103,306 | 6     | 13,307    | 1,820    | 12.89    | 56.76    |
| AU10120                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 23,816  | 37,323 | 50,829 | 64,336 | 77,842 | 91,349 | 104,855 | 6     | 13,506    | 1,820    | 13.09    | 57.61    |
| AU10120                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 24,174  | 37,883 | 51,592 | 65,301 | 79,010 | 92,719 | 106,428 | 6     | 13,709    | 1,820    | 13.28    | 58.48    |
| AU10120                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 24,536  | 38,451 | 52,366 | 66,280 | 80,195 | 94,110 | 108,024 | 6     | 13,915    | 1,820    | 13.48    | 59.35    |
| AU10120                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 24,904  | 39,028 | 53,151 | 67,275 | 81,398 | 95,521 | 109,645 | 6     | 14,123    | 1,820    | 13.68    | 60.24    |
| AU10120                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 25,278  | 39,613 | 53,948 | 68,284 | 82,619 | 96,954 | 111,289 | 6     | 14,335    | 1,820    | 13.89    | 61.15    |
| AU10120                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 25,657  | 40,207 | 54,758 | 69,308 | 83,858 | 98,409 | 112,959 | 6     | 14,550    | 1,820    | 14.10    | 62.07    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |         |         |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|---------|---------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4       | 5       | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Assistant Municipal Engineer                             |          |          |            |         |        |        |        |         |         |         |       |           |          |          |          |
| AU10130                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 27,456  | 43,498 | 59,539 | 75,581 | 91,623  | 107,664 | 123,706 | 6     | 16,042    | 1,820    | 15.09    | 67.97    |
| AU10130                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 27,731  | 43,933 | 60,135 | 76,337 | 92,539  | 108,741 | 124,943 | 6     | 16,202    | 1,820    | 15.24    | 68.65    |
| AU10130                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 28,147  | 44,592 | 61,037 | 77,482 | 93,927  | 110,372 | 126,817 | 6     | 16,445    | 1,820    | 15.47    | 69.68    |
| AU10130                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 28,569  | 45,261 | 61,952 | 78,644 | 95,336  | 112,027 | 128,719 | 6     | 16,692    | 1,820    | 15.70    | 70.72    |
| AU10130                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 28,997  | 45,939 | 62,882 | 79,824 | 96,766  | 113,708 | 130,650 | 6     | 16,942    | 1,820    | 15.93    | 71.79    |
| AU10130                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 29,432  | 46,629 | 63,825 | 81,021 | 98,217  | 115,413 | 132,610 | 6     | 17,196    | 1,820    | 16.17    | 72.86    |
| AU10130                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 29,874  | 47,328 | 64,782 | 82,236 | 99,691  | 117,145 | 134,599 | 6     | 17,454    | 1,820    | 16.41    | 73.96    |
| AU10130                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 30,322  | 48,038 | 65,754 | 83,470 | 101,186 | 118,902 | 136,618 | 6     | 17,716    | 1,820    | 16.66    | 75.06    |
| Assistant Municipal Tax Collector                        |          |          |            |         |        |        |        |         |         |         |       |           |          |          |          |
| AU10140                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,959 | 36,909 | 45,860 | 54,810  | 63,761  | 72,711  | 6     | 8,950     | 1,820    | 10.44    | 39.95    |
| AU10140                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 28,238 | 37,278 | 46,318 | 55,358  | 64,398  | 73,438  | 6     | 9,040     | 1,820    | 10.55    | 40.35    |
| AU10140                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,662 | 37,837 | 47,013 | 56,189  | 65,364  | 74,540  | 6     | 9,176     | 1,820    | 10.71    | 40.96    |
| AU10140                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,092 | 38,405 | 47,718 | 57,031  | 66,345  | 75,658  | 6     | 9,313     | 1,820    | 10.87    | 41.57    |
| AU10140                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,528 | 38,981 | 48,434 | 57,887  | 67,340  | 76,793  | 6     | 9,453     | 1,820    | 11.03    | 42.19    |
| AU10140                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 29,971 | 39,566 | 49,160 | 58,755  | 68,350  | 77,945  | 6     | 9,595     | 1,820    | 11.20    | 42.83    |
| AU10140                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 30,421 | 40,159 | 49,898 | 59,636  | 69,375  | 79,114  | 6     | 9,739     | 1,820    | 11.36    | 43.47    |
| AU10140                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 30,877 | 40,762 | 50,646 | 60,531  | 70,416  | 80,300  | 6     | 9,885     | 1,820    | 11.53    | 44.12    |
| Assistant Planner                                        |          |          |            |         |        |        |        |         |         |         |       |           |          |          |          |
| AU10150                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 26,400  | 30,715 | 35,029 | 39,344 | 43,659  | 47,973  | 52,288  | 6     | 4,315     | 1,820    | 14.51    | 28.73    |
| AU10150                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 26,664  | 31,022 | 35,380 | 39,737 | 44,095  | 48,453  | 52,811  | 6     | 4,358     | 1,820    | 14.65    | 29.02    |
| AU10150                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 27,064  | 31,487 | 35,910 | 40,333 | 44,757  | 49,180  | 53,603  | 6     | 4,423     | 1,820    | 14.87    | 29.45    |
| AU10150                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 27,470  | 31,960 | 36,449 | 40,938 | 45,428  | 49,917  | 54,407  | 6     | 4,489     | 1,820    | 15.09    | 29.89    |
| AU10150                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 27,882  | 32,439 | 36,996 | 41,553 | 46,109  | 50,666  | 55,223  | 6     | 4,557     | 1,820    | 15.32    | 30.34    |
| AU10150                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 28,300  | 32,926 | 37,551 | 42,176 | 46,801  | 51,426  | 56,051  | 6     | 4,625     | 1,820    | 15.55    | 30.80    |
| AU10150                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 28,725  | 33,419 | 38,114 | 42,809 | 47,503  | 52,198  | 56,892  | 6     | 4,695     | 1,820    | 15.78    | 31.26    |
| AU10150                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 29,156  | 33,921 | 38,686 | 43,451 | 48,216  | 52,981  | 57,746  | 6     | 4,765     | 1,820    | 16.02    | 31.73    |
| Assistant Purchasing Agent                               |          |          |            |         |        |        |        |         |         |         |       |           |          |          |          |
| AU10160                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 21,120  | 27,633 | 34,145 | 40,658 | 47,171  | 53,683  | 60,196  | 6     | 6,513     | 1,820    | 11.60    | 33.07    |
| AU10160                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 21,331  | 27,909 | 34,487 | 41,065 | 47,642  | 54,220  | 60,798  | 6     | 6,578     | 1,820    | 11.72    | 33.41    |
| AU10160                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 21,651  | 28,328 | 35,004 | 41,681 | 48,357  | 55,033  | 61,710  | 6     | 6,676     | 1,820    | 11.90    | 33.91    |
| AU10160                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 21,976  | 28,753 | 35,529 | 42,306 | 49,082  | 55,859  | 62,636  | 6     | 6,777     | 1,820    | 12.07    | 34.42    |
| AU10160                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 22,306  | 29,184 | 36,062 | 42,940 | 49,819  | 56,697  | 63,575  | 6     | 6,878     | 1,820    | 12.26    | 34.93    |
| AU10160                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 22,640  | 29,622 | 36,603 | 43,585 | 50,566  | 57,547  | 64,529  | 6     | 6,981     | 1,820    | 12.44    | 35.46    |
| AU10160                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 22,980  | 30,066 | 37,152 | 44,238 | 51,324  | 58,411  | 65,497  | 6     | 7,086     | 1,820    | 12.63    | 35.99    |
| AU10160                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 23,325  | 30,517 | 37,709 | 44,902 | 52,094  | 59,287  | 66,479  | 6     | 7,192     | 1,820    | 12.82    | 36.53    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Assistant Violations Clerk                               |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10170                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 16,896  | 22,438 | 27,979 | 33,521 | 39,062 | 44,604 | 50,145  | 6     | 5,542     | 1,820    | 9.28     | 27.55    |
| AU10170                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 17,065  | 22,662 | 28,259 | 33,856 | 39,453 | 45,050 | 50,647  | 6     | 5,597     | 1,820    | 9.38     | 27.83    |
| AU10170                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 17,321  | 23,002 | 28,683 | 34,364 | 40,045 | 45,726 | 51,407  | 6     | 5,681     | 1,820    | 9.52     | 28.25    |
| AU10170                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 17,581  | 23,347 | 29,113 | 34,879 | 40,645 | 46,412 | 52,178  | 6     | 5,766     | 1,820    | 9.66     | 28.67    |
| AU10170                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 17,845  | 23,697 | 29,550 | 35,402 | 41,255 | 47,108 | 52,960  | 6     | 5,853     | 1,820    | 9.80     | 29.10    |
| AU10170                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 18,112  | 24,053 | 29,993 | 35,933 | 41,874 | 47,814 | 53,755  | 6     | 5,940     | 1,820    | 9.95     | 29.54    |
| AU10170                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 18,384  | 24,413 | 30,443 | 36,472 | 42,502 | 48,532 | 54,561  | 6     | 6,030     | 1,820    | 10.10    | 29.98    |
| AU10170                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 18,660  | 24,780 | 30,900 | 37,020 | 43,140 | 49,260 | 55,379  | 6     | 6,120     | 1,820    | 10.25    | 30.43    |
| Building Inspector                                       |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10180                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,219  | 27,778 | 36,336 | 44,895 | 53,454 | 62,012 | 70,571  | 6     | 8,559     | 1,820    | 10.56    | 38.78    |
| AU10180                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,412  | 28,056 | 36,700 | 45,344 | 53,988 | 62,632 | 71,276  | 6     | 8,644     | 1,820    | 10.67    | 39.16    |
| AU10180                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,703  | 28,476 | 37,250 | 46,024 | 54,798 | 63,572 | 72,346  | 6     | 8,774     | 1,820    | 10.83    | 39.75    |
| AU10180                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,998  | 28,904 | 37,809 | 46,715 | 55,620 | 64,525 | 73,431  | 6     | 8,905     | 1,820    | 10.99    | 40.35    |
| AU10180                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,298  | 29,337 | 38,376 | 47,415 | 56,454 | 65,493 | 74,532  | 6     | 9,039     | 1,820    | 11.15    | 40.95    |
| AU10180                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,603  | 29,777 | 38,952 | 48,126 | 57,301 | 66,476 | 75,650  | 6     | 9,175     | 1,820    | 11.32    | 41.57    |
| AU10180                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,912  | 30,224 | 39,536 | 48,848 | 58,161 | 67,473 | 76,785  | 6     | 9,312     | 1,820    | 11.49    | 42.19    |
| AU10180                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 21,225  | 30,677 | 40,129 | 49,581 | 59,033 | 68,485 | 77,937  | 6     | 9,452     | 1,820    | 11.66    | 42.82    |
| Building Sub code Official                               |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10190                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 21,120  | 31,606 | 42,093 | 52,579 | 63,066 | 73,552 | 84,038  | 6     | 10,486    | 1,820    | 11.60    | 46.17    |
| AU10190                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 21,331  | 31,923 | 42,514 | 53,105 | 63,696 | 74,287 | 84,879  | 6     | 10,591    | 1,820    | 11.72    | 46.64    |
| AU10190                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 21,651  | 32,401 | 43,151 | 53,902 | 64,652 | 75,402 | 86,152  | 6     | 10,750    | 1,820    | 11.90    | 47.34    |
| AU10190                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 21,976  | 32,887 | 43,799 | 54,710 | 65,621 | 76,533 | 87,444  | 6     | 10,911    | 1,820    | 12.07    | 48.05    |
| AU10190                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 22,306  | 33,381 | 44,456 | 55,531 | 66,606 | 77,681 | 88,756  | 6     | 11,075    | 1,820    | 12.26    | 48.77    |
| AU10190                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 22,640  | 33,881 | 45,123 | 56,364 | 67,605 | 78,846 | 90,087  | 6     | 11,241    | 1,820    | 12.44    | 49.50    |
| AU10190                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 22,980  | 34,390 | 45,799 | 57,209 | 68,619 | 80,029 | 91,438  | 6     | 11,410    | 1,820    | 12.63    | 50.24    |
| AU10190                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 23,325  | 34,905 | 46,486 | 58,067 | 69,648 | 81,229 | 92,810  | 6     | 11,581    | 1,820    | 12.82    | 50.99    |
| Chief REHS Public Health                                 |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10200                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 21,120  | 32,101 | 43,083 | 54,064 | 65,045 | 76,027 | 87,008  | 6     | 10,981    | 1,820    | 11.60    | 47.81    |
| AU10200                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 21,331  | 32,422 | 43,514 | 54,605 | 65,696 | 76,787 | 87,878  | 6     | 11,091    | 1,820    | 11.72    | 48.28    |
| AU10200                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 21,651  | 32,909 | 44,166 | 55,424 | 66,681 | 77,939 | 89,196  | 6     | 11,257    | 1,820    | 11.90    | 49.01    |
| AU10200                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 21,976  | 33,402 | 44,829 | 56,255 | 67,681 | 79,108 | 90,534  | 6     | 11,426    | 1,820    | 12.07    | 49.74    |
| AU10200                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 22,306  | 33,903 | 45,501 | 57,099 | 68,697 | 80,294 | 91,892  | 6     | 11,598    | 1,820    | 12.26    | 50.49    |
| AU10200                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 22,640  | 34,412 | 46,184 | 57,955 | 69,727 | 81,499 | 93,271  | 6     | 11,772    | 1,820    | 12.44    | 51.25    |
| AU10200                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 22,980  | 34,928 | 46,876 | 58,825 | 70,773 | 82,721 | 94,670  | 6     | 11,948    | 1,820    | 12.63    | 52.02    |
| AU10200                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 23,325  | 35,452 | 47,580 | 59,707 | 71,835 | 83,962 | 96,090  | 6     | 12,128    | 1,820    | 12.82    | 52.80    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Chief REHS Public Health/Information Technology          |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10210                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 52,800  | 60,104 | 67,408 | 74,712 | 82,016 | 89,321 | 96,625  | 6     | 7,304     | 1,820    | 29.01    | 53.09    |
| AU10210                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 53,328  | 60,705 | 68,082 | 75,460 | 82,837 | 90,214 | 97,591  | 6     | 7,377     | 1,820    | 29.30    | 53.62    |
| AU10210                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 54,128  | 61,616 | 69,104 | 76,591 | 84,079 | 91,567 | 99,055  | 6     | 7,488     | 1,820    | 29.74    | 54.43    |
| AU10210                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 54,940  | 62,540 | 70,140 | 77,740 | 85,340 | 92,940 | 100,540 | 6     | 7,600     | 1,820    | 30.19    | 55.24    |
| AU10210                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 55,764  | 63,478 | 71,192 | 78,906 | 86,620 | 94,335 | 102,049 | 6     | 7,714     | 1,820    | 30.64    | 56.07    |
| AU10210                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 56,601  | 64,430 | 72,260 | 80,090 | 87,920 | 95,750 | 103,579 | 6     | 7,830     | 1,820    | 31.10    | 56.91    |
| AU10210                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 57,450  | 65,397 | 73,344 | 81,291 | 89,239 | 97,186 | 105,133 | 6     | 7,947     | 1,820    | 31.57    | 57.77    |
| AU10210                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 58,311  | 66,378 | 74,444 | 82,511 | 90,577 | 98,644 | 106,710 | 6     | 8,066     | 1,820    | 32.04    | 58.63    |
| Code Enforcement Officer                                 |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10344                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,195 | 35,382 | 43,569 | 51,756 | 59,943 | 68,130  | 6     | 8,187     | 1,820    | 10.44    | 37.43    |
| AU10344                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 23,238  | 31,507 | 39,776 | 48,045 | 56,313 | 64,582 | 72,851  | 6     | 8,269     | 1,820    | 12.77    | 40.03    |
| AU10344                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 23,587  | 31,980 | 40,372 | 48,765 | 57,158 | 65,551 | 73,944  | 6     | 8,393     | 1,820    | 12.96    | 40.63    |
| AU10344                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 23,941  | 32,459 | 40,978 | 49,497 | 58,015 | 66,534 | 75,053  | 6     | 8,519     | 1,820    | 13.15    | 41.24    |
| AU10344                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 24,300  | 32,946 | 41,593 | 50,239 | 58,886 | 67,532 | 76,179  | 6     | 8,646     | 1,820    | 13.35    | 41.86    |
| AU10344                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 24,664  | 33,440 | 42,217 | 50,993 | 59,769 | 68,545 | 77,321  | 6     | 8,776     | 1,820    | 13.55    | 42.48    |
| AU10344                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 25,034  | 33,942 | 42,850 | 51,758 | 60,665 | 69,573 | 78,481  | 6     | 8,908     | 1,820    | 13.76    | 43.12    |
| AU10344                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 25,410  | 34,451 | 43,493 | 52,534 | 61,575 | 70,617 | 79,658  | 6     | 9,041     | 1,820    | 13.96    | 43.77    |
| Code Enforcement Officer Trainee                         |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10345                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 21,000  | 26,500 | 32,000 | 37,500 | 43,000 | 48,500 | 54,000  | 6     | 5,500     | 1,820    | 11.54    | 29.67    |
| AU10345                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 25,250  | 30,805 | 36,360 | 41,915 | 47,470 | 53,025 | 58,580  | 6     | 5,555     | 1,820    | 13.87    | 32.19    |
| AU10345                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 25,629  | 31,267 | 36,905 | 42,544 | 48,182 | 53,820 | 59,459  | 6     | 5,638     | 1,820    | 14.08    | 32.67    |
| AU10345                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 26,013  | 31,736 | 37,459 | 43,182 | 48,905 | 54,628 | 60,351  | 6     | 5,723     | 1,820    | 14.29    | 33.16    |
| AU10345                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 26,403  | 32,212 | 38,021 | 43,830 | 49,638 | 55,447 | 61,256  | 6     | 5,809     | 1,820    | 14.51    | 33.66    |
| AU10345                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 26,799  | 32,695 | 38,591 | 44,487 | 50,383 | 56,279 | 62,175  | 6     | 5,896     | 1,820    | 14.72    | 34.16    |
| AU10345                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 27,201  | 33,186 | 39,170 | 45,154 | 51,139 | 57,123 | 63,107  | 6     | 5,984     | 1,820    | 14.95    | 34.67    |
| AU10345                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 27,609  | 33,684 | 39,758 | 45,832 | 51,906 | 57,980 | 64,054  | 6     | 6,074     | 1,820    | 15.17    | 35.19    |
| Data Processing Coordinator                              |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10230                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 28,634 | 38,260 | 47,885 | 57,511 | 67,137 | 76,763  | 6     | 9,626     | 1,820    | 10.44    | 42.18    |
| AU10230                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 28,920 | 38,642 | 48,364 | 58,086 | 67,808 | 77,531  | 6     | 9,722     | 1,820    | 10.55    | 42.60    |
| AU10230                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 29,354 | 39,222 | 49,090 | 58,958 | 68,826 | 78,693  | 6     | 9,868     | 1,820    | 10.71    | 43.24    |
| AU10230                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,794 | 39,810 | 49,826 | 59,842 | 69,858 | 79,874  | 6     | 10,016    | 1,820    | 10.87    | 43.89    |
| AU10230                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 30,241 | 40,407 | 50,574 | 60,740 | 70,906 | 81,072  | 6     | 10,166    | 1,820    | 11.03    | 44.55    |
| AU10230                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 30,695 | 41,014 | 51,332 | 61,651 | 71,969 | 82,288  | 6     | 10,319    | 1,820    | 11.20    | 45.21    |
| AU10230                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 31,155 | 41,629 | 52,102 | 62,576 | 73,049 | 83,522  | 6     | 10,473    | 1,820    | 11.36    | 45.89    |
| AU10230                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 31,623 | 42,253 | 52,884 | 63,514 | 74,145 | 84,775  | 6     | 10,631    | 1,820    | 11.53    | 46.58    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Data Processing Technician                               |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10240                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 26,400  | 31,155 | 35,910 | 40,665 | 45,419 | 50,174 | 54,929  | 6     | 4,755     | 1,820    | 14.51    | 30.18    |
| AU10240                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 26,664  | 31,467 | 36,269 | 41,071 | 45,874 | 50,676 | 55,478  | 6     | 4,802     | 1,820    | 14.65    | 30.48    |
| AU10240                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 27,064  | 31,939 | 36,813 | 41,687 | 46,562 | 51,436 | 56,311  | 6     | 4,874     | 1,820    | 14.87    | 30.94    |
| AU10240                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 27,470  | 32,418 | 37,365 | 42,313 | 47,260 | 52,208 | 57,155  | 6     | 4,948     | 1,820    | 15.09    | 31.40    |
| AU10240                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 27,882  | 32,904 | 37,926 | 42,947 | 47,969 | 52,991 | 58,012  | 6     | 5,022     | 1,820    | 15.32    | 31.87    |
| AU10240                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 28,300  | 33,397 | 38,494 | 43,592 | 48,689 | 53,786 | 58,883  | 6     | 5,097     | 1,820    | 15.55    | 32.35    |
| AU10240                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 28,725  | 33,898 | 39,072 | 44,245 | 49,419 | 54,592 | 59,766  | 6     | 5,174     | 1,820    | 15.78    | 32.84    |
| AU10240                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 29,156  | 34,407 | 39,658 | 44,909 | 50,160 | 55,411 | 60,662  | 6     | 5,251     | 1,820    | 16.02    | 33.33    |
| Deputy Municipal Clerk                                   |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10250                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 21,120  | 30,055 | 38,990 | 47,925 | 56,860 | 65,795 | 74,730  | 6     | 8,935     | 1,820    | 11.60    | 41.06    |
| AU10250                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 21,331  | 30,356 | 39,380 | 48,404 | 57,429 | 66,453 | 75,478  | 6     | 9,024     | 1,820    | 11.72    | 41.47    |
| AU10250                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 21,651  | 30,811 | 39,971 | 49,131 | 58,290 | 67,450 | 76,610  | 6     | 9,160     | 1,820    | 11.90    | 42.09    |
| AU10250                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 21,976  | 31,273 | 40,570 | 49,868 | 59,165 | 68,462 | 77,759  | 6     | 9,297     | 1,820    | 12.07    | 42.72    |
| AU10250                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 22,306  | 31,742 | 41,179 | 50,616 | 60,052 | 69,489 | 78,925  | 6     | 9,437     | 1,820    | 12.26    | 43.37    |
| AU10250                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 22,640  | 32,218 | 41,797 | 51,375 | 60,953 | 70,531 | 80,109  | 6     | 9,578     | 1,820    | 12.44    | 44.02    |
| AU10250                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 22,980  | 32,702 | 42,424 | 52,145 | 61,867 | 71,589 | 81,311  | 6     | 9,722     | 1,820    | 12.63    | 44.68    |
| AU10250                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 23,325  | 33,192 | 43,060 | 52,928 | 62,795 | 72,663 | 82,531  | 6     | 9,868     | 1,820    | 12.82    | 45.35    |
| Deputy Municipal Court Administrator                     |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10260                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 28,673 | 38,338 | 48,004 | 57,669 | 67,334 | 76,999  | 6     | 9,665     | 1,820    | 10.44    | 42.31    |
| AU10260                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 28,960 | 38,722 | 48,484 | 58,245 | 68,007 | 77,769  | 6     | 9,762     | 1,820    | 10.55    | 42.73    |
| AU10260                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 29,394 | 39,303 | 49,211 | 59,119 | 69,027 | 78,936  | 6     | 9,908     | 1,820    | 10.71    | 43.37    |
| AU10260                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,835 | 39,892 | 49,949 | 60,006 | 70,063 | 80,120  | 6     | 10,057    | 1,820    | 10.87    | 44.02    |
| AU10260                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 30,283 | 40,491 | 50,698 | 60,906 | 71,114 | 81,321  | 6     | 10,208    | 1,820    | 11.03    | 44.68    |
| AU10260                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 30,737 | 41,098 | 51,459 | 61,820 | 72,180 | 82,541  | 6     | 10,361    | 1,820    | 11.20    | 45.35    |
| AU10260                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 31,198 | 41,714 | 52,231 | 62,747 | 73,263 | 83,779  | 6     | 10,516    | 1,820    | 11.36    | 46.03    |
| AU10260                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 31,666 | 42,340 | 53,014 | 63,688 | 74,362 | 85,036  | 6     | 10,674    | 1,820    | 11.53    | 46.72    |
| Deputy Registrar/Keyboarding Clerk 3                     |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10490                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 25,592  | 31,093 | 36,594 | 42,094 | 47,595 | 53,096 | 58,597  | 6     | 5,501     | 1,820    | 14.06    | 32.20    |
| AU10490                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 25,848  | 31,404 | 36,960 | 42,515 | 48,071 | 53,627 | 59,182  | 6     | 5,556     | 1,820    | 14.20    | 32.52    |
| AU10490                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 26,236  | 31,875 | 37,514 | 43,153 | 48,792 | 54,431 | 60,070  | 6     | 5,639     | 1,820    | 14.42    | 33.01    |
| AU10490                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 26,629  | 32,353 | 38,077 | 43,800 | 49,524 | 55,248 | 60,971  | 6     | 5,724     | 1,820    | 14.63    | 33.50    |
| AU10490                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 27,029  | 32,838 | 38,648 | 44,457 | 50,267 | 56,076 | 61,886  | 6     | 5,810     | 1,820    | 14.85    | 34.00    |
| AU10490                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 27,434  | 33,331 | 39,227 | 45,124 | 51,021 | 56,917 | 62,814  | 6     | 5,897     | 1,820    | 15.07    | 34.51    |
| AU10490                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 27,846  | 33,831 | 39,816 | 45,801 | 51,786 | 57,771 | 63,756  | 6     | 5,985     | 1,820    | 15.30    | 35.03    |
| AU10490                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 28,263  | 34,338 | 40,413 | 46,488 | 52,563 | 58,638 | 64,713  | 6     | 6,075     | 1,820    | 15.53    | 35.56    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Drafting Technician                                      |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10270                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 16,896  | 22,755 | 28,614 | 34,472 | 40,331 | 46,190 | 52,048  | 6     | 5,859     | 1,820    | 9.28     | 28.60    |
| AU10270                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 17,065  | 22,982 | 28,900 | 34,817 | 40,734 | 46,652 | 52,569  | 6     | 5,917     | 1,820    | 9.38     | 28.88    |
| AU10270                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 17,321  | 23,327 | 29,333 | 35,339 | 41,345 | 47,351 | 53,357  | 6     | 6,006     | 1,820    | 9.52     | 29.32    |
| AU10270                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 17,581  | 23,677 | 29,773 | 35,869 | 41,965 | 48,062 | 54,158  | 6     | 6,096     | 1,820    | 9.66     | 29.76    |
| AU10270                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 17,845  | 24,032 | 30,220 | 36,407 | 42,595 | 48,782 | 54,970  | 6     | 6,188     | 1,820    | 9.80     | 30.20    |
| AU10270                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 18,112  | 24,393 | 30,673 | 36,953 | 43,234 | 49,514 | 55,795  | 6     | 6,280     | 1,820    | 9.95     | 30.66    |
| AU10270                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 18,384  | 24,759 | 31,133 | 37,508 | 43,882 | 50,257 | 56,632  | 6     | 6,375     | 1,820    | 10.10    | 31.12    |
| AU10270                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 18,660  | 25,130 | 31,600 | 38,070 | 44,541 | 51,011 | 57,481  | 6     | 6,470     | 1,820    | 10.25    | 31.58    |
| Drafting Technician/CAD System Operator/Engineering Aide |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10280                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 22,176  | 28,475 | 34,774 | 41,073 | 47,371 | 53,670 | 59,969  | 6     | 6,299     | 1,820    | 12.18    | 32.95    |
| AU10280                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 22,398  | 28,760 | 35,121 | 41,483 | 47,845 | 54,207 | 60,569  | 6     | 6,362     | 1,820    | 12.31    | 33.28    |
| AU10280                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 22,734  | 29,191 | 35,648 | 42,106 | 48,563 | 55,020 | 61,477  | 6     | 6,457     | 1,820    | 12.49    | 33.78    |
| AU10280                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 23,075  | 29,629 | 36,183 | 42,737 | 49,291 | 55,845 | 62,399  | 6     | 6,554     | 1,820    | 12.68    | 34.29    |
| AU10280                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 23,421  | 30,073 | 36,726 | 43,378 | 50,031 | 56,683 | 63,335  | 6     | 6,652     | 1,820    | 12.87    | 34.80    |
| AU10280                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 23,772  | 30,524 | 37,277 | 44,029 | 50,781 | 57,533 | 64,285  | 6     | 6,752     | 1,820    | 13.06    | 35.32    |
| AU10280                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 24,129  | 30,982 | 37,836 | 44,689 | 51,543 | 58,396 | 65,250  | 6     | 6,853     | 1,820    | 13.26    | 35.85    |
| AU10280                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 24,491  | 31,447 | 38,403 | 45,360 | 52,316 | 59,272 | 66,228  | 6     | 6,956     | 1,820    | 13.46    | 36.39    |
| Drafting Technician/CAD System Operator                  |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10290                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 22,176  | 28,035 | 33,894 | 39,752 | 45,611 | 51,470 | 57,328  | 6     | 5,859     | 1,820    | 12.18    | 31.50    |
| AU10290                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 22,398  | 28,315 | 34,233 | 40,150 | 46,067 | 51,984 | 57,902  | 6     | 5,917     | 1,820    | 12.31    | 31.81    |
| AU10290                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 22,734  | 28,740 | 34,746 | 40,752 | 46,758 | 52,764 | 58,770  | 6     | 6,006     | 1,820    | 12.49    | 32.29    |
| AU10290                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 23,075  | 29,171 | 35,267 | 41,363 | 47,460 | 53,556 | 59,652  | 6     | 6,096     | 1,820    | 12.68    | 32.78    |
| AU10290                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 23,421  | 29,609 | 35,796 | 41,984 | 48,171 | 54,359 | 60,547  | 6     | 6,188     | 1,820    | 12.87    | 33.27    |
| AU10290                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 23,772  | 30,053 | 36,333 | 42,614 | 48,894 | 55,174 | 61,455  | 6     | 6,280     | 1,820    | 13.06    | 33.77    |
| AU10290                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 24,129  | 30,504 | 36,878 | 43,253 | 49,627 | 56,002 | 62,377  | 6     | 6,375     | 1,820    | 13.26    | 34.27    |
| AU10290                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 24,491  | 30,961 | 37,431 | 43,902 | 50,372 | 56,842 | 63,312  | 6     | 6,470     | 1,820    | 13.46    | 34.79    |
| Electrical Inspector                                     |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10300                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,219  | 27,280 | 35,341 | 43,402 | 51,463 | 59,524 | 67,584  | 6     | 8,061     | 1,820    | 10.56    | 37.13    |
| AU10300                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,412  | 27,553 | 35,694 | 43,836 | 51,977 | 60,119 | 68,260  | 6     | 8,141     | 1,820    | 10.67    | 37.51    |
| AU10300                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,703  | 27,966 | 36,230 | 44,493 | 52,757 | 61,021 | 69,284  | 6     | 8,264     | 1,820    | 10.83    | 38.07    |
| AU10300                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,998  | 28,386 | 36,773 | 45,161 | 53,548 | 61,936 | 70,323  | 6     | 8,388     | 1,820    | 10.99    | 38.64    |
| AU10300                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,298  | 28,812 | 37,325 | 45,838 | 54,352 | 62,865 | 71,378  | 6     | 8,513     | 1,820    | 11.15    | 39.22    |
| AU10300                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,603  | 29,244 | 37,885 | 46,526 | 55,167 | 63,808 | 72,449  | 6     | 8,641     | 1,820    | 11.32    | 39.81    |
| AU10300                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,912  | 29,682 | 38,453 | 47,224 | 55,994 | 64,765 | 73,536  | 6     | 8,771     | 1,820    | 11.49    | 40.40    |
| AU10300                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 21,225  | 30,128 | 39,030 | 47,932 | 56,834 | 65,736 | 74,639  | 6     | 8,902     | 1,820    | 11.66    | 41.01    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Electrical Sub code Official                             |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10310                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 21,120  | 30,668 | 40,217 | 49,765 | 59,313 | 68,861 | 78,409  | 6     | 9,548     | 1,820    | 11.60    | 43.08    |
| AU10310                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 21,331  | 30,975 | 40,619 | 50,262 | 59,906 | 69,550 | 79,194  | 6     | 9,644     | 1,820    | 11.72    | 43.51    |
| AU10310                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 21,651  | 31,440 | 41,228 | 51,016 | 60,805 | 70,593 | 80,381  | 6     | 9,788     | 1,820    | 11.90    | 44.17    |
| AU10310                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 21,976  | 31,911 | 41,846 | 51,782 | 61,717 | 71,652 | 81,587  | 6     | 9,935     | 1,820    | 12.07    | 44.83    |
| AU10310                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 22,306  | 32,390 | 42,474 | 52,558 | 62,643 | 72,727 | 82,811  | 6     | 10,084    | 1,820    | 12.26    | 45.50    |
| AU10310                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 22,640  | 32,876 | 43,111 | 53,347 | 63,582 | 73,818 | 84,053  | 6     | 10,235    | 1,820    | 12.44    | 46.18    |
| AU10310                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 22,980  | 33,369 | 43,758 | 54,147 | 64,536 | 74,925 | 85,314  | 6     | 10,389    | 1,820    | 12.63    | 46.88    |
| AU10310                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 23,325  | 33,869 | 44,414 | 54,959 | 65,504 | 76,049 | 86,594  | 6     | 10,545    | 1,820    | 12.82    | 47.58    |
| Field Representative/Health Education                    |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10320                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,549 | 36,089 | 44,630 | 53,171 | 61,711 | 70,252  | 6     | 8,541     | 1,820    | 10.44    | 38.60    |
| AU10320                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 27,824 | 36,450 | 45,076 | 53,703 | 62,329 | 70,955  | 6     | 8,626     | 1,820    | 10.55    | 38.99    |
| AU10320                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,242 | 36,997 | 45,753 | 54,508 | 63,264 | 72,019  | 6     | 8,755     | 1,820    | 10.71    | 39.57    |
| AU10320                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 28,665 | 37,552 | 46,439 | 55,326 | 64,212 | 73,099  | 6     | 8,887     | 1,820    | 10.87    | 40.16    |
| AU10320                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,095 | 38,115 | 47,135 | 56,156 | 65,176 | 74,196  | 6     | 9,020     | 1,820    | 11.03    | 40.77    |
| AU10320                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 29,532 | 38,687 | 47,842 | 56,998 | 66,153 | 75,309  | 6     | 9,155     | 1,820    | 11.20    | 41.38    |
| AU10320                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 29,975 | 39,267 | 48,560 | 57,853 | 67,146 | 76,438  | 6     | 9,293     | 1,820    | 11.36    | 42.00    |
| AU10320                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 30,424 | 39,856 | 49,289 | 58,721 | 68,153 | 77,585  | 6     | 9,432     | 1,820    | 11.53    | 42.63    |
| Field Representative/Housing Inspection                  |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10330                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 25,698 | 32,389 | 39,079 | 45,769 | 52,460 | 59,150  | 6     | 6,690     | 1,820    | 10.44    | 32.50    |
| AU10330                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 24,248  | 31,005 | 37,763 | 44,520 | 51,277 | 58,034 | 64,792  | 6     | 6,757     | 1,820    | 13.32    | 35.60    |
| AU10330                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 24,612  | 31,471 | 38,329 | 45,188 | 52,046 | 58,905 | 65,763  | 6     | 6,859     | 1,820    | 13.52    | 36.13    |
| AU10330                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 24,981  | 31,943 | 38,904 | 45,866 | 52,827 | 59,788 | 66,750  | 6     | 6,961     | 1,820    | 13.73    | 36.68    |
| AU10330                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 25,356  | 32,422 | 39,488 | 46,554 | 53,619 | 60,685 | 67,751  | 6     | 7,066     | 1,820    | 13.93    | 37.23    |
| AU10330                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 25,736  | 32,908 | 40,080 | 47,252 | 54,424 | 61,596 | 68,767  | 6     | 7,172     | 1,820    | 14.14    | 37.78    |
| AU10330                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 26,122  | 33,402 | 40,681 | 47,961 | 55,240 | 62,520 | 69,799  | 6     | 7,279     | 1,820    | 14.35    | 38.35    |
| AU10330                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 26,514  | 33,903 | 41,291 | 48,680 | 56,069 | 63,457 | 70,846  | 6     | 7,389     | 1,820    | 14.57    | 38.93    |
| Field Representative/Property Improvement                |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10340                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,195 | 35,382 | 43,569 | 51,756 | 59,943 | 68,130  | 6     | 8,187     | 1,820    | 10.44    | 37.43    |
| AU10340                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 24,248  | 32,517 | 40,786 | 49,055 | 57,323 | 65,592 | 73,861  | 6     | 8,269     | 1,820    | 13.32    | 40.58    |
| AU10340                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 24,612  | 33,005 | 41,398 | 49,790 | 58,183 | 66,576 | 74,969  | 6     | 8,393     | 1,820    | 13.52    | 41.19    |
| AU10340                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 24,981  | 33,500 | 42,018 | 50,537 | 59,056 | 67,575 | 76,093  | 6     | 8,519     | 1,820    | 13.73    | 41.81    |
| AU10340                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 25,356  | 34,002 | 42,649 | 51,295 | 59,942 | 68,588 | 77,235  | 6     | 8,646     | 1,820    | 13.93    | 42.44    |
| AU10340                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 25,736  | 34,512 | 43,288 | 52,065 | 60,841 | 69,617 | 78,393  | 6     | 8,776     | 1,820    | 14.14    | 43.07    |
| AU10340                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 26,122  | 35,030 | 43,938 | 52,846 | 61,753 | 70,661 | 79,569  | 6     | 8,908     | 1,820    | 14.35    | 43.72    |
| AU10340                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 26,514  | 35,555 | 44,597 | 53,638 | 62,680 | 71,721 | 80,763  | 6     | 9,041     | 1,820    | 14.57    | 44.38    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Field Representative/Property Improvement Bilingual      |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10350                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,195 | 35,382 | 43,569 | 51,756 | 59,943 | 68,130  | 6     | 8,187     | 1,820    | 10.44    | 37.43    |
| AU10350                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 24,248  | 32,517 | 40,786 | 49,055 | 57,323 | 65,592 | 73,861  | 6     | 8,269     | 1,820    | 13.32    | 40.58    |
| AU10350                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 24,612  | 33,005 | 41,398 | 49,790 | 58,183 | 66,576 | 74,969  | 6     | 8,393     | 1,820    | 13.52    | 41.19    |
| AU10350                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 24,981  | 33,500 | 42,018 | 50,537 | 59,056 | 67,575 | 76,093  | 6     | 8,519     | 1,820    | 13.73    | 41.81    |
| AU10350                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 25,356  | 34,002 | 42,649 | 51,295 | 59,942 | 68,588 | 77,235  | 6     | 8,646     | 1,820    | 13.93    | 42.44    |
| AU10350                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 25,736  | 34,512 | 43,288 | 52,065 | 60,841 | 69,617 | 78,393  | 6     | 8,776     | 1,820    | 14.14    | 43.07    |
| AU10350                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 26,122  | 35,030 | 43,938 | 52,846 | 61,753 | 70,661 | 79,569  | 6     | 8,908     | 1,820    | 14.35    | 43.72    |
| AU10350                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 26,514  | 35,555 | 44,597 | 53,638 | 62,680 | 71,721 | 80,763  | 6     | 9,041     | 1,820    | 14.57    | 44.38    |
| Fire Prevention Specialist                               |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10360                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,219  | 27,280 | 35,341 | 43,402 | 51,463 | 59,524 | 67,584  | 6     | 8,061     | 1,820    | 10.56    | 37.13    |
| AU10360                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,412  | 27,553 | 35,694 | 43,836 | 51,977 | 60,119 | 68,260  | 6     | 8,141     | 1,820    | 10.67    | 37.51    |
| AU10360                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,703  | 27,966 | 36,230 | 44,493 | 52,757 | 61,021 | 69,284  | 6     | 8,264     | 1,820    | 10.83    | 38.07    |
| AU10360                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,998  | 28,386 | 36,773 | 45,161 | 53,548 | 61,936 | 70,323  | 6     | 8,388     | 1,820    | 10.99    | 38.64    |
| AU10360                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,298  | 28,812 | 37,325 | 45,838 | 54,352 | 62,865 | 71,378  | 6     | 8,513     | 1,820    | 11.15    | 39.22    |
| AU10360                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,603  | 29,244 | 37,885 | 46,526 | 55,167 | 63,808 | 72,449  | 6     | 8,641     | 1,820    | 11.32    | 39.81    |
| AU10360                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,912  | 29,682 | 38,453 | 47,224 | 55,994 | 64,765 | 73,536  | 6     | 8,771     | 1,820    | 11.49    | 40.40    |
| AU10360                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 21,225  | 30,128 | 39,030 | 47,932 | 56,834 | 65,736 | 74,639  | 6     | 8,902     | 1,820    | 11.66    | 41.01    |
| Fire Protection Sub code Official                        |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10370                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,219  | 28,828 | 38,437 | 48,046 | 57,655 | 67,263 | 76,872  | 6     | 9,609     | 1,820    | 10.56    | 42.24    |
| AU10370                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,412  | 29,116 | 38,821 | 48,526 | 58,231 | 67,936 | 77,641  | 6     | 9,705     | 1,820    | 10.67    | 42.66    |
| AU10370                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,703  | 29,553 | 39,404 | 49,254 | 59,105 | 68,955 | 78,806  | 6     | 9,851     | 1,820    | 10.83    | 43.30    |
| AU10370                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,998  | 29,996 | 39,995 | 49,993 | 59,991 | 69,990 | 79,988  | 6     | 9,998     | 1,820    | 10.99    | 43.95    |
| AU10370                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,298  | 30,446 | 40,595 | 50,743 | 60,891 | 71,039 | 81,188  | 6     | 10,148    | 1,820    | 11.15    | 44.61    |
| AU10370                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,603  | 30,903 | 41,204 | 51,504 | 61,804 | 72,105 | 82,405  | 6     | 10,300    | 1,820    | 11.32    | 45.28    |
| AU10370                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,912  | 31,367 | 41,822 | 52,277 | 62,732 | 73,187 | 83,641  | 6     | 10,455    | 1,820    | 11.49    | 45.96    |
| AU10370                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 21,225  | 31,837 | 42,449 | 53,061 | 63,673 | 74,284 | 84,896  | 6     | 10,612    | 1,820    | 11.66    | 46.65    |
| Garage Attendant                                         |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10380                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 18,415  | 23,273 | 28,130 | 32,988 | 37,845 | 42,703 | 47,560  | 6     | 4,858     | 2,080    | 8.85     | 22.87    |
| AU10380                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 18,599  | 23,505 | 28,411 | 33,318 | 38,224 | 43,130 | 48,036  | 6     | 4,906     | 2,080    | 8.94     | 23.09    |
| AU10380                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 18,878  | 23,858 | 28,838 | 33,817 | 38,797 | 43,777 | 48,756  | 6     | 4,980     | 2,080    | 9.08     | 23.44    |
| AU10380                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,161  | 24,216 | 29,270 | 34,325 | 39,379 | 44,433 | 49,488  | 6     | 5,054     | 2,080    | 9.21     | 23.79    |
| AU10380                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 19,449  | 24,579 | 29,709 | 34,839 | 39,970 | 45,100 | 50,230  | 6     | 5,130     | 2,080    | 9.35     | 24.15    |
| AU10380                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 19,741  | 24,948 | 30,155 | 35,362 | 40,569 | 45,776 | 50,984  | 6     | 5,207     | 2,080    | 9.49     | 24.51    |
| AU10380                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,037  | 25,322 | 30,607 | 35,892 | 41,178 | 46,463 | 51,748  | 6     | 5,285     | 2,080    | 9.63     | 24.88    |
| AU10380                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,337  | 25,702 | 31,066 | 36,431 | 41,795 | 47,160 | 52,524  | 6     | 5,365     | 2,080    | 9.78     | 25.25    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Graduate Nurse, Public Health Nurse                      |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10390                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 26,822 | 34,636 | 42,449 | 50,263 | 58,077 | 65,890  | 6     | 7,814     | 1,820    | 10.44    | 36.20    |
| AU10390                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 27,090 | 34,982 | 42,874 | 50,766 | 58,657 | 66,549  | 6     | 7,892     | 1,820    | 10.55    | 36.57    |
| AU10390                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 27,496 | 35,507 | 43,517 | 51,527 | 59,537 | 67,548  | 6     | 8,010     | 1,820    | 10.71    | 37.11    |
| AU10390                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 27,909 | 36,039 | 44,170 | 52,300 | 60,430 | 68,561  | 6     | 8,130     | 1,820    | 10.87    | 37.67    |
| AU10390                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 28,327 | 36,580 | 44,832 | 53,085 | 61,337 | 69,589  | 6     | 8,252     | 1,820    | 11.03    | 38.24    |
| AU10390                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 28,752 | 37,129 | 45,505 | 53,881 | 62,257 | 70,633  | 6     | 8,376     | 1,820    | 11.20    | 38.81    |
| AU10390                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 29,184 | 37,685 | 46,187 | 54,689 | 63,191 | 71,693  | 6     | 8,502     | 1,820    | 11.36    | 39.39    |
| AU10390                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 29,621 | 38,251 | 46,880 | 55,509 | 64,139 | 72,768  | 6     | 8,629     | 1,820    | 11.53    | 39.98    |
| Health Educator                                          |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10410                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,549 | 36,089 | 44,630 | 53,171 | 61,711 | 70,252  | 6     | 8,541     | 1,820    | 10.44    | 38.60    |
| AU10410                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 27,824 | 36,450 | 45,076 | 53,703 | 62,329 | 70,955  | 6     | 8,626     | 1,820    | 10.55    | 38.99    |
| AU10410                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,242 | 36,997 | 45,753 | 54,508 | 63,264 | 72,019  | 6     | 8,755     | 1,820    | 10.71    | 39.57    |
| AU10410                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 28,665 | 37,552 | 46,439 | 55,326 | 64,212 | 73,099  | 6     | 8,887     | 1,820    | 10.87    | 40.16    |
| AU10410                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,095 | 38,115 | 47,135 | 56,156 | 65,176 | 74,196  | 6     | 9,020     | 1,820    | 11.03    | 40.77    |
| AU10410                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 29,532 | 38,687 | 47,842 | 56,998 | 66,153 | 75,309  | 6     | 9,155     | 1,820    | 11.20    | 41.38    |
| AU10410                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 29,975 | 39,267 | 48,560 | 57,853 | 67,146 | 76,438  | 6     | 9,293     | 1,820    | 11.36    | 42.00    |
| AU10410                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 30,424 | 39,856 | 49,289 | 58,721 | 68,153 | 77,585  | 6     | 9,432     | 1,820    | 11.53    | 42.63    |
| Housing Assistance Technician                            |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10420                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 29,461 | 39,914 | 50,366 | 60,819 | 71,272 | 81,724  | 6     | 10,453    | 1,820    | 10.44    | 44.90    |
| AU10420                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 29,755 | 40,313 | 50,870 | 61,427 | 71,984 | 82,542  | 6     | 10,557    | 1,820    | 10.55    | 45.35    |
| AU10420                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 30,202 | 40,917 | 51,633 | 62,349 | 73,064 | 83,780  | 6     | 10,716    | 1,820    | 10.71    | 46.03    |
| AU10420                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 30,655 | 41,531 | 52,407 | 63,284 | 74,160 | 85,037  | 6     | 10,876    | 1,820    | 10.87    | 46.72    |
| AU10420                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 31,115 | 42,154 | 53,194 | 64,233 | 75,273 | 86,312  | 6     | 11,039    | 1,820    | 11.03    | 47.42    |
| AU10420                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 31,581 | 42,786 | 53,992 | 65,197 | 76,402 | 87,607  | 6     | 11,205    | 1,820    | 11.20    | 48.14    |
| AU10420                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 32,055 | 43,428 | 54,801 | 66,175 | 77,548 | 88,921  | 6     | 11,373    | 1,820    | 11.36    | 48.86    |
| AU10420                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 32,536 | 44,080 | 55,623 | 67,167 | 78,711 | 90,255  | 6     | 11,544    | 1,820    | 11.53    | 49.59    |
| Housing Inspector Trainee                                |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10430                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 29,040  | 34,058 | 39,077 | 44,095 | 49,113 | 54,132 | 59,150  | 6     | 5,018     | 1,820    | 15.96    | 32.50    |
| AU10430                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 29,331  | 34,399 | 39,468 | 44,536 | 49,605 | 54,673 | 59,742  | 6     | 5,069     | 1,820    | 16.12    | 32.83    |
| AU10430                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 29,771  | 34,915 | 40,060 | 45,204 | 50,349 | 55,493 | 60,638  | 6     | 5,145     | 1,820    | 16.36    | 33.32    |
| AU10430                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 30,217  | 35,439 | 40,660 | 45,882 | 51,104 | 56,326 | 61,547  | 6     | 5,222     | 1,820    | 16.60    | 33.82    |
| AU10430                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 30,670  | 35,970 | 41,270 | 46,570 | 51,870 | 57,170 | 62,471  | 6     | 5,300     | 1,820    | 16.85    | 34.32    |
| AU10430                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 31,130  | 36,510 | 41,889 | 47,269 | 52,649 | 58,028 | 63,408  | 6     | 5,380     | 1,820    | 17.10    | 34.84    |
| AU10430                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 31,597  | 37,058 | 42,518 | 47,978 | 53,438 | 58,898 | 64,359  | 6     | 5,460     | 1,820    | 17.36    | 35.36    |
| AU10430                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 32,071  | 37,613 | 43,156 | 48,698 | 54,240 | 59,782 | 65,324  | 6     | 5,542     | 1,820    | 17.62    | 35.89    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Keyboarding Clerk 1                                      |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10440                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 16,896  | 21,575 | 26,253 | 30,932 | 35,610 | 40,289 | 44,967  | 6     | 4,678     | 1,820    | 9.28     | 24.71    |
| AU10440                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 17,065  | 21,790 | 26,516 | 31,241 | 35,966 | 40,691 | 45,417  | 6     | 4,725     | 1,820    | 9.38     | 24.95    |
| AU10440                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 17,321  | 22,117 | 26,913 | 31,709 | 36,506 | 41,302 | 46,098  | 6     | 4,796     | 1,820    | 9.52     | 25.33    |
| AU10440                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 17,581  | 22,449 | 27,317 | 32,185 | 37,053 | 41,921 | 46,789  | 6     | 4,868     | 1,820    | 9.66     | 25.71    |
| AU10440                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 17,845  | 22,786 | 27,727 | 32,668 | 37,609 | 42,550 | 47,491  | 6     | 4,941     | 1,820    | 9.80     | 26.09    |
| AU10440                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 18,112  | 23,127 | 28,143 | 33,158 | 38,173 | 43,188 | 48,204  | 6     | 5,015     | 1,820    | 9.95     | 26.49    |
| AU10440                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 18,384  | 23,474 | 28,565 | 33,655 | 38,746 | 43,836 | 48,927  | 6     | 5,090     | 1,820    | 10.10    | 26.88    |
| AU10440                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 18,660  | 23,826 | 28,993 | 34,160 | 39,327 | 44,494 | 49,661  | 6     | 5,167     | 1,820    | 10.25    | 27.29    |
| Keyboarding Clerk 1/Asst. Senior Citizen Program A       |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10450                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 22,176  | 26,854 | 31,533 | 36,211 | 40,889 | 45,568 | 50,246  | 6     | 4,678     | 1,820    | 12.18    | 27.61    |
| AU10450                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 22,398  | 27,123 | 31,848 | 36,573 | 41,298 | 46,023 | 50,748  | 6     | 4,725     | 1,820    | 12.31    | 27.88    |
| AU10450                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 22,734  | 27,530 | 32,326 | 37,122 | 41,918 | 46,714 | 51,510  | 6     | 4,796     | 1,820    | 12.49    | 28.30    |
| AU10450                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 23,075  | 27,943 | 32,811 | 37,679 | 42,546 | 47,414 | 52,282  | 6     | 4,868     | 1,820    | 12.68    | 28.73    |
| AU10450                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 23,421  | 28,362 | 33,303 | 38,244 | 43,185 | 48,125 | 53,066  | 6     | 4,941     | 1,820    | 12.87    | 29.16    |
| AU10450                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 23,772  | 28,787 | 33,802 | 38,817 | 43,832 | 48,847 | 53,862  | 6     | 5,015     | 1,820    | 13.06    | 29.59    |
| AU10450                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 24,129  | 29,219 | 34,309 | 39,400 | 44,490 | 49,580 | 54,670  | 6     | 5,090     | 1,820    | 13.26    | 30.04    |
| AU10450                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 24,491  | 29,657 | 34,824 | 39,991 | 45,157 | 50,324 | 55,490  | 6     | 5,167     | 1,820    | 13.46    | 30.49    |
| Keyboarding Clerk 1/Senior Livability Coordinator        |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10445                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 20,000  | 25,767 | 31,533 | 37,300 | 43,067 | 48,833 | 54,600  | 6     | 5,767     | 1,820    | 10.99    | 30.00    |
| AU10445                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 20,300  | 26,153 | 32,006 | 37,860 | 43,713 | 49,566 | 55,419  | 6     | 5,853     | 1,820    | 11.15    | 30.45    |
| AU10445                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 20,605  | 26,545 | 32,486 | 38,427 | 44,368 | 50,309 | 56,250  | 6     | 5,941     | 1,820    | 11.32    | 30.91    |
| AU10445                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,914  | 26,944 | 32,974 | 39,004 | 45,034 | 51,064 | 57,094  | 6     | 6,030     | 1,820    | 11.49    | 31.37    |
| AU10445                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 21,227  | 27,348 | 33,468 | 39,589 | 45,709 | 51,830 | 57,950  | 6     | 6,121     | 1,820    | 11.66    | 31.84    |
| AU10445                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 21,546  | 27,758 | 33,970 | 40,183 | 46,395 | 52,607 | 58,820  | 6     | 6,212     | 1,820    | 11.84    | 32.32    |
| AU10445                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 21,869  | 28,174 | 34,480 | 40,785 | 47,091 | 53,396 | 59,702  | 6     | 6,306     | 1,820    | 12.02    | 32.80    |
| Keyboarding Clerk 2                                      |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10460                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 17,952  | 22,823 | 27,695 | 32,566 | 37,437 | 42,309 | 47,180  | 6     | 4,871     | 1,820    | 9.86     | 25.92    |
| AU10460                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 18,132  | 23,052 | 27,972 | 32,892 | 37,812 | 42,732 | 47,652  | 6     | 4,920     | 1,820    | 9.96     | 26.18    |
| AU10460                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 18,404  | 23,397 | 28,391 | 33,385 | 38,379 | 43,373 | 48,367  | 6     | 4,994     | 1,820    | 10.11    | 26.58    |
| AU10460                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 18,680  | 23,748 | 28,817 | 33,886 | 38,955 | 44,023 | 49,092  | 6     | 5,069     | 1,820    | 10.26    | 26.97    |
| AU10460                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 18,960  | 24,105 | 29,249 | 34,394 | 39,539 | 44,684 | 49,829  | 6     | 5,145     | 1,820    | 10.42    | 27.38    |
| AU10460                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 19,244  | 24,466 | 29,688 | 34,910 | 40,132 | 45,354 | 50,576  | 6     | 5,222     | 1,820    | 10.57    | 27.79    |
| AU10460                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 19,533  | 24,833 | 30,133 | 35,434 | 40,734 | 46,034 | 51,335  | 6     | 5,300     | 1,820    | 10.73    | 28.21    |
| AU10460                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 19,826  | 25,206 | 30,585 | 35,965 | 41,345 | 46,725 | 52,105  | 6     | 5,380     | 1,820    | 10.89    | 28.63    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10470                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 18,691  | 23,563 | 28,434 | 33,306 | 38,177 | 43,049 | 47,920  | 6     | 4,871     | 1,820    | 10.27    | 26.33    |
| AU10470                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 18,878  | 23,798 | 28,719 | 33,639 | 38,559 | 43,479 | 48,399  | 6     | 4,920     | 1,820    | 10.37    | 26.59    |
| AU10470                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,161  | 24,155 | 29,149 | 34,143 | 39,137 | 44,131 | 49,125  | 6     | 4,994     | 1,820    | 10.53    | 26.99    |
| AU10470                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,449  | 24,518 | 29,587 | 34,655 | 39,724 | 44,793 | 49,862  | 6     | 5,069     | 1,820    | 10.69    | 27.40    |
| AU10470                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 19,741  | 24,885 | 30,030 | 35,175 | 40,320 | 45,465 | 50,610  | 6     | 5,145     | 1,820    | 10.85    | 27.81    |
| AU10470                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,037  | 25,259 | 30,481 | 35,703 | 40,925 | 46,147 | 51,369  | 6     | 5,222     | 1,820    | 11.01    | 28.22    |
| AU10470                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,337  | 25,638 | 30,938 | 36,238 | 41,539 | 46,839 | 52,140  | 6     | 5,300     | 1,820    | 11.17    | 28.65    |
| AU10470                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,642  | 26,022 | 31,402 | 36,782 | 42,162 | 47,542 | 52,922  | 6     | 5,380     | 1,820    | 11.34    | 29.08    |
| Keyboarding Clerk 3                                      |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10480                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 17,952  | 23,453 | 28,953 | 34,454 | 39,955 | 45,456 | 50,956  | 6     | 5,501     | 1,820    | 9.86     | 28.00    |
| AU10480                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 18,132  | 23,687 | 29,243 | 34,799 | 40,354 | 45,910 | 51,466  | 6     | 5,556     | 1,820    | 9.96     | 28.28    |
| AU10480                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 18,404  | 24,043 | 29,682 | 35,321 | 40,960 | 46,599 | 52,238  | 6     | 5,639     | 1,820    | 10.11    | 28.70    |
| AU10480                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 18,680  | 24,403 | 30,127 | 35,851 | 41,574 | 47,298 | 53,021  | 6     | 5,724     | 1,820    | 10.26    | 29.13    |
| AU10480                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 18,960  | 24,769 | 30,579 | 36,388 | 42,198 | 48,007 | 53,817  | 6     | 5,809     | 1,820    | 10.42    | 29.57    |
| AU10480                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 19,244  | 25,141 | 31,037 | 36,934 | 42,831 | 48,727 | 54,624  | 6     | 5,897     | 1,820    | 10.57    | 30.01    |
| AU10480                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 19,533  | 25,518 | 31,503 | 37,488 | 43,473 | 49,458 | 55,443  | 6     | 5,985     | 1,820    | 10.73    | 30.46    |
| AU10480                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 19,826  | 25,901 | 31,976 | 38,050 | 44,125 | 50,200 | 56,275  | 6     | 6,075     | 1,820    | 10.89    | 30.92    |
| Laborer 1                                                |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10500                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 25,775 | 32,542 | 39,310 | 46,077 | 52,844 | 59,611  | 6     | 6,767     | 2,080    | 9.14     | 28.66    |
| AU10500                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 26,033 | 32,868 | 39,703 | 46,537 | 53,372 | 60,207  | 6     | 6,835     | 2,080    | 9.23     | 28.95    |
| AU10500                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 26,424 | 33,361 | 40,298 | 47,236 | 54,173 | 61,110  | 6     | 6,937     | 2,080    | 9.37     | 29.38    |
| AU10500                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 26,820 | 33,861 | 40,903 | 47,944 | 54,985 | 62,027  | 6     | 7,041     | 2,080    | 9.51     | 29.82    |
| AU10500                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 27,222 | 34,369 | 41,516 | 48,663 | 55,810 | 62,957  | 6     | 7,147     | 2,080    | 9.65     | 30.27    |
| AU10500                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 27,630 | 34,885 | 42,139 | 49,393 | 56,647 | 63,902  | 6     | 7,254     | 2,080    | 9.80     | 30.72    |
| AU10500                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 28,045 | 35,408 | 42,771 | 50,134 | 57,497 | 64,860  | 6     | 7,363     | 2,080    | 9.94     | 31.18    |
| AU10500                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 28,466 | 35,939 | 43,413 | 50,886 | 58,360 | 65,833  | 6     | 7,473     | 2,080    | 10.09    | 31.65    |
| Maintenance Worker 1, Grounds                            |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10520                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 10,404  | 12,683 | 14,961 | 17,240 | 19,519 | 21,798 | 24,076  | 6     | 2,279     | 2,080    | 5.00     | 11.58    |
| AU10520                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 10,508  | 12,810 | 15,111 | 17,413 | 19,714 | 22,015 | 24,317  | 6     | 2,301     | 2,080    | 5.05     | 11.69    |
| AU10520                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 10,666  | 13,002 | 15,338 | 17,674 | 20,010 | 22,346 | 24,682  | 6     | 2,336     | 2,080    | 5.13     | 11.87    |
| AU10520                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 10,826  | 13,197 | 15,568 | 17,939 | 20,310 | 22,681 | 25,052  | 6     | 2,371     | 2,080    | 5.20     | 12.04    |
| AU10520                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 10,988  | 13,395 | 15,801 | 18,208 | 20,615 | 23,021 | 25,428  | 6     | 2,407     | 2,080    | 5.28     | 12.22    |
| AU10520                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 11,153  | 13,596 | 16,038 | 18,481 | 20,924 | 23,366 | 25,809  | 6     | 2,443     | 2,080    | 5.36     | 12.41    |
| AU10520                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 11,320  | 13,800 | 16,279 | 18,758 | 21,238 | 23,717 | 26,196  | 6     | 2,479     | 2,080    | 5.44     | 12.59    |
| AU10520                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 11,490  | 14,006 | 16,523 | 19,040 | 21,556 | 24,073 | 26,589  | 6     | 2,517     | 2,080    | 5.52     | 12.78    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Mason                                                    |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10530                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 26,833 | 34,657 | 42,482 | 50,306 | 58,131 | 65,955  | 6     | 7,825     | 2,080    | 9.14     | 31.71    |
| AU10530                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 27,101 | 35,004 | 42,907 | 50,809 | 58,712 | 66,615  | 6     | 7,903     | 2,080    | 9.23     | 32.03    |
| AU10530                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 27,507 | 35,529 | 43,550 | 51,571 | 59,593 | 67,614  | 6     | 8,021     | 2,080    | 9.37     | 32.51    |
| AU10530                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 27,920 | 36,062 | 44,203 | 52,345 | 60,487 | 68,628  | 6     | 8,142     | 2,080    | 9.51     | 32.99    |
| AU10530                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 28,339 | 36,603 | 44,866 | 53,130 | 61,394 | 69,658  | 6     | 8,264     | 2,080    | 9.65     | 33.49    |
| AU10530                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 28,764 | 37,152 | 45,539 | 53,927 | 62,315 | 70,703  | 6     | 8,388     | 2,080    | 9.80     | 33.99    |
| AU10530                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 29,195 | 37,709 | 46,222 | 54,736 | 63,250 | 71,763  | 6     | 8,514     | 2,080    | 9.94     | 34.50    |
| AU10530                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 29,633 | 38,275 | 46,916 | 55,557 | 64,198 | 72,840  | 6     | 8,641     | 2,080    | 10.09    | 35.02    |
| Mechanic                                                 |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10540                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,466 | 35,924 | 44,382 | 52,840 | 61,299 | 69,757  | 6     | 8,458     | 2,080    | 9.14     | 33.54    |
| AU10540                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 27,741 | 36,284 | 44,826 | 53,369 | 61,912 | 70,454  | 6     | 8,543     | 2,080    | 9.23     | 33.87    |
| AU10540                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,157 | 36,828 | 45,499 | 54,169 | 62,840 | 71,511  | 6     | 8,671     | 2,080    | 9.37     | 34.38    |
| AU10540                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 28,579 | 37,380 | 46,181 | 54,982 | 63,783 | 72,584  | 6     | 8,801     | 2,080    | 9.51     | 34.90    |
| AU10540                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,008 | 37,941 | 46,874 | 55,807 | 64,740 | 73,672  | 6     | 8,933     | 2,080    | 9.65     | 35.42    |
| AU10540                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 29,443 | 38,510 | 47,577 | 56,644 | 65,711 | 74,778  | 6     | 9,067     | 2,080    | 9.80     | 35.95    |
| AU10540                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 29,885 | 39,088 | 48,291 | 57,493 | 66,696 | 75,899  | 6     | 9,203     | 2,080    | 9.94     | 36.49    |
| AU10540                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 30,333 | 39,674 | 49,015 | 58,356 | 67,697 | 77,038  | 6     | 9,341     | 2,080    | 10.09    | 37.04    |
| Mechanic's Helper                                        |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10550                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 33,831  | 38,426 | 43,020 | 47,614 | 52,209 | 56,803 | 61,397  | 6     | 4,594     | 2,080    | 16.27    | 29.52    |
| AU10550                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 34,170  | 38,810 | 43,450 | 48,090 | 52,731 | 57,371 | 62,011  | 6     | 4,640     | 2,080    | 16.43    | 29.81    |
| AU10550                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 34,682  | 39,392 | 44,102 | 48,812 | 53,522 | 58,232 | 62,941  | 6     | 4,710     | 2,080    | 16.67    | 30.26    |
| AU10550                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 35,202  | 39,983 | 44,763 | 49,544 | 54,324 | 59,105 | 63,886  | 6     | 4,781     | 2,080    | 16.92    | 30.71    |
| AU10550                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 35,730  | 40,583 | 45,435 | 50,287 | 55,139 | 59,992 | 64,844  | 6     | 4,852     | 2,080    | 17.18    | 31.17    |
| AU10550                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 36,266  | 41,191 | 46,116 | 51,041 | 55,966 | 60,891 | 65,816  | 6     | 4,925     | 2,080    | 17.44    | 31.64    |
| AU10550                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 36,810  | 41,809 | 46,808 | 51,807 | 56,806 | 61,805 | 66,804  | 6     | 4,999     | 2,080    | 17.70    | 32.12    |
| AU10550                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 37,362  | 42,436 | 47,510 | 52,584 | 57,658 | 62,732 | 67,806  | 6     | 5,074     | 2,080    | 17.96    | 32.60    |
| Municipal Director of Welfare                            |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10560                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,543 | 36,078 | 44,613 | 53,148 | 61,683 | 70,218  | 6     | 8,535     | 1,820    | 10.44    | 38.58    |
| AU10560                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 27,819 | 36,439 | 45,059 | 53,680 | 62,300 | 70,920  | 6     | 8,620     | 1,820    | 10.55    | 38.97    |
| AU10560                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,236 | 36,985 | 45,735 | 54,485 | 63,234 | 71,984  | 6     | 8,750     | 1,820    | 10.71    | 39.55    |
| AU10560                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 28,659 | 37,540 | 46,421 | 55,302 | 64,183 | 73,064  | 6     | 8,881     | 1,820    | 10.87    | 40.14    |
| AU10560                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,089 | 38,103 | 47,117 | 56,132 | 65,146 | 74,160  | 6     | 9,014     | 1,820    | 11.03    | 40.75    |
| AU10560                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 29,526 | 38,675 | 47,824 | 56,974 | 66,123 | 75,272  | 6     | 9,149     | 1,820    | 11.20    | 41.36    |
| AU10560                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 29,968 | 39,255 | 48,542 | 57,828 | 67,115 | 76,401  | 6     | 9,287     | 1,820    | 11.36    | 41.98    |
| AU10560                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 30,418 | 39,844 | 49,270 | 58,696 | 68,121 | 77,547  | 6     | 9,426     | 1,820    | 11.53    | 42.61    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|------------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                 | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Municipal Director of Welfare/Senior Citizen Program Aide  |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10570                                                    | 0.00%    | 1/1/2018 | 12/31/2018 | 26,928  | 35,463 | 43,998 | 52,533 | 61,068 | 69,603 | 78,138  | 6     | 8,535     | 1,820    | 14.80    | 42.93    |
| AU10570                                                    | 1.00%    | 1/1/2019 | 12/31/2019 | 27,197  | 35,818 | 44,438 | 53,058 | 61,679 | 70,299 | 78,919  | 6     | 8,620     | 1,820    | 14.94    | 43.36    |
| AU10570                                                    | 1.50%    | 1/1/2020 | 6/30/2020  | 27,605  | 36,355 | 45,105 | 53,854 | 62,604 | 71,354 | 80,103  | 6     | 8,750     | 1,820    | 15.17    | 44.01    |
| AU10570                                                    | 1.50%    | 7/1/2020 | 12/31/2020 | 28,019  | 36,900 | 45,781 | 54,662 | 63,543 | 72,424 | 81,305  | 6     | 8,881     | 1,820    | 15.40    | 44.67    |
| AU10570                                                    | 1.50%    | 1/1/2021 | 6/30/2021  | 28,440  | 37,454 | 46,468 | 55,482 | 64,496 | 73,510 | 82,524  | 6     | 9,014     | 1,820    | 15.63    | 45.34    |
| AU10570                                                    | 1.50%    | 7/1/2021 | 12/31/2021 | 28,866  | 38,016 | 47,165 | 56,314 | 65,464 | 74,613 | 83,762  | 6     | 9,149     | 1,820    | 15.86    | 46.02    |
| AU10570                                                    | 1.50%    | 1/1/2022 | 6/30/2022  | 29,299  | 38,586 | 47,872 | 57,159 | 66,446 | 75,732 | 85,019  | 6     | 9,287     | 1,820    | 16.10    | 46.71    |
| AU10570                                                    | 1.50%    | 7/1/2022 | 12/31/2022 | 29,739  | 39,165 | 48,591 | 58,016 | 67,442 | 76,868 | 86,294  | 6     | 9,426     | 1,820    | 16.34    | 47.41    |
| Omnibus Operator                                           |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10590                                                    | 0.00%    | 1/1/2018 | 12/31/2018 | 16,896  | 21,390 | 25,883 | 30,376 | 34,870 | 39,363 | 43,857  | 6     | 4,493     | 1,820    | 9.28     | 24.10    |
| AU10590                                                    | 1.00%    | 1/1/2019 | 12/31/2019 | 17,065  | 21,603 | 26,142 | 30,680 | 35,218 | 39,757 | 44,295  | 6     | 4,538     | 1,820    | 9.38     | 24.34    |
| AU10590                                                    | 1.50%    | 1/1/2020 | 6/30/2020  | 17,321  | 21,927 | 26,534 | 31,140 | 35,747 | 40,353 | 44,960  | 6     | 4,606     | 1,820    | 9.52     | 24.70    |
| AU10590                                                    | 1.50%    | 7/1/2020 | 12/31/2020 | 17,581  | 22,256 | 26,932 | 31,607 | 36,283 | 40,959 | 45,634  | 6     | 4,676     | 1,820    | 9.66     | 25.07    |
| AU10590                                                    | 1.50%    | 1/1/2021 | 6/30/2021  | 17,845  | 22,590 | 27,336 | 32,082 | 36,827 | 41,573 | 46,319  | 6     | 4,746     | 1,820    | 9.80     | 25.45    |
| AU10590                                                    | 1.50%    | 7/1/2021 | 12/31/2021 | 18,112  | 22,929 | 27,746 | 32,563 | 37,380 | 42,196 | 47,013  | 6     | 4,817     | 1,820    | 9.95     | 25.83    |
| AU10590                                                    | 1.50%    | 1/1/2022 | 6/30/2022  | 18,384  | 23,273 | 28,162 | 33,051 | 37,940 | 42,829 | 47,719  | 6     | 4,889     | 1,820    | 10.10    | 26.22    |
| AU10590                                                    | 1.50%    | 7/1/2022 | 12/31/2022 | 18,660  | 23,622 | 28,585 | 33,547 | 38,509 | 43,472 | 48,434  | 6     | 4,962     | 1,820    | 10.25    | 26.61    |
| Omnibus Operator/Radio Dispatcher/Inspection & Maintenance |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10600                                                    | 0.00%    | 1/1/2018 | 12/31/2018 | 20,064  | 24,558 | 29,051 | 33,545 | 38,038 | 42,532 | 47,025  | 6     | 4,493     | 1,820    | 11.02    | 25.84    |
| AU10600                                                    | 1.00%    | 1/1/2019 | 12/31/2019 | 20,265  | 24,803 | 29,342 | 33,880 | 38,418 | 42,957 | 47,495  | 6     | 4,538     | 1,820    | 11.13    | 26.10    |
| AU10600                                                    | 1.50%    | 1/1/2020 | 6/30/2020  | 20,569  | 25,175 | 29,782 | 34,388 | 38,995 | 43,601 | 48,208  | 6     | 4,606     | 1,820    | 11.30    | 26.49    |
| AU10600                                                    | 1.50%    | 7/1/2020 | 12/31/2020 | 20,877  | 25,553 | 30,228 | 34,904 | 39,580 | 44,255 | 48,931  | 6     | 4,676     | 1,820    | 11.47    | 26.89    |
| AU10600                                                    | 1.50%    | 1/1/2021 | 6/30/2021  | 21,190  | 25,936 | 30,682 | 35,428 | 40,173 | 44,919 | 49,665  | 6     | 4,746     | 1,820    | 11.64    | 27.29    |
| AU10600                                                    | 1.50%    | 7/1/2021 | 12/31/2021 | 21,508  | 26,325 | 31,142 | 35,959 | 40,776 | 45,593 | 50,410  | 6     | 4,817     | 1,820    | 11.82    | 27.70    |
| AU10600                                                    | 1.50%    | 1/1/2022 | 6/30/2022  | 21,831  | 26,720 | 31,609 | 36,498 | 41,388 | 46,277 | 51,166  | 6     | 4,889     | 1,820    | 11.99    | 28.11    |
| AU10600                                                    | 1.50%    | 7/1/2022 | 12/31/2022 | 22,158  | 27,121 | 32,083 | 37,046 | 42,008 | 46,971 | 51,933  | 6     | 4,963     | 1,820    | 12.17    | 28.53    |
| Parking Enforcement Officer                                |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10610                                                    | 0.00%    | 1/1/2018 | 12/31/2018 | 23,063  | 24,344 | 25,626 | 26,907 | 28,188 | 29,470 | 30,751  | 6     | 1,281     | 1,820    | 12.67    | 16.90    |
| AU10610                                                    | 1.00%    | 1/1/2019 | 12/31/2019 | 23,294  | 24,588 | 25,882 | 27,176 | 28,470 | 29,764 | 31,058  | 6     | 1,294     | 1,820    | 12.80    | 17.07    |
| AU10610                                                    | 1.50%    | 1/1/2020 | 6/30/2020  | 23,643  | 24,957 | 26,270 | 27,584 | 28,897 | 30,211 | 31,524  | 6     | 1,314     | 1,820    | 12.99    | 17.32    |
| AU10610                                                    | 1.50%    | 7/1/2020 | 12/31/2020 | 23,998  | 25,331 | 26,664 | 27,998 | 29,331 | 30,664 | 31,997  | 6     | 1,333     | 1,820    | 13.19    | 17.58    |
| AU10610                                                    | 1.50%    | 1/1/2021 | 6/30/2021  | 24,358  | 25,711 | 27,064 | 28,417 | 29,771 | 31,124 | 32,477  | 6     | 1,353     | 1,820    | 13.38    | 17.84    |
| AU10610                                                    | 1.50%    | 7/1/2021 | 12/31/2021 | 24,723  | 26,097 | 27,470 | 28,844 | 30,217 | 31,591 | 32,964  | 6     | 1,374     | 1,820    | 13.58    | 18.11    |
| AU10610                                                    | 1.50%    | 1/1/2022 | 6/30/2022  | 25,094  | 26,488 | 27,882 | 29,276 | 30,670 | 32,065 | 33,459  | 6     | 1,394     | 1,820    | 13.79    | 18.38    |
| AU10610                                                    | 1.50%    | 7/1/2022 | 12/31/2022 | 25,470  | 26,885 | 28,301 | 29,716 | 31,131 | 32,546 | 33,961  | 6     | 1,415     | 1,820    | 13.99    | 18.66    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Payroll Clerk                                            |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10620                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 29,568  | 33,360 | 37,152 | 40,943 | 44,735 | 48,527 | 52,319  | 6     | 3,792     | 1,820    | 16.25    | 28.75    |
| AU10620                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 29,864  | 33,694 | 37,523 | 41,353 | 45,182 | 49,012 | 52,842  | 6     | 3,830     | 1,820    | 16.41    | 29.03    |
| AU10620                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 30,312  | 34,199 | 38,086 | 41,973 | 45,860 | 49,747 | 53,634  | 6     | 3,887     | 1,820    | 16.65    | 29.47    |
| AU10620                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 30,766  | 34,712 | 38,657 | 42,603 | 46,548 | 50,494 | 54,439  | 6     | 3,945     | 1,820    | 16.90    | 29.91    |
| AU10620                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 31,228  | 35,233 | 39,237 | 43,242 | 47,246 | 51,251 | 55,256  | 6     | 4,005     | 1,820    | 17.16    | 30.36    |
| AU10620                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 31,696  | 35,761 | 39,826 | 43,890 | 47,955 | 52,020 | 56,084  | 6     | 4,065     | 1,820    | 17.42    | 30.82    |
| AU10620                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 32,172  | 36,297 | 40,423 | 44,549 | 48,674 | 52,800 | 56,926  | 6     | 4,126     | 1,820    | 17.68    | 31.28    |
| AU10620                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 32,654  | 36,842 | 41,029 | 45,217 | 49,404 | 53,592 | 57,779  | 6     | 4,188     | 1,820    | 17.94    | 31.75    |
| Personnel Assistant                                      |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10630                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 28,289 | 37,571 | 46,852 | 56,134 | 65,415 | 74,696  | 6     | 9,281     | 1,820    | 10.44    | 41.04    |
| AU10630                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 28,572 | 37,947 | 47,321 | 56,695 | 66,069 | 75,443  | 6     | 9,374     | 1,820    | 10.55    | 41.45    |
| AU10630                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 29,001 | 38,516 | 48,031 | 57,545 | 67,060 | 76,575  | 6     | 9,515     | 1,820    | 10.71    | 42.07    |
| AU10630                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,436 | 39,093 | 48,751 | 58,408 | 68,066 | 77,724  | 6     | 9,658     | 1,820    | 10.87    | 42.71    |
| AU10630                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,878 | 39,680 | 49,482 | 59,285 | 69,087 | 78,889  | 6     | 9,802     | 1,820    | 11.03    | 43.35    |
| AU10630                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 30,326 | 40,275 | 50,224 | 60,174 | 70,123 | 80,073  | 6     | 9,949     | 1,820    | 11.20    | 44.00    |
| AU10630                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 30,781 | 40,879 | 50,978 | 61,077 | 71,175 | 81,274  | 6     | 10,099    | 1,820    | 11.36    | 44.66    |
| AU10630                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 31,242 | 41,492 | 51,743 | 61,993 | 72,243 | 82,493  | 6     | 10,250    | 1,820    | 11.53    | 45.33    |
| Personnel Officer                                        |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10640                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 29,335 | 39,662 | 49,989 | 60,317 | 70,644 | 80,971  | 6     | 10,327    | 1,820    | 10.44    | 44.49    |
| AU10640                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 29,629 | 40,059 | 50,489 | 60,920 | 71,350 | 81,780  | 6     | 10,430    | 1,820    | 10.55    | 44.93    |
| AU10640                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 30,073 | 40,660 | 51,247 | 61,834 | 72,420 | 83,007  | 6     | 10,587    | 1,820    | 10.71    | 45.61    |
| AU10640                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 30,524 | 41,270 | 52,015 | 62,761 | 73,507 | 84,252  | 6     | 10,746    | 1,820    | 10.87    | 46.29    |
| AU10640                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 30,982 | 41,889 | 52,796 | 63,702 | 74,609 | 85,516  | 6     | 10,907    | 1,820    | 11.03    | 46.99    |
| AU10640                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 31,447 | 42,517 | 53,588 | 64,658 | 75,728 | 86,799  | 6     | 11,070    | 1,820    | 11.20    | 47.69    |
| AU10640                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 31,918 | 43,155 | 54,391 | 65,628 | 76,864 | 88,101  | 6     | 11,236    | 1,820    | 11.36    | 48.41    |
| AU10640                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 32,397 | 43,802 | 55,207 | 66,612 | 78,017 | 89,422  | 6     | 11,405    | 1,820    | 11.53    | 49.13    |
| Planner Trainee                                          |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10650                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 26,400  | 30,715 | 35,029 | 39,344 | 43,659 | 47,973 | 52,288  | 6     | 4,315     | 1,820    | 14.51    | 28.73    |
| AU10650                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 26,664  | 31,022 | 35,380 | 39,737 | 44,095 | 48,453 | 52,811  | 6     | 4,358     | 1,820    | 14.65    | 29.02    |
| AU10650                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 27,064  | 31,487 | 35,910 | 40,333 | 44,757 | 49,180 | 53,603  | 6     | 4,423     | 1,820    | 14.87    | 29.45    |
| AU10650                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 27,470  | 31,960 | 36,449 | 40,938 | 45,428 | 49,917 | 54,407  | 6     | 4,489     | 1,820    | 15.09    | 29.89    |
| AU10650                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 27,882  | 32,439 | 36,996 | 41,553 | 46,109 | 50,666 | 55,223  | 6     | 4,557     | 1,820    | 15.32    | 30.34    |
| AU10650                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 28,300  | 32,926 | 37,551 | 42,176 | 46,801 | 51,426 | 56,051  | 6     | 4,625     | 1,820    | 15.55    | 30.80    |
| AU10650                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 28,725  | 33,419 | 38,114 | 42,809 | 47,503 | 52,198 | 56,892  | 6     | 4,695     | 1,820    | 15.78    | 31.26    |
| AU10650                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 29,156  | 33,921 | 38,686 | 43,451 | 48,216 | 52,981 | 57,746  | 6     | 4,765     | 1,820    | 16.02    | 31.73    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Plumbing Inspector                                       |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10660                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,219  | 27,280 | 35,341 | 43,402 | 51,463 | 59,524 | 67,584  | 6     | 8,061     | 1,820    | 10.56    | 37.13    |
| AU10660                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,412  | 27,553 | 35,694 | 43,836 | 51,977 | 60,119 | 68,260  | 6     | 8,141     | 1,820    | 10.67    | 37.51    |
| AU10660                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,703  | 27,966 | 36,230 | 44,493 | 52,757 | 61,021 | 69,284  | 6     | 8,264     | 1,820    | 10.83    | 38.07    |
| AU10660                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,998  | 28,386 | 36,773 | 45,161 | 53,548 | 61,936 | 70,323  | 6     | 8,388     | 1,820    | 10.99    | 38.64    |
| AU10660                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,298  | 28,812 | 37,325 | 45,838 | 54,352 | 62,865 | 71,378  | 6     | 8,513     | 1,820    | 11.15    | 39.22    |
| AU10660                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,603  | 29,244 | 37,885 | 46,526 | 55,167 | 63,808 | 72,449  | 6     | 8,641     | 1,820    | 11.32    | 39.81    |
| AU10660                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,912  | 29,682 | 38,453 | 47,224 | 55,994 | 64,765 | 73,536  | 6     | 8,771     | 1,820    | 11.49    | 40.40    |
| AU10660                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 21,225  | 30,128 | 39,030 | 47,932 | 56,834 | 65,736 | 74,639  | 6     | 8,902     | 1,820    | 11.66    | 41.01    |
| Plumbing Sub code Official                               |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10670                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,219  | 28,828 | 38,437 | 48,046 | 57,655 | 67,263 | 76,872  | 6     | 9,609     | 1,820    | 10.56    | 42.24    |
| AU10670                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,412  | 29,116 | 38,821 | 48,526 | 58,231 | 67,936 | 77,641  | 6     | 9,705     | 1,820    | 10.67    | 42.66    |
| AU10670                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,703  | 29,553 | 39,404 | 49,254 | 59,105 | 68,955 | 78,806  | 6     | 9,851     | 1,820    | 10.83    | 43.30    |
| AU10670                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,998  | 29,996 | 39,995 | 49,993 | 59,991 | 69,990 | 79,988  | 6     | 9,998     | 1,820    | 10.99    | 43.95    |
| AU10670                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,298  | 30,446 | 40,595 | 50,743 | 60,891 | 71,039 | 81,188  | 6     | 10,148    | 1,820    | 11.15    | 44.61    |
| AU10670                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,603  | 30,903 | 41,204 | 51,504 | 61,804 | 72,105 | 82,405  | 6     | 10,300    | 1,820    | 11.32    | 45.28    |
| AU10670                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,912  | 31,367 | 41,822 | 52,277 | 62,732 | 73,187 | 83,641  | 6     | 10,455    | 1,820    | 11.49    | 45.96    |
| AU10670                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 21,225  | 31,837 | 42,449 | 53,061 | 63,673 | 74,284 | 84,896  | 6     | 10,612    | 1,820    | 11.66    | 46.65    |
| Principal Account Clerk                                  |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10680                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 28,129 | 37,249 | 46,369 | 55,490 | 64,610 | 73,731  | 6     | 9,120     | 1,820    | 10.44    | 40.51    |
| AU10680                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 28,410 | 37,621 | 46,833 | 56,045 | 65,256 | 74,468  | 6     | 9,212     | 1,820    | 10.55    | 40.92    |
| AU10680                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,836 | 38,186 | 47,536 | 56,885 | 66,235 | 75,585  | 6     | 9,350     | 1,820    | 10.71    | 41.53    |
| AU10680                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,268 | 38,759 | 48,249 | 57,739 | 67,229 | 76,719  | 6     | 9,490     | 1,820    | 10.87    | 42.15    |
| AU10680                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,708 | 39,340 | 48,972 | 58,605 | 68,237 | 77,869  | 6     | 9,632     | 1,820    | 11.03    | 42.79    |
| AU10680                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 30,153 | 39,930 | 49,707 | 59,484 | 69,261 | 79,037  | 6     | 9,777     | 1,820    | 11.20    | 43.43    |
| AU10680                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 30,605 | 40,529 | 50,452 | 60,376 | 70,299 | 80,223  | 6     | 9,924     | 1,820    | 11.36    | 44.08    |
| AU10680                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 31,065 | 41,137 | 51,209 | 61,282 | 71,354 | 81,426  | 6     | 10,072    | 1,820    | 11.53    | 44.74    |
| Principal Account Clerk/DPT/Accounts Payable             |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10700                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 28,129 | 37,249 | 46,369 | 55,490 | 64,610 | 73,731  | 6     | 9,120     | 1,820    | 10.44    | 40.51    |
| AU10700                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 28,410 | 37,621 | 46,833 | 56,045 | 65,256 | 74,468  | 6     | 9,212     | 1,820    | 10.55    | 40.92    |
| AU10700                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,836 | 38,186 | 47,536 | 56,885 | 66,235 | 75,585  | 6     | 9,350     | 1,820    | 10.71    | 41.53    |
| AU10700                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,268 | 38,759 | 48,249 | 57,739 | 67,229 | 76,719  | 6     | 9,490     | 1,820    | 10.87    | 42.15    |
| AU10700                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,708 | 39,340 | 48,972 | 58,605 | 68,237 | 77,869  | 6     | 9,632     | 1,820    | 11.03    | 42.79    |
| AU10700                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 30,153 | 39,930 | 49,707 | 59,484 | 69,261 | 79,037  | 6     | 9,777     | 1,820    | 11.20    | 43.43    |
| AU10700                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 30,605 | 40,529 | 50,452 | 60,376 | 70,299 | 80,223  | 6     | 9,924     | 1,820    | 11.36    | 44.08    |
| AU10700                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 31,065 | 41,137 | 51,209 | 61,282 | 71,354 | 81,426  | 6     | 10,072    | 1,820    | 11.53    | 44.74    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Public Health Nurse                                      |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10710                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,327 | 35,646 | 43,965 | 52,283 | 60,602 | 68,921  | 6     | 8,319     | 1,820    | 10.44    | 37.87    |
| AU10710                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 27,600 | 36,002 | 44,404 | 52,806 | 61,208 | 69,610  | 6     | 8,402     | 1,820    | 10.55    | 38.25    |
| AU10710                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,014 | 36,542 | 45,070 | 53,598 | 62,126 | 70,654  | 6     | 8,528     | 1,820    | 10.71    | 38.82    |
| AU10710                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 28,434 | 37,090 | 45,746 | 54,402 | 63,058 | 71,714  | 6     | 8,656     | 1,820    | 10.87    | 39.40    |
| AU10710                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 28,861 | 37,647 | 46,432 | 55,218 | 64,004 | 72,790  | 6     | 8,786     | 1,820    | 11.03    | 39.99    |
| AU10710                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 29,294 | 38,211 | 47,129 | 56,047 | 64,964 | 73,882  | 6     | 8,918     | 1,820    | 11.20    | 40.59    |
| AU10710                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 29,733 | 38,785 | 47,836 | 56,887 | 65,939 | 74,990  | 6     | 9,051     | 1,820    | 11.36    | 41.20    |
| AU10710                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 30,179 | 39,366 | 48,553 | 57,741 | 66,928 | 76,115  | 6     | 9,187     | 1,820    | 11.53    | 41.82    |
| Public Works Repairer                                    |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10720                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 26,833 | 34,657 | 42,482 | 50,306 | 58,131 | 65,955  | 6     | 7,825     | 2,080    | 9.14     | 31.71    |
| AU10720                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 27,101 | 35,004 | 42,907 | 50,809 | 58,712 | 66,615  | 6     | 7,903     | 2,080    | 9.23     | 32.03    |
| AU10720                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 27,507 | 35,529 | 43,550 | 51,571 | 59,593 | 67,614  | 6     | 8,021     | 2,080    | 9.37     | 32.51    |
| AU10720                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 27,920 | 36,062 | 44,203 | 52,345 | 60,487 | 68,628  | 6     | 8,142     | 2,080    | 9.51     | 32.99    |
| AU10720                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 28,339 | 36,603 | 44,866 | 53,130 | 61,394 | 69,658  | 6     | 8,264     | 2,080    | 9.65     | 33.49    |
| AU10720                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 28,764 | 37,152 | 45,539 | 53,927 | 62,315 | 70,703  | 6     | 8,388     | 2,080    | 9.80     | 33.99    |
| AU10720                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 29,195 | 37,709 | 46,222 | 54,736 | 63,250 | 71,763  | 6     | 8,514     | 2,080    | 9.94     | 34.50    |
| AU10720                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 29,633 | 38,275 | 46,916 | 55,557 | 64,198 | 72,840  | 6     | 8,641     | 2,080    | 10.09    | 35.02    |
| Pumping Station Attendant                                |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10730                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,466 | 35,924 | 44,382 | 52,840 | 61,299 | 69,757  | 6     | 8,458     | 2,080    | 9.14     | 33.54    |
| AU10730                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 27,741 | 36,284 | 44,826 | 53,369 | 61,912 | 70,454  | 6     | 8,543     | 2,080    | 9.23     | 33.87    |
| AU10730                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,157 | 36,828 | 45,499 | 54,169 | 62,840 | 71,511  | 6     | 8,671     | 2,080    | 9.37     | 34.38    |
| AU10730                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 28,579 | 37,380 | 46,181 | 54,982 | 63,783 | 72,584  | 6     | 8,801     | 2,080    | 9.51     | 34.90    |
| AU10730                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,008 | 37,941 | 46,874 | 55,807 | 64,740 | 73,672  | 6     | 8,933     | 2,080    | 9.65     | 35.42    |
| AU10730                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 29,443 | 38,510 | 47,577 | 56,644 | 65,711 | 74,778  | 6     | 9,067     | 2,080    | 9.80     | 35.95    |
| AU10730                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 29,885 | 39,088 | 48,291 | 57,493 | 66,696 | 75,899  | 6     | 9,203     | 2,080    | 9.94     | 36.49    |
| AU10730                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 30,333 | 39,674 | 49,015 | 58,356 | 67,697 | 77,038  | 6     | 9,341     | 2,080    | 10.09    | 37.04    |
| Pumping Station Repairer/Mechanic                        |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10750                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 21,120  | 29,081 | 37,042 | 45,002 | 52,963 | 60,924 | 68,884  | 6     | 7,961     | 2,080    | 10.15    | 33.12    |
| AU10750                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 21,331  | 29,372 | 37,412 | 45,452 | 53,493 | 61,533 | 69,573  | 6     | 8,040     | 2,080    | 10.26    | 33.45    |
| AU10750                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 21,651  | 29,812 | 37,973 | 46,134 | 54,295 | 62,456 | 70,617  | 6     | 8,161     | 2,080    | 10.41    | 33.95    |
| AU10750                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 21,976  | 30,259 | 38,543 | 46,826 | 55,109 | 63,393 | 71,676  | 6     | 8,283     | 2,080    | 10.57    | 34.46    |
| AU10750                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 22,306  | 30,713 | 39,121 | 47,528 | 55,936 | 64,344 | 72,751  | 6     | 8,408     | 2,080    | 10.72    | 34.98    |
| AU10750                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 22,640  | 31,174 | 39,708 | 48,241 | 56,775 | 65,309 | 73,842  | 6     | 8,534     | 2,080    | 10.88    | 35.50    |
| AU10750                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 22,980  | 31,642 | 40,303 | 48,965 | 57,627 | 66,288 | 74,950  | 6     | 8,662     | 2,080    | 11.05    | 36.03    |
| AU10750                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 23,325  | 32,116 | 40,908 | 49,699 | 58,491 | 67,283 | 76,074  | 6     | 8,792     | 2,080    | 11.21    | 36.57    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME  |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|-----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Records Support Technician 1                              |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10760                                                   | 0.00%    | 1/1/2018 | 12/31/2018 | 26,400  | 31,155 | 35,910 | 40,665 | 45,420 | 50,174 | 54,929  | 6     | 4,755     | 1,820    | 14.51    | 30.18    |
| AU10760                                                   | 1.00%    | 1/1/2019 | 12/31/2019 | 26,664  | 31,467 | 36,269 | 41,071 | 45,874 | 50,676 | 55,479  | 6     | 4,802     | 1,820    | 14.65    | 30.48    |
| AU10760                                                   | 1.50%    | 1/1/2020 | 6/30/2020  | 27,064  | 31,939 | 36,813 | 41,687 | 46,562 | 51,436 | 56,311  | 6     | 4,874     | 1,820    | 14.87    | 30.94    |
| AU10760                                                   | 1.50%    | 7/1/2020 | 12/31/2020 | 27,470  | 32,418 | 37,365 | 42,313 | 47,260 | 52,208 | 57,155  | 6     | 4,948     | 1,820    | 15.09    | 31.40    |
| AU10760                                                   | 1.50%    | 1/1/2021 | 6/30/2021  | 27,882  | 32,904 | 37,926 | 42,947 | 47,969 | 52,991 | 58,013  | 6     | 5,022     | 1,820    | 15.32    | 31.88    |
| AU10760                                                   | 1.50%    | 7/1/2021 | 12/31/2021 | 28,300  | 33,397 | 38,495 | 43,592 | 48,689 | 53,786 | 58,883  | 6     | 5,097     | 1,820    | 15.55    | 32.35    |
| AU10760                                                   | 1.50%    | 1/1/2022 | 6/30/2022  | 28,725  | 33,898 | 39,072 | 44,245 | 49,419 | 54,593 | 59,766  | 6     | 5,174     | 1,820    | 15.78    | 32.84    |
| AU10760                                                   | 1.50%    | 7/1/2022 | 12/31/2022 | 29,156  | 34,407 | 39,658 | 44,909 | 50,160 | 55,411 | 60,663  | 6     | 5,251     | 1,820    | 16.02    | 33.33    |
| Recreation Leader                                         |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10770                                                   | 0.00%    | 1/1/2018 | 12/31/2018 | 35,021  | 37,521 | 40,021 | 42,521 | 45,021 | 47,521 | 50,021  | 6     | 2,500     | 1,820    | 19.24    | 27.48    |
| AU10770                                                   | 1.00%    | 1/1/2019 | 12/31/2019 | 35,371  | 37,896 | 40,421 | 42,946 | 45,471 | 47,996 | 50,521  | 6     | 2,525     | 1,820    | 19.43    | 27.76    |
| AU10770                                                   | 1.50%    | 1/1/2020 | 6/30/2020  | 35,901  | 38,464 | 41,027 | 43,590 | 46,153 | 48,716 | 51,279  | 6     | 2,563     | 1,820    | 19.73    | 28.18    |
| AU10770                                                   | 1.50%    | 7/1/2020 | 12/31/2020 | 36,440  | 39,041 | 41,643 | 44,244 | 46,845 | 49,447 | 52,048  | 6     | 2,601     | 1,820    | 20.02    | 28.60    |
| AU10770                                                   | 1.50%    | 1/1/2021 | 6/30/2021  | 36,987  | 39,627 | 42,267 | 44,908 | 47,548 | 50,188 | 52,829  | 6     | 2,640     | 1,820    | 20.32    | 29.03    |
| AU10770                                                   | 1.50%    | 7/1/2021 | 12/31/2021 | 37,541  | 40,221 | 42,901 | 45,581 | 48,261 | 50,941 | 53,621  | 6     | 2,680     | 1,820    | 20.63    | 29.46    |
| AU10770                                                   | 1.50%    | 1/1/2022 | 6/30/2022  | 38,105  | 40,825 | 43,545 | 46,265 | 48,985 | 51,705 | 54,425  | 6     | 2,720     | 1,820    | 20.94    | 29.90    |
| AU10770                                                   | 1.50%    | 7/1/2022 | 12/31/2022 | 38,676  | 41,437 | 44,198 | 46,959 | 49,720 | 52,481 | 55,242  | 6     | 2,761     | 1,820    | 21.25    | 30.35    |
| Recreation Program Coordinator                            |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10780                                                   | 0.00%    | 1/1/2018 | 12/31/2018 | 10,404  | 21,752 | 33,100 | 44,447 | 55,795 | 67,143 | 78,491  | 6     | 11,348    | 1,820    | 5.72     | 43.13    |
| AU10780                                                   | 1.00%    | 1/1/2019 | 12/31/2019 | 10,508  | 21,969 | 33,431 | 44,892 | 56,353 | 67,814 | 79,276  | 6     | 11,461    | 1,820    | 5.77     | 43.56    |
| AU10780                                                   | 1.50%    | 1/1/2020 | 6/30/2020  | 10,666  | 22,299 | 33,932 | 45,565 | 57,198 | 68,832 | 80,465  | 6     | 11,633    | 1,820    | 5.86     | 44.21    |
| AU10780                                                   | 1.50%    | 7/1/2020 | 12/31/2020 | 10,826  | 22,633 | 34,441 | 46,249 | 58,056 | 69,864 | 81,672  | 6     | 11,808    | 1,820    | 5.95     | 44.87    |
| AU10780                                                   | 1.50%    | 1/1/2021 | 6/30/2021  | 10,988  | 22,973 | 34,958 | 46,942 | 58,927 | 70,912 | 82,897  | 6     | 11,985    | 1,820    | 6.04     | 45.55    |
| AU10780                                                   | 1.50%    | 7/1/2021 | 12/31/2021 | 11,153  | 23,317 | 35,482 | 47,647 | 59,811 | 71,976 | 84,140  | 6     | 12,165    | 1,820    | 6.13     | 46.23    |
| AU10780                                                   | 1.50%    | 1/1/2022 | 6/30/2022  | 11,320  | 23,667 | 36,014 | 48,361 | 60,708 | 73,055 | 85,402  | 6     | 12,347    | 1,820    | 6.22     | 46.92    |
| AU10780                                                   | 1.50%    | 7/1/2022 | 12/31/2022 | 11,490  | 24,022 | 36,554 | 49,087 | 61,619 | 74,151 | 86,684  | 6     | 12,532    | 1,820    | 6.31     | 47.63    |
| Recreation Program Coordinator w/ Certified Pool Operator |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10785                                                   | 1.00%    | 1/1/2019 | 12/31/2019 | 15,508  | 26,978 | 38,447 | 49,917 | 61,386 | 72,856 | 84,326  | 6     | 11,470    | 1,820    | 8.52     | 46.33    |
| AU10785                                                   | 1.50%    | 1/1/2020 | 6/30/2020  | 15,741  | 27,382 | 39,024 | 50,666 | 62,307 | 73,949 | 85,591  | 6     | 11,642    | 1,820    | 8.65     | 47.03    |
| AU10785                                                   | 1.50%    | 7/1/2020 | 12/31/2020 | 15,977  | 27,793 | 39,609 | 51,426 | 63,242 | 75,058 | 86,874  | 6     | 11,816    | 1,820    | 8.78     | 47.73    |
| AU10785                                                   | 1.50%    | 1/1/2021 | 6/30/2021  | 16,216  | 28,210 | 40,203 | 52,197 | 64,191 | 76,184 | 88,178  | 6     | 11,994    | 1,820    | 8.91     | 48.45    |
| AU10785                                                   | 1.50%    | 7/1/2021 | 12/31/2021 | 16,460  | 28,633 | 40,807 | 52,980 | 65,153 | 77,327 | 89,500  | 6     | 12,173    | 1,820    | 9.04     | 49.18    |
| AU10785                                                   | 1.50%    | 1/1/2022 | 6/30/2022  | 16,707  | 29,063 | 41,419 | 53,775 | 66,131 | 78,487 | 90,843  | 6     | 12,356    | 1,820    | 9.18     | 49.91    |
| AU10785                                                   | 1.50%    | 7/1/2022 | 12/31/2022 | 16,957  | 29,499 | 42,040 | 54,581 | 67,123 | 79,664 | 92,205  | 6     | 12,541    | 1,820    | 9.32     | 50.66    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| REHS Public Health                                       |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10790                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 42,240  | 47,560 | 52,879 | 58,199 | 63,519 | 68,838 | 74,158  | 6     | 5,320     | 1,820    | 23.21    | 40.75    |
| AU10790                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 42,662  | 48,035 | 53,408 | 58,781 | 64,154 | 69,527 | 74,900  | 6     | 5,373     | 1,820    | 23.44    | 41.15    |
| AU10790                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 43,302  | 48,756 | 54,209 | 59,663 | 65,116 | 70,570 | 76,023  | 6     | 5,453     | 1,820    | 23.79    | 41.77    |
| AU10790                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 43,952  | 49,487 | 55,022 | 60,558 | 66,093 | 71,628 | 77,164  | 6     | 5,535     | 1,820    | 24.15    | 42.40    |
| AU10790                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 44,611  | 50,229 | 55,848 | 61,466 | 67,084 | 72,703 | 78,321  | 6     | 5,618     | 1,820    | 24.51    | 43.03    |
| AU10790                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 45,280  | 50,983 | 56,685 | 62,388 | 68,091 | 73,793 | 79,496  | 6     | 5,703     | 1,820    | 24.88    | 43.68    |
| AU10790                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 45,960  | 51,748 | 57,536 | 63,324 | 69,112 | 74,900 | 80,688  | 6     | 5,788     | 1,820    | 25.25    | 44.33    |
| AU10790                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 46,649  | 52,524 | 58,399 | 64,274 | 70,149 | 76,024 | 81,899  | 6     | 5,875     | 1,820    | 25.63    | 45.00    |
| REHS Public Health Bilingual                             |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10800                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 42,240  | 47,560 | 52,879 | 58,199 | 63,519 | 68,838 | 74,158  | 6     | 5,320     | 1,820    | 23.21    | 40.75    |
| AU10800                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 42,663  | 48,035 | 53,408 | 58,781 | 64,154 | 69,527 | 74,900  | 6     | 5,373     | 1,820    | 23.44    | 41.15    |
| AU10800                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 43,303  | 48,756 | 54,209 | 59,663 | 65,116 | 70,570 | 76,023  | 6     | 5,453     | 1,820    | 23.79    | 41.77    |
| AU10800                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 43,952  | 49,487 | 55,023 | 60,558 | 66,093 | 71,628 | 77,163  | 6     | 5,535     | 1,820    | 24.15    | 42.40    |
| AU10800                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 44,611  | 50,230 | 55,848 | 61,466 | 67,084 | 72,703 | 78,321  | 6     | 5,618     | 1,820    | 24.51    | 43.03    |
| AU10800                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 45,281  | 50,983 | 56,686 | 62,388 | 68,091 | 73,793 | 79,496  | 6     | 5,703     | 1,820    | 24.88    | 43.68    |
| AU10800                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 45,960  | 51,748 | 57,536 | 63,324 | 69,112 | 74,900 | 80,688  | 6     | 5,788     | 1,820    | 25.25    | 44.33    |
| AU10800                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 46,649  | 52,524 | 58,399 | 64,274 | 70,149 | 76,024 | 81,898  | 6     | 5,875     | 1,820    | 25.63    | 45.00    |
| REHS Public Health Trainee                               |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10810                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 42,240  | 47,560 | 52,879 | 58,199 | 63,519 | 68,838 | 74,158  | 6     | 5,320     | 1,820    | 23.21    | 40.75    |
| AU10810                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 42,663  | 48,035 | 53,408 | 58,781 | 64,154 | 69,527 | 74,900  | 6     | 5,373     | 1,820    | 23.44    | 41.15    |
| AU10810                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 43,303  | 48,756 | 54,209 | 59,663 | 65,116 | 70,570 | 76,023  | 6     | 5,453     | 1,820    | 23.79    | 41.77    |
| AU10810                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 43,952  | 49,487 | 55,023 | 60,558 | 66,093 | 71,628 | 77,163  | 6     | 5,535     | 1,820    | 24.15    | 42.40    |
| AU10810                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 44,611  | 50,230 | 55,848 | 61,466 | 67,084 | 72,703 | 78,321  | 6     | 5,618     | 1,820    | 24.51    | 43.03    |
| AU10810                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 45,281  | 50,983 | 56,686 | 62,388 | 68,091 | 73,793 | 79,496  | 6     | 5,703     | 1,820    | 24.88    | 43.68    |
| AU10810                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 45,960  | 51,748 | 57,536 | 63,324 | 69,112 | 74,900 | 80,688  | 6     | 5,788     | 1,820    | 25.25    | 44.33    |
| AU10810                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 46,649  | 52,524 | 58,399 | 64,274 | 70,149 | 76,024 | 81,898  | 6     | 5,875     | 1,820    | 25.63    | 45.00    |
| Secretarial Assistant                                    |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10820                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 25,088 | 31,169 | 37,249 | 43,330 | 49,410 | 55,490  | 6     | 6,080     | 1,820    | 10.44    | 30.49    |
| AU10820                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 25,339 | 31,481 | 37,622 | 43,763 | 49,904 | 56,045  | 6     | 6,141     | 1,820    | 10.55    | 30.79    |
| AU10820                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 25,719 | 31,953 | 38,186 | 44,419 | 50,653 | 56,886  | 6     | 6,233     | 1,820    | 10.71    | 31.26    |
| AU10820                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 26,105 | 32,432 | 38,759 | 45,086 | 51,413 | 57,739  | 6     | 6,327     | 1,820    | 10.87    | 31.72    |
| AU10820                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 26,497 | 32,919 | 39,340 | 45,762 | 52,184 | 58,605  | 6     | 6,422     | 1,820    | 11.03    | 32.20    |
| AU10820                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 26,894 | 33,412 | 39,930 | 46,448 | 52,966 | 59,485  | 6     | 6,518     | 1,820    | 11.20    | 32.68    |
| AU10820                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 27,298 | 33,914 | 40,529 | 47,145 | 53,761 | 60,377  | 6     | 6,616     | 1,820    | 11.36    | 33.17    |
| AU10820                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 27,707 | 34,422 | 41,137 | 47,852 | 54,567 | 61,282  | 6     | 6,715     | 1,820    | 11.53    | 33.67    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|---------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5       | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Senior Architect                                         |          |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
| AU10830                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 25,344  | 39,309 | 53,274 | 67,239 | 81,203 | 95,168  | 109,133 | 6     | 13,965    | 1,820    | 13.93    | 59.96    |
| AU10830                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 25,598  | 39,702 | 53,806 | 67,911 | 82,015 | 96,120  | 110,224 | 6     | 14,104    | 1,820    | 14.06    | 60.56    |
| AU10830                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 25,982  | 40,298 | 54,614 | 68,930 | 83,246 | 97,562  | 111,878 | 6     | 14,316    | 1,820    | 14.28    | 61.47    |
| AU10830                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 26,371  | 40,902 | 55,433 | 69,964 | 84,494 | 99,025  | 113,556 | 6     | 14,531    | 1,820    | 14.49    | 62.39    |
| AU10830                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 26,767  | 41,516 | 56,264 | 71,013 | 85,762 | 100,510 | 115,259 | 6     | 14,749    | 1,820    | 14.71    | 63.33    |
| AU10830                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 27,168  | 42,138 | 57,108 | 72,078 | 87,048 | 102,018 | 116,988 | 6     | 14,970    | 1,820    | 14.93    | 64.28    |
| AU10830                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 27,576  | 42,770 | 57,965 | 73,159 | 88,354 | 103,548 | 118,743 | 6     | 15,194    | 1,820    | 15.15    | 65.24    |
| AU10830                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 27,990  | 43,412 | 58,834 | 74,257 | 89,679 | 105,102 | 120,524 | 6     | 15,422    | 1,820    | 15.38    | 66.22    |
| Senior Body & Fender Mechanic                            |          |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
| AU10840                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 28,762 | 38,515 | 48,269 | 58,023 | 67,776  | 77,530  | 6     | 9,754     | 2,080    | 9.14     | 37.27    |
| AU10840                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 29,049 | 38,900 | 48,752 | 58,603 | 68,454  | 78,305  | 6     | 9,851     | 2,080    | 9.23     | 37.65    |
| AU10840                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 29,485 | 39,484 | 49,483 | 59,482 | 69,481  | 79,480  | 6     | 9,999     | 2,080    | 9.37     | 38.21    |
| AU10840                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,927 | 40,076 | 50,225 | 60,374 | 70,523  | 80,672  | 6     | 10,149    | 2,080    | 9.51     | 38.78    |
| AU10840                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 30,376 | 40,677 | 50,979 | 61,280 | 71,581  | 81,882  | 6     | 10,301    | 2,080    | 9.65     | 39.37    |
| AU10840                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 30,832 | 41,288 | 51,743 | 62,199 | 72,654  | 83,110  | 6     | 10,456    | 2,080    | 9.80     | 39.96    |
| AU10840                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 31,294 | 41,907 | 52,519 | 63,132 | 73,744  | 84,357  | 6     | 10,612    | 2,080    | 9.94     | 40.56    |
| AU10840                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 31,764 | 42,535 | 53,307 | 64,079 | 74,850  | 85,622  | 6     | 10,772    | 2,080    | 10.09    | 41.16    |
| Senior Field Rep/Property Improvement                    |          |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
| AU10850                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,886 | 36,763 | 45,641 | 54,519 | 63,396  | 72,274  | 6     | 8,878     | 1,820    | 10.44    | 39.71    |
| AU10850                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 28,165 | 37,131 | 46,097 | 55,064 | 64,030  | 72,996  | 6     | 8,966     | 1,820    | 10.55    | 40.11    |
| AU10850                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,587 | 37,688 | 46,789 | 55,890 | 64,991  | 74,091  | 6     | 9,101     | 1,820    | 10.71    | 40.71    |
| AU10850                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,016 | 38,253 | 47,491 | 56,728 | 65,965  | 75,203  | 6     | 9,237     | 1,820    | 10.87    | 41.32    |
| AU10850                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,451 | 38,827 | 48,203 | 57,579 | 66,955  | 76,331  | 6     | 9,376     | 1,820    | 11.03    | 41.94    |
| AU10850                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 29,893 | 39,409 | 48,926 | 58,443 | 67,959  | 77,476  | 6     | 9,517     | 1,820    | 11.20    | 42.57    |
| AU10850                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 30,341 | 40,001 | 49,660 | 59,319 | 68,979  | 78,638  | 6     | 9,659     | 1,820    | 11.36    | 43.21    |
| AU10850                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 30,796 | 40,601 | 50,405 | 60,209 | 70,013  | 79,817  | 6     | 9,804     | 1,820    | 11.53    | 43.86    |
| Senior Mason                                             |          |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
| AU10860                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 24,836 | 30,664 | 36,492 | 42,320 | 48,148  | 53,976  | 6     | 5,828     | 2,080    | 9.14     | 25.95    |
| AU10860                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 25,085 | 30,971 | 36,857 | 42,744 | 48,630  | 54,516  | 6     | 5,886     | 2,080    | 9.23     | 26.21    |
| AU10860                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 25,461 | 31,435 | 37,410 | 43,385 | 49,359  | 55,334  | 6     | 5,975     | 2,080    | 9.37     | 26.60    |
| AU10860                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 25,843 | 31,907 | 37,971 | 44,035 | 50,100  | 56,164  | 6     | 6,064     | 2,080    | 9.51     | 27.00    |
| AU10860                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 26,230 | 32,386 | 38,541 | 44,696 | 50,851  | 57,006  | 6     | 6,155     | 2,080    | 9.65     | 27.41    |
| AU10860                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 26,624 | 32,871 | 39,119 | 45,366 | 51,614  | 57,862  | 6     | 6,248     | 2,080    | 9.80     | 27.82    |
| AU10860                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 27,023 | 33,364 | 39,706 | 46,047 | 52,388  | 58,729  | 6     | 6,341     | 2,080    | 9.94     | 28.24    |
| AU10860                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 27,429 | 33,865 | 40,301 | 46,738 | 53,174  | 59,610  | 6     | 6,436     | 2,080    | 10.09    | 28.66    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Senior Mechanic                                          |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10870                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 28,762 | 38,515 | 48,269 | 58,023 | 67,776 | 77,530  | 6     | 9,754     | 2,080    | 9.14     | 37.27    |
| AU10870                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 29,049 | 38,900 | 48,752 | 58,603 | 68,454 | 78,305  | 6     | 9,851     | 2,080    | 9.23     | 37.65    |
| AU10870                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 29,485 | 39,484 | 49,483 | 59,482 | 69,481 | 79,480  | 6     | 9,999     | 2,080    | 9.37     | 38.21    |
| AU10870                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,927 | 40,076 | 50,225 | 60,374 | 70,523 | 80,672  | 6     | 10,149    | 2,080    | 9.51     | 38.78    |
| AU10870                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 30,376 | 40,677 | 50,979 | 61,280 | 71,581 | 81,882  | 6     | 10,301    | 2,080    | 9.65     | 39.37    |
| AU10870                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 30,832 | 41,288 | 51,743 | 62,199 | 72,654 | 83,110  | 6     | 10,456    | 2,080    | 9.80     | 39.96    |
| AU10870                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 31,294 | 41,907 | 52,519 | 63,132 | 73,744 | 84,357  | 6     | 10,612    | 2,080    | 9.94     | 40.56    |
| AU10870                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 31,764 | 42,535 | 53,307 | 64,079 | 74,850 | 85,622  | 6     | 10,772    | 2,080    | 10.09    | 41.16    |
| Senior Payroll Clerk                                     |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10880                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 24,008  | 31,640 | 39,271 | 46,903 | 54,535 | 62,166 | 69,798  | 6     | 7,632     | 1,820    | 13.19    | 38.35    |
| AU10880                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 24,248  | 31,956 | 39,664 | 47,372 | 55,080 | 62,788 | 70,496  | 6     | 7,708     | 1,820    | 13.32    | 38.73    |
| AU10880                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 24,612  | 32,435 | 40,259 | 48,083 | 55,906 | 63,730 | 71,553  | 6     | 7,824     | 1,820    | 13.52    | 39.32    |
| AU10880                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 24,981  | 32,922 | 40,863 | 48,804 | 56,745 | 64,686 | 72,627  | 6     | 7,941     | 1,820    | 13.73    | 39.90    |
| AU10880                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 25,356  | 33,416 | 41,476 | 49,536 | 57,596 | 65,656 | 73,716  | 6     | 8,060     | 1,820    | 13.93    | 40.50    |
| AU10880                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 25,736  | 33,917 | 42,098 | 50,279 | 58,460 | 66,641 | 74,822  | 6     | 8,181     | 1,820    | 14.14    | 41.11    |
| AU10880                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 26,122  | 34,426 | 42,730 | 51,033 | 59,337 | 67,641 | 75,944  | 6     | 8,304     | 1,820    | 14.35    | 41.73    |
| AU10880                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 26,514  | 34,942 | 43,370 | 51,799 | 60,227 | 68,655 | 77,083  | 6     | 8,428     | 1,820    | 14.57    | 42.35    |
| Senior Public Health Nurse                               |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10900                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 36,184  | 42,281 | 48,378 | 54,475 | 60,572 | 66,669 | 72,766  | 6     | 6,097     | 1,820    | 19.88    | 39.98    |
| AU10900                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 36,546  | 42,704 | 48,862 | 55,020 | 61,178 | 67,336 | 73,494  | 6     | 6,158     | 1,820    | 20.08    | 40.38    |
| AU10900                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 37,094  | 43,344 | 49,595 | 55,845 | 62,095 | 68,346 | 74,596  | 6     | 6,250     | 1,820    | 20.38    | 40.99    |
| AU10900                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 37,650  | 43,995 | 50,339 | 56,683 | 63,027 | 69,371 | 75,715  | 6     | 6,344     | 1,820    | 20.69    | 41.60    |
| AU10900                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 38,215  | 44,654 | 51,094 | 57,533 | 63,972 | 70,411 | 76,851  | 6     | 6,439     | 1,820    | 21.00    | 42.23    |
| AU10900                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 38,788  | 45,324 | 51,860 | 58,396 | 64,932 | 71,468 | 78,003  | 6     | 6,536     | 1,820    | 21.31    | 42.86    |
| AU10900                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 39,370  | 46,004 | 52,638 | 59,272 | 65,906 | 72,540 | 79,173  | 6     | 6,634     | 1,820    | 21.63    | 43.50    |
| AU10900                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 39,961  | 46,694 | 53,428 | 60,161 | 66,894 | 73,628 | 80,361  | 6     | 6,733     | 1,820    | 21.96    | 44.15    |
| Senior Public Works Repairer                             |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10910                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,236 | 35,464 | 43,692 | 51,920 | 60,148 | 68,376  | 6     | 8,228     | 2,080    | 9.14     | 32.87    |
| AU10910                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 27,508 | 35,819 | 44,129 | 52,439 | 60,749 | 69,059  | 6     | 8,310     | 2,080    | 9.23     | 33.20    |
| AU10910                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 27,921 | 36,356 | 44,791 | 53,226 | 61,660 | 70,095  | 6     | 8,435     | 2,080    | 9.37     | 33.70    |
| AU10910                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 28,340 | 36,901 | 45,463 | 54,024 | 62,585 | 71,147  | 6     | 8,561     | 2,080    | 9.51     | 34.21    |
| AU10910                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 28,765 | 37,455 | 46,145 | 54,834 | 63,524 | 72,214  | 6     | 8,690     | 2,080    | 9.65     | 34.72    |
| AU10910                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 29,196 | 38,017 | 46,837 | 55,657 | 64,477 | 73,297  | 6     | 8,820     | 2,080    | 9.80     | 35.24    |
| AU10910                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 29,634 | 38,587 | 47,539 | 56,492 | 65,444 | 74,397  | 6     | 8,952     | 2,080    | 9.94     | 35.77    |
| AU10910                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 30,079 | 39,166 | 48,252 | 57,339 | 66,426 | 75,513  | 6     | 9,087     | 2,080    | 10.09    | 36.30    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Senior Public Works Repairer/Parking Meter Collect       |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10920                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,588 | 36,168 | 44,748 | 53,328 | 61,907 | 70,487  | 6     | 8,580     | 2,080    | 9.14     | 33.89    |
| AU10920                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 27,864 | 36,530 | 45,195 | 53,861 | 62,527 | 71,192  | 6     | 8,666     | 2,080    | 9.23     | 34.23    |
| AU10920                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,282 | 37,077 | 45,873 | 54,669 | 63,464 | 72,260  | 6     | 8,796     | 2,080    | 9.37     | 34.74    |
| AU10920                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 28,706 | 37,634 | 46,561 | 55,489 | 64,416 | 73,344  | 6     | 8,928     | 2,080    | 9.51     | 35.26    |
| AU10920                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,137 | 38,198 | 47,260 | 56,321 | 65,383 | 74,444  | 6     | 9,062     | 2,080    | 9.65     | 35.79    |
| AU10920                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 29,574 | 38,771 | 47,969 | 57,166 | 66,363 | 75,561  | 6     | 9,197     | 2,080    | 9.80     | 36.33    |
| AU10920                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 30,017 | 39,353 | 48,688 | 58,023 | 67,359 | 76,694  | 6     | 9,335     | 2,080    | 9.94     | 36.87    |
| AU10920                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 30,468 | 39,943 | 49,418 | 58,894 | 68,369 | 77,845  | 6     | 9,475     | 2,080    | 10.09    | 37.43    |
| Senior Pumping Station Operator                          |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10930                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,466 | 35,924 | 44,382 | 52,840 | 61,299 | 69,757  | 6     | 8,458     | 2,080    | 9.14     | 33.54    |
| AU10930                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 27,741 | 36,284 | 44,826 | 53,369 | 61,912 | 70,454  | 6     | 8,543     | 2,080    | 9.23     | 33.87    |
| AU10930                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,157 | 36,828 | 45,499 | 54,169 | 62,840 | 71,511  | 6     | 8,671     | 2,080    | 9.37     | 34.38    |
| AU10930                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 28,579 | 37,380 | 46,181 | 54,982 | 63,783 | 72,584  | 6     | 8,801     | 2,080    | 9.51     | 34.90    |
| AU10930                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,008 | 37,941 | 46,874 | 55,807 | 64,740 | 73,672  | 6     | 8,933     | 2,080    | 9.65     | 35.42    |
| AU10930                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 29,443 | 38,510 | 47,577 | 56,644 | 65,711 | 74,778  | 6     | 9,067     | 2,080    | 9.80     | 35.95    |
| AU10930                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 29,885 | 39,088 | 48,291 | 57,493 | 66,696 | 75,899  | 6     | 9,203     | 2,080    | 9.94     | 36.49    |
| AU10930                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 30,333 | 39,674 | 49,015 | 58,356 | 67,697 | 77,038  | 6     | 9,341     | 2,080    | 10.09    | 37.04    |
| Senior Pumping Station Repairer/Mechanic                 |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10940                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 21,120  | 27,801 | 34,481 | 41,162 | 47,842 | 54,523 | 61,204  | 6     | 6,681     | 2,080    | 10.15    | 29.42    |
| AU10940                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 21,331  | 28,079 | 34,826 | 41,573 | 48,321 | 55,068 | 61,816  | 6     | 6,747     | 2,080    | 10.26    | 29.72    |
| AU10940                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 21,651  | 28,500 | 35,348 | 42,197 | 49,046 | 55,894 | 62,743  | 6     | 6,849     | 2,080    | 10.41    | 30.16    |
| AU10940                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 21,976  | 28,927 | 35,879 | 42,830 | 49,781 | 56,733 | 63,684  | 6     | 6,951     | 2,080    | 10.57    | 30.62    |
| AU10940                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 22,306  | 29,361 | 36,417 | 43,472 | 50,528 | 57,584 | 64,639  | 6     | 7,056     | 2,080    | 10.72    | 31.08    |
| AU10940                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 22,640  | 29,802 | 36,963 | 44,125 | 51,286 | 58,447 | 65,609  | 6     | 7,161     | 2,080    | 10.88    | 31.54    |
| AU10940                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 22,980  | 30,249 | 37,518 | 44,786 | 52,055 | 59,324 | 66,593  | 6     | 7,269     | 2,080    | 11.05    | 32.02    |
| AU10940                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 23,325  | 30,702 | 38,080 | 45,458 | 52,836 | 60,214 | 67,592  | 6     | 7,378     | 2,080    | 11.21    | 32.50    |
| Senior REHS Public Health                                |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10950                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 21,120  | 32,031 | 42,942 | 53,853 | 64,763 | 75,674 | 86,585  | 6     | 10,911    | 1,820    | 11.60    | 47.57    |
| AU10950                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 21,331  | 31,101 | 40,871 | 50,640 | 60,410 | 70,180 | 79,950  | 6     | 9,770     | 1,820    | 11.72    | 43.93    |
| AU10950                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 21,651  | 31,568 | 41,484 | 51,400 | 61,316 | 71,233 | 81,149  | 6     | 9,916     | 1,820    | 11.90    | 44.59    |
| AU10950                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 21,976  | 32,041 | 42,106 | 52,171 | 62,236 | 72,301 | 82,366  | 6     | 10,065    | 1,820    | 12.07    | 45.26    |
| AU10950                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 22,306  | 32,522 | 42,738 | 52,954 | 63,170 | 73,386 | 83,602  | 6     | 10,216    | 1,820    | 12.26    | 45.93    |
| AU10950                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 22,640  | 33,009 | 43,379 | 53,748 | 64,117 | 74,486 | 84,856  | 6     | 10,369    | 1,820    | 12.44    | 46.62    |
| AU10950                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 22,980  | 33,505 | 44,029 | 54,554 | 65,079 | 75,604 | 86,128  | 6     | 10,525    | 1,820    | 12.63    | 47.32    |
| AU10950                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 23,325  | 34,007 | 44,690 | 55,372 | 66,055 | 76,738 | 87,420  | 6     | 10,683    | 1,820    | 12.82    | 48.03    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Senior Sanitary Inspector                                |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10960                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 21,120  | 31,115 | 41,111 | 51,106 | 61,101 | 71,096 | 81,092  | 6     | 9,995     | 1,820    | 11.60    | 44.56    |
| AU10960                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 21,331  | 31,427 | 41,522 | 51,617 | 61,712 | 71,807 | 81,903  | 6     | 10,095    | 1,820    | 11.72    | 45.00    |
| AU10960                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 21,651  | 31,898 | 42,145 | 52,391 | 62,638 | 72,884 | 83,131  | 6     | 10,247    | 1,820    | 11.90    | 45.68    |
| AU10960                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 21,976  | 32,376 | 42,777 | 53,177 | 63,577 | 73,978 | 84,378  | 6     | 10,400    | 1,820    | 12.07    | 46.36    |
| AU10960                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 22,306  | 32,862 | 43,418 | 53,975 | 64,531 | 75,087 | 85,644  | 6     | 10,556    | 1,820    | 12.26    | 47.06    |
| AU10960                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 22,640  | 33,355 | 44,070 | 54,784 | 65,499 | 76,214 | 86,928  | 6     | 10,715    | 1,820    | 12.44    | 47.76    |
| AU10960                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 22,980  | 33,855 | 44,731 | 55,606 | 66,482 | 77,357 | 88,232  | 6     | 10,875    | 1,820    | 12.63    | 48.48    |
| AU10960                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 23,325  | 34,363 | 45,402 | 56,440 | 67,479 | 78,517 | 89,556  | 6     | 11,039    | 1,820    | 12.82    | 49.21    |
| Sewer Repairer 1                                         |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10970                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 16,896  | 25,036 | 33,177 | 41,317 | 49,457 | 57,597 | 65,738  | 6     | 8,140     | 2,080    | 8.12     | 31.60    |
| AU10970                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 17,065  | 25,287 | 33,508 | 41,730 | 49,952 | 58,173 | 66,395  | 6     | 8,222     | 2,080    | 8.20     | 31.92    |
| AU10970                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 17,321  | 25,666 | 34,011 | 42,356 | 50,701 | 59,046 | 67,391  | 6     | 8,345     | 2,080    | 8.33     | 32.40    |
| AU10970                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 17,581  | 26,051 | 34,521 | 42,991 | 51,462 | 59,932 | 68,402  | 6     | 8,470     | 2,080    | 8.45     | 32.89    |
| AU10970                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 17,845  | 26,442 | 35,039 | 43,636 | 52,233 | 60,831 | 69,428  | 6     | 8,597     | 2,080    | 8.58     | 33.38    |
| AU10970                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 18,112  | 26,838 | 35,565 | 44,291 | 53,017 | 61,743 | 70,469  | 6     | 8,726     | 2,080    | 8.71     | 33.88    |
| AU10970                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 18,384  | 27,241 | 36,098 | 44,955 | 53,812 | 62,669 | 71,526  | 6     | 8,857     | 2,080    | 8.84     | 34.39    |
| AU10970                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 18,660  | 27,650 | 36,640 | 45,629 | 54,619 | 63,609 | 72,599  | 6     | 8,990     | 2,080    | 8.97     | 34.90    |
| Sewer Repairer 1/Communications Manager                  |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10980                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 25,344  | 33,484 | 41,625 | 49,765 | 57,905 | 66,045 | 74,185  | 6     | 8,140     | 2,080    | 12.18    | 35.67    |
| AU10980                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 25,598  | 33,819 | 42,041 | 50,262 | 58,484 | 66,706 | 74,927  | 6     | 8,222     | 2,080    | 12.31    | 36.02    |
| AU10980                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 25,982  | 34,326 | 42,671 | 51,016 | 59,361 | 67,706 | 76,051  | 6     | 8,345     | 2,080    | 12.49    | 36.56    |
| AU10980                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 26,371  | 34,841 | 43,312 | 51,782 | 60,252 | 68,722 | 77,192  | 6     | 8,470     | 2,080    | 12.68    | 37.11    |
| AU10980                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 26,767  | 35,364 | 43,961 | 52,558 | 61,156 | 69,753 | 78,350  | 6     | 8,597     | 2,080    | 12.87    | 37.67    |
| AU10980                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 27,168  | 35,894 | 44,621 | 53,347 | 62,073 | 70,799 | 79,525  | 6     | 8,726     | 2,080    | 13.06    | 38.23    |
| AU10980                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 27,576  | 36,433 | 45,290 | 54,147 | 63,004 | 71,861 | 80,718  | 6     | 8,857     | 2,080    | 13.26    | 38.81    |
| AU10980                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 27,990  | 36,979 | 45,969 | 54,959 | 63,949 | 72,939 | 81,929  | 6     | 8,990     | 2,080    | 13.46    | 39.39    |
| Supervising Electrician                                  |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10990                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 21,120  | 29,893 | 38,666 | 47,439 | 56,211 | 64,984 | 73,757  | 6     | 8,773     | 2,080    | 10.15    | 35.46    |
| AU10990                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 21,331  | 30,192 | 39,052 | 47,913 | 56,773 | 65,634 | 74,494  | 6     | 8,861     | 2,080    | 10.26    | 35.81    |
| AU10990                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 21,651  | 30,645 | 39,638 | 48,632 | 57,625 | 66,618 | 75,612  | 6     | 8,993     | 2,080    | 10.41    | 36.35    |
| AU10990                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 21,976  | 31,104 | 40,233 | 49,361 | 58,489 | 67,618 | 76,746  | 6     | 9,128     | 2,080    | 10.57    | 36.90    |
| AU10990                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 22,306  | 31,571 | 40,836 | 50,101 | 59,367 | 68,632 | 77,897  | 6     | 9,265     | 2,080    | 10.72    | 37.45    |
| AU10990                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 22,640  | 32,045 | 41,449 | 50,853 | 60,257 | 69,661 | 79,066  | 6     | 9,404     | 2,080    | 10.88    | 38.01    |
| AU10990                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 22,980  | 32,525 | 42,071 | 51,616 | 61,161 | 70,706 | 80,252  | 6     | 9,545     | 2,080    | 11.05    | 38.58    |
| AU10990                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 23,325  | 33,013 | 42,702 | 52,390 | 62,079 | 71,767 | 81,455  | 6     | 9,688     | 2,080    | 11.21    | 39.16    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME                 |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|--------------------------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Tax Searcher                                                             |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU11010                                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 26,400  | 33,355 | 40,310 | 47,265 | 54,220 | 61,175 | 68,130  | 6     | 6,955     | 1,820    | 14.51    | 37.43    |
| AU11010                                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 26,664  | 33,689 | 40,713 | 47,737 | 54,762 | 61,786 | 68,811  | 6     | 7,024     | 1,820    | 14.65    | 37.81    |
| AU11010                                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 27,064  | 34,194 | 41,324 | 48,454 | 55,583 | 62,713 | 69,843  | 6     | 7,130     | 1,820    | 14.87    | 38.38    |
| AU11010                                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 27,470  | 34,707 | 41,944 | 49,180 | 56,417 | 63,654 | 70,891  | 6     | 7,237     | 1,820    | 15.09    | 38.95    |
| AU11010                                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 27,882  | 35,227 | 42,573 | 49,918 | 57,263 | 64,609 | 71,954  | 6     | 7,345     | 1,820    | 15.32    | 39.54    |
| AU11010                                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 28,300  | 35,756 | 43,211 | 50,667 | 58,122 | 65,578 | 73,033  | 6     | 7,455     | 1,820    | 15.55    | 40.13    |
| AU11010                                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 28,725  | 36,292 | 43,860 | 51,427 | 58,994 | 66,561 | 74,129  | 6     | 7,567     | 1,820    | 15.78    | 40.73    |
| AU11010                                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 29,156  | 36,837 | 44,517 | 52,198 | 59,879 | 67,560 | 75,241  | 6     | 7,681     | 1,820    | 16.02    | 41.34    |
| Technical Assistant to the Construction Official                         |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU11020                                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 25,892 | 32,776 | 39,660 | 46,544 | 53,428 | 60,313  | 6     | 6,884     | 1,820    | 10.44    | 33.14    |
| AU11020                                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 26,151 | 33,104 | 40,057 | 47,010 | 53,963 | 60,916  | 6     | 6,953     | 1,820    | 10.55    | 33.47    |
| AU11020                                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 26,543 | 33,601 | 40,658 | 47,715 | 54,772 | 61,829  | 6     | 7,057     | 1,820    | 10.71    | 33.97    |
| AU11020                                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 26,942 | 34,105 | 41,268 | 48,431 | 55,594 | 62,757  | 6     | 7,163     | 1,820    | 10.87    | 34.48    |
| AU11020                                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 27,346 | 34,616 | 41,887 | 49,157 | 56,428 | 63,698  | 6     | 7,271     | 1,820    | 11.03    | 35.00    |
| AU11020                                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 27,756 | 35,135 | 42,515 | 49,895 | 57,274 | 64,654  | 6     | 7,380     | 1,820    | 11.20    | 35.52    |
| AU11020                                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 28,172 | 35,662 | 43,153 | 50,643 | 58,133 | 65,623  | 6     | 7,490     | 1,820    | 11.36    | 36.06    |
| AU11020                                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 28,595 | 36,197 | 43,800 | 51,403 | 59,005 | 66,608  | 6     | 7,603     | 1,820    | 11.53    | 36.60    |
| Technical Assistant to the Construction Official/Construction Department |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU11020                                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 24,008  | 30,892 | 37,776 | 44,660 | 51,544 | 58,428 | 65,313  | 6     | 6,884     | 1,820    | 13.19    | 35.89    |
| AU11020                                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 24,248  | 31,201 | 38,154 | 45,107 | 52,060 | 59,013 | 65,966  | 6     | 6,953     | 1,820    | 13.32    | 36.24    |
| AU11020                                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 24,612  | 31,669 | 38,726 | 45,784 | 52,841 | 59,898 | 66,955  | 6     | 7,057     | 1,820    | 13.52    | 36.79    |
| AU11020                                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 24,981  | 32,144 | 39,307 | 46,470 | 53,633 | 60,796 | 67,959  | 6     | 7,163     | 1,820    | 13.73    | 37.34    |
| AU11020                                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 25,356  | 32,626 | 39,897 | 47,167 | 54,438 | 61,708 | 68,979  | 6     | 7,271     | 1,820    | 13.93    | 37.90    |
| AU11020                                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 25,736  | 33,116 | 40,495 | 47,875 | 55,254 | 62,634 | 70,014  | 6     | 7,380     | 1,820    | 14.14    | 38.47    |
| AU11020                                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 26,122  | 33,612 | 41,103 | 48,593 | 56,083 | 63,573 | 71,064  | 6     | 7,490     | 1,820    | 14.35    | 39.05    |
| AU11020                                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 26,514  | 34,117 | 41,719 | 49,322 | 56,924 | 64,527 | 72,130  | 6     | 7,603     | 1,820    | 14.57    | 39.63    |
| Tenant Relations Assistant                                               |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU11025                                                                  | 0.00%    | 1/1/2019 | 12/31/2019 | 24,752  | 35,479 | 46,205 | 56,931 | 67,657 | 78,383 | 89,109  | 6     | 10,726    | 1,820    | 13.60    | 48.96    |
| AU11025                                                                  | 1.00%    | 1/1/2020 | 6/30/2020  | 25,000  | 35,833 | 46,667 | 57,500 | 68,333 | 79,167 | 90,000  | 6     | 10,833    | 1,820    | 13.74    | 49.45    |
| AU11025                                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 25,375  | 36,371 | 47,367 | 58,363 | 69,358 | 80,354 | 91,350  | 6     | 10,996    | 1,820    | 13.94    | 50.19    |
| AU11025                                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 25,756  | 36,916 | 48,077 | 59,238 | 70,399 | 81,559 | 92,720  | 6     | 11,161    | 1,820    | 14.15    | 50.95    |
| AU11025                                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 26,142  | 37,470 | 48,798 | 60,127 | 71,455 | 82,783 | 94,111  | 6     | 11,328    | 1,820    | 14.36    | 51.71    |
| AU11025                                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 26,534  | 38,032 | 49,530 | 61,028 | 72,527 | 84,025 | 95,523  | 6     | 11,498    | 1,820    | 14.58    | 52.49    |
| AU11025                                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 26,932  | 38,603 | 50,273 | 61,944 | 73,614 | 85,285 | 96,956  | 6     | 11,671    | 1,820    | 14.80    | 53.27    |
| Truck Driver                                                             |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |          |          |          |          |          |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|----------|----------|----------|----------|----------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| AU11030                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 26,073   | 33,138   | 40,203   | 47,267   | 54,332   | 61,397  | 6     | 7,065     | 2,080    | 9.14     | 29.52    |
| AU11030                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 26,334   | 33,469   | 40,605   | 47,740   | 54,875   | 62,011  | 6     | 7,135     | 2,080    | 9.23     | 29.81    |
| AU11030                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 26,729   | 33,971   | 41,214   | 48,456   | 55,699   | 62,941  | 6     | 7,242     | 2,080    | 9.37     | 30.26    |
| AU11030                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 27,130   | 34,481   | 41,832   | 49,183   | 56,534   | 63,885  | 6     | 7,351     | 2,080    | 9.51     | 30.71    |
| AU11030                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 27,537   | 34,998   | 42,459   | 49,921   | 57,382   | 64,843  | 6     | 7,461     | 2,080    | 9.65     | 31.17    |
| AU11030                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 27,950   | 35,523   | 43,096   | 50,669   | 58,243   | 65,816  | 6     | 7,573     | 2,080    | 9.80     | 31.64    |
| AU11030                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 28,369   | 36,056   | 43,743   | 51,430   | 59,116   | 66,803  | 6     | 7,687     | 2,080    | 9.94     | 32.12    |
| AU11030                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 28,794   | 36,597   | 44,399   | 52,201   | 60,003   | 67,805  | 6     | 7,802     | 2,080    | 10.09    | 32.60    |
|                                                          |          |          |            |         |          |          |          |          |          |         |       |           |          |          |          |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME                                                                                       |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                                                                                     | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Violations Clerk                                                                                                                               |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU11040                                                                                                                                        | 0.00%    | 1/1/2018 | 12/31/2018 | 36,680  | 41,723 | 46,765 | 51,807 | 56,849 | 61,892 | 66,934  | 6     | 5,042     | 1,820    | 20.15    | 36.78    |
| AU11040                                                                                                                                        | 1.00%    | 1/1/2019 | 12/31/2019 | 37,047  | 42,140 | 47,232 | 52,325 | 57,418 | 62,511 | 67,603  | 6     | 5,093     | 1,820    | 20.36    | 37.14    |
| AU11040                                                                                                                                        | 1.50%    | 1/1/2020 | 6/30/2020  | 37,603  | 42,772 | 47,941 | 53,110 | 58,279 | 63,448 | 68,618  | 6     | 5,169     | 1,820    | 20.66    | 37.70    |
| AU11040                                                                                                                                        | 1.50%    | 7/1/2020 | 12/31/2020 | 38,167  | 43,413 | 48,660 | 53,907 | 59,153 | 64,400 | 69,647  | 6     | 5,247     | 1,820    | 20.97    | 38.27    |
| AU11040                                                                                                                                        | 1.50%    | 1/1/2021 | 6/30/2021  | 38,739  | 44,065 | 49,390 | 54,715 | 60,041 | 65,366 | 70,692  | 6     | 5,325     | 1,820    | 21.29    | 38.84    |
| AU11040                                                                                                                                        | 1.50%    | 7/1/2021 | 12/31/2021 | 39,320  | 44,726 | 50,131 | 55,536 | 60,941 | 66,347 | 71,752  | 6     | 5,405     | 1,820    | 21.60    | 39.42    |
| AU11040                                                                                                                                        | 1.50%    | 1/1/2022 | 6/30/2022  | 39,910  | 45,396 | 50,883 | 56,369 | 61,855 | 67,342 | 72,828  | 6     | 5,486     | 1,820    | 21.93    | 40.02    |
| AU11040                                                                                                                                        | 1.50%    | 7/1/2022 | 12/31/2022 | 40,509  | 46,077 | 51,646 | 57,215 | 62,783 | 68,352 | 73,921  | 6     | 5,569     | 1,820    | 22.26    | 40.62    |
| Zoning Officer                                                                                                                                 |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU11050                                                                                                                                        | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 28,129 | 37,249 | 46,369 | 55,490 | 64,610 | 73,731  | 6     | 9,120     | 1,820    | 10.44    | 40.51    |
| AU11050                                                                                                                                        | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 28,410 | 37,621 | 46,833 | 56,045 | 65,256 | 74,468  | 6     | 9,212     | 1,820    | 10.55    | 40.92    |
| AU11050                                                                                                                                        | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,836 | 38,186 | 47,535 | 56,885 | 66,235 | 75,585  | 6     | 9,350     | 1,820    | 10.71    | 41.53    |
| AU11050                                                                                                                                        | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,268 | 38,759 | 48,249 | 57,739 | 67,229 | 76,719  | 6     | 9,490     | 1,820    | 10.87    | 42.15    |
| AU11050                                                                                                                                        | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,708 | 39,340 | 48,972 | 58,605 | 68,237 | 77,869  | 6     | 9,632     | 1,820    | 11.03    | 42.79    |
| AU11050                                                                                                                                        | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 30,153 | 39,930 | 49,707 | 59,484 | 69,261 | 79,037  | 6     | 9,777     | 1,820    | 11.20    | 43.43    |
| AU11050                                                                                                                                        | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 30,605 | 40,529 | 50,452 | 60,376 | 70,299 | 80,223  | 6     | 9,924     | 1,820    | 11.36    | 44.08    |
| AU11050                                                                                                                                        | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 31,064 | 41,137 | 51,209 | 61,282 | 71,354 | 81,426  | 6     | 10,072    | 1,820    | 11.53    | 44.74    |
| Returning Retiree Limited/Any Full Time Position, Part Time Hourly Rate as per positions above                                                 |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU11060                                                                                                                                        | 0.00%    | 1/1/2017 | 12/31/2022 | 15,000  | 15,000 | 15,000 | 15,000 | 15,000 | 15,000 | 15,000  | 0     | -         | 1,820    | 8.24     | 44.38    |
| Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement. |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|                                                                                                                                                |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|                                                                                                                                                |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|                                                                                                                                                |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
|---------------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|---------|---------|---------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                      | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3       | 4       | 5       | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Assistant Budget Examiner                                                       |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10010                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 40,000  | 50,000 | 60,000 | 70,000  | 80,000  | 90,000  | 100,000 | 6     | 10,000    | 1,820    | 21.98    | 54.95    |
| MA10010                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 40,400  | 50,500 | 60,600 | 70,700  | 80,800  | 90,900  | 101,000 | 6     | 10,100    | 1,820    | 22.20    | 55.49    |
| MA10010                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 41,006  | 51,258 | 61,509 | 71,761  | 82,012  | 92,264  | 102,515 | 6     | 10,252    | 1,820    | 22.53    | 56.33    |
| MA10010                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 41,621  | 52,026 | 62,432 | 72,837  | 83,242  | 93,647  | 104,053 | 6     | 10,405    | 1,820    | 22.87    | 57.17    |
| MA10010                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 42,245  | 52,807 | 63,368 | 73,929  | 84,491  | 95,052  | 105,614 | 6     | 10,561    | 1,820    | 23.21    | 58.03    |
| MA10010                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 42,879  | 53,599 | 64,319 | 75,038  | 85,758  | 96,478  | 107,198 | 6     | 10,720    | 1,820    | 23.56    | 58.90    |
| MA10010                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 43,522  | 54,403 | 65,283 | 76,164  | 87,045  | 97,925  | 108,806 | 6     | 10,881    | 1,820    | 23.91    | 59.78    |
| MA10010                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 44,175  | 55,219 | 66,263 | 77,306  | 88,350  | 99,394  | 110,438 | 6     | 11,044    | 1,820    | 24.27    | 60.68    |
| Assistant Comptroller                                                           |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10010                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 21,120  | 32,923 | 44,726 | 56,530  | 68,333  | 80,136  | 91,939  | 6     | 11,803    | 1,820    | 11.60    | 50.52    |
| MA10010                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 21,331  | 33,253 | 45,174 | 57,095  | 69,016  | 80,937  | 92,859  | 6     | 11,921    | 1,820    | 11.72    | 51.02    |
| MA10010                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 21,651  | 33,751 | 45,851 | 57,951  | 70,051  | 82,151  | 94,251  | 6     | 12,100    | 1,820    | 11.90    | 51.79    |
| MA10010                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 21,976  | 34,258 | 46,539 | 58,821  | 71,102  | 83,384  | 95,665  | 6     | 12,282    | 1,820    | 12.07    | 52.56    |
| MA10010                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 22,306  | 34,771 | 47,237 | 59,703  | 72,169  | 84,634  | 97,100  | 6     | 12,466    | 1,820    | 12.26    | 53.35    |
| MA10010                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 22,640  | 35,293 | 47,946 | 60,598  | 73,251  | 85,904  | 98,557  | 6     | 12,653    | 1,820    | 12.44    | 54.15    |
| MA10010                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 22,980  | 35,822 | 48,665 | 61,507  | 74,350  | 87,193  | 100,035 | 6     | 12,843    | 1,820    | 12.63    | 54.96    |
| MA10010                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 23,325  | 36,360 | 49,395 | 62,430  | 75,465  | 88,500  | 101,536 | 6     | 13,035    | 1,820    | 12.82    | 55.79    |
| Assistant Township Attorney                                                     |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10020                                                                         | 0.00% | 1/1/2017 | 12/31/2022 | 31,500  | 31,500 | 31,500 | 31,500  | 31,500  | 31,500  | 31,500  | 0     | -         | 1,820    | 17.31    | 17.31    |
| Assistant Director of Public Works                                              |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10030                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 71,865  | 79,232 | 86,600 | 93,967  | 101,334 | 108,701 | 116,068 | 6     | 7,367     | 1,820    | 39.49    | 63.77    |
| MA10030                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 72,584  | 80,025 | 87,465 | 94,906  | 102,347 | 109,788 | 117,229 | 6     | 7,441     | 1,820    | 39.88    | 64.41    |
| MA10030                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 73,673  | 81,225 | 88,777 | 96,330  | 103,882 | 111,435 | 118,987 | 6     | 7,552     | 1,820    | 40.48    | 65.38    |
| MA10030                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 74,778  | 82,443 | 90,109 | 97,775  | 105,441 | 113,106 | 120,772 | 6     | 7,666     | 1,820    | 41.09    | 66.36    |
| MA10030                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 75,899  | 83,680 | 91,461 | 99,242  | 107,022 | 114,803 | 122,584 | 6     | 7,781     | 1,820    | 41.70    | 67.35    |
| MA10030                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 77,038  | 84,935 | 92,833 | 100,730 | 108,628 | 116,525 | 124,423 | 6     | 7,897     | 1,820    | 42.33    | 68.36    |
| MA10030                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 78,193  | 86,209 | 94,225 | 102,241 | 110,257 | 118,273 | 126,289 | 6     | 8,016     | 1,820    | 42.96    | 69.39    |
| MA10030                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 79,366  | 87,502 | 95,639 | 103,775 | 111,911 | 120,047 | 128,183 | 6     | 8,136     | 1,820    | 43.61    | 70.43    |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES           |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
|-------------------------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|---------|---------|---------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                                | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3       | 4       | 5       | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Assistant Director of Public Works/Recycling Center Manager/Clean Communities Coordinator |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10040                                                                                   | 0.00% | 1/1/2018 | 12/31/2018 | 71,865  | 79,232 | 86,599 | 93,966  | 101,334 | 108,701 | 116,068 | 6     | 7,367     | 1,820    | 39.49    | 63.77    |
| MA10040                                                                                   | 1.00% | 1/1/2019 | 12/31/2019 | 72,583  | 80,024 | 87,465 | 94,906  | 102,347 | 109,788 | 117,229 | 6     | 7,441     | 1,820    | 39.88    | 64.41    |
| MA10040                                                                                   | 1.50% | 1/1/2020 | 6/30/2020  | 73,672  | 81,225 | 88,777 | 96,330  | 103,882 | 111,435 | 118,987 | 6     | 7,553     | 1,820    | 40.48    | 65.38    |
| MA10040                                                                                   | 1.50% | 7/1/2020 | 12/31/2020 | 74,777  | 82,443 | 90,109 | 97,775  | 105,440 | 113,106 | 120,772 | 6     | 7,666     | 1,820    | 41.09    | 66.36    |
| MA10040                                                                                   | 1.50% | 1/1/2021 | 6/30/2021  | 75,899  | 83,680 | 91,460 | 99,241  | 107,022 | 114,803 | 122,584 | 6     | 7,781     | 1,820    | 41.70    | 67.35    |
| MA10040                                                                                   | 1.50% | 7/1/2021 | 12/31/2021 | 77,037  | 84,935 | 92,832 | 100,730 | 108,627 | 116,525 | 124,422 | 6     | 7,898     | 1,820    | 42.33    | 68.36    |
| MA10040                                                                                   | 1.50% | 1/1/2022 | 6/30/2022  | 78,193  | 86,209 | 94,225 | 102,241 | 110,257 | 118,273 | 126,289 | 6     | 8,016     | 1,820    | 42.96    | 69.39    |
| MA10040                                                                                   | 1.50% | 7/1/2022 | 12/31/2022 | 79,366  | 87,502 | 95,638 | 103,774 | 111,911 | 120,047 | 128,183 | 6     | 8,136     | 1,820    | 43.61    | 70.43    |
| Business Administrator                                                                    |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10050                                                                                   | 0.00% | 1/1/2018 | 12/31/2018 | 31,680  | 53,848 | 76,016 | 98,184  | 120,352 | 142,520 | 164,688 | 6     | 22,168    | 1,820    | 17.41    | 90.49    |
| MA10050                                                                                   | 1.00% | 1/1/2019 | 12/31/2019 | 31,997  | 54,387 | 76,776 | 99,166  | 121,556 | 143,945 | 166,335 | 6     | 22,390    | 1,820    | 17.58    | 91.39    |
| MA10050                                                                                   | 1.50% | 1/1/2020 | 6/30/2020  | 32,477  | 55,202 | 77,928 | 100,654 | 123,379 | 146,105 | 168,830 | 6     | 22,726    | 1,820    | 17.84    | 92.76    |
| MA10050                                                                                   | 1.50% | 7/1/2020 | 12/31/2020 | 32,964  | 56,031 | 79,097 | 102,163 | 125,230 | 148,296 | 171,363 | 6     | 23,066    | 1,820    | 18.11    | 94.16    |
| MA10050                                                                                   | 1.50% | 1/1/2021 | 6/30/2021  | 33,459  | 56,871 | 80,283 | 103,696 | 127,108 | 150,521 | 173,933 | 6     | 23,412    | 1,820    | 18.38    | 95.57    |
| MA10050                                                                                   | 1.50% | 7/1/2021 | 12/31/2021 | 33,960  | 57,724 | 81,488 | 105,251 | 129,015 | 152,778 | 176,542 | 6     | 23,764    | 1,820    | 18.66    | 97.00    |
| MA10050                                                                                   | 1.50% | 1/1/2022 | 6/30/2022  | 34,470  | 58,590 | 82,710 | 106,830 | 130,950 | 155,070 | 179,190 | 6     | 24,120    | 1,820    | 18.94    | 98.46    |
| MA10050                                                                                   | 1.50% | 7/1/2022 | 12/31/2022 | 34,987  | 59,469 | 83,951 | 108,432 | 132,914 | 157,396 | 181,878 | 6     | 24,482    | 1,820    | 19.22    | 99.93    |
| Business Administrator/Secretary to the Insurance Commissioner                            |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10065                                                                                   | 0.00% | 1/1/2018 | 12/31/2018 | 34,128  | 56,296 | 78,464 | 100,632 | 122,800 | 144,968 | 167,136 | 6     | 22,168    | 1,820    | 18.75    | 91.83    |
| MA10065                                                                                   | 1.00% | 1/1/2019 | 12/31/2019 | 34,469  | 56,859 | 79,249 | 101,639 | 124,028 | 146,418 | 168,808 | 6     | 22,390    | 1,820    | 18.94    | 92.75    |
| MA10065                                                                                   | 1.50% | 1/1/2020 | 6/30/2020  | 34,987  | 57,712 | 80,438 | 103,163 | 125,889 | 148,614 | 171,340 | 6     | 22,726    | 1,820    | 19.22    | 94.14    |
| MA10065                                                                                   | 1.50% | 7/1/2020 | 12/31/2020 | 35,511  | 58,578 | 81,644 | 104,711 | 127,777 | 150,843 | 173,910 | 6     | 23,066    | 1,820    | 19.51    | 95.55    |
| MA10065                                                                                   | 1.50% | 1/1/2021 | 6/30/2021  | 36,044  | 59,456 | 82,869 | 106,281 | 129,694 | 153,106 | 176,518 | 6     | 23,412    | 1,820    | 19.80    | 96.99    |
| MA10065                                                                                   | 1.50% | 7/1/2021 | 12/31/2021 | 36,585  | 60,348 | 84,112 | 107,875 | 131,639 | 155,403 | 179,166 | 6     | 23,764    | 1,820    | 20.10    | 98.44    |
| MA10065                                                                                   | 1.50% | 1/1/2022 | 6/30/2022  | 37,133  | 61,253 | 85,374 | 109,494 | 133,614 | 157,734 | 181,854 | 6     | 24,120    | 1,820    | 20.40    | 99.92    |
| MA10065                                                                                   | 1.50% | 7/1/2022 | 12/31/2022 | 37,690  | 62,172 | 86,654 | 111,136 | 135,618 | 160,100 | 184,582 | 6     | 24,482    | 1,820    | 20.71    | 101.42   |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |       |          |            |         |         |         |         |         |         |         |       |           |          |          |          |
|---------------------------------------------------------------------------------|-------|----------|------------|---------|---------|---------|---------|---------|---------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                      | %     | FROM     | TO         | MINIMUM | 1       | 2       | 3       | 4       | 5       | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Chief Financial Officer                                                         |       |          |            |         |         |         |         |         |         |         |       |           |          |          |          |
| MA10070                                                                         | 0.00% | 1/1/2018 | 6/30/2018  | 63,360  | 80,123  | 96,885  | 113,648 | 130,410 | 147,173 | 163,935 | 6     | 16,763    | 1,820    | 34.81    | 90.07    |
| MA10070                                                                         | 0.00% | 7/1/2018 | 12/31/2018 | 73,360  | 90,123  | 106,885 | 123,648 | 140,410 | 157,173 | 173,935 | 6     | 16,763    | 1,820    | 40.31    | 95.57    |
| MA10070                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 74,094  | 91,024  | 107,954 | 124,884 | 141,814 | 158,744 | 175,674 | 6     | 16,930    | 1,820    | 40.71    | 96.52    |
| MA10070                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 75,205  | 92,389  | 109,573 | 126,757 | 143,941 | 161,125 | 178,309 | 6     | 17,184    | 1,820    | 41.32    | 97.97    |
| MA10070                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 76,333  | 93,775  | 111,217 | 128,659 | 146,100 | 163,542 | 180,984 | 6     | 17,442    | 1,820    | 41.94    | 99.44    |
| MA10070                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 77,478  | 95,182  | 112,885 | 130,588 | 148,292 | 165,995 | 183,699 | 6     | 17,703    | 1,820    | 42.57    | 100.93   |
| MA10070                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 78,640  | 96,609  | 114,578 | 132,547 | 150,516 | 168,485 | 186,454 | 6     | 17,969    | 1,820    | 43.21    | 102.45   |
| MA10070                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 79,820  | 98,058  | 116,297 | 134,536 | 152,774 | 171,013 | 189,251 | 6     | 18,239    | 1,820    | 43.86    | 103.98   |
| MA10070                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 81,017  | 99,529  | 118,041 | 136,554 | 155,066 | 173,578 | 192,090 | 6     | 18,512    | 1,820    | 44.51    | 105.54   |
| Chief Judge of the Municipal Court                                              |       |          |            |         |         |         |         |         |         |         |       |           |          |          |          |
| MA10080                                                                         | 0.00% | 1/1/2018 | 12/31/2022 | 43,000  | 43,000  | 43,000  | 43,000  | 43,000  | 43,000  | 43,000  | 0     | -         | 1,820    | 23.63    | 23.63    |
| Communications Manager                                                          |       |          |            |         |         |         |         |         |         |         |       |           |          |          |          |
| MA10090                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 89,200  | 91,840  | 94,480  | 97,120  | 99,761  | 102,401 | 105,041 | 6     | 2,640     | 1,820    | 49.01    | 57.71    |
| MA10090                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 90,092  | 92,759  | 95,425  | 98,092  | 100,758 | 103,425 | 106,091 | 6     | 2,666     | 1,820    | 49.50    | 58.29    |
| MA10090                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 91,444  | 94,150  | 96,857  | 99,563  | 102,269 | 104,976 | 107,682 | 6     | 2,706     | 1,820    | 50.24    | 59.17    |
| MA10090                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 92,815  | 95,563  | 98,310  | 101,057 | 103,804 | 106,551 | 109,298 | 6     | 2,747     | 1,820    | 51.00    | 60.05    |
| MA10090                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 94,208  | 96,996  | 99,784  | 102,572 | 105,361 | 108,149 | 110,937 | 6     | 2,788     | 1,820    | 51.76    | 60.95    |
| MA10090                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 95,621  | 98,451  | 101,281 | 104,111 | 106,941 | 109,771 | 112,601 | 6     | 2,830     | 1,820    | 52.54    | 61.87    |
| MA10090                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 97,055  | 99,928  | 102,800 | 105,673 | 108,545 | 111,418 | 114,290 | 6     | 2,872     | 1,820    | 53.33    | 62.80    |
| MA10090                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 98,511  | 101,427 | 104,342 | 107,258 | 110,173 | 113,089 | 116,004 | 6     | 2,916     | 1,820    | 54.13    | 63.74    |
| Communications Manager w/ OEM Coordinator                                       |       |          |            |         |         |         |         |         |         |         |       |           |          |          |          |
| MA10095                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 94,592  | 97,266  | 99,940  | 102,614 | 105,288 | 107,962 | 110,636 | 6     | 2,674     | 1,820    | 51.97    | 60.79    |
| MA10095                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 96,011  | 98,725  | 101,439 | 104,153 | 106,867 | 109,581 | 112,295 | 6     | 2,714     | 1,820    | 52.75    | 61.70    |
| MA10095                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 97,452  | 100,206 | 102,961 | 105,716 | 108,470 | 111,225 | 113,980 | 6     | 2,755     | 1,820    | 53.54    | 62.63    |
| MA10095                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 98,913  | 101,709 | 104,505 | 107,301 | 110,098 | 112,894 | 115,690 | 6     | 2,796     | 1,820    | 54.35    | 63.57    |
| MA10095                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 100,397 | 103,235 | 106,073 | 108,911 | 111,749 | 114,587 | 117,425 | 6     | 2,838     | 1,820    | 55.16    | 64.52    |
| MA10095                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 101,903 | 104,784 | 107,664 | 110,545 | 113,425 | 116,306 | 119,186 | 6     | 2,881     | 1,820    | 55.99    | 65.49    |
| MA10095                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 103,431 | 106,355 | 109,279 | 112,203 | 115,127 | 118,050 | 120,974 | 6     | 2,924     | 1,820    | 56.83    | 66.47    |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |       |          |            |         |        |        |        |         |         |         |       |           |          |          |          |
|---------------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|--------|---------|---------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                      | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4       | 5       | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Construction Official                                                           |       |          |            |         |        |        |        |         |         |         |       |           |          |          |          |
| MA10100                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 23,232  | 37,368 | 51,504 | 65,640 | 79,776  | 93,912  | 108,049 | 6     | 14,136    | 1,820    | 12.76    | 59.37    |
| MA10100                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 28,514  | 42,792 | 57,069 | 71,347 | 85,624  | 99,902  | 114,179 | 6     | 14,277    | 1,820    | 15.67    | 62.74    |
| MA10100                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 28,942  | 43,434 | 57,925 | 72,417 | 86,909  | 101,400 | 115,892 | 6     | 14,492    | 1,820    | 15.90    | 63.68    |
| MA10100                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 29,376  | 44,085 | 58,794 | 73,503 | 88,212  | 102,921 | 117,630 | 6     | 14,709    | 1,820    | 16.14    | 64.63    |
| MA10100                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 29,817  | 44,747 | 59,676 | 74,606 | 89,535  | 104,465 | 119,395 | 6     | 14,930    | 1,820    | 16.38    | 65.60    |
| MA10100                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 30,264  | 45,418 | 60,571 | 75,725 | 90,878  | 106,032 | 121,185 | 6     | 15,154    | 1,820    | 16.63    | 66.59    |
| MA10100                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 30,718  | 46,099 | 61,480 | 76,861 | 92,242  | 107,622 | 123,003 | 6     | 15,381    | 1,820    | 16.88    | 67.58    |
| MA10100                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 31,179  | 46,791 | 62,402 | 78,014 | 93,625  | 109,237 | 124,848 | 6     | 15,612    | 1,820    | 17.13    | 68.60    |
| Deputy Municipal Department Head                                                |       |          |            |         |        |        |        |         |         |         |       |           |          |          |          |
| MA10110                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 30,400  | 41,400 | 52,400 | 63,400 | 74,400  | 85,400  | 96,400  | 6     | 11,000    | 1,820    | 16.70    | 52.97    |
| MA10110                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 30,400  | 41,400 | 52,400 | 63,400 | 74,400  | 85,400  | 96,400  | 6     | 11,000    | 1,820    | 16.70    | 52.97    |
| MA10110                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 30,400  | 41,400 | 52,400 | 63,400 | 74,400  | 85,400  | 96,400  | 6     | 11,000    | 1,820    | 16.70    | 52.97    |
| MA10110                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 30,856  | 42,021 | 53,186 | 64,351 | 75,516  | 86,681  | 97,846  | 6     | 11,165    | 1,820    | 16.95    | 53.76    |
| MA10110                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 31,319  | 42,651 | 53,984 | 65,316 | 76,649  | 87,981  | 99,313  | 6     | 11,332    | 1,820    | 17.21    | 54.57    |
| MA10110                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 31,789  | 43,291 | 54,794 | 66,296 | 77,798  | 89,301  | 100,803 | 6     | 11,502    | 1,820    | 17.47    | 55.39    |
| MA10110                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 32,266  | 43,941 | 55,615 | 67,290 | 78,965  | 90,640  | 102,315 | 6     | 11,675    | 1,820    | 17.73    | 56.22    |
| MA10110                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 32,750  | 44,600 | 56,450 | 68,300 | 80,150  | 92,000  | 103,850 | 6     | 11,850    | 1,820    | 17.99    | 57.06    |
| Deputy Municipal Department Head/Informatic                                     |       |          |            |         |        |        |        |         |         |         |       |           |          |          |          |
| MA10120                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 68,080  | 75,472 | 82,864 | 90,256 | 97,648  | 105,041 | 112,433 | 6     | 7,392     | 1,820    | 37.41    | 61.78    |
| MA10120                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 68,761  | 76,227 | 83,693 | 91,159 | 98,625  | 106,091 | 113,557 | 6     | 7,466     | 1,820    | 37.78    | 62.39    |
| MA10120                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 69,793  | 77,371 | 84,948 | 92,526 | 100,104 | 107,682 | 115,260 | 6     | 7,578     | 1,820    | 38.35    | 63.33    |
| MA10120                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 70,839  | 78,531 | 86,223 | 93,914 | 101,606 | 109,298 | 116,989 | 6     | 7,692     | 1,820    | 38.92    | 64.28    |
| MA10120                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 71,902  | 79,709 | 87,516 | 95,323 | 103,130 | 110,937 | 118,744 | 6     | 7,807     | 1,820    | 39.51    | 65.24    |
| MA10120                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 72,981  | 80,905 | 88,829 | 96,753 | 104,677 | 112,601 | 120,525 | 6     | 7,924     | 1,820    | 40.10    | 66.22    |
| MA10120                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 74,075  | 82,118 | 90,161 | 98,204 | 106,247 | 114,290 | 122,333 | 6     | 8,043     | 1,820    | 40.70    | 67.22    |
| MA10120                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 75,186  | 83,350 | 91,514 | 99,677 | 107,841 | 116,004 | 124,168 | 6     | 8,164     | 1,820    | 41.31    | 68.22    |
| Director of Planning and Development                                            |       |          |            |         |        |        |        |         |         |         |       |           |          |          |          |
| MA10130                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 38,016  | 52,265 | 66,514 | 80,763 | 95,012  | 109,261 | 123,510 | 6     | 14,249    | 1,820    | 20.89    | 67.86    |
| MA10130                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 38,396  | 52,788 | 67,179 | 81,571 | 95,962  | 110,354 | 124,745 | 6     | 14,391    | 1,820    | 21.10    | 68.54    |
| MA10130                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 38,972  | 53,580 | 68,187 | 82,794 | 97,402  | 112,009 | 126,616 | 6     | 14,607    | 1,820    | 21.41    | 69.57    |
| MA10130                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 39,557  | 54,383 | 69,210 | 84,036 | 98,863  | 113,689 | 128,516 | 6     | 14,826    | 1,820    | 21.73    | 70.61    |
| MA10130                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 40,150  | 55,199 | 70,248 | 85,297 | 100,346 | 115,395 | 130,443 | 6     | 15,049    | 1,820    | 22.06    | 71.67    |
| MA10130                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 40,753  | 56,027 | 71,302 | 86,576 | 101,851 | 117,125 | 132,400 | 6     | 15,275    | 1,820    | 22.39    | 72.75    |
| MA10130                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 41,364  | 56,868 | 72,371 | 87,875 | 103,379 | 118,882 | 134,386 | 6     | 15,504    | 1,820    | 22.73    | 73.84    |
| MA10130                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 41,984  | 57,721 | 73,457 | 89,193 | 104,929 | 120,666 | 136,402 | 6     | 15,736    | 1,820    | 23.07    | 74.95    |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
|---------------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|---------|---------|---------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                      | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3       | 4       | 5       | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Director of Public Works                                                        |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10140                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 42,240  | 61,479 | 80,718 | 99,957  | 119,196 | 138,435 | 157,674 | 6     | 19,239    | 1,820    | 23.21    | 86.63    |
| MA10140                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 42,663  | 62,094 | 81,525 | 100,957 | 120,388 | 139,820 | 159,251 | 6     | 19,431    | 1,820    | 23.44    | 87.50    |
| MA10140                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 43,303  | 63,025 | 82,748 | 102,471 | 122,194 | 141,917 | 161,640 | 6     | 19,723    | 1,820    | 23.79    | 88.81    |
| MA10140                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 43,952  | 63,971 | 83,990 | 104,008 | 124,027 | 144,046 | 164,064 | 6     | 20,019    | 1,820    | 24.15    | 90.15    |
| MA10140                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 44,611  | 64,930 | 85,249 | 105,568 | 125,887 | 146,206 | 166,525 | 6     | 20,319    | 1,820    | 24.51    | 91.50    |
| MA10140                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 45,281  | 65,904 | 86,528 | 107,152 | 127,776 | 148,400 | 169,023 | 6     | 20,624    | 1,820    | 24.88    | 92.87    |
| MA10140                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 45,960  | 66,893 | 87,826 | 108,759 | 129,692 | 150,625 | 171,559 | 6     | 20,933    | 1,820    | 25.25    | 94.26    |
| MA10140                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 46,649  | 67,896 | 89,143 | 110,391 | 131,638 | 152,885 | 174,132 | 6     | 21,247    | 1,820    | 25.63    | 95.68    |
| Director of Recreation                                                          |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10150                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 35,904  | 51,044 | 66,184 | 81,324  | 96,463  | 111,603 | 126,743 | 6     | 15,140    | 1,820    | 19.73    | 69.64    |
| MA10150                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 36,263  | 51,554 | 66,846 | 82,137  | 97,428  | 112,719 | 128,010 | 6     | 15,291    | 1,820    | 19.92    | 70.34    |
| MA10150                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 36,807  | 52,328 | 67,848 | 83,369  | 98,889  | 114,410 | 129,931 | 6     | 15,521    | 1,820    | 20.22    | 71.39    |
| MA10150                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 37,359  | 53,112 | 68,866 | 84,619  | 100,373 | 116,126 | 131,880 | 6     | 15,753    | 1,820    | 20.53    | 72.46    |
| MA10150                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 37,919  | 53,909 | 69,899 | 85,889  | 101,878 | 117,868 | 133,858 | 6     | 15,990    | 1,820    | 20.83    | 73.55    |
| MA10150                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 38,488  | 54,718 | 70,947 | 87,177  | 103,406 | 119,636 | 135,866 | 6     | 16,230    | 1,820    | 21.15    | 74.65    |
| MA10150                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 39,066  | 55,539 | 72,012 | 88,485  | 104,958 | 121,431 | 137,904 | 6     | 16,473    | 1,820    | 21.46    | 75.77    |
| MA10150                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 39,652  | 56,372 | 73,092 | 89,812  | 106,532 | 123,252 | 139,972 | 6     | 16,720    | 1,820    | 21.79    | 76.91    |
| Fire Chief *                                                                    |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10160                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 142,447 |        |        |         |         |         | 154,426 | 2     | 5,989     | 1,820    | 78.27    | 84.85    |
| MA10160                                                                         | 0.00% | 1/1/2019 | 12/31/2019 | 142,447 |        |        |         |         |         | 154,426 | 2     | 5,989     | 1,820    | 78.27    | 84.85    |
| MA10160                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 144,584 |        |        |         |         |         | 156,742 | 2     | 6,079     | 1,820    | 79.44    | 86.12    |
| MA10160                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 146,752 |        |        |         |         |         | 159,093 | 2     | 6,170     | 1,820    | 80.63    | 87.41    |
| MA10160                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 148,954 |        |        |         |         |         | 161,480 | 2     | 6,263     | 1,820    | 81.84    | 88.73    |
| MA10160                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 151,188 |        |        |         |         |         | 163,902 | 2     | 6,357     | 1,820    | 83.07    | 90.06    |
| MA10160                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 153,456 |        |        |         |         |         | 166,360 | 2     | 6,452     | 1,820    | 84.32    | 91.41    |
| MA10160                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 155,758 |        |        |         |         |         | 168,856 | 2     | 6,549     | 1,820    | 85.58    | 92.78    |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
|---------------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|---------|---------|---------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                      | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3       | 4       | 5       | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Fire Chief w/ EMT *                                                             |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10180                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 145,447 |        |        |         |         |         | 157,427 | 2     | 5,990     | 1,820    | 79.92    | 86.50    |
| MA10180                                                                         | 0.00% | 1/1/2019 | 12/31/2019 | 146,447 |        |        |         |         |         | 158,427 | 2     | 5,990     | 1,820    | 80.47    | 87.05    |
| MA10180                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 148,584 |        |        |         |         |         | 160,743 | 2     | 6,080     | 1,820    | 81.64    | 88.32    |
| MA10180                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 150,752 |        |        |         |         |         | 163,094 | 2     | 6,171     | 1,820    | 82.83    | 89.61    |
| MA10180                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 152,954 |        |        |         |         |         | 165,481 | 2     | 6,264     | 1,820    | 84.04    | 90.92    |
| MA10180                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 155,188 |        |        |         |         |         | 167,903 | 2     | 6,358     | 1,820    | 85.27    | 92.25    |
| MA10180                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 157,456 |        |        |         |         |         | 170,362 | 2     | 6,453     | 1,820    | 86.51    | 93.61    |
| MA10180                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 159,758 |        |        |         |         |         | 172,857 | 2     | 6,550     | 1,820    | 87.78    | 94.98    |
| Fire Chief w/ EMT and OEM Coordinator *                                         |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10190                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 149,977 |        |        |         |         |         | 161,956 | 2     | 5,990     | 1,820    | 82.40    | 88.99    |
| MA10190                                                                         | 0.00% | 1/1/2019 | 12/31/2019 | 150,977 |        |        |         |         |         | 162,956 | 2     | 5,990     | 1,820    | 82.95    | 89.54    |
| MA10190                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 153,182 |        |        |         |         |         | 165,340 | 2     | 6,079     | 1,820    | 84.17    | 90.85    |
| MA10190                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 155,419 |        |        |         |         |         | 167,760 | 2     | 6,171     | 1,820    | 85.40    | 92.18    |
| MA10190                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 157,691 |        |        |         |         |         | 170,217 | 2     | 6,263     | 1,820    | 86.64    | 93.53    |
| MA10190                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 159,996 |        |        |         |         |         | 172,710 | 2     | 6,357     | 1,820    | 87.91    | 94.90    |
| MA10190                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 162,336 |        |        |         |         |         | 175,241 | 2     | 6,452     | 1,820    | 89.20    | 96.29    |
| MA10190                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 164,711 |        |        |         |         |         | 177,809 | 2     | 6,549     | 1,820    | 90.50    | 97.70    |
| Fire Director                                                                   |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10190                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 42,240  | 61,746 | 81,251 | 100,757 | 120,262 | 139,767 | 159,273 | 6     | 19,505    | 1,820    | 23.21    | 87.51    |
| MA10190                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 42,663  | 62,363 | 82,064 | 101,764 | 121,465 | 141,165 | 160,866 | 6     | 19,700    | 1,820    | 23.44    | 88.39    |
| MA10190                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 43,303  | 63,299 | 83,295 | 103,291 | 123,287 | 143,283 | 163,279 | 6     | 19,996    | 1,820    | 23.79    | 89.71    |
| MA10190                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 43,952  | 64,248 | 84,544 | 104,840 | 125,136 | 145,432 | 165,728 | 6     | 20,296    | 1,820    | 24.15    | 91.06    |
| MA10190                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 44,611  | 65,212 | 85,812 | 106,413 | 127,013 | 147,613 | 168,214 | 6     | 20,600    | 1,820    | 24.51    | 92.43    |
| MA10190                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 45,281  | 66,190 | 87,099 | 108,009 | 128,918 | 149,828 | 170,737 | 6     | 20,909    | 1,820    | 24.88    | 93.81    |
| MA10190                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 45,960  | 67,183 | 88,406 | 109,629 | 130,852 | 152,075 | 173,298 | 6     | 21,223    | 1,820    | 25.25    | 95.22    |
| MA10190                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 46,649  | 68,191 | 89,732 | 111,273 | 132,815 | 154,356 | 175,897 | 6     | 21,541    | 1,820    | 25.63    | 96.65    |
| Health Officer                                                                  |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10200                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 40,128  | 53,582 | 67,037 | 80,491  | 93,945  | 107,399 | 120,854 | 6     | 13,454    | 1,820    | 22.05    | 66.40    |
| MA10200                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 40,530  | 54,118 | 67,707 | 81,296  | 94,885  | 108,473 | 122,062 | 6     | 13,589    | 1,820    | 22.27    | 67.07    |
| MA10200                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 41,137  | 54,930 | 68,723 | 82,515  | 96,308  | 110,100 | 123,893 | 6     | 13,793    | 1,820    | 22.60    | 68.07    |
| MA10200                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 41,755  | 55,754 | 69,753 | 83,753  | 97,752  | 111,752 | 125,751 | 6     | 13,999    | 1,820    | 22.94    | 69.09    |
| MA10200                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 42,381  | 56,590 | 70,800 | 85,009  | 99,219  | 113,428 | 127,638 | 6     | 14,209    | 1,820    | 23.29    | 70.13    |
| MA10200                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 43,017  | 57,439 | 71,862 | 86,284  | 100,707 | 115,130 | 129,552 | 6     | 14,423    | 1,820    | 23.64    | 71.18    |
| MA10200                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 43,662  | 58,301 | 72,940 | 87,579  | 102,218 | 116,857 | 131,496 | 6     | 14,639    | 1,820    | 23.99    | 72.25    |
| MA10200                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 44,317  | 59,175 | 74,034 | 88,892  | 103,751 | 118,609 | 133,468 | 6     | 14,859    | 1,820    | 24.35    | 73.33    |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |       |          |            |         |        |         |         |         |         |         |       |           |          |          |          |
|---------------------------------------------------------------------------------|-------|----------|------------|---------|--------|---------|---------|---------|---------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                      | %     | FROM     | TO         | MINIMUM | 1      | 2       | 3       | 4       | 5       | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Health Officer/Right to Know Coordinator                                        |       |          |            |         |        |         |         |         |         |         |       |           |          |          |          |
| MA10210                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 45,250  | 58,704 | 72,158  | 85,613  | 99,067  | 112,521 | 125,975 | 6     | 13,454    | 1,820    | 24.86    | 69.22    |
| MA10210                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 45,702  | 59,291 | 72,880  | 86,469  | 100,057 | 113,646 | 127,235 | 6     | 13,589    | 1,820    | 25.11    | 69.91    |
| MA10210                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 46,388  | 60,180 | 73,973  | 87,766  | 101,558 | 115,351 | 129,143 | 6     | 13,793    | 1,820    | 25.49    | 70.96    |
| MA10210                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 47,084  | 61,083 | 75,083  | 89,082  | 103,082 | 117,081 | 131,081 | 6     | 13,999    | 1,820    | 25.87    | 72.02    |
| MA10210                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 47,790  | 61,999 | 76,209  | 90,418  | 104,628 | 118,837 | 133,047 | 6     | 14,209    | 1,820    | 26.26    | 73.10    |
| MA10210                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 48,507  | 62,929 | 77,352  | 91,775  | 106,197 | 120,620 | 135,043 | 6     | 14,423    | 1,820    | 26.65    | 74.20    |
| MA10210                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 49,234  | 63,873 | 78,512  | 93,151  | 107,790 | 122,429 | 137,068 | 6     | 14,639    | 1,820    | 27.05    | 75.31    |
| MA10210                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 49,973  | 64,831 | 79,690  | 94,549  | 109,407 | 124,266 | 139,124 | 6     | 14,859    | 1,820    | 27.46    | 76.44    |
| Health Officer/Right to Know Coordinator and Health Interlocal Officer          |       |          |            |         |        |         |         |         |         |         |       |           |          |          |          |
| MA10215                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 55,306  | 68,760 | 82,214  | 95,668  | 109,122 | 122,576 | 136,030 | 6     | 13,454    | 1,820    | 30.39    | 74.74    |
| MA10215                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 55,859  | 69,447 | 83,036  | 96,625  | 110,213 | 123,802 | 137,391 | 6     | 13,589    | 1,820    | 30.69    | 75.49    |
| MA10215                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 56,697  | 70,489 | 84,282  | 98,074  | 111,867 | 125,659 | 139,452 | 6     | 13,793    | 1,820    | 31.15    | 76.62    |
| MA10215                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 57,547  | 71,546 | 85,546  | 99,545  | 113,545 | 127,544 | 141,543 | 6     | 13,999    | 1,820    | 31.62    | 77.77    |
| MA10215                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 58,410  | 72,620 | 86,829  | 101,038 | 115,248 | 129,457 | 143,666 | 6     | 14,209    | 1,820    | 32.09    | 78.94    |
| MA10215                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 59,286  | 73,709 | 88,131  | 102,554 | 116,976 | 131,399 | 145,821 | 6     | 14,423    | 1,820    | 32.57    | 80.12    |
| MA10215                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 60,176  | 74,814 | 89,453  | 104,092 | 118,731 | 133,370 | 148,009 | 6     | 14,639    | 1,820    | 33.06    | 81.32    |
| MA10215                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 61,078  | 75,937 | 90,795  | 105,654 | 120,512 | 135,370 | 150,229 | 6     | 14,858    | 1,820    | 33.56    | 82.54    |
| Judge of the Municipal Court                                                    |       |          |            |         |        |         |         |         |         |         |       |           |          |          |          |
| MA10220                                                                         | 0.00% | 1/1/2018 | 12/31/2022 | 38,500  | 38,500 | 38,500  | 38,500  | 38,500  | 38,500  | 38,500  | 0     | -         | 1,820    | 21.15    | 21.15    |
| Municipal Clerk                                                                 |       |          |            |         |        |         |         |         |         |         |       |           |          |          |          |
| MA10230                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 71,280  | 80,771 | 90,261  | 99,751  | 109,242 | 118,732 | 128,222 | 6     | 9,490     | 1,820    | 39.17    | 70.45    |
| MA10230                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 77,043  | 86,628 | 96,214  | 105,799 | 115,384 | 124,969 | 134,555 | 6     | 9,585     | 1,820    | 42.33    | 73.93    |
| MA10230                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 78,199  | 87,928 | 97,657  | 107,386 | 117,115 | 126,844 | 136,573 | 6     | 9,729     | 1,820    | 42.97    | 75.04    |
| MA10230                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 79,372  | 89,247 | 99,122  | 108,997 | 118,872 | 128,747 | 138,621 | 6     | 9,875     | 1,820    | 43.61    | 76.17    |
| MA10230                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 80,562  | 90,585 | 100,609 | 110,632 | 120,655 | 130,678 | 140,701 | 6     | 10,023    | 1,820    | 44.27    | 77.31    |
| MA10230                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 81,771  | 91,944 | 102,118 | 112,291 | 122,465 | 132,638 | 142,811 | 6     | 10,173    | 1,820    | 44.93    | 78.47    |
| MA10230                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 82,997  | 93,323 | 103,649 | 113,975 | 124,301 | 134,627 | 144,954 | 6     | 10,326    | 1,820    | 45.60    | 79.64    |
| MA10230                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 84,242  | 94,723 | 105,204 | 115,685 | 126,166 | 136,647 | 147,128 | 6     | 10,481    | 1,820    | 46.29    | 80.84    |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
|---------------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|---------|---------|---------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                      | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3       | 4       | 5       | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Municipal Court Administrator                                                   |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10240                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 42,240  | 53,341 | 64,442 | 75,543  | 86,643  | 97,744  | 108,845 | 6     | 11,101    | 1,820    | 23.21    | 59.80    |
| MA10240                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 42,662  | 53,874 | 65,086 | 76,298  | 87,510  | 98,722  | 109,933 | 6     | 11,212    | 1,820    | 23.44    | 60.40    |
| MA10240                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 43,302  | 54,682 | 66,062 | 77,442  | 88,822  | 100,202 | 111,582 | 6     | 11,380    | 1,820    | 23.79    | 61.31    |
| MA10240                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 43,952  | 55,503 | 67,053 | 78,604  | 90,155  | 101,705 | 113,256 | 6     | 11,551    | 1,820    | 24.15    | 62.23    |
| MA10240                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 44,611  | 56,335 | 68,059 | 79,783  | 91,507  | 103,231 | 114,955 | 6     | 11,724    | 1,820    | 24.51    | 63.16    |
| MA10240                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 45,280  | 57,180 | 69,080 | 80,980  | 92,880  | 104,780 | 116,679 | 6     | 11,900    | 1,820    | 24.88    | 64.11    |
| MA10240                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 45,960  | 58,038 | 70,116 | 82,195  | 94,273  | 106,351 | 118,430 | 6     | 12,078    | 1,820    | 25.25    | 65.07    |
| MA10240                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 46,649  | 58,908 | 71,168 | 83,427  | 95,687  | 107,946 | 120,206 | 6     | 12,260    | 1,820    | 25.63    | 66.05    |
| Municipal Engineer/Director of Public Works                                     |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10250                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 42,240  | 61,479 | 80,718 | 99,957  | 119,196 | 138,435 | 157,674 | 6     | 19,239    | 1,820    | 23.21    | 86.63    |
| MA10250                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 42,663  | 62,094 | 81,525 | 100,957 | 120,388 | 139,820 | 159,251 | 6     | 19,431    | 1,820    | 23.44    | 87.50    |
| MA10250                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 43,303  | 63,025 | 82,748 | 102,471 | 122,194 | 141,917 | 161,640 | 6     | 19,723    | 1,820    | 23.79    | 88.81    |
| MA10250                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 43,952  | 63,971 | 83,990 | 104,008 | 124,027 | 144,046 | 164,064 | 6     | 20,019    | 1,820    | 24.15    | 90.15    |
| MA10250                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 44,611  | 64,930 | 85,249 | 105,568 | 125,887 | 146,206 | 166,525 | 6     | 20,319    | 1,820    | 24.51    | 91.50    |
| MA10250                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 45,281  | 65,904 | 86,528 | 107,152 | 127,776 | 148,400 | 169,023 | 6     | 20,624    | 1,820    | 24.88    | 92.87    |
| MA10250                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 45,960  | 66,893 | 87,826 | 108,759 | 129,692 | 150,625 | 171,559 | 6     | 20,933    | 1,820    | 25.25    | 94.26    |
| MA10250                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 46,649  | 67,896 | 89,143 | 110,391 | 131,638 | 152,885 | 174,132 | 6     | 21,247    | 1,820    | 25.63    | 95.68    |
| Municipal Engineer/Director of Public Works/Assessment Search Officer           |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10260                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 44,790  | 64,030 | 83,269 | 102,508 | 121,747 | 140,986 | 160,225 | 6     | 19,239    | 1,820    | 24.61    | 88.04    |
| MA10260                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 45,238  | 64,670 | 84,101 | 103,533 | 122,964 | 142,396 | 161,827 | 6     | 19,431    | 1,820    | 24.86    | 88.92    |
| MA10260                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 45,917  | 65,640 | 85,363 | 105,086 | 124,809 | 144,532 | 164,255 | 6     | 19,723    | 1,820    | 25.23    | 90.25    |
| MA10260                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 46,606  | 66,625 | 86,643 | 106,662 | 126,681 | 146,700 | 166,718 | 6     | 20,019    | 1,820    | 25.61    | 91.60    |
| MA10260                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 47,305  | 67,624 | 87,943 | 108,262 | 128,581 | 148,900 | 169,219 | 6     | 20,319    | 1,820    | 25.99    | 92.98    |
| MA10260                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 48,014  | 68,638 | 89,262 | 109,886 | 130,510 | 151,134 | 171,757 | 6     | 20,624    | 1,820    | 26.38    | 94.37    |
| MA10260                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 48,735  | 69,668 | 90,601 | 111,534 | 132,467 | 153,401 | 174,334 | 6     | 20,933    | 1,820    | 26.78    | 95.79    |
| MA10260                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 49,466  | 70,713 | 91,960 | 113,207 | 134,454 | 155,702 | 176,949 | 6     | 21,247    | 1,820    | 27.18    | 97.22    |
| Municipal Department Head                                                       |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10270                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 38,016  | 52,265 | 66,514 | 80,763  | 95,012  | 109,261 | 123,510 | 6     | 14,249    | 1,820    | 20.89    | 67.86    |
| MA10270                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 38,396  | 52,788 | 67,179 | 81,571  | 95,962  | 110,354 | 124,745 | 6     | 14,391    | 1,820    | 21.10    | 68.54    |
| MA10270                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 38,972  | 53,580 | 68,187 | 82,794  | 97,402  | 112,009 | 126,616 | 6     | 14,607    | 1,820    | 21.41    | 69.57    |
| MA10270                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 39,557  | 54,383 | 69,210 | 84,036  | 98,863  | 113,689 | 128,516 | 6     | 14,826    | 1,820    | 21.73    | 70.61    |
| MA10270                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 40,150  | 55,199 | 70,248 | 85,297  | 100,346 | 115,395 | 130,443 | 6     | 15,049    | 1,820    | 22.06    | 71.67    |
| MA10270                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 40,753  | 56,027 | 71,302 | 86,576  | 101,851 | 117,125 | 132,400 | 6     | 15,275    | 1,820    | 22.39    | 72.75    |
| MA10270                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 41,364  | 56,868 | 72,371 | 87,875  | 103,379 | 118,882 | 134,386 | 6     | 15,504    | 1,820    | 22.73    | 73.84    |
| MA10270                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 41,984  | 57,721 | 73,457 | 89,193  | 104,929 | 120,666 | 136,402 | 6     | 15,736    | 1,820    | 23.07    | 74.95    |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
|---------------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|---------|---------|---------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                      | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3       | 4       | 5       | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Optometrist                                                                     |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10280                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 43,243  | 50,097 | 56,950 | 63,803  | 70,656  | 77,509  | 84,362  | 6     | 6,853     | 1,820    | 23.76    | 46.35    |
| MA10280                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 43,676  | 50,598 | 57,519 | 64,441  | 71,362  | 78,284  | 85,206  | 6     | 6,922     | 1,820    | 24.00    | 46.82    |
| MA10280                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 44,331  | 51,356 | 58,382 | 65,407  | 72,433  | 79,458  | 86,484  | 6     | 7,025     | 1,820    | 24.36    | 47.52    |
| MA10280                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 44,996  | 52,127 | 59,258 | 66,389  | 73,519  | 80,650  | 87,781  | 6     | 7,131     | 1,820    | 24.72    | 48.23    |
| MA10280                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 45,671  | 52,909 | 60,147 | 67,384  | 74,622  | 81,860  | 89,098  | 6     | 7,238     | 1,820    | 25.09    | 48.95    |
| MA10280                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 46,356  | 53,702 | 61,049 | 68,395  | 75,742  | 83,088  | 90,434  | 6     | 7,346     | 1,820    | 25.47    | 49.69    |
| MA10280                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 47,051  | 54,508 | 61,964 | 69,421  | 76,878  | 84,334  | 91,791  | 6     | 7,457     | 1,820    | 25.85    | 50.43    |
| MA10280                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 47,757  | 55,326 | 62,894 | 70,462  | 78,031  | 85,599  | 93,168  | 6     | 7,568     | 1,820    | 26.24    | 51.19    |
| Police Chief **                                                                 |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10290                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 152,448 |        |        |         |         |         | 167,059 | 2     | 7,306     | 1,820    | 83.76    | 91.79    |
| Police Director                                                                 |       |          |            |         |        |        |         |         |         |         |       |           |          |          |          |
| MA10300                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 58,277  | 72,474 | 86,671 | 100,869 | 115,066 | 129,264 | 143,461 | 6     | 14,197    | 1,820    | 32.02    | 78.82    |
| MA10300                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 58,860  | 73,199 | 87,538 | 101,877 | 116,217 | 130,556 | 144,895 | 6     | 14,339    | 1,820    | 32.34    | 79.61    |
| MA10300                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 59,742  | 74,297 | 88,851 | 103,406 | 117,960 | 132,514 | 147,069 | 6     | 14,554    | 1,820    | 32.83    | 80.81    |
| MA10300                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 60,639  | 75,411 | 90,184 | 104,957 | 119,729 | 134,502 | 149,275 | 6     | 14,773    | 1,820    | 33.32    | 82.02    |
| MA10300                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 61,548  | 76,542 | 91,537 | 106,531 | 121,525 | 136,520 | 151,514 | 6     | 14,994    | 1,820    | 33.82    | 83.25    |
| MA10300                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 62,471  | 77,691 | 92,910 | 108,129 | 123,348 | 138,568 | 153,787 | 6     | 15,219    | 1,820    | 34.32    | 84.50    |
| MA10300                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 63,408  | 78,856 | 94,303 | 109,751 | 125,199 | 140,646 | 156,094 | 6     | 15,448    | 1,820    | 34.84    | 85.77    |
| MA10300                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 64,360  | 80,039 | 95,718 | 111,397 | 127,076 | 142,756 | 158,435 | 6     | 15,679    | 1,820    | 35.36    | 87.05    |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |       |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
|---------------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|--------|--------|---------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                      | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5       | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Public Health Physician                                                         |       |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
| MA10310                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 43,243  | 50,097 | 56,950 | 63,803 | 70,656 | 77,509  | 84,362  | 6     | 6,853     | 1,820    | 23.76    | 46.35    |
| MA10310                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 43,676  | 50,598 | 57,519 | 64,441 | 71,362 | 78,284  | 85,206  | 6     | 6,922     | 1,820    | 24.00    | 46.82    |
| MA10310                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 44,331  | 51,356 | 58,382 | 65,407 | 72,433 | 79,458  | 86,484  | 6     | 7,025     | 1,820    | 24.36    | 47.52    |
| MA10310                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 44,996  | 52,127 | 59,258 | 66,389 | 73,519 | 80,650  | 87,781  | 6     | 7,131     | 1,820    | 24.72    | 48.23    |
| MA10310                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 45,671  | 52,909 | 60,147 | 67,384 | 74,622 | 81,860  | 89,098  | 6     | 7,238     | 1,820    | 25.09    | 48.95    |
| MA10310                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 46,356  | 53,702 | 61,049 | 68,395 | 75,742 | 83,088  | 90,434  | 6     | 7,346     | 1,820    | 25.47    | 49.69    |
| MA10310                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 47,051  | 54,508 | 61,964 | 69,421 | 76,878 | 84,334  | 91,791  | 6     | 7,457     | 1,820    | 25.85    | 50.43    |
| MA10310                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 47,757  | 55,326 | 62,894 | 70,462 | 78,031 | 85,599  | 93,168  | 6     | 7,568     | 1,820    | 26.24    | 51.19    |
| Purchasing Agent                                                                |       |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
| MA10320                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 23,233  | 35,949 | 48,665 | 61,381 | 74,096 | 86,812  | 99,528  | 6     | 12,716    | 1,820    | 12.77    | 54.69    |
| MA10320                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 23,465  | 36,308 | 49,151 | 61,994 | 74,837 | 87,680  | 100,523 | 6     | 12,843    | 1,820    | 12.89    | 55.23    |
| MA10320                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 23,817  | 36,853 | 49,889 | 62,924 | 75,960 | 88,995  | 102,031 | 6     | 13,036    | 1,820    | 13.09    | 56.06    |
| MA10320                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 24,175  | 37,406 | 50,637 | 63,868 | 77,099 | 90,330  | 103,562 | 6     | 13,231    | 1,820    | 13.28    | 56.90    |
| MA10320                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 24,537  | 37,967 | 51,396 | 64,826 | 78,256 | 91,685  | 105,115 | 6     | 13,430    | 1,820    | 13.48    | 57.76    |
| MA10320                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 24,905  | 38,536 | 52,167 | 65,798 | 79,430 | 93,061  | 106,692 | 6     | 13,631    | 1,820    | 13.68    | 58.62    |
| MA10320                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 25,279  | 39,114 | 52,950 | 66,785 | 80,621 | 94,457  | 108,292 | 6     | 13,836    | 1,820    | 13.89    | 59.50    |
| MA10320                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 25,658  | 39,701 | 53,744 | 67,787 | 81,830 | 95,873  | 109,917 | 6     | 14,043    | 1,820    | 14.10    | 60.39    |
| Superintendent of Municipal Parks                                               |       |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
| MA10330                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 27,456  | 39,035 | 50,614 | 62,193 | 73,772 | 85,351  | 96,930  | 6     | 11,579    | 1,820    | 15.09    | 53.26    |
| MA10330                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 27,731  | 39,425 | 51,120 | 62,815 | 74,510 | 86,205  | 97,899  | 6     | 11,695    | 1,820    | 15.24    | 53.79    |
| MA10330                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 28,147  | 40,017 | 51,887 | 63,757 | 75,627 | 87,498  | 99,368  | 6     | 11,870    | 1,820    | 15.47    | 54.60    |
| MA10330                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 28,569  | 40,617 | 52,665 | 64,714 | 76,762 | 88,810  | 100,858 | 6     | 12,048    | 1,820    | 15.70    | 55.42    |
| MA10330                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 28,997  | 41,226 | 53,455 | 65,684 | 77,913 | 90,142  | 102,371 | 6     | 12,229    | 1,820    | 15.93    | 56.25    |
| MA10330                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 29,432  | 41,845 | 54,257 | 66,670 | 79,082 | 91,494  | 103,907 | 6     | 12,412    | 1,820    | 16.17    | 57.09    |
| MA10330                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 29,874  | 42,472 | 55,071 | 67,670 | 80,268 | 92,867  | 105,465 | 6     | 12,599    | 1,820    | 16.41    | 57.95    |
| MA10330                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 30,322  | 43,110 | 55,897 | 68,685 | 81,472 | 94,260  | 107,047 | 6     | 12,788    | 1,820    | 16.66    | 58.82    |
| Superintendent of Public Works                                                  |       |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
| MA10340                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 27,456  | 40,997 | 54,538 | 68,079 | 81,619 | 95,160  | 108,701 | 6     | 13,541    | 1,820    | 15.09    | 59.73    |
| MA10340                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 27,731  | 41,407 | 55,083 | 68,759 | 82,436 | 96,112  | 109,788 | 6     | 13,676    | 1,820    | 15.24    | 60.32    |
| MA10340                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 28,147  | 42,028 | 55,909 | 69,791 | 83,672 | 97,554  | 111,435 | 6     | 13,881    | 1,820    | 15.47    | 61.23    |
| MA10340                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 28,569  | 42,658 | 56,748 | 70,838 | 84,927 | 99,017  | 113,106 | 6     | 14,090    | 1,820    | 15.70    | 62.15    |
| MA10340                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 28,997  | 43,298 | 57,599 | 71,900 | 86,201 | 100,502 | 114,803 | 6     | 14,301    | 1,820    | 15.93    | 63.08    |
| MA10340                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 29,432  | 43,948 | 58,463 | 72,979 | 87,494 | 102,010 | 116,525 | 6     | 14,515    | 1,820    | 16.17    | 64.02    |
| MA10340                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 29,874  | 44,607 | 59,340 | 74,073 | 88,807 | 103,540 | 118,273 | 6     | 14,733    | 1,820    | 16.41    | 64.99    |
| MA10340                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 30,322  | 45,276 | 60,230 | 75,185 | 90,139 | 105,093 | 120,047 | 6     | 14,954    | 1,820    | 16.66    | 65.96    |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |       |          |            |         |        |        |        |         |         |         |       |           |          |          |          |
|---------------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|--------|---------|---------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                      | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4       | 5       | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Tax Assessor                                                                    |       |          |            |         |        |        |        |         |         |         |       |           |          |          |          |
| MA10350                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 33,232  | 48,945 | 64,657 | 80,370 | 96,083  | 111,795 | 127,508 | 6     | 15,713    | 1,820    | 18.26    | 70.06    |
| MA10350                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 33,564  | 49,434 | 65,304 | 81,174 | 97,043  | 112,913 | 128,783 | 6     | 15,870    | 1,820    | 18.44    | 70.76    |
| MA10350                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 34,068  | 50,176 | 66,283 | 82,391 | 98,499  | 114,607 | 130,715 | 6     | 16,108    | 1,820    | 18.72    | 71.82    |
| MA10350                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 34,579  | 50,928 | 67,278 | 83,627 | 99,976  | 116,326 | 132,675 | 6     | 16,349    | 1,820    | 19.00    | 72.90    |
| MA10350                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 35,098  | 51,692 | 68,287 | 84,882 | 101,476 | 118,071 | 134,665 | 6     | 16,595    | 1,820    | 19.28    | 73.99    |
| MA10350                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 35,624  | 52,468 | 69,311 | 86,155 | 102,998 | 119,842 | 136,685 | 6     | 16,844    | 1,820    | 19.57    | 75.10    |
| MA10350                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 36,158  | 53,255 | 70,351 | 87,447 | 104,543 | 121,639 | 138,736 | 6     | 17,096    | 1,820    | 19.87    | 76.23    |
| MA10350                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 36,701  | 54,053 | 71,406 | 88,759 | 106,111 | 123,464 | 140,817 | 6     | 17,353    | 1,820    | 20.17    | 77.37    |
| Tax Collector                                                                   |       |          |            |         |        |        |        |         |         |         |       |           |          |          |          |
| MA10360                                                                         | 0.00% | 1/1/2018 | 6/30/2018  | 25,344  | 40,142 | 54,939 | 69,737 | 84,534  | 99,332  | 114,129 | 6     | 14,797    | 1,820    | 13.93    | 62.71    |
| MA10360                                                                         | 0.00% | 7/1/2018 | 12/31/2018 | 35,344  | 50,142 | 64,939 | 79,737 | 94,534  | 109,332 | 124,129 | 6     | 14,797    | 1,820    | 19.42    | 68.20    |
| MA10360                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 35,698  | 50,643 | 65,589 | 80,534 | 95,479  | 110,425 | 125,370 | 6     | 14,945    | 1,820    | 19.61    | 68.88    |
| MA10360                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 36,233  | 51,403 | 66,572 | 81,742 | 96,912  | 112,081 | 127,251 | 6     | 15,170    | 1,820    | 19.91    | 69.92    |
| MA10360                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 36,777  | 52,174 | 67,571 | 82,968 | 98,365  | 113,762 | 129,160 | 6     | 15,397    | 1,820    | 20.21    | 70.97    |
| MA10360                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 37,328  | 52,956 | 68,584 | 84,213 | 99,841  | 115,469 | 131,097 | 6     | 15,628    | 1,820    | 20.51    | 72.03    |
| MA10360                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 37,888  | 53,751 | 69,613 | 85,476 | 101,338 | 117,201 | 133,064 | 6     | 15,863    | 1,820    | 20.82    | 73.11    |
| MA10360                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 38,456  | 54,557 | 70,657 | 86,758 | 102,858 | 118,959 | 135,059 | 6     | 16,101    | 1,820    | 21.13    | 74.21    |
| MA10360                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 39,033  | 55,375 | 71,717 | 88,059 | 104,401 | 120,743 | 137,085 | 6     | 16,342    | 1,820    | 21.45    | 75.32    |
| Township Attorney                                                               |       |          |            |         |        |        |        |         |         |         |       |           |          |          |          |
| MA10370                                                                         | 0.00% | 1/1/2017 | 12/31/2022 | 42,500  | 42,500 | 42,500 | 42,500 | 42,500  | 42,500  | 42,500  | 0     | -         | 1,820    | 23.35    | 23.35    |
| Township Council                                                                |       |          |            |         |        |        |        |         |         |         |       |           |          |          |          |
| MA10380                                                                         | 0.00% | 1/1/2017 | 12/31/2022 | 12,487  | 12,487 | 12,487 | 12,487 | 12,487  | 12,487  | 12,487  | 0     | -         | 1,820    | 6.86     | 6.86     |
| Township Mayor                                                                  |       |          |            |         |        |        |        |         |         |         |       |           |          |          |          |
| MA10390                                                                         | 0.00% | 1/1/2017 | 12/31/2022 | 24,971  | 24,971 | 24,971 | 24,971 | 24,971  | 24,971  | 24,971  | 0     | -         | 1,820    | 13.72    | 13.72    |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES                                                                             |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                                                                                                  | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Zoning Officer/Planning Supervisor                                                                                                                          |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| MA10400                                                                                                                                                     | 0.00% | 1/1/2018 | 12/31/2018 | 19,008  | 29,875 | 40,743 | 51,610 | 62,478 | 73,345 | 84,212  | 6     | 10,867    | 1,820    | 10.44    | 46.27    |
| MA10400                                                                                                                                                     | 1.00% | 1/1/2019 | 12/31/2019 | 19,198  | 30,174 | 41,150 | 52,126 | 63,102 | 74,078 | 85,054  | 6     | 10,976    | 1,820    | 10.55    | 46.73    |
| MA10400                                                                                                                                                     | 1.50% | 1/1/2020 | 6/30/2020  | 19,486  | 30,627 | 41,768 | 52,908 | 64,049 | 75,190 | 86,330  | 6     | 11,141    | 1,820    | 10.71    | 47.43    |
| MA10400                                                                                                                                                     | 1.50% | 7/1/2020 | 12/31/2020 | 19,778  | 31,086 | 42,394 | 53,702 | 65,010 | 76,317 | 87,625  | 6     | 11,308    | 1,820    | 10.87    | 48.15    |
| MA10400                                                                                                                                                     | 1.50% | 1/1/2021 | 6/30/2021  | 20,075  | 31,553 | 43,030 | 54,507 | 65,985 | 77,462 | 88,940  | 6     | 11,477    | 1,820    | 11.03    | 48.87    |
| MA10400                                                                                                                                                     | 1.50% | 7/1/2021 | 12/31/2021 | 20,376  | 32,026 | 43,675 | 55,325 | 66,975 | 78,624 | 90,274  | 6     | 11,650    | 1,820    | 11.20    | 49.60    |
| MA10400                                                                                                                                                     | 1.50% | 1/1/2022 | 6/30/2022  | 20,682  | 32,506 | 44,331 | 56,155 | 67,979 | 79,804 | 91,628  | 6     | 11,824    | 1,820    | 11.36    | 50.34    |
| MA10400                                                                                                                                                     | 1.50% | 7/1/2022 | 12/31/2022 | 20,992  | 32,994 | 44,996 | 56,997 | 68,999 | 81,001 | 93,002  | 6     | 12,002    | 1,820    | 11.53    | 51.10    |
|                                                                                                                                                             |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|                                                                                                                                                             |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a negotiated agreement or by Township Ordinance |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| * Holiday Pay at 7%                                                                                                                                         |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| ** Holiday Pay at 7%, Police Stipend @ \$1,250.00 annually. \$500 annual Administrative Allowances and \$1,500 Detective Allowances as assigned.            |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |

| APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                             | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Assistant Supervising Mechanic                                         |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| TS10005                                                                | 0.00% | 1/1/2018 | 12/31/2018 | 21,120  | 30,962 | 40,803 | 50,645 | 60,487 | 70,328 | 80,170  | 6     | 9,842     | 2,040    | 10.35    | 39.30    |
| TS10005                                                                | 1.00% | 1/1/2019 | 12/31/2019 | 21,331  | 31,271 | 41,211 | 51,151 | 61,092 | 71,032 | 80,972  | 6     | 9,940     | 2,040    | 10.46    | 39.69    |
| TS10005                                                                | 1.50% | 1/1/2020 | 6/30/2020  | 21,651  | 31,740 | 41,830 | 51,919 | 62,008 | 72,097 | 82,186  | 6     | 10,089    | 2,040    | 10.61    | 40.29    |
| TS10005                                                                | 1.50% | 7/1/2020 | 12/31/2020 | 21,976  | 32,217 | 42,457 | 52,698 | 62,938 | 73,178 | 83,419  | 6     | 10,240    | 2,040    | 10.77    | 40.89    |
| TS10005                                                                | 1.50% | 1/1/2021 | 6/30/2021  | 22,306  | 32,700 | 43,094 | 53,488 | 63,882 | 74,276 | 84,670  | 6     | 10,394    | 2,040    | 10.93    | 41.51    |
| TS10005                                                                | 1.50% | 7/1/2021 | 12/31/2021 | 22,640  | 33,190 | 43,740 | 54,290 | 64,840 | 75,390 | 85,940  | 6     | 10,550    | 2,040    | 11.10    | 42.13    |
| TS10005                                                                | 1.50% | 1/1/2022 | 6/30/2022  | 22,980  | 33,688 | 44,396 | 55,105 | 65,813 | 76,521 | 87,229  | 6     | 10,708    | 2,040    | 11.26    | 42.76    |
| TS10005                                                                | 1.50% | 7/1/2022 | 12/31/2022 | 23,325  | 34,193 | 45,062 | 55,931 | 66,800 | 77,669 | 88,538  | 6     | 10,869    | 2,040    | 11.43    | 43.40    |
| Assistant Supervisor                                                   |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| TS10010                                                                | 0.00% | 1/1/2018 | 12/31/2018 | 21,120  | 30,962 | 40,803 | 50,645 | 60,487 | 70,328 | 80,170  | 6     | 9,842     | 2,040    | 10.35    | 39.30    |
| TS10010                                                                | 1.00% | 1/1/2019 | 12/31/2019 | 21,331  | 31,271 | 41,211 | 51,151 | 61,092 | 71,032 | 80,972  | 6     | 9,940     | 2,040    | 10.46    | 39.69    |
| TS10010                                                                | 1.50% | 1/1/2020 | 6/30/2020  | 21,651  | 31,740 | 41,830 | 51,919 | 62,008 | 72,097 | 82,186  | 6     | 10,089    | 2,040    | 10.61    | 40.29    |
| TS10010                                                                | 1.50% | 7/1/2020 | 12/31/2020 | 21,976  | 32,217 | 42,457 | 52,698 | 62,938 | 73,178 | 83,419  | 6     | 10,240    | 2,040    | 10.77    | 40.89    |
| TS10010                                                                | 1.50% | 1/1/2021 | 6/30/2021  | 22,306  | 32,700 | 43,094 | 53,488 | 63,882 | 74,276 | 84,670  | 6     | 10,394    | 2,040    | 10.93    | 41.51    |
| TS10010                                                                | 1.50% | 7/1/2021 | 12/31/2021 | 22,640  | 33,190 | 43,740 | 54,290 | 64,840 | 75,390 | 85,940  | 6     | 10,550    | 2,040    | 11.10    | 42.13    |
| TS10010                                                                | 1.50% | 1/1/2022 | 6/30/2022  | 22,980  | 33,688 | 44,396 | 55,105 | 65,813 | 76,521 | 87,229  | 6     | 10,708    | 2,040    | 11.26    | 42.76    |
| TS10010                                                                | 1.50% | 7/1/2022 | 12/31/2022 | 23,325  | 34,193 | 45,062 | 55,931 | 66,800 | 77,669 | 88,538  | 6     | 10,869    | 2,040    | 11.43    | 43.40    |
| Assistant Supervisor Public Works                                      |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| TS10020                                                                | 0.00% | 1/1/2018 | 12/31/2018 | 21,120  | 30,962 | 40,803 | 50,645 | 60,487 | 70,328 | 80,170  | 6     | 9,842     | 2,040    | 10.35    | 39.30    |
| TS10020                                                                | 1.00% | 1/1/2019 | 12/31/2019 | 21,331  | 31,271 | 41,211 | 51,151 | 61,092 | 71,032 | 80,972  | 6     | 9,940     | 2,040    | 10.46    | 39.69    |
| TS10020                                                                | 1.50% | 1/1/2020 | 6/30/2020  | 21,651  | 31,740 | 41,830 | 51,919 | 62,008 | 72,097 | 82,186  | 6     | 10,089    | 2,040    | 10.61    | 40.29    |
| TS10020                                                                | 1.50% | 7/1/2020 | 12/31/2020 | 21,976  | 32,217 | 42,457 | 52,698 | 62,938 | 73,178 | 83,419  | 6     | 10,240    | 2,040    | 10.77    | 40.89    |
| TS10020                                                                | 1.50% | 1/1/2021 | 6/30/2021  | 22,306  | 32,700 | 43,094 | 53,488 | 63,882 | 74,276 | 84,670  | 6     | 10,394    | 2,040    | 10.93    | 41.51    |
| TS10020                                                                | 1.50% | 7/1/2021 | 12/31/2021 | 22,640  | 33,190 | 43,740 | 54,290 | 64,840 | 75,390 | 85,940  | 6     | 10,550    | 2,040    | 11.10    | 42.13    |
| TS10020                                                                | 1.50% | 1/1/2022 | 6/30/2022  | 22,980  | 33,688 | 44,396 | 55,105 | 65,813 | 76,521 | 87,229  | 6     | 10,708    | 2,040    | 11.26    | 42.76    |
| TS10020                                                                | 1.50% | 7/1/2022 | 12/31/2022 | 23,325  | 34,193 | 45,062 | 55,931 | 66,800 | 77,669 | 88,538  | 6     | 10,869    | 2,040    | 11.43    | 43.40    |
| Assistant Supervisor of Public Works/Certified Pool Operator           |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| TS10030                                                                | 0.00% | 1/1/2018 | 12/31/2018 | 26,400  | 36,063 | 45,726 | 55,389 | 65,052 | 74,715 | 84,378  | 6     | 9,663     | 2,040    | 12.94    | 41.36    |
| TS10030                                                                | 1.00% | 1/1/2019 | 12/31/2019 | 26,664  | 36,424 | 46,183 | 55,943 | 65,703 | 75,462 | 85,222  | 6     | 9,760     | 2,040    | 13.07    | 41.78    |
| TS10030                                                                | 1.50% | 1/1/2020 | 6/30/2020  | 27,064  | 36,970 | 46,876 | 56,782 | 66,688 | 76,594 | 86,500  | 6     | 9,906     | 2,040    | 13.27    | 42.40    |
| TS10030                                                                | 1.50% | 7/1/2020 | 12/31/2020 | 27,470  | 37,525 | 47,579 | 57,634 | 67,688 | 77,743 | 87,798  | 6     | 10,055    | 2,040    | 13.47    | 43.04    |
| TS10030                                                                | 1.50% | 1/1/2021 | 6/30/2021  | 27,882  | 38,088 | 48,293 | 58,498 | 68,704 | 78,909 | 89,115  | 6     | 10,205    | 2,040    | 13.67    | 43.68    |
| TS10030                                                                | 1.50% | 7/1/2021 | 12/31/2021 | 28,300  | 38,659 | 49,017 | 59,376 | 69,734 | 80,093 | 90,451  | 6     | 10,358    | 2,040    | 13.87    | 44.34    |
| TS10030                                                                | 1.50% | 1/1/2022 | 6/30/2022  | 28,725  | 39,239 | 49,753 | 60,266 | 70,780 | 81,294 | 91,808  | 6     | 10,514    | 2,040    | 14.08    | 45.00    |
| TS10030                                                                | 1.50% | 7/1/2022 | 12/31/2022 | 29,156  | 39,827 | 50,499 | 61,170 | 71,842 | 82,514 | 93,185  | 6     | 10,672    | 2,040    | 14.29    | 45.68    |

| APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                             | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Assistant Supervisor of Public Works/Parking Meter Collector           |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| TS10040                                                                | 0.00% | 1/1/2018 | 12/31/2018 | 21,120  | 30,961 | 40,803 | 50,645 | 60,486 | 70,328 | 80,170  | 6     | 9,842     | 2,040    | 10.35    | 39.30    |
| TS10040                                                                | 1.00% | 1/1/2019 | 12/31/2019 | 21,331  | 31,271 | 41,211 | 51,151 | 61,091 | 71,031 | 80,971  | 6     | 9,940     | 2,040    | 10.46    | 39.69    |
| TS10040                                                                | 1.50% | 1/1/2020 | 6/30/2020  | 21,651  | 31,740 | 41,829 | 51,918 | 62,008 | 72,097 | 82,186  | 6     | 10,089    | 2,040    | 10.61    | 40.29    |
| TS10040                                                                | 1.50% | 7/1/2020 | 12/31/2020 | 21,976  | 32,216 | 42,457 | 52,697 | 62,938 | 73,178 | 83,419  | 6     | 10,241    | 2,040    | 10.77    | 40.89    |
| TS10040                                                                | 1.50% | 1/1/2021 | 6/30/2021  | 22,305  | 32,699 | 43,094 | 53,488 | 63,882 | 74,276 | 84,670  | 6     | 10,394    | 2,040    | 10.93    | 41.50    |
| TS10040                                                                | 1.50% | 7/1/2021 | 12/31/2021 | 22,640  | 33,190 | 43,740 | 54,290 | 64,840 | 75,390 | 85,940  | 6     | 10,550    | 2,040    | 11.10    | 42.13    |
| TS10040                                                                | 1.50% | 1/1/2022 | 6/30/2022  | 22,979  | 33,688 | 44,396 | 55,104 | 65,813 | 76,521 | 87,229  | 6     | 10,708    | 2,040    | 11.26    | 42.76    |
| TS10040                                                                | 1.50% | 7/1/2022 | 12/31/2022 | 23,324  | 34,193 | 45,062 | 55,931 | 66,800 | 77,669 | 88,538  | 6     | 10,869    | 2,040    | 11.43    | 43.40    |
| Supervisor of the Department of Public Works                           |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| TS10050                                                                | 0.00% | 1/1/2018 | 12/31/2018 | 21,120  | 31,436 | 41,752 | 52,068 | 62,383 | 72,699 | 83,015  | 6     | 10,316    | 2,040    | 10.35    | 40.69    |
| TS10050                                                                | 1.00% | 1/1/2019 | 12/31/2019 | 21,331  | 31,750 | 42,169 | 52,588 | 63,007 | 73,426 | 83,845  | 6     | 10,419    | 2,040    | 10.46    | 41.10    |
| TS10050                                                                | 1.50% | 1/1/2020 | 6/30/2020  | 21,651  | 32,226 | 42,802 | 53,377 | 63,952 | 74,528 | 85,103  | 6     | 10,575    | 2,040    | 10.61    | 41.72    |
| TS10050                                                                | 1.50% | 7/1/2020 | 12/31/2020 | 21,976  | 32,710 | 43,444 | 54,178 | 64,912 | 75,645 | 86,379  | 6     | 10,734    | 2,040    | 10.77    | 42.34    |
| TS10050                                                                | 1.50% | 1/1/2021 | 6/30/2021  | 22,306  | 33,200 | 44,095 | 54,990 | 65,885 | 76,780 | 87,675  | 6     | 10,895    | 2,040    | 10.93    | 42.98    |
| TS10050                                                                | 1.50% | 7/1/2021 | 12/31/2021 | 22,640  | 33,698 | 44,757 | 55,815 | 66,874 | 77,932 | 88,990  | 6     | 11,058    | 2,040    | 11.10    | 43.62    |
| TS10050                                                                | 1.50% | 1/1/2022 | 6/30/2022  | 22,980  | 34,204 | 45,428 | 56,652 | 67,877 | 79,101 | 90,325  | 6     | 11,224    | 2,040    | 11.26    | 44.28    |
| TS10050                                                                | 1.50% | 7/1/2022 | 12/31/2022 | 23,324  | 34,717 | 46,110 | 57,502 | 68,895 | 80,287 | 91,680  | 6     | 11,393    | 2,040    | 11.43    | 44.94    |
| Supervisor of the Department of Public Works/Certified Pool Operator   |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| TS10060                                                                | 0.00% | 1/1/2018 | 12/31/2018 | 26,400  | 36,716 | 47,032 | 57,347 | 67,663 | 77,979 | 88,295  | 6     | 10,316    | 2,040    | 12.94    | 43.28    |
| TS10060                                                                | 1.00% | 1/1/2019 | 12/31/2019 | 26,664  | 37,083 | 47,502 | 57,921 | 68,340 | 78,759 | 89,178  | 6     | 10,419    | 2,040    | 13.07    | 43.71    |
| TS10060                                                                | 1.50% | 1/1/2020 | 6/30/2020  | 27,064  | 37,639 | 48,215 | 58,790 | 69,365 | 79,940 | 90,515  | 6     | 10,575    | 2,040    | 13.27    | 44.37    |
| TS10060                                                                | 1.50% | 7/1/2020 | 12/31/2020 | 27,470  | 38,204 | 48,938 | 59,672 | 70,405 | 81,139 | 91,873  | 6     | 10,734    | 2,040    | 13.47    | 45.04    |
| TS10060                                                                | 1.50% | 1/1/2021 | 6/30/2021  | 27,882  | 38,777 | 49,672 | 60,567 | 71,462 | 82,356 | 93,251  | 6     | 10,895    | 2,040    | 13.67    | 45.71    |
| TS10060                                                                | 1.50% | 7/1/2021 | 12/31/2021 | 28,300  | 39,359 | 50,417 | 61,475 | 72,533 | 83,592 | 94,650  | 6     | 11,058    | 2,040    | 13.87    | 46.40    |
| TS10060                                                                | 1.50% | 1/1/2022 | 6/30/2022  | 28,725  | 39,949 | 51,173 | 62,397 | 73,621 | 84,846 | 96,070  | 6     | 11,224    | 2,040    | 14.08    | 47.09    |
| TS10060                                                                | 1.50% | 7/1/2022 | 12/31/2022 | 29,156  | 40,548 | 51,941 | 63,333 | 74,726 | 86,118 | 97,511  | 6     | 11,393    | 2,040    | 14.29    | 47.80    |
| Supervising Mechanic                                                   |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| TS10070                                                                | 0.00% | 1/1/2018 | 12/31/2018 | 21,120  | 31,436 | 41,752 | 52,067 | 62,383 | 72,699 | 83,014  | 6     | 10,316    | 2,040    | 10.35    | 40.69    |
| TS10070                                                                | 1.00% | 1/1/2019 | 12/31/2019 | 21,331  | 31,750 | 42,169 | 52,588 | 63,007 | 73,426 | 83,844  | 6     | 10,419    | 2,040    | 10.46    | 41.10    |
| TS10070                                                                | 1.50% | 1/1/2020 | 6/30/2020  | 21,651  | 32,226 | 42,802 | 53,377 | 63,952 | 74,527 | 85,102  | 6     | 10,575    | 2,040    | 10.61    | 41.72    |
| TS10070                                                                | 1.50% | 7/1/2020 | 12/31/2020 | 21,976  | 32,710 | 43,444 | 54,177 | 64,911 | 75,645 | 86,379  | 6     | 10,734    | 2,040    | 10.77    | 42.34    |
| TS10070                                                                | 1.50% | 1/1/2021 | 6/30/2021  | 22,306  | 33,200 | 44,095 | 54,990 | 65,885 | 76,780 | 87,674  | 6     | 10,895    | 2,040    | 10.93    | 42.98    |
| TS10070                                                                | 1.50% | 7/1/2021 | 12/31/2021 | 22,640  | 33,698 | 44,757 | 55,815 | 66,873 | 77,931 | 88,989  | 6     | 11,058    | 2,040    | 11.10    | 43.62    |
| TS10070                                                                | 1.50% | 1/1/2022 | 6/30/2022  | 22,980  | 34,204 | 45,428 | 56,652 | 67,876 | 79,100 | 90,324  | 6     | 11,224    | 2,040    | 11.26    | 44.28    |
| TS10070                                                                | 1.50% | 7/1/2022 | 12/31/2022 | 23,325  | 34,717 | 46,109 | 57,502 | 68,894 | 80,287 | 91,679  | 6     | 11,392    | 2,040    | 11.43    | 44.94    |

| APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS                                                                         |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                                                                                     | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Sewer Repairer Supervisor                                                                                                                      |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| TS10080                                                                                                                                        | 0.00% | 1/1/2018 | 12/31/2018 | 21,120  | 31,436 | 41,752 | 52,067 | 62,383 | 72,699 | 83,014  | 6     | 10,316    | 2,040    | 10.35    | 40.69    |
| TS10080                                                                                                                                        | 1.00% | 1/1/2019 | 12/31/2019 | 21,331  | 31,750 | 42,169 | 52,588 | 63,007 | 73,426 | 83,844  | 6     | 10,419    | 2,040    | 10.46    | 41.10    |
| TS10080                                                                                                                                        | 1.50% | 1/1/2020 | 6/30/2020  | 21,651  | 32,226 | 42,802 | 53,377 | 63,952 | 74,527 | 85,102  | 6     | 10,575    | 2,040    | 10.61    | 41.72    |
| TS10080                                                                                                                                        | 1.50% | 7/1/2020 | 12/31/2020 | 21,976  | 32,710 | 43,444 | 54,177 | 64,911 | 75,645 | 86,379  | 6     | 10,734    | 2,040    | 10.77    | 42.34    |
| TS10080                                                                                                                                        | 1.50% | 1/1/2021 | 6/30/2021  | 22,306  | 33,200 | 44,095 | 54,990 | 65,885 | 76,780 | 87,674  | 6     | 10,895    | 2,040    | 10.93    | 42.98    |
| TS10080                                                                                                                                        | 1.50% | 7/1/2021 | 12/31/2021 | 22,640  | 33,698 | 44,757 | 55,815 | 66,873 | 77,931 | 88,989  | 6     | 11,058    | 2,040    | 11.10    | 43.62    |
| TS10080                                                                                                                                        | 1.50% | 1/1/2022 | 6/30/2022  | 22,980  | 34,204 | 45,428 | 56,652 | 67,876 | 79,100 | 90,324  | 6     | 11,224    | 2,040    | 11.26    | 44.28    |
| TS10080                                                                                                                                        | 1.50% | 7/1/2022 | 12/31/2022 | 23,325  | 34,717 | 46,109 | 57,502 | 68,894 | 80,287 | 91,679  | 6     | 11,392    | 2,040    | 11.43    | 44.94    |
| Tree Maintenance Supervisor                                                                                                                    |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| TS10090                                                                                                                                        | 0.00% | 1/1/2018 | 12/31/2018 | 21,120  | 31,436 | 41,752 | 52,067 | 62,383 | 72,699 | 83,014  | 6     | 10,316    | 2,040    | 10.35    | 40.69    |
| TS10090                                                                                                                                        | 1.00% | 1/1/2019 | 12/31/2019 | 21,331  | 31,750 | 42,169 | 52,588 | 63,007 | 73,426 | 83,844  | 6     | 10,419    | 2,040    | 10.46    | 41.10    |
| TS10090                                                                                                                                        | 1.50% | 1/1/2020 | 6/30/2020  | 21,651  | 32,226 | 42,802 | 53,377 | 63,952 | 74,527 | 85,102  | 6     | 10,575    | 2,040    | 10.61    | 41.72    |
| TS10090                                                                                                                                        | 1.50% | 7/1/2020 | 12/31/2020 | 21,976  | 32,710 | 43,444 | 54,177 | 64,911 | 75,645 | 86,379  | 6     | 10,734    | 2,040    | 10.77    | 42.34    |
| TS10090                                                                                                                                        | 1.50% | 1/1/2021 | 6/30/2021  | 22,306  | 33,200 | 44,095 | 54,990 | 65,885 | 76,780 | 87,674  | 6     | 10,895    | 2,040    | 10.93    | 42.98    |
| TS10090                                                                                                                                        | 1.50% | 7/1/2021 | 12/31/2021 | 22,640  | 33,698 | 44,757 | 55,815 | 66,873 | 77,931 | 88,989  | 6     | 11,058    | 2,040    | 11.10    | 43.62    |
| TS10090                                                                                                                                        | 1.50% | 1/1/2022 | 6/30/2022  | 22,980  | 34,204 | 45,428 | 56,652 | 67,876 | 79,100 | 90,324  | 6     | 11,224    | 2,040    | 11.26    | 44.28    |
| TS10090                                                                                                                                        | 1.50% | 7/1/2022 | 12/31/2022 | 23,325  | 34,717 | 46,109 | 57,502 | 68,894 | 80,287 | 91,679  | 6     | 11,392    | 2,040    | 11.43    | 44.94    |
| Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement. |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |

| APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS   |       |          |            |         |        |        |        |        |        |        |        |         |       |           |          |          |          |
|-----------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                  | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | 6      | 7      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Public Safety Telecommunications Operator - Bilingual Hired after 1/31/2014 |       |          |            |         |        |        |        |        |        |        |        |         |       |           |          |          |          |
| TC10040                                                                     | 0.00% | 1/1/2018 | 12/31/2018 | 19,008  | 23,484 | 27,961 | 32,437 | 36,913 | 41,389 | 45,866 | 50,342 | 54,818  | 8     | 4,476     | 2,080    | 9.14     | 26.35    |
| TC10040                                                                     | 1.00% | 1/1/2019 | 12/31/2019 | 19,198  | 23,719 | 28,240 | 32,761 | 37,282 | 41,803 | 46,324 | 50,845 | 55,366  | 8     | 4,521     | 2,080    | 9.23     | 26.62    |
| TC10040                                                                     | 1.50% | 1/1/2020 | 6/30/2020  | 36,539  | 38,996 | 41,454 | 43,911 | 46,368 | 48,825 | 51,282 | 53,740 | 56,197  | 8     | 2,457     | 2,080    | 17.57    | 27.02    |
| TC10040                                                                     | 1.50% | 7/1/2020 | 12/31/2020 | 37,087  | 39,581 | 42,075 | 44,569 | 47,063 | 49,558 | 52,052 | 54,546 | 57,040  | 8     | 2,494     | 2,080    | 17.83    | 27.42    |
| TC10040                                                                     | 1.50% | 1/1/2021 | 6/30/2021  | 37,644  | 40,175 | 42,706 | 45,238 | 47,769 | 50,301 | 52,832 | 55,364 | 57,895  | 8     | 2,531     | 2,080    | 18.10    | 27.83    |
| TC10040                                                                     | 1.50% | 7/1/2021 | 12/31/2021 | 38,208  | 40,778 | 43,347 | 45,917 | 48,486 | 51,055 | 53,625 | 56,194 | 58,764  | 8     | 2,569     | 2,080    | 18.37    | 28.25    |
| TC10040                                                                     | 1.50% | 1/1/2022 | 6/30/2022  | 38,781  | 41,389 | 43,997 | 46,605 | 49,213 | 51,821 | 54,429 | 57,037 | 59,645  | 8     | 2,608     | 2,080    | 18.64    | 28.68    |
| TC10040                                                                     | 1.50% | 7/1/2022 | 12/31/2022 | 39,363  | 42,010 | 44,657 | 47,304 | 49,951 | 52,599 | 55,246 | 57,893 | 60,540  | 8     | 2,647     | 2,080    | 18.92    | 29.11    |
| Public Safety Telecommunications Operator                                   |       |          |            |         |        |        |        |        |        |        |        |         |       |           |          |          |          |
| TC10050                                                                     | 0.00% | 1/1/2018 | 12/31/2018 | 21,120  | 25,595 | 30,069 | 34,543 | 39,018 | 43,492 |        |        | 47,967  | 6     | 4,474     | 2,080    | 10.15    | 23.06    |
| TC10050                                                                     | 1.00% | 1/1/2019 | 12/31/2019 | 21,331  | 25,851 | 30,370 | 34,889 | 39,408 | 43,927 |        |        | 48,446  | 6     | 4,519     | 2,080    | 10.26    | 23.29    |
| TC10050                                                                     | 1.50% | 1/1/2020 | 6/30/2020  | 31,972  | 34,839 | 37,706 | 40,573 | 43,440 | 46,306 |        |        | 49,173  | 6     | 2,867     | 2,080    | 15.37    | 23.64    |
| TC10050                                                                     | 1.50% | 7/1/2020 | 12/31/2020 | 32,452  | 35,362 | 38,271 | 41,181 | 44,091 | 47,001 |        |        | 49,911  | 6     | 2,910     | 2,080    | 15.60    | 24.00    |
| TC10050                                                                     | 1.50% | 1/1/2021 | 6/30/2021  | 32,939  | 35,892 | 38,846 | 41,799 | 44,752 | 47,706 |        |        | 50,659  | 6     | 2,953     | 2,080    | 15.84    | 24.36    |
| TC10050                                                                     | 1.50% | 7/1/2021 | 12/31/2021 | 33,433  | 36,430 | 39,428 | 42,426 | 45,424 | 48,422 |        |        | 51,419  | 6     | 2,998     | 2,080    | 16.07    | 24.72    |
| TC10050                                                                     | 1.50% | 1/1/2022 | 6/30/2022  | 33,934  | 36,977 | 40,020 | 43,062 | 46,105 | 49,148 |        |        | 52,191  | 6     | 3,043     | 2,080    | 16.31    | 25.09    |
| TC10050                                                                     | 1.50% | 7/1/2022 | 12/31/2022 | 34,443  | 37,532 | 40,620 | 43,708 | 46,797 | 49,885 |        |        | 52,973  | 6     | 3,088     | 2,080    | 16.56    | 25.47    |
| Public Safety Telecommunications Operator - Trainee                         |       |          |            |         |        |        |        |        |        |        |        |         |       |           |          |          |          |
| TC10060                                                                     | 0.00% | 1/1/2018 | 12/31/2018 | 21,120  | 25,595 | 30,069 | 34,543 | 39,018 | 43,492 |        |        | 47,967  | 6     | 4,474     | 2,080    | 10.15    | 23.06    |
| TC10060                                                                     | 1.00% | 1/1/2019 | 12/31/2019 | 21,331  | 25,851 | 30,370 | 34,889 | 39,408 | 43,927 |        |        | 48,446  | 6     | 4,519     | 2,080    | 10.26    | 23.29    |
| TC10060                                                                     | 1.50% | 1/1/2020 | 6/30/2020  | 31,972  | 34,839 | 37,706 | 40,573 | 43,440 | 46,306 |        |        | 49,173  | 6     | 2,867     | 2,080    | 15.37    | 23.64    |
| TC10060                                                                     | 1.50% | 7/1/2020 | 12/31/2020 | 32,452  | 35,362 | 38,271 | 41,181 | 44,091 | 47,001 |        |        | 49,911  | 6     | 2,910     | 2,080    | 15.60    | 24.00    |
| TC10060                                                                     | 1.50% | 1/1/2021 | 6/30/2021  | 32,939  | 35,892 | 38,846 | 41,799 | 44,752 | 47,706 |        |        | 50,659  | 6     | 2,953     | 2,080    | 15.84    | 24.36    |
| TC10060                                                                     | 1.50% | 7/1/2021 | 12/31/2021 | 33,433  | 36,430 | 39,428 | 42,426 | 45,424 | 48,422 |        |        | 51,419  | 6     | 2,998     | 2,080    | 16.07    | 24.72    |
| TC10060                                                                     | 1.50% | 1/1/2022 | 6/30/2022  | 33,934  | 36,977 | 40,020 | 43,062 | 46,105 | 49,148 |        |        | 52,191  | 6     | 3,043     | 2,080    | 16.31    | 25.09    |
| TC10060                                                                     | 1.50% | 7/1/2022 | 12/31/2022 | 34,443  | 37,532 | 40,620 | 43,708 | 46,797 | 49,885 |        |        | 52,973  | 6     | 3,088     | 2,080    | 16.56    | 25.47    |
| Public Safety Telecommunications Operator Hired after 1/31/2014             |       |          |            |         |        |        |        |        |        |        |        |         |       |           |          |          |          |
| TC10070                                                                     | 0.00% | 1/1/2018 | 12/31/2018 | 21,120  | 24,476 | 27,832 | 31,188 | 34,543 | 37,899 | 41,255 | 44,611 | 47,967  | 8     | 3,356     | 2,080    | 10.15    | 23.06    |
| TC10070                                                                     | 1.00% | 1/1/2019 | 12/31/2019 | 21,331  | 24,721 | 28,110 | 31,499 | 34,889 | 38,278 | 41,668 | 45,057 | 48,446  | 8     | 3,389     | 2,080    | 10.26    | 23.29    |
| TC10070                                                                     | 1.50% | 1/1/2020 | 6/30/2020  | 31,972  | 34,122 | 36,273 | 38,423 | 40,573 | 42,723 | 44,873 | 47,023 | 49,173  | 8     | 2,150     | 2,080    | 15.37    | 23.64    |
| TC10070                                                                     | 1.50% | 7/1/2020 | 12/31/2020 | 32,452  | 34,634 | 36,817 | 38,999 | 41,181 | 43,364 | 45,546 | 47,728 | 49,911  | 8     | 2,182     | 2,080    | 15.60    | 24.00    |
| TC10070                                                                     | 1.50% | 1/1/2021 | 6/30/2021  | 32,939  | 35,154 | 37,369 | 39,584 | 41,799 | 44,014 | 46,229 | 48,444 | 50,659  | 8     | 2,215     | 2,080    | 15.84    | 24.36    |
| TC10070                                                                     | 1.50% | 7/1/2021 | 12/31/2021 | 33,433  | 35,681 | 37,929 | 40,178 | 42,426 | 44,674 | 46,923 | 49,171 | 51,419  | 8     | 2,248     | 2,080    | 16.07    | 24.72    |
| TC10070                                                                     | 1.50% | 1/1/2022 | 6/30/2022  | 33,934  | 36,216 | 38,498 | 40,780 | 43,062 | 45,344 | 47,626 | 49,909 | 52,191  | 8     | 2,282     | 2,080    | 16.31    | 25.09    |
| TC10070                                                                     | 1.50% | 7/1/2022 | 12/31/2022 | 34,443  | 36,760 | 39,076 | 41,392 | 43,708 | 46,025 | 48,341 | 50,657 | 52,973  | 8     | 2,316     | 2,080    | 16.56    | 25.47    |

| APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS                                                                      |       |          |            |         |        |        |        |        |        |        |        |         |       |           |          |          |          |
|------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                                                                                     | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | 6      | 7      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Public Safety Telecommunications Operator - Trainee Hired after 1/31/2014                                                                      |       |          |            |         |        |        |        |        |        |        |        |         |       |           |          |          |          |
| TC10080                                                                                                                                        | 0.00% | 1/1/2018 | 12/31/2018 | 21,120  | 24,476 | 27,832 | 31,188 | 34,543 | 37,899 | 41,255 | 44,611 | 47,967  | 8     | 3,356     | 2,080    | 10.15    | 23.06    |
| TC10080                                                                                                                                        | 1.00% | 1/1/2019 | 12/31/2019 | 21,331  | 24,721 | 28,110 | 31,499 | 34,889 | 38,278 | 41,668 | 45,057 | 48,446  | 8     | 3,389     | 2,080    | 10.26    | 23.29    |
| TC10080                                                                                                                                        | 1.50% | 1/1/2020 | 6/30/2020  | 31,972  | 34,122 | 36,273 | 38,423 | 40,573 | 42,723 | 44,873 | 47,023 | 49,173  | 8     | 2,150     | 2,080    | 15.37    | 23.64    |
| TC10080                                                                                                                                        | 1.50% | 7/1/2020 | 12/31/2020 | 32,452  | 34,634 | 36,817 | 38,999 | 41,181 | 43,364 | 45,546 | 47,728 | 49,911  | 8     | 2,182     | 2,080    | 15.60    | 24.00    |
| TC10080                                                                                                                                        | 1.50% | 1/1/2021 | 6/30/2021  | 32,939  | 35,154 | 37,369 | 39,584 | 41,799 | 44,014 | 46,229 | 48,444 | 50,659  | 8     | 2,215     | 2,080    | 15.84    | 24.36    |
| TC10080                                                                                                                                        | 1.50% | 7/1/2021 | 12/31/2021 | 33,433  | 35,681 | 37,929 | 40,178 | 42,426 | 44,674 | 46,923 | 49,171 | 51,419  | 8     | 2,248     | 2,080    | 16.07    | 24.72    |
| TC10080                                                                                                                                        | 1.50% | 1/1/2022 | 6/30/2022  | 33,934  | 36,216 | 38,498 | 40,780 | 43,062 | 45,344 | 47,626 | 49,909 | 52,191  | 8     | 2,282     | 2,080    | 16.31    | 25.09    |
| TC10080                                                                                                                                        | 1.50% | 7/1/2022 | 12/31/2022 | 34,443  | 36,760 | 39,076 | 41,392 | 43,708 | 46,025 | 48,341 | 50,657 | 52,973  | 8     | 2,316     | 2,080    | 16.56    | 25.47    |
| Senior Public Safety Telecommunications Operator Hired after 1/31/2014                                                                         |       |          |            |         |        |        |        |        |        |        |        |         |       |           |          |          |          |
| TC10100                                                                                                                                        | 0.00% | 1/1/2018 | 12/31/2018 | 21,120  | 27,017 | 32,914 | 38,810 | 44,707 | 50,604 | 56,501 | 62,398 | 68,294  | 8     | 5,897     | 2,080    | 10.15    | 32.83    |
| TC10100                                                                                                                                        | 1.00% | 1/1/2019 | 12/31/2019 | 21,331  | 27,287 | 33,243 | 39,199 | 45,154 | 51,110 | 57,066 | 63,022 | 68,977  | 8     | 5,956     | 2,080    | 10.26    | 33.16    |
| TC10100                                                                                                                                        | 1.50% | 1/1/2020 | 6/30/2020  | 45,522  | 48,583 | 51,645 | 54,706 | 57,767 | 60,828 | 63,890 | 66,951 | 70,012  | 8     | 3,061     | 2,080    | 21.89    | 33.66    |
| TC10100                                                                                                                                        | 1.50% | 7/1/2020 | 12/31/2020 | 46,205  | 49,312 | 52,419 | 55,526 | 58,634 | 61,741 | 64,848 | 67,955 | 71,062  | 8     | 3,107     | 2,080    | 22.21    | 34.16    |
| TC10100                                                                                                                                        | 1.50% | 1/1/2021 | 6/30/2021  | 46,898  | 50,052 | 53,206 | 56,359 | 59,513 | 62,667 | 65,821 | 68,974 | 72,128  | 8     | 3,154     | 2,080    | 22.55    | 34.68    |
| TC10100                                                                                                                                        | 1.50% | 7/1/2021 | 12/31/2021 | 47,602  | 50,803 | 54,004 | 57,205 | 60,406 | 63,607 | 66,808 | 70,009 | 73,210  | 8     | 3,201     | 2,080    | 22.89    | 35.20    |
| TC10100                                                                                                                                        | 1.50% | 1/1/2022 | 6/30/2022  | 48,316  | 51,565 | 54,814 | 58,063 | 61,312 | 64,561 | 67,810 | 71,059 | 74,308  | 8     | 3,249     | 2,080    | 23.23    | 35.73    |
| TC10100                                                                                                                                        | 1.50% | 7/1/2022 | 12/31/2022 | 49,040  | 52,338 | 55,636 | 58,934 | 62,232 | 65,529 | 68,827 | 72,125 | 75,423  | 8     | 3,298     | 2,080    | 23.58    | 36.26    |
| Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement. |       |          |            |         |        |        |        |        |        |        |        |         |       |           |          |          |          |
|                                                                                                                                                |       |          |            |         |        |        |        |        |        |        |        |         |       |           |          |          |          |
|                                                                                                                                                |       |          |            |         |        |        |        |        |        |        |        |         |       |           |          |          |          |

| APPENDIX 5 - SALARY RANGES - NON UNIFORM TITLES-HOURLY |       |          |            |         |   |   |   |   |   |         |       |           |          |          |          |  |
|--------------------------------------------------------|-------|----------|------------|---------|---|---|---|---|---|---------|-------|-----------|----------|----------|----------|--|
|                                                        |       |          |            |         |   |   |   |   |   |         |       |           |          |          |          |  |
| TITLE/CODE                                             | %     | FROM     | TO         | MINIMUM | 1 | 2 | 3 | 4 | 5 | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |  |
| Engineering Aide Hourly                                |       |          |            |         |   |   |   |   |   |         |       |           |          |          |          |  |
| SE10010                                                | 0.00% | 1/1/2018 | 12/31/2018 | 4.00    |   |   |   |   |   | 10.00   | n/a   | -         | n/a      | 4.00     | 10.00    |  |
| SE10010                                                | 0.00% | 1/1/2019 | 12/31/2019 | 8.85    |   |   |   |   |   | 10.00   | n/a   | -         | n/a      | 8.85     | 10.00    |  |
| SE10010                                                | 0.00% | 1/1/2020 | 12/31/2020 | 10.30   |   |   |   |   |   | 10.30   | n/a   | -         | n/a      | 10.30    | 10.30    |  |
| SE10010                                                | 0.00% | 1/1/2021 | 12/31/2021 | 11.10   |   |   |   |   |   | 11.10   | n/a   | -         | n/a      | 11.10    | 11.10    |  |
| SE10010                                                | 0.00% | 1/1/2022 | 12/31/2022 | 11.90   |   |   |   |   |   | 11.90   | n/a   | -         | n/a      | 11.90    | 11.90    |  |
| Life Guard Hourly                                      |       |          |            |         |   |   |   |   |   |         |       |           |          |          |          |  |
| SE10020                                                | 0.00% | 1/1/2018 | 12/31/2018 | 7.50    |   |   |   |   |   | 13.00   | n/a   | -         | n/a      | 7.50     | 13.00    |  |
| SE10020                                                | 0.00% | 1/1/2019 | 12/31/2019 | 8.85    |   |   |   |   |   | 13.00   | n/a   | -         | n/a      | 8.85     | 13.00    |  |
| SE10020                                                | 0.00% | 1/1/2020 | 12/31/2020 | 10.30   |   |   |   |   |   | 13.00   | n/a   | -         | n/a      | 10.30    | 13.00    |  |
| SE10020                                                | 0.00% | 1/1/2021 | 12/31/2021 | 11.10   |   |   |   |   |   | 13.00   | n/a   | -         | n/a      | 11.10    | 13.00    |  |
| SE10020                                                | 0.00% | 1/1/2022 | 12/31/2022 | 11.90   |   |   |   |   |   | 13.00   | n/a   | -         | n/a      | 11.90    | 13.00    |  |
| Park Attendant Hourly                                  |       |          |            |         |   |   |   |   |   |         |       |           |          |          |          |  |
| SE10025                                                | 0.00% | 1/1/2019 | 12/31/2019 | 8.85    |   |   |   |   |   | 12.00   | n/a   | -         | n/a      | 8.85     | 12.00    |  |
| SE10025                                                | 0.00% | 1/1/2020 | 12/31/2020 | 10.30   |   |   |   |   |   | 12.00   | n/a   | -         | n/a      | 10.30    | 12.00    |  |
| SE10025                                                | 0.00% | 1/1/2021 | 12/31/2021 | 11.10   |   |   |   |   |   | 12.00   | n/a   | -         | n/a      | 11.10    | 12.00    |  |
| SE10025                                                | 0.00% | 1/1/2022 | 12/31/2022 | 11.90   |   |   |   |   |   | 12.00   | n/a   | -         | n/a      | 11.90    | 12.00    |  |
| Park Caretaker Hourly                                  |       |          |            |         |   |   |   |   |   |         |       |           |          |          |          |  |
| SE10030                                                | 0.00% | 1/1/2018 | 12/31/2018 | 7.50    |   |   |   |   |   | 12.00   | n/a   | -         | n/a      | 7.50     | 12.00    |  |
| SE10030                                                | 0.00% | 1/1/2019 | 12/31/2019 | 8.85    |   |   |   |   |   | 12.00   | n/a   | -         | n/a      | 8.85     | 12.00    |  |
| SE10030                                                | 0.00% | 1/1/2020 | 12/31/2020 | 10.30   |   |   |   |   |   | 12.00   | n/a   | -         | n/a      | 10.30    | 12.00    |  |
| SE10030                                                | 0.00% | 1/1/2021 | 12/31/2021 | 11.10   |   |   |   |   |   | 12.00   | n/a   | -         | n/a      | 11.10    | 12.00    |  |
| SE10030                                                | 0.00% | 1/1/2022 | 12/31/2022 | 11.90   |   |   |   |   |   | 12.00   | n/a   | -         | n/a      | 11.90    | 12.00    |  |
| Recreation Leader Hourly                               |       |          |            |         |   |   |   |   |   |         |       |           |          |          |          |  |
| SE10045                                                | 0.00% | 1/1/2018 | 12/31/2018 | 8.85    |   |   |   |   |   | 27.48   | n/a   | -         | n/a      | 8.85     | 27.48    |  |
| SE10045                                                | 0.00% | 1/1/2019 | 12/31/2019 | 8.85    |   |   |   |   |   | 27.48   | n/a   | -         | n/a      | 8.85     | 27.48    |  |
| SE10045                                                | 0.00% | 1/1/2020 | 12/31/2020 | 10.30   |   |   |   |   |   | 27.48   | n/a   | -         | n/a      | 10.30    | 27.48    |  |
| SE10045                                                | 0.00% | 1/1/2021 | 12/31/2021 | 11.10   |   |   |   |   |   | 27.48   | n/a   | -         | n/a      | 11.10    | 27.48    |  |
| SE10045                                                | 0.00% | 1/1/2022 | 12/31/2022 | 11.90   |   |   |   |   |   | 27.48   | n/a   | -         | n/a      | 11.90    | 27.48    |  |
| Recreation Supervisor Hourly                           |       |          |            |         |   |   |   |   |   |         |       |           |          |          |          |  |
| SE10040                                                | 0.00% | 1/1/2018 | 12/31/2018 | 11.50   |   |   |   |   |   | 21.00   | n/a   | -         | n/a      | 11.50    | 21.00    |  |
| SE10040                                                | 0.00% | 1/1/2019 | 12/31/2019 | 11.50   |   |   |   |   |   | 21.00   | n/a   | -         | n/a      | 11.50    | 21.00    |  |
| SE10040                                                | 0.00% | 1/1/2020 | 12/31/2020 | 11.50   |   |   |   |   |   | 21.00   | n/a   | -         | n/a      | 11.50    | 21.00    |  |

| APPENDIX 5 - SALARY RANGES - NON UNIFORM TITLES-HOURLY |       |          |            |         |       |   |   |   |   |         |       |           |          |          |          |  |
|--------------------------------------------------------|-------|----------|------------|---------|-------|---|---|---|---|---------|-------|-----------|----------|----------|----------|--|
|                                                        |       |          |            |         |       |   |   |   |   |         |       |           |          |          |          |  |
| TITLE/CODE                                             | %     | FROM     | TO         | MINIMUM | 1     | 2 | 3 | 4 | 5 | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |  |
|                                                        |       |          |            |         |       |   |   |   |   |         |       |           |          |          |          |  |
| SE10040                                                | 0.00% | 1/1/2021 | 12/31/2021 | 11.50   |       |   |   |   |   | 21.00   | n/a   | -         | n/a      | 11.50    | 21.00    |  |
| SE10040                                                | 0.00% | 1/1/2022 | 12/31/2022 | 11.50   |       |   |   |   |   | 21.00   | n/a   | -         | n/a      | 11.50    | 21.00    |  |
|                                                        |       |          |            |         |       |   |   |   |   |         |       |           |          |          |          |  |
| School Traffic Guard (No Benefits Guard) Hourly        |       |          |            |         |       |   |   |   |   |         |       |           |          |          |          |  |
| SE10050                                                | 0.00% | 1/1/2018 | 12/31/2018 | 12.74   | 18.12 |   |   |   |   | 20.87   | 2     | 5.38      | n/a      | 12.74    | 20.87    |  |
| SE10050                                                | 0.00% | 1/1/2019 | 12/31/2019 | 12.74   | 18.12 |   |   |   |   | 20.87   | 2     | 5.38      | n/a      | 12.74    | 20.87    |  |
| SE10050                                                | 0.00% | 1/1/2020 | 12/31/2020 | 12.74   | 18.12 |   |   |   |   | 20.87   | 2     | 5.38      | n/a      | 12.74    | 20.87    |  |
| SE10050                                                | 0.00% | 1/1/2021 | 12/31/2021 | 12.74   | 18.12 |   |   |   |   | 20.87   | 2     | 5.38      | n/a      | 12.74    | 20.87    |  |
| SE10050                                                | 0.00% | 1/1/2022 | 12/31/2022 | 12.74   | 18.12 |   |   |   |   | 20.87   | 2     | 5.38      | n/a      | 12.74    | 20.87    |  |
|                                                        |       |          |            |         |       |   |   |   |   |         |       |           |          |          |          |  |
| School Traffic Guard (Benefit Guard) Hourly            |       |          |            |         |       |   |   |   |   |         |       |           |          |          |          |  |
| SE10060                                                | 0.00% | 1/1/2018 | 12/31/2018 | 16.05   |       |   |   |   |   | 16.05   | 0     | -         | n/a      | 16.05    | 16.05    |  |
| SE10060                                                | 0.00% | 1/1/2019 | 12/31/2019 | 16.05   |       |   |   |   |   | 16.05   | 0     | -         | n/a      | 16.05    | 16.05    |  |
| SE10060                                                | 0.00% | 1/1/2020 | 12/31/2020 | 16.05   |       |   |   |   |   | 16.05   | 0     | -         | n/a      | 16.05    | 16.05    |  |
| SE10060                                                | 0.00% | 1/1/2021 | 12/31/2021 | 16.05   |       |   |   |   |   | 16.05   | 0     | -         | n/a      | 16.05    | 16.05    |  |
| SE10060                                                | 0.00% | 1/1/2022 | 12/31/2022 | 16.05   |       |   |   |   |   | 16.05   | 0     | -         | n/a      | 16.05    | 16.05    |  |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
|----------------------------------------------------------|-------|----------|------------|---------|-------|-------|-------|-------|-------|---------|-------|-----------|----------|----------|----------|
|                                                          |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| TITLE/CODE                                               | %     | FROM     | TO         | MINIMUM | 1     | 2     | 3     | 4     | 5     | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
|                                                          |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| Assistant Business Administrator                         |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10020                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10020                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10020                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10020                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10020                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
|                                                          |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| Assistant Secretary ABC Board                            |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10030                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 700     | 700   | 700   | 700   | 700   | 700   | 700     | 0     | -         | N/A      | N/A      | N/A      |
| ST10030                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 700     | 700   | 700   | 700   | 700   | 700   | 700     | 0     | -         | N/A      | N/A      | N/A      |
| ST10030                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 700     | 700   | 700   | 700   | 700   | 700   | 700     | 0     | -         | N/A      | N/A      | N/A      |
| ST10030                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 700     | 700   | 700   | 700   | 700   | 700   | 700     | 0     | -         | N/A      | N/A      | N/A      |
| ST10030                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 700     | 700   | 700   | 700   | 700   | 700   | 700     | 0     | -         | N/A      | N/A      | N/A      |
|                                                          |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| Assistant Senior Citizens Program Aide                   |       |          |            |         |       |       |       |       |       |         |       |           | N/A      | N/A      | N/A      |
| ST10040                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10040                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10040                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10040                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10040                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
|                                                          |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| Assistant Supervising Electrician/License                |       |          |            |         |       |       |       |       |       |         |       |           | N/A      | N/A      | N/A      |
| ST10050                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 3,200   | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200   | 0     | -         | N/A      | N/A      | N/A      |
| ST10050                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 3,200   | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200   | 0     | -         | N/A      | N/A      | N/A      |
| ST10050                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 3,200   | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200   | 0     | -         | N/A      | N/A      | N/A      |
| ST10050                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 3,200   | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200   | 0     | -         | N/A      | N/A      | N/A      |
| ST10050                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 3,200   | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200   | 0     | -         | N/A      | N/A      | N/A      |
|                                                          |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| CAD System Operator                                      |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10060                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10060                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10060                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10060                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10060                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
|                                                          |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| Certified Pool Operator                                  |       |          |            |         |       |       |       |       |       |         |       |           | N/A      | N/A      | N/A      |
| ST10070                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10070                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10070                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10070                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10070                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|-------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Clean Communities Coordinator                            |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| ST10080                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 2,000   | 2,000  | 2,000  | 2,000  | 2,000  | 2,000  | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10080                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 2,000   | 2,000  | 2,000  | 2,000  | 2,000  | 2,000  | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10080                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 2,000   | 2,000  | 2,000  | 2,000  | 2,000  | 2,000  | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10080                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 2,000   | 2,000  | 2,000  | 2,000  | 2,000  | 2,000  | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10080                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 2,000   | 2,000  | 2,000  | 2,000  | 2,000  | 2,000  | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| COAH Coordinator                                         |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| ST10090                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 2,500   | 2,500  | 2,500  | 2,500  | 2,500  | 2,500  | 2,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10090                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 2,500   | 2,500  | 2,500  | 2,500  | 2,500  | 2,500  | 2,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10090                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 2,500   | 2,500  | 2,500  | 2,500  | 2,500  | 2,500  | 2,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10090                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 2,500   | 2,500  | 2,500  | 2,500  | 2,500  | 2,500  | 2,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10090                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 2,500   | 2,500  | 2,500  | 2,500  | 2,500  | 2,500  | 2,500   | 0     | -         | N/A      | N/A      | N/A      |
| Commuter Shuttle Grant                                   |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| ST10100                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 2,000   | 2,000  | 2,000  | 2,000  | 2,000  | 2,000  | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10100                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 2,000   | 2,000  | 2,000  | 2,000  | 2,000  | 2,000  | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10100                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 2,000   | 2,000  | 2,000  | 2,000  | 2,000  | 2,000  | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10100                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 2,000   | 2,000  | 2,000  | 2,000  | 2,000  | 2,000  | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10100                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 2,000   | 2,000  | 2,000  | 2,000  | 2,000  | 2,000  | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| Fire Official                                            |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| ST10120                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 7,500   | 7,500  | 7,500  | 7,500  | 7,500  | 7,500  | 7,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10120                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 7,500   | 7,500  | 7,500  | 7,500  | 7,500  | 7,500  | 7,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10120                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 7,500   | 7,500  | 7,500  | 7,500  | 7,500  | 7,500  | 7,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10120                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 7,500   | 7,500  | 7,500  | 7,500  | 7,500  | 7,500  | 7,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10120                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 7,500   | 7,500  | 7,500  | 7,500  | 7,500  | 7,500  | 7,500   | 0     | -         | N/A      | N/A      | N/A      |
| Forester                                                 |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| ST10130                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 10,000  | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000  | 0     | -         | N/A      | N/A      | N/A      |
| ST10130                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 10,000  | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000  | 0     | -         | N/A      | N/A      | N/A      |
| ST10130                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 10,000  | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000  | 0     | -         | N/A      | N/A      | N/A      |
| ST10130                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 10,000  | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000  | 0     | -         | N/A      | N/A      | N/A      |
| ST10130                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 10,000  | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000  | 0     | -         | N/A      | N/A      | N/A      |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
|----------------------------------------------------------|-------|----------|------------|---------|-------|-------|-------|-------|-------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | %     | FROM     | TO         | MINIMUM | 1     | 2     | 3     | 4     | 5     | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Health Officer (Interlocal Contract)                     |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10140                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 9,712   | 9,712 | 9,712 | 9,712 | 9,712 | 9,712 | 9,712   | 0     | -         | N/A      | N/A      | N/A      |
| ST10140                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 9,712   | 9,712 | 9,712 | 9,712 | 9,712 | 9,712 | 9,712   | 0     | -         | N/A      | N/A      | N/A      |
| ST10140                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 9,712   | 9,712 | 9,712 | 9,712 | 9,712 | 9,712 | 9,712   | 0     | -         | N/A      | N/A      | N/A      |
| ST10140                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 9,712   | 9,712 | 9,712 | 9,712 | 9,712 | 9,712 | 9,712   | 0     | -         | N/A      | N/A      | N/A      |
| ST10140                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 9,712   | 9,712 | 9,712 | 9,712 | 9,712 | 9,712 | 9,712   | 0     | -         | N/A      | N/A      | N/A      |
| Judge Additional Session                                 |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| n/a                                                      | 0.00% | 1/1/2017 | 12/31/2022 | 400     | 400   | 400   | 400   | 400   | 400   | 400     | 0     | -         | N/A      | N/A      | N/A      |
| Municipal Alliance Coordinator                           |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10160                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 6,875   | 6,875 | 6,875 | 6,875 | 6,875 | 6,875 | 6,875   | 0     | -         | N/A      | N/A      | N/A      |
| ST10160                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 6,875   | 6,875 | 6,875 | 6,875 | 6,875 | 6,875 | 6,875   | 0     | -         | N/A      | N/A      | N/A      |
| ST10160                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 6,875   | 6,875 | 6,875 | 6,875 | 6,875 | 6,875 | 6,875   | 0     | -         | N/A      | N/A      | N/A      |
| ST10160                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 6,875   | 6,875 | 6,875 | 6,875 | 6,875 | 6,875 | 6,875   | 0     | -         | N/A      | N/A      | N/A      |
| ST10160                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 6,875   | 6,875 | 6,875 | 6,875 | 6,875 | 6,875 | 6,875   | 0     | -         | N/A      | N/A      | N/A      |
| Municipal Emergency Management Coordinator               |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10170                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 4,500   | 4,500 | 4,500 | 4,500 | 4,500 | 4,500 | 4,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10170                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 4,500   | 4,500 | 4,500 | 4,500 | 4,500 | 4,500 | 4,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10170                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 4,500   | 4,500 | 4,500 | 4,500 | 4,500 | 4,500 | 4,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10170                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 4,500   | 4,500 | 4,500 | 4,500 | 4,500 | 4,500 | 4,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10170                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 4,500   | 4,500 | 4,500 | 4,500 | 4,500 | 4,500 | 4,500   | 0     | -         | N/A      | N/A      | N/A      |
| OPRA Coordinator                                         |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10180                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 1,000   | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10180                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 1,000   | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10180                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 1,000   | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10180                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 1,000   | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10180                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 1,000   | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000   | 0     | -         | N/A      | N/A      | N/A      |
| Parking Meter Collector                                  |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10190                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 2,000   | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10190                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 2,000   | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10190                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 2,000   | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10190                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 2,000   | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10190                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 2,000   | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000   | 0     | -         | N/A      | N/A      | N/A      |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|-------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
|                                                          |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| TITLE/CODE                                               | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
|                                                          |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| Planning Board Attorney                                  |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| ST10200                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 3,500   | 3,500  | 3,500  | 3,500  | 3,500  | 3,500  | 3,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10200                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 3,500   | 3,500  | 3,500  | 3,500  | 3,500  | 3,500  | 3,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10200                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 3,500   | 3,500  | 3,500  | 3,500  | 3,500  | 3,500  | 3,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10200                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 3,500   | 3,500  | 3,500  | 3,500  | 3,500  | 3,500  | 3,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10200                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 3,500   | 3,500  | 3,500  | 3,500  | 3,500  | 3,500  | 3,500   | 0     | -         | N/A      | N/A      | N/A      |
|                                                          |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| Pool Manager Annual                                      |       |          |            |         |        |        |        |        |        |         |       |           | N/A      | N/A      | N/A      |
| ST10210                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 8,500   | 8,500  | 8,500  | 8,500  | 8,500  | 8,500  | 8,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10210                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 8,500   | 8,500  | 8,500  | 8,500  | 8,500  | 8,500  | 8,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10210                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 8,500   | 8,500  | 8,500  | 8,500  | 8,500  | 8,500  | 8,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10210                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 8,500   | 8,500  | 8,500  | 8,500  | 8,500  | 8,500  | 8,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10210                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 8,500   | 8,500  | 8,500  | 8,500  | 8,500  | 8,500  | 8,500   | 0     | -         | N/A      | N/A      | N/A      |
|                                                          |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| Public Advocate                                          |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| ST10220                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 3,500   | 3,500  | 3,500  | 3,500  | 3,500  | 3,500  | 3,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10220                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 3,500   | 3,500  | 3,500  | 3,500  | 3,500  | 3,500  | 3,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10220                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 3,500   | 3,500  | 3,500  | 3,500  | 3,500  | 3,500  | 3,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10220                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 3,500   | 3,500  | 3,500  | 3,500  | 3,500  | 3,500  | 3,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10220                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 3,500   | 3,500  | 3,500  | 3,500  | 3,500  | 3,500  | 3,500   | 0     | -         | N/A      | N/A      | N/A      |
|                                                          |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| Public Works Inspector                                   |       |          |            |         |        |        |        |        |        |         |       |           | N/A      | N/A      | N/A      |
| ST10240                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 10,000  | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000  | 0     | -         | N/A      | N/A      | N/A      |
| ST10240                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 10,000  | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000  | 0     | -         | N/A      | N/A      | N/A      |
| ST10240                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 10,000  | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000  | 0     | -         | N/A      | N/A      | N/A      |
| ST10240                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 10,000  | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000  | 0     | -         | N/A      | N/A      | N/A      |
| ST10240                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 10,000  | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000  | 0     | -         | N/A      | N/A      | N/A      |
|                                                          |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| Pumping Station Operator                                 |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| ST10250                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 6,000   | 6,000  | 6,000  | 6,000  | 6,000  | 6,000  | 6,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10250                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 6,000   | 6,000  | 6,000  | 6,000  | 6,000  | 6,000  | 6,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10250                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 6,000   | 6,000  | 6,000  | 6,000  | 6,000  | 6,000  | 6,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10250                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 6,000   | 6,000  | 6,000  | 6,000  | 6,000  | 6,000  | 6,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10250                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 6,000   | 6,000  | 6,000  | 6,000  | 6,000  | 6,000  | 6,000   | 0     | -         | N/A      | N/A      | N/A      |
|                                                          |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| Recycling Center Manager                                 |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| ST10260                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 5,000   | 5,000  | 5,000  | 5,000  | 5,000  | 5,000  | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10260                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 5,000   | 5,000  | 5,000  | 5,000  | 5,000  | 5,000  | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10260                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 5,000   | 5,000  | 5,000  | 5,000  | 5,000  | 5,000  | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10260                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 5,000   | 5,000  | 5,000  | 5,000  | 5,000  | 5,000  | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10260                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 5,000   | 5,000  | 5,000  | 5,000  | 5,000  | 5,000  | 5,000   | 0     | -         | N/A      | N/A      | N/A      |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
|----------------------------------------------------------|-------|----------|------------|---------|-------|-------|-------|-------|-------|---------|-------|-----------|----------|----------|----------|
|                                                          |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| TITLE/CODE                                               | %     | FROM     | TO         | MINIMUM | 1     | 2     | 3     | 4     | 5     | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
|                                                          |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
|                                                          |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| Rent Leveling Board Attorney                             |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10270                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 2,000   | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10270                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 2,000   | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10270                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 2,000   | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10270                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 2,000   | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10270                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 2,000   | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000   | 0     | -         | N/A      | N/A      | N/A      |
|                                                          |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| Right to Know Coordinator                                |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10280                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 4,850   | 4,850 | 4,850 | 4,850 | 4,850 | 4,850 | 4,850   | 0     | -         | N/A      | N/A      | N/A      |
| ST10280                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 4,850   | 4,850 | 4,850 | 4,850 | 4,850 | 4,850 | 4,850   | 0     | -         | N/A      | N/A      | N/A      |
| ST10280                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 4,850   | 4,850 | 4,850 | 4,850 | 4,850 | 4,850 | 4,850   | 0     | -         | N/A      | N/A      | N/A      |
| ST10280                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 4,850   | 4,850 | 4,850 | 4,850 | 4,850 | 4,850 | 4,850   | 0     | -         | N/A      | N/A      | N/A      |
| ST10280                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 4,850   | 4,850 | 4,850 | 4,850 | 4,850 | 4,850 | 4,850   | 0     | -         | N/A      | N/A      | N/A      |
|                                                          |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| Secretary, Insurance Fund Commissioner                   |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10290                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 2,400   | 2,400 | 2,400 | 2,400 | 2,400 | 2,400 | 2,400   | 0     | -         | N/A      | N/A      | N/A      |
| ST10290                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 2,400   | 2,400 | 2,400 | 2,400 | 2,400 | 2,400 | 2,400   | 0     | -         | N/A      | N/A      | N/A      |
| ST10290                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 2,400   | 2,400 | 2,400 | 2,400 | 2,400 | 2,400 | 2,400   | 0     | -         | N/A      | N/A      | N/A      |
| ST10290                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 2,400   | 2,400 | 2,400 | 2,400 | 2,400 | 2,400 | 2,400   | 0     | -         | N/A      | N/A      | N/A      |
| ST10290                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 2,400   | 2,400 | 2,400 | 2,400 | 2,400 | 2,400 | 2,400   | 0     | -         | N/A      | N/A      | N/A      |
|                                                          |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| Senior Citizens Program Aide                             |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10300                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 7,500   | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10300                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 7,500   | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10300                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 7,500   | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10300                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 7,500   | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10300                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 7,500   | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500   | 0     | -         | N/A      | N/A      | N/A      |
|                                                          |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| Swim Instructor Coordinator                              |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10310                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 1,000   | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10310                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 1,000   | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10310                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 1,000   | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10310                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 1,000   | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10310                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 1,000   | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000   | 0     | -         | N/A      | N/A      | N/A      |
|                                                          |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
|----------------------------------------------------------|-------|----------|------------|---------|-------|-------|-------|-------|-------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | %     | FROM     | TO         | MINIMUM | 1     | 2     | 3     | 4     | 5     | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Swim Team Coach                                          |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10320                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 800     | 800   | 800   | 800   | 800   | 800   | 800     | 0     | -         | N/A      | N/A      | N/A      |
| ST10320                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 800     | 800   | 800   | 800   | 800   | 800   | 800     | 0     | -         | N/A      | N/A      | N/A      |
| ST10320                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 800     | 800   | 800   | 800   | 800   | 800   | 800     | 0     | -         | N/A      | N/A      | N/A      |
| ST10320                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 800     | 800   | 800   | 800   | 800   | 800   | 800     | 0     | -         | N/A      | N/A      | N/A      |
| ST10320                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 800     | 800   | 800   | 800   | 800   | 800   | 800     | 0     | -         | N/A      | N/A      | N/A      |
| Tax Collector & Tax Search Officer                       |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10330                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 2,500   | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10330                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 2,500   | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10330                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 2,500   | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10330                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 2,500   | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10330                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 2,500   | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500   | 0     | -         | N/A      | N/A      | N/A      |
| Zoning Board Attorney                                    |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10340                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 3,500   | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 | 3,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10340                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 3,500   | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 | 3,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10340                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 3,500   | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 | 3,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10340                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 3,500   | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 | 3,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10340                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 3,500   | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 | 3,500   | 0     | -         | N/A      | N/A      | N/A      |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |       |          |            |         |   |   |   |   |   |         |       |           |          |          |          |
|----------------------------------------------------------|-------|----------|------------|---------|---|---|---|---|---|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | %     | FROM     | TO         | MINIMUM | 1 | 2 | 3 | 4 | 5 | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Fire Deputy Chief                                        |       |          |            |         |   |   |   |   |   |         |       |           |          |          |          |
| FS10010                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 115,807 |   |   |   |   |   | 130,408 | 1     | 14,601    | 2,184    | 53.03    | 59.71    |
| FS10010                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 115,807 |   |   |   |   |   | 130,408 | 1     | 14,601    | 2,184    | 53.03    | 59.71    |
| FS10010                                                  | 1.50% | 1/1/2020 | 6/30/2020  | 117,545 |   |   |   |   |   | 132,365 | 1     | 14,820    | 2,184    | 53.82    | 60.61    |
| FS10010                                                  | 1.50% | 7/1/2020 | 12/31/2020 | 119,308 |   |   |   |   |   | 134,350 | 1     | 15,042    | 2,184    | 54.63    | 61.52    |
| FS10010                                                  | 1.50% | 1/1/2021 | 6/30/2021  | 121,097 |   |   |   |   |   | 136,365 | 1     | 15,268    | 2,184    | 55.45    | 62.44    |
| FS10010                                                  | 1.50% | 7/1/2021 | 12/31/2021 | 122,914 |   |   |   |   |   | 138,411 | 1     | 15,497    | 2,184    | 56.28    | 63.37    |
| FS10010                                                  | 1.50% | 1/1/2022 | 6/30/2022  | 124,758 |   |   |   |   |   | 140,487 | 1     | 15,729    | 2,184    | 57.12    | 64.33    |
| FS10010                                                  | 1.50% | 7/1/2022 | 12/31/2022 | 126,629 |   |   |   |   |   | 142,594 | 1     | 15,965    | 2,184    | 57.98    | 65.29    |
| Fire Deputy Chief with EMT                               |       |          |            |         |   |   |   |   |   |         |       |           |          |          |          |
| FS10020E                                                 | 0.00% | 1/1/2018 | 12/31/2018 | 118,807 |   |   |   |   |   | 133,408 | 1     | 14,601    | 2,184    | 54.40    | 61.08    |
| FS10020E                                                 | 0.00% | 1/1/2019 | 12/31/2019 | 119,807 |   |   |   |   |   | 134,408 | 1     | 14,601    | 2,184    | 54.86    | 61.54    |
| FS10020E                                                 | 1.50% | 1/1/2020 | 6/30/2020  | 121,545 |   |   |   |   |   | 136,365 | 1     | 14,820    | 2,184    | 55.65    | 62.44    |
| FS10020E                                                 | 1.50% | 7/1/2020 | 12/31/2020 | 123,308 |   |   |   |   |   | 138,350 | 1     | 15,042    | 2,184    | 56.46    | 63.35    |
| FS10020E                                                 | 1.50% | 1/1/2021 | 6/30/2021  | 125,097 |   |   |   |   |   | 140,365 | 1     | 15,268    | 2,184    | 57.28    | 64.27    |
| FS10020E                                                 | 1.50% | 7/1/2021 | 12/31/2021 | 126,914 |   |   |   |   |   | 142,411 | 1     | 15,497    | 2,184    | 58.11    | 65.21    |
| FS10020E                                                 | 1.50% | 1/1/2022 | 6/30/2022  | 128,758 |   |   |   |   |   | 144,487 | 1     | 15,729    | 2,184    | 58.95    | 66.16    |
| FS10020E                                                 | 1.50% | 7/1/2022 | 12/31/2022 | 130,629 |   |   |   |   |   | 146,594 | 1     | 15,965    | 2,184    | 59.81    | 67.12    |
| Fire Deputy Chief with EMT and Fire Official             |       |          |            |         |   |   |   |   |   |         |       |           |          |          |          |
| FS10023E                                                 | 0.00% | 1/1/2018 | 12/31/2018 | 126,307 |   |   |   |   |   | 140,908 | 1     | 14,601    | 2,184    | 57.83    | 64.52    |
| FS10023E                                                 | 0.00% | 1/1/2019 | 12/31/2019 | 127,307 |   |   |   |   |   | 141,908 | 1     | 14,601    | 2,184    | 58.29    | 64.98    |
| FS10023E                                                 | 1.50% | 1/1/2020 | 6/30/2020  | 129,060 |   |   |   |   |   | 143,880 | 1     | 14,820    | 2,184    | 59.09    | 65.88    |
| FS10023E                                                 | 1.50% | 7/1/2020 | 12/31/2020 | 130,838 |   |   |   |   |   | 145,880 | 1     | 15,042    | 2,184    | 59.91    | 66.79    |
| FS10023E                                                 | 1.50% | 1/1/2021 | 6/30/2021  | 132,643 |   |   |   |   |   | 147,911 | 1     | 15,268    | 2,184    | 60.73    | 67.72    |
| FS10023E                                                 | 1.50% | 7/1/2021 | 12/31/2021 | 134,475 |   |   |   |   |   | 149,972 | 1     | 15,497    | 2,184    | 61.57    | 68.67    |
| FS10023E                                                 | 1.50% | 1/1/2022 | 6/30/2022  | 136,335 |   |   |   |   |   | 152,064 | 1     | 15,729    | 2,184    | 62.42    | 69.63    |
| FS10023E                                                 | 1.50% | 7/1/2022 | 12/31/2022 | 138,222 |   |   |   |   |   | 154,188 | 1     | 15,965    | 2,184    | 63.29    | 70.60    |

|                                                                                                                                                |       |          |            |         |  |  |  |  |  |         |   |        |       |       |       |
|------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------|------------|---------|--|--|--|--|--|---------|---|--------|-------|-------|-------|
| Fire Deputy Chief with EMT and OEM Coordinator                                                                                                 |       |          |            |         |  |  |  |  |  |         |   |        |       |       |       |
| FS10027E                                                                                                                                       | 0.00% | 1/1/2018 | 12/31/2018 | 123,307 |  |  |  |  |  | 137,908 | 1 | 14,601 | 2,184 | 56.46 | 63.14 |
| FS10027E                                                                                                                                       | 0.00% | 1/1/2019 | 12/31/2019 | 124,307 |  |  |  |  |  | 138,908 | 1 | 14,601 | 2,184 | 56.92 | 63.60 |
| FS10027E                                                                                                                                       | 1.50% | 1/1/2020 | 6/30/2020  | 126,045 |  |  |  |  |  | 140,865 | 1 | 14,820 | 2,184 | 57.71 | 64.50 |
| FS10027E                                                                                                                                       | 1.50% | 7/1/2020 | 12/31/2020 | 127,808 |  |  |  |  |  | 142,850 | 1 | 15,042 | 2,184 | 58.52 | 65.41 |
| FS10027E                                                                                                                                       | 1.50% | 1/1/2021 | 6/30/2021  | 129,597 |  |  |  |  |  | 144,865 | 1 | 15,268 | 2,184 | 59.34 | 66.33 |
| FS10027E                                                                                                                                       | 1.50% | 7/1/2021 | 12/31/2021 | 131,414 |  |  |  |  |  | 146,911 | 1 | 15,497 | 2,184 | 60.17 | 67.27 |
| FS10027E                                                                                                                                       | 1.50% | 1/1/2022 | 6/30/2022  | 133,258 |  |  |  |  |  | 148,987 | 1 | 15,729 | 2,184 | 61.02 | 68.22 |
| FS10027E                                                                                                                                       | 1.50% | 7/1/2022 | 12/31/2022 | 135,129 |  |  |  |  |  | 151,094 | 1 | 15,965 | 2,184 | 61.87 | 69.18 |
|                                                                                                                                                |       |          |            |         |  |  |  |  |  |         |   |        |       |       |       |
| Fire Captain                                                                                                                                   |       |          |            |         |  |  |  |  |  |         |   |        |       |       |       |
| FS10030                                                                                                                                        | 0.00% | 1/1/2018 | 12/31/2018 | 98,689  |  |  |  |  |  | 107,777 | 1 | 9,088  | 2,184 | 45.19 | 49.35 |
| FS10030                                                                                                                                        | 0.00% | 1/1/2019 | 12/31/2019 | 98,689  |  |  |  |  |  | 107,777 | 1 | 9,088  | 2,184 | 45.19 | 49.35 |
| FS10030                                                                                                                                        | 1.50% | 1/1/2020 | 6/30/2020  | 100,169 |  |  |  |  |  | 109,394 | 1 | 9,225  | 2,184 | 45.86 | 50.09 |
| FS10030                                                                                                                                        | 1.50% | 7/1/2020 | 12/31/2020 | 101,672 |  |  |  |  |  | 111,035 | 1 | 9,363  | 2,184 | 46.55 | 50.84 |
| FS10030                                                                                                                                        | 1.50% | 1/1/2021 | 6/30/2021  | 103,197 |  |  |  |  |  | 112,701 | 1 | 9,504  | 2,184 | 47.25 | 51.60 |
| FS10030                                                                                                                                        | 1.50% | 7/1/2021 | 12/31/2021 | 104,745 |  |  |  |  |  | 114,392 | 1 | 9,647  | 2,184 | 47.96 | 52.38 |
| FS10030                                                                                                                                        | 1.50% | 1/1/2022 | 6/30/2022  | 106,316 |  |  |  |  |  | 116,108 | 1 | 9,792  | 2,184 | 48.68 | 53.16 |
| FS10030                                                                                                                                        | 1.50% | 7/1/2022 | 12/31/2022 | 107,911 |  |  |  |  |  | 117,850 | 1 | 9,939  | 2,184 | 49.41 | 53.96 |
|                                                                                                                                                |       |          |            |         |  |  |  |  |  |         |   |        |       |       |       |
| Fire Captain with EMT                                                                                                                          |       |          |            |         |  |  |  |  |  |         |   |        |       |       |       |
| FS10040E                                                                                                                                       | 0.00% | 1/1/2018 | 12/31/2018 | 101,689 |  |  |  |  |  | 110,777 | 1 | 9,088  | 2,184 | 46.56 | 50.72 |
| FS10040E                                                                                                                                       | 0.00% | 1/1/2019 | 12/31/2019 | 102,689 |  |  |  |  |  | 111,777 | 1 | 9,088  | 2,184 | 47.02 | 51.18 |
| FS10040E                                                                                                                                       | 1.50% | 1/1/2020 | 6/30/2020  | 104,169 |  |  |  |  |  | 113,394 | 1 | 9,225  | 2,184 | 47.70 | 51.92 |
| FS10040E                                                                                                                                       | 1.50% | 7/1/2020 | 12/31/2020 | 105,672 |  |  |  |  |  | 115,035 | 1 | 9,363  | 2,184 | 48.38 | 52.67 |
| FS10040E                                                                                                                                       | 1.50% | 1/1/2021 | 6/30/2021  | 107,197 |  |  |  |  |  | 116,701 | 1 | 9,504  | 2,184 | 49.08 | 53.43 |
| FS10040E                                                                                                                                       | 1.50% | 7/1/2021 | 12/31/2021 | 108,745 |  |  |  |  |  | 118,392 | 1 | 9,647  | 2,184 | 49.79 | 54.21 |
| FS10040E                                                                                                                                       | 1.50% | 1/1/2022 | 6/30/2022  | 110,316 |  |  |  |  |  | 120,108 | 1 | 9,792  | 2,184 | 50.51 | 54.99 |
| FS10040E                                                                                                                                       | 1.50% | 7/1/2022 | 12/31/2022 | 111,911 |  |  |  |  |  | 121,850 | 1 | 9,939  | 2,184 | 51.24 | 55.79 |
|                                                                                                                                                |       |          |            |         |  |  |  |  |  |         |   |        |       |       |       |
| Fire Captain with EMT and Fire Official                                                                                                        |       |          |            |         |  |  |  |  |  |         |   |        |       |       |       |
| FS10050E                                                                                                                                       | 0.00% | 1/1/2018 | 12/31/2018 | 109,189 |  |  |  |  |  | 118,277 | 1 | 9,088  | 2,184 | 50.00 | 54.16 |
| FS10050E                                                                                                                                       | 0.00% | 1/1/2019 | 12/31/2019 | 110,189 |  |  |  |  |  | 119,277 | 1 | 9,088  | 2,184 | 50.45 | 54.61 |
| FS10050E                                                                                                                                       | 1.50% | 1/1/2020 | 6/30/2020  | 111,669 |  |  |  |  |  | 120,894 | 1 | 9,225  | 2,184 | 51.13 | 55.35 |
| FS10050E                                                                                                                                       | 1.50% | 7/1/2020 | 12/31/2020 | 113,172 |  |  |  |  |  | 122,535 | 1 | 9,363  | 2,184 | 51.82 | 56.11 |
| FS10050E                                                                                                                                       | 1.50% | 1/1/2021 | 6/30/2021  | 114,697 |  |  |  |  |  | 124,200 | 1 | 9,503  | 2,184 | 52.52 | 56.87 |
| FS10050E                                                                                                                                       | 1.50% | 7/1/2021 | 12/31/2021 | 116,245 |  |  |  |  |  | 125,891 | 1 | 9,646  | 2,184 | 53.23 | 57.64 |
| FS10050E                                                                                                                                       | 1.50% | 1/1/2022 | 6/30/2022  | 117,816 |  |  |  |  |  | 127,607 | 1 | 9,791  | 2,184 | 53.95 | 58.43 |
| FS10050E                                                                                                                                       | 1.50% | 7/1/2022 | 12/31/2022 | 119,411 |  |  |  |  |  | 129,348 | 1 | 9,937  | 2,184 | 54.68 | 59.23 |
|                                                                                                                                                |       |          |            |         |  |  |  |  |  |         |   |        |       |       |       |
|                                                                                                                                                |       |          |            |         |  |  |  |  |  |         |   |        |       |       |       |
| Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement. |       |          |            |         |  |  |  |  |  |         |   |        |       |       |       |
| Holiday Pay at 7%                                                                                                                              |       |          |            |         |  |  |  |  |  |         |   |        |       |       |       |

| APPENDIX 8 - SALARY RANGES - UNIFORM TITLES - FIREFIGHTERS                                                                                     |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                                                                                     | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Firefighter                                                                                                                                    |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| FF10010                                                                                                                                        | 0.00% | 1/1/2010 | 12/31/2010 | 40,240  | 44,754 | 49,270 | 53,784 | 58,299 | 62,813 | 80,444  | 6     | 4,514     | 2,184    | 18.42    | 36.83    |
| FF10010                                                                                                                                        | 0.00% | 1/1/2011 | 12/31/2011 | 40,240  | 44,754 | 49,269 | 53,783 | 58,297 | 62,811 | 80,444  | 6     | 4,514     | 2,184    | 18.42    | 36.83    |
| FF10010                                                                                                                                        | 2.00% | 1/1/2012 | 12/31/2012 | 41,045  | 45,649 | 50,254 | 54,858 | 59,463 | 64,067 | 82,052  | 6     | 4,605     | 2,184    | 18.79    | 37.57    |
| FF10010                                                                                                                                        | 2.00% | 1/1/2013 | 12/31/2013 | 41,866  | 46,563 | 51,259 | 55,956 | 60,653 | 65,350 | 83,694  | 6     | 4,697     | 2,184    | 19.17    | 38.32    |
| FF10010                                                                                                                                        | 0.00% | 1/1/2014 | 12/31/2014 | 41,866  | 46,563 | 51,259 | 55,956 | 60,653 | 65,350 | 83,694  | 6     | 4,697     | 2,184    | 19.17    | 38.32    |
| FF10010                                                                                                                                        | 0.00% | 1/1/2015 | 12/31/2015 | 41,866  | 46,563 | 51,259 | 55,956 | 60,653 | 65,350 | 83,694  | 6     | 4,697     | 2,184    | 19.17    | 38.32    |
| FF10010                                                                                                                                        | 2.00% | 1/1/2016 | 12/31/2016 | 42,703  | 47,494 | 52,285 | 57,075 | 61,866 | 66,657 | 85,368  | 6     | 4,791     | 2,184    | 19.55    | 39.09    |
| FF10010                                                                                                                                        | 2.00% | 1/1/2017 | 12/31/2017 | 43,557  | 48,444 | 53,331 | 58,218 | 63,105 | 67,992 | 87,075  | 6     | 4,887     | 2,184    | 19.94    | 39.87    |
| Firefighter with EMT                                                                                                                           |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| FF10020E                                                                                                                                       | 0.00% | 1/1/2010 | 12/31/2010 | 41,045  | 44,754 | 49,270 | 53,784 | 58,299 | 62,813 | 82,052  | 6     | 4,514     | 2,184    | 18.79    | 37.57    |
| FF10020E                                                                                                                                       | 0.00% | 1/1/2011 | 12/31/2011 | 41,045  | 44,754 | 49,269 | 53,783 | 58,297 | 62,811 | 82,052  | 6     | 4,514     | 2,184    | 18.79    | 37.57    |
| FF10020E                                                                                                                                       | 2.00% | 1/1/2012 | 12/31/2012 | 44,045  | 48,649 | 53,254 | 57,858 | 62,463 | 67,067 | 85,052  | 6     | 4,605     | 2,184    | 20.17    | 38.94    |
| FF10020E                                                                                                                                       | 2.00% | 1/1/2013 | 12/31/2013 | 44,866  | 49,563 | 54,259 | 58,956 | 63,653 | 68,350 | 86,694  | 6     | 4,697     | 2,184    | 20.54    | 39.70    |
| FF10020E                                                                                                                                       | 0.00% | 1/1/2014 | 12/31/2014 | 44,866  | 49,563 | 54,259 | 58,956 | 63,653 | 68,350 | 86,694  | 6     | 4,697     | 2,184    | 20.54    | 39.70    |
| FF10020E                                                                                                                                       | 0.00% | 1/1/2015 | 12/31/2015 | 44,866  | 49,563 | 54,259 | 58,956 | 63,653 | 68,350 | 86,694  | 6     | 4,697     | 2,184    | 20.54    | 39.70    |
| FF10020E                                                                                                                                       | 2.00% | 1/1/2016 | 12/31/2016 | 45,703  | 50,494 | 55,285 | 60,075 | 64,866 | 69,657 | 88,368  | 6     | 4,791     | 2,184    | 20.93    | 40.46    |
| FF10020E                                                                                                                                       | 2.00% | 1/1/2017 | 12/31/2017 | 46,557  | 51,444 | 56,331 | 61,218 | 66,105 | 70,992 | 90,075  | 6     | 4,887     | 2,184    | 21.32    | 41.24    |
|                                                                                                                                                |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement. |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| Holiday Pay at 7%                                                                                                                              |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|                                                                                                                                                |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |

| APPENDIX 9 - SALARY RANGES - UNIFORM TITLES - POLICE SUPERIORS                                                                                 |       |          |            |         |   |   |   |   |   |   |   |         |       |           |          |          |          |
|------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------|------------|---------|---|---|---|---|---|---|---|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                                                                                     | %     | FROM     | TO         | MINIMUM | 1 | 2 | 3 | 4 | 5 | 6 | 7 | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Deputy Police Chief                                                                                                                            |       |          |            |         |   |   |   |   |   |   |   |         |       |           |          |          |          |
| PS10010                                                                                                                                        | 0.00% | 1/1/2010 | 12/31/2010 | 127,341 |   |   |   |   |   |   |   | 136,637 | 1     | 9,296     | 2,080    | 61.22    | 65.69    |
| PS10010                                                                                                                                        | 0.00% | 1/1/2011 | 12/31/2011 | 127,341 |   |   |   |   |   |   |   | 136,637 | 1     | 9,296     | 2,080    | 61.22    | 65.69    |
| PS10010                                                                                                                                        | 2.00% | 1/1/2012 | 12/31/2012 | 129,888 |   |   |   |   |   |   |   | 139,370 | 1     | 9,482     | 2,080    | 62.45    | 67.00    |
| PS10010                                                                                                                                        | 2.00% | 1/1/2013 | 12/31/2013 | 132,486 |   |   |   |   |   |   |   | 142,157 | 1     | 9,672     | 2,080    | 63.69    | 68.34    |
| PS10010                                                                                                                                        | 0.00% | 1/1/2014 | 12/31/2014 | 132,486 |   |   |   |   |   |   |   | 142,157 | 1     | 9,672     | 2,080    | 63.69    | 68.34    |
| PS10010                                                                                                                                        | 0.00% | 1/1/2015 | 12/31/2015 | 132,486 |   |   |   |   |   |   |   | 142,157 | 1     | 9,672     | 2,080    | 63.69    | 68.34    |
| PS10010                                                                                                                                        | 2.00% | 1/1/2016 | 12/31/2016 | 135,135 |   |   |   |   |   |   |   | 145,000 | 1     | 9,865     | 2,080    | 64.97    | 69.71    |
| PS10010                                                                                                                                        | 2.00% | 1/1/2017 | 12/31/2017 | 137,838 |   |   |   |   |   |   |   | 147,900 | 1     | 10,062    | 2,080    | 66.27    | 71.11    |
| Police Captain                                                                                                                                 |       |          |            |         |   |   |   |   |   |   |   |         |       |           |          |          |          |
| PS10020                                                                                                                                        | 0.00% | 1/1/2010 | 12/31/2010 | 112,651 |   |   |   |   |   |   |   | 120,860 | 1     | 8,209     | 2,080    | 54.16    | 58.11    |
| PS10020                                                                                                                                        | 0.00% | 1/1/2011 | 12/31/2011 | 112,651 |   |   |   |   |   |   |   | 120,860 | 1     | 8,209     | 2,080    | 54.16    | 58.11    |
| PS10020                                                                                                                                        | 2.00% | 1/1/2012 | 12/31/2012 | 114,904 |   |   |   |   |   |   |   | 123,277 | 1     | 8,373     | 2,080    | 55.24    | 59.27    |
| PS10020                                                                                                                                        | 2.00% | 1/1/2013 | 12/31/2013 | 117,202 |   |   |   |   |   |   |   | 125,743 | 1     | 8,541     | 2,080    | 56.35    | 60.45    |
| PS10020                                                                                                                                        | 0.00% | 1/1/2014 | 12/31/2014 | 117,202 |   |   |   |   |   |   |   | 125,743 | 1     | 8,541     | 2,080    | 56.35    | 60.45    |
| PS10020                                                                                                                                        | 0.00% | 1/1/2015 | 12/31/2015 | 117,202 |   |   |   |   |   |   |   | 125,743 | 1     | 8,541     | 2,080    | 56.35    | 60.45    |
| PS10020                                                                                                                                        | 2.00% | 1/1/2016 | 12/31/2016 | 119,546 |   |   |   |   |   |   |   | 128,258 | 1     | 8,711     | 2,080    | 57.47    | 61.66    |
| PS10020                                                                                                                                        | 2.00% | 1/1/2017 | 12/31/2017 | 121,937 |   |   |   |   |   |   |   | 130,823 | 1     | 8,886     | 2,080    | 58.62    | 62.90    |
| Police Lieutenant                                                                                                                              |       |          |            |         |   |   |   |   |   |   |   |         |       |           |          |          |          |
| PS10030                                                                                                                                        | 0.00% | 1/1/2010 | 12/31/2010 | 99,689  |   |   |   |   |   |   |   | 106,956 | 1     | 7,267     | 2,080    | 47.93    | 51.42    |
| PS10030                                                                                                                                        | 0.00% | 1/1/2011 | 12/31/2011 | 99,689  |   |   |   |   |   |   |   | 106,956 | 1     | 7,267     | 2,080    | 47.93    | 51.42    |
| PS10030                                                                                                                                        | 2.00% | 1/1/2012 | 12/31/2012 | 101,683 |   |   |   |   |   |   |   | 109,095 | 1     | 7,412     | 2,080    | 48.89    | 52.45    |
| PS10030                                                                                                                                        | 2.00% | 1/1/2013 | 12/31/2013 | 103,716 |   |   |   |   |   |   |   | 111,277 | 1     | 7,561     | 2,080    | 49.86    | 53.50    |
| PS10030                                                                                                                                        | 0.00% | 1/1/2014 | 12/31/2014 | 103,716 |   |   |   |   |   |   |   | 111,277 | 1     | 7,561     | 2,080    | 49.86    | 53.50    |
| PS10030                                                                                                                                        | 0.00% | 1/1/2015 | 12/31/2015 | 103,716 |   |   |   |   |   |   |   | 111,278 | 1     | 7,561     | 2,080    | 49.86    | 53.50    |
| PS10030                                                                                                                                        | 2.00% | 1/1/2016 | 12/31/2016 | 105,791 |   |   |   |   |   |   |   | 113,503 | 1     | 7,712     | 2,080    | 50.86    | 54.57    |
| PS10030                                                                                                                                        | 2.00% | 1/1/2017 | 12/31/2017 | 107,907 |   |   |   |   |   |   |   | 115,773 | 1     | 7,867     | 2,080    | 51.88    | 55.66    |
| Police Sergeant                                                                                                                                |       |          |            |         |   |   |   |   |   |   |   |         |       |           |          |          |          |
| PS10040                                                                                                                                        | 0.00% | 1/1/2010 | 12/31/2010 | 89,012  |   |   |   |   |   |   |   | 94,656  | 1     | 5,644     | 2,080    | 42.79    | 45.51    |
| PS10040                                                                                                                                        | 0.00% | 1/1/2011 | 12/31/2011 | 89,012  |   |   |   |   |   |   |   | 94,656  | 1     | 5,644     | 2,080    | 42.79    | 45.51    |
| PS10040                                                                                                                                        | 2.00% | 1/1/2012 | 12/31/2012 | 90,792  |   |   |   |   |   |   |   | 96,549  | 1     | 5,757     | 2,080    | 43.65    | 46.42    |
| PS10040                                                                                                                                        | 2.00% | 1/1/2013 | 12/31/2013 | 92,608  |   |   |   |   |   |   |   | 98,480  | 1     | 5,872     | 2,080    | 44.52    | 47.35    |
| PS10040                                                                                                                                        | 0.00% | 1/1/2014 | 12/31/2014 | 92,608  |   |   |   |   |   |   |   | 98,480  | 1     | 5,872     | 2,080    | 44.52    | 47.35    |
| PS10040                                                                                                                                        | 0.00% | 1/1/2015 | 12/31/2015 | 92,608  |   |   |   |   |   |   |   | 98,480  | 1     | 5,872     | 2,080    | 44.52    | 47.35    |
| PS10040                                                                                                                                        | 2.00% | 1/1/2016 | 12/31/2016 | 94,460  |   |   |   |   |   |   |   | 100,450 | 1     | 5,989     | 2,080    | 45.41    | 48.29    |
| PS10040                                                                                                                                        | 2.00% | 1/1/2017 | 12/31/2017 | 96,349  |   |   |   |   |   |   |   | 102,459 | 1     | 6,109     | 2,080    | 46.32    | 49.26    |
| Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement. |       |          |            |         |   |   |   |   |   |   |   |         |       |           |          |          |          |
| Holiday Pay at 7%, Police Stipend @ \$1,250.00 annually. \$500 annual Administrative Allowances and \$1,500 Detective Allowances as assigned.  |       |          |            |         |   |   |   |   |   |   |   |         |       |           |          |          |          |

| APPENDIX 10 - SALARY RANGES - UNIFORM TITLES - POLICE                                                                                          |       |          |            |         |        |        |        |        |        |        |        |         |       |           |          |          |          |
|------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                                                                                     | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | 6      | 7      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Police Officer                                                                                                                                 |       |          |            |         |        |        |        |        |        |        |        |         |       |           |          |          |          |
| PO10010                                                                                                                                        | 0.00% | 1/1/2010 | 12/31/2010 | 50,882  | 56,478 | 62,075 | 67,671 | 73,268 | 78,864 |        |        | 84,458  | 6     | 5,596     | 2,080    | 24.46    | 40.60    |
| PO10010                                                                                                                                        | 0.00% | 1/1/2011 | 12/31/2011 | 50,882  | 56,478 | 62,074 | 67,670 | 73,266 | 78,862 |        |        | 84,458  | 6     | 5,596     | 2,080    | 24.46    | 40.60    |
| PO10010                                                                                                                                        | 2.00% | 1/1/2012 | 12/31/2012 | 51,900  | 57,608 | 63,315 | 69,023 | 74,731 | 80,439 |        |        | 86,147  | 6     | 5,708     | 2,080    | 24.95    | 41.42    |
| PO10010                                                                                                                                        | 2.00% | 1/1/2013 | 12/31/2013 | 52,938  | 58,760 | 64,582 | 70,404 | 76,226 | 82,048 |        |        | 87,870  | 6     | 5,822     | 2,080    | 25.45    | 42.25    |
| PO10010                                                                                                                                        | 0.00% | 1/1/2014 | 12/31/2014 | 52,938  | 58,760 | 64,582 | 70,404 | 76,226 | 82,048 |        |        | 87,870  | 6     | 5,822     | 2,080    | 25.45    | 42.25    |
| PO10010                                                                                                                                        | 0.00% | 1/1/2015 | 12/31/2015 | 52,938  | 58,760 | 64,582 | 70,404 | 76,226 | 82,048 |        |        | 87,870  | 6     | 5,822     | 2,080    | 25.45    | 42.25    |
| PO10010                                                                                                                                        | 2.00% | 1/1/2016 | 12/31/2016 | 53,996  | 59,935 | 65,873 | 71,812 | 77,751 | 83,689 |        |        | 89,628  | 6     | 5,939     | 2,080    | 25.96    | 43.09    |
| PO10010                                                                                                                                        | 2.00% | 1/1/2017 | 12/31/2017 | 55,076  | 61,134 | 67,191 | 73,249 | 79,306 | 85,364 |        |        | 91,421  | 6     | 6,058     | 2,080    | 26.48    | 43.95    |
| Police Officer Hired after 2/28/2014                                                                                                           |       |          |            |         |        |        |        |        |        |        |        |         |       |           |          |          |          |
| PO10020                                                                                                                                        | 0.00% | 1/1/2010 | 12/31/2010 | 50,882  | 55,079 | 59,277 | 63,474 | 67,672 | 71,869 | 76,066 | 80,263 | 84,458  | 8     | 4,197     | 2,080    | 24.46    | 40.60    |
| PO10020                                                                                                                                        | 0.00% | 1/1/2011 | 12/31/2011 | 50,882  | 55,079 | 59,276 | 63,473 | 67,670 | 71,867 | 76,064 | 80,261 | 84,458  | 8     | 4,197     | 2,080    | 24.46    | 40.60    |
| PO10020                                                                                                                                        | 2.00% | 1/1/2012 | 12/31/2012 | 51,900  | 56,181 | 60,462 | 64,742 | 69,023 | 73,304 | 77,585 | 81,866 | 86,147  | 8     | 4,281     | 2,080    | 24.95    | 41.42    |
| PO10020                                                                                                                                        | 2.00% | 1/1/2013 | 12/31/2013 | 52,938  | 57,304 | 61,671 | 66,037 | 70,404 | 74,770 | 79,137 | 83,504 | 87,870  | 8     | 4,367     | 2,080    | 25.45    | 42.25    |
| PO10020                                                                                                                                        | 0.00% | 1/1/2014 | 12/31/2014 | 52,938  | 57,304 | 61,671 | 66,037 | 70,404 | 74,770 | 79,137 | 83,504 | 87,870  | 8     | 4,367     | 2,080    | 25.45    | 42.25    |
| PO10020                                                                                                                                        | 0.00% | 1/1/2015 | 12/31/2015 | 52,938  | 57,304 | 61,671 | 66,037 | 70,404 | 74,770 | 79,137 | 83,504 | 87,870  | 8     | 4,367     | 2,080    | 25.45    | 42.25    |
| PO10020                                                                                                                                        | 2.00% | 1/1/2016 | 12/31/2016 | 53,996  | 58,450 | 62,904 | 67,358 | 71,812 | 76,266 | 80,720 | 85,174 | 89,628  | 8     | 4,454     | 2,080    | 25.96    | 43.09    |
| PO10020                                                                                                                                        | 2.00% | 1/1/2017 | 12/31/2017 | 55,076  | 59,619 | 64,162 | 68,705 | 73,249 | 77,792 | 82,335 | 86,878 | 91,421  | 8     | 4,543     | 2,080    | 26.48    | 43.95    |
| Police Officer Training Step                                                                                                                   |       |          |            |         |        |        |        |        |        |        |        |         |       |           |          |          |          |
| PO10030                                                                                                                                        | 0.00% | 1/1/2010 | 12/31/2010 | 41,393  |        |        |        |        |        |        |        | 41,393  | 0     | 0         | 2,080    | 19.90    | 19.90    |
| PO10030                                                                                                                                        | 0.00% | 1/1/2011 | 12/31/2011 | 41,393  |        |        |        |        |        |        |        | 41,393  | 0     | 0         | 2,080    | 19.90    | 19.90    |
| PO10030                                                                                                                                        | 2.00% | 1/1/2012 | 12/31/2012 | 42,221  |        |        |        |        |        |        |        | 42,221  | 0     | 0         | 2,080    | 20.30    | 20.30    |
| PO10030                                                                                                                                        | 2.00% | 1/1/2013 | 12/31/2013 | 43,065  |        |        |        |        |        |        |        | 43,065  | 0     | 0         | 2,080    | 20.70    | 20.70    |
| PO10030                                                                                                                                        | 0.00% | 1/1/2014 | 12/31/2014 | 43,065  |        |        |        |        |        |        |        | 43,065  | 0     | 0         | 2,080    | 20.70    | 20.70    |
| PO10030                                                                                                                                        | 0.00% | 1/1/2015 | 12/31/2015 | 43,065  |        |        |        |        |        |        |        | 43,065  | 0     | 0         | 2,080    | 20.70    | 20.70    |
| PO10030                                                                                                                                        | 2.00% | 1/1/2016 | 12/31/2016 | 43,927  |        |        |        |        |        |        |        | 43,927  | 0     | 0         | 2,080    | 21.12    | 21.12    |
| PO10030                                                                                                                                        | 2.00% | 1/1/2017 | 12/31/2017 | 44,806  |        |        |        |        |        |        |        | 44,806  | 0     | 0         | 2,080    | 21.54    | 21.54    |
| Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement. |       |          |            |         |        |        |        |        |        |        |        |         |       |           |          |          |          |
| Holiday Pay at 7%, Police Stipend @ \$1,250.00 annually. \$500 annual Administrative Allowances and \$1,500 Detective Allowances as assigned.  |       |          |            |         |        |        |        |        |        |        |        |         |       |           |          |          |          |