

1. Conference Meeting Agenda

Documents:

[CA12.6.16.PDF](#)

2. Public Meeting Agenda

Documents:

[PM12.6.16.PDF](#)

3. Resolution(S)

3.I. 256-16

Documents:

[256-16 EXEMPTION GRANTED COUNTY BOARD JUDGMENT 12.6.16.PDF](#)

3.II. 257-16

Documents:

[257-16 RESOLUTION-SENIOR CIT PUBLIC HEALTH NURSE.PDF](#)  
[257-16 ESSEX COUNTY DOA CONTRACT UPDATE 2017.PDF](#)

3.III. 258-16

Documents:

[258-16 SETTLEMENT OF ADDITIONAL TAX APPEALS \(BLAU\).PDF](#)  
[258-16 EXHIBIT A-TAX APPEALS.PDF](#)

3.IV. 259-16

Documents:

[259-16 ANNUAL SENIOR GROUP RESOLUTION.PDF](#)  
[259-16 ANNUAL CONTRACTS - SENIOR GROUPS.PDF](#)

3.V. 260-16

Documents:

[260-16 EXEMPTION GRANTED SENIOR DEDUCTION-STEMPLER.PDF](#)

3.VI. 261-16

Documents:

[261-16 DUPLICATE PAYMENT RESOLUTION 4TH QTR 2016.PDF](#)

3.VII. 262-16

Documents:

[262-16 OVERPAYMENT DISABLED VET RESOLUTION2CBJ.PDF](#)

4. Ordinance(S) On Second And Final Reading

4.I. 2496-16

Documents:

[2496-16 SALARY ORDINANCE \(VERSION 2016-11-22\).PDF](#)

4.II. 2497-16

Documents:

[2497-16 AMENDING AND SUPPLEMENTING CHPTR, 7 TRAFFIC.PDF](#)

5. Ordinance(S) On First Reading

5.I. 2498-16

Documents:

[2498-16 AMENDING CHAPTER 7-SECTION 50.3- PARKING LOT-HAZEL AVENUE.PDF](#)

## **CONFERENCE MEETING-Amended**

### **AGENDA**

**Council Chambers – 66 Main Street, West Orange, NJ**

**Tuesday, December 6, 2016**

This is to inform the general public that this meeting is being held in compliance with Section 5 of the Open Public Meetings Act, Chapter 231, Public Law 1975. A notice of this meeting was mailed to the Star Ledger and the West Orange Chronicle on October 14, 2015. A notice of this meeting was also posted on the Bulletin Board in the Municipal Building, West Orange and filed in the office of the Municipal Clerk of the Township of West Orange on October 14, 2015.

**Roll Call – Councilwoman Casalino, Councilman Guarino, Councilman Krakoviak,  
Councilwoman McCartney, Council President Cirilo (Mayor Parisi)**

=====

- **Recognition – Michael Fabiano**
- **Update - Redevelopment**
- **Council Liaison Announcements**

**7:00 P.M.**

- **Public Meeting**

## **PUBLIC MEETING AGENDA**

**Township of West Orange  
66 Main Street – 7:00 p.m.**

***December 6, 2016***

**This is to inform the general public that this meeting is being held in compliance with Section 5 of the Open Public Meetings Act, Chapter 231, Public Law 1975. A notice of this meeting was emailed to the Star Ledger and the West Orange Chronicle on October 14, 2015. A notice of this meeting was also posted on the Bulletin Board in the Municipal Building, West Orange and filed in the office of the Municipal Clerk of the Township of West Orange on October 14, 2015.**

### **Statement of Decorum**

**In all matters not provided for in subsection 3-15.1 and except upon consent of the Council President, each person addressing the Council pursuant to this subsection shall be required to limit his or her remarks to five (5) minutes, and shall at no time engage in any personally offensive or abusive remarks. The chair shall call any speaker to order who violates any provision of this rule.  
(1972 Code § 3-15.2)**

**Roll Call – Councilwoman Casalino, Councilman Guarino, Councilman Krakoviak,  
Councilwoman McCartney, Council President Cirilo (Mayor Parisi)**

- 1. Pledge of Allegiance**
- 2. Public Comment**
- 3. \*Consent Agenda**
- 4. \*Approval of Minutes of Previous Meeting** – Public Minutes November 22, 2016, Executive Session October 26, 2016 and November 22, 2016.
- 5. \*Report of Township Officers**-None
- 6. \*Reading of Petitions and Communications and Bids** - None
- 7. \*Bills**
- 8. \*Resolutions**
  - a. 256-16 Resolution Refunding and Cancelling Taxes on a Now Exempt Property Due to a County Board Judgment (Gagliardo)
  - b. 257-16 Resolution Authorizing an Agreement with the Essex County Division of Senior Services to Provide Partial Funding for Senior Citizen Public Health Nurse for the Contract Period of January 1, 2017 through December 31, 2017 in the Amount of \$16,127.00 (DeNova)
  - c. 258-16 Resolution Authorizing the Payment of Legal Fees in the Amount of \$121,059.69 to Charles Blau, Esq., Special Tax Appeal Counsel (Trenk)  
**Blau and Blau successfully obtained increases in certain assessments from property owners as detailed on Schedule “A”. These increased tax assessments will lead to additional taxes totaling \$363,179.08.**
  - d. 259-16 Resolution Awarding a Contract for Providing Recreational, Social and Educational Services to the Senior Citizens of the Township of West Orange, for the Period Commencing January 1, 2016 and ending December 31, 2016. (DeNova)



**The following organizations are willing to provide said services; Pleasantdale Senior Citizens, JCC Council of Senior Citizens, The John Renna House, Eagle Rock Senior Citizens , H.A./Tenant Services, Woodland Valley Senior Social Gathering, Knitting Club Prime Timers**

- e. 260-16 A Resolution Authorizing the Collector of Taxes to Refund Payment to the Listed Taxpayer for Property at 5 Parson Drive, Block 171.04 Lot 3 Due to a Senior Citizen Deduction That Was Granted (Gagliardo)
- f. 261-16 Resolution Authorizing the Collector of Taxes to Refund Payment to the Listed Taxpayer Due to a Duplicate Payment of Fourth Quarter 2016 Taxes (Gagliardo)
- g. 262-16 Resolution Authorizing the Collector of Taxes to Refund Payment to the Listed Taxpayer Due to an Overpayment of Taxes Due to a Payment Posted in Error-Taxpayer is a Tax Exempt Disabled Veteran (Gagliardo)

#### **9. Ordinances on Second and Final Reading**

- a. 2496-16 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 Employee's Status as a Township Employee and Under the Guidelines of the New Jersey Department of Personnel (Gross)
- b. 2497-16 An Ordinance Amending and Supplementing Chapter 7, Traffic, Subsection 7-32.1, Handicapped Parking on Streets and Subsection 7-32.2, Restricted Parking Zones, of the Revised General Ordinances of the Township of West Orange - 13 Cross Street, 54 Ashland Avenue and 24 Ashwood Terrace (Lepore)

#### **10. Ordinances on First Reading**

- a. 2498-16 An Ordinance Amending Chapter 7, Section 50.3 of the Revised General Ordinances of the Township of West Orange (Permit Parking in Hazel Avenue Parking Lot) (Legal-Moon)  
**This Ordinance revising the Township's municipal parking code to address a change in the parking rules for the municipal lot on Hazel Avenue.**

#### **11. Pending Matters/New Matters/Council Discussion**

##### **ABC Hearing**

- a. 570-16 Person to Person Transfer of Plenary Retail Distribution License No. 0722-44-018-006 from Ketul Corp. to T&T Liquors, Inc., 110 Harrison Avenue
- b. 571-16 Person to Person and Place to Place Transfer of Plenary Consumption License No. 0722-33-025-009 from Mondial Consulting, LLC to Heritage Restaurant and Lounge, LLC  
**(resolution to follow)**

#### **13. Adjournment**

**The Council President may at his/her discretion modify with consent the order of business at any meeting of the Council if he/she deems it necessary and appropriate.  
(1972 Code § 3-8; Ord. No. 726-84; Ord. No. 1157-93; Ord. No. 2128-07 § II)**

**Agenda is subject to change.**

**RESOLUTION AUTHORIZING THE COLLECTOR OF TAXES  
TO REFUND PAYMENT AND CANCEL TAXES TO THE LISTED TAXPAYER DUE TO A  
SUCCESSFUL COUNTY BOARD JUDGMENT OF TAXES ON THE PROPERTY**

WHEREAS, Solomon Schechter Day School, is the owner of the 1398 Pleasant Valley Way, Block 168 / Lot 18; and

WHEREAS, this property owner has filed a County Board appeal requesting that the property classification be changed from taxable to tax exempt from real property taxes. The request has been granted. Property taxes were paid for the first and second quarters of 2016 in the amount of \$4,622.00.

WHEREAS, the Township Tax Collector is required to refund Solomon Schechter Day School the money paid for the first and second quarter of 2016; the refund amount is \$4,622.00 and the Tax Collector must also cancel the third and fourth quarters of 2016 in the amount of \$4,799.58.

NOW THEREFORE BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Township Tax Collector is hereby authorized to return the sum of \$4,622.00 to Solomon Schechter Day School and cancel 3<sup>rd</sup> & 4<sup>th</sup> quarter taxes on the property in the amount of \$4,799.58.

\_\_\_\_\_  
**Karen J. Carnevale, R.M.C.**  
**Municipal Clerk**

\_\_\_\_\_  
**Victor Cirilo**  
**Council President**

\_\_\_\_\_  
**John O. Gross, Chief Financial Officer**

**I hereby certify funds are available from:\_\_\_\_\_**

**RESOLUTION**

**WHEREAS**, the Essex County Division of Senior Services has agreed to provide partial funding for a Senior Citizen Public Health Nurse for the contract period of: (i) January 1, 2017 through December 31, 2017, in the amount of \$16,127; and

**WHEREAS**, the Health Officer has reviewed the annexed agreement and recommends execution and approval of the contract; and

**WHEREAS**, the Township has participated in this program in previous years; and

**WHEREAS**, annexed hereto is a copy of the proposed agreement;

**NOW, BE IT HEREBY RESOLVED**, by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute the annexed agreement with the Essex County Division of Senior Services for the time periods specified herein, in connection with the partial funding of a Senior Citizen Public Health Nurse, and the Municipal Clerk shall be and hereby is authorized to attest to the Mayor's signature; and it is further

**RESOLVED**, that a permanent copy of this agreement shall be maintained by the Municipal Clerk and the Department of Health.

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**Karen J. Carnevale, R.M.C.**  
**Municipal Clerk**

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**Victor Cirilo**  
**Council President**

**Adopted: December 6, 2016**



**COUNTY OF ESSEX**  
**DEPARTMENT OF CITIZEN SERVICES**  
**DIVISION OF SENIOR SERVICES**

**CONTRACT**  
**NUMBER/PROJECT: 45502214 – Visiting Nurse**

**GRANTEE: West Orange, Township of**  
**Department of Health**

**OPERATING**  
**DIVISION(S): Essex County Division of Senior Services**

**SERVICE**  
**AREA: West Orange and Essex Fells**

**Contract # 45502214**

VENDOR INFORMATION

In order to assure that all future correspondence is directed to the correct address, assure proper ordering, expedite future payments, and in accord with I.R.S. regulations, the following information must be provided with this proposal.

Name of Business: **Township of West Orange**  
(Print)

Name of Contact Person: **Theresa M. De Nova**  
(Print)

Correspondence Address (including zip code):

**West Orange Health Department**  
**66 Main Street**  
**West Orange, NJ 07052**

Purchase Order Address (including zip code):

**Same**  
\_\_\_\_\_  
\_\_\_\_\_

Payment Address (including zip code):

**Same**  
\_\_\_\_\_  
\_\_\_\_\_

Telephone Number (including area code): **(973) 325-4124**

Fax Number (including area code): **(973) 325-4005**

E-Mail Address: **healthdept@westorange.org**

Employer I.D. # or S.S. #: **22-6002396**

**FAILURE TO PROVIDE ALL OF THE ABOVE INFORMATION MAY RESULT IN REJECTION OF THIS PROPOSAL.**

COUNTY OF ESSEX

CERTIFICATION OF PAID OR OUTSTANDING

REAL ESTATE TAX, WATER, AND/OR SEWER OBLIGATION

I, N/A am the duly authorized representative of  
(Name of Individual)

in connection with a proposed contract with the County of  
(Name of Firm)

Essex to provide the goods/services described on page 2 of this document for the contract

Period identified on page 3.

I hereby state that I have reviewed the records of  and determine  
that there

( ) are, ( ) are not outstanding charges due and owing for real estate taxes, water and/or sewer costs.

If there are outstanding obligations owed, state amount, and dates below:

I certify that the aforestated representation is true and accurate.

Name and Title: **Theresa M. De Nova, Health Officer**

Signature: Theresa M. De Nova

Date: **11/22/2016**

## Schedule A

### PROJECT PERSONNEL

The staff position requested under this grant for Loucel Osias, Public Health Nurse to provide visiting nursing services and follow-ups to the target senior population in the Township of West Orange and the Borough of Essex Fells with funding support from the Essex County Division of Senior Services. Percent of time devoted to the proposed program – 100%; Percent of time funded by Division of Senior Services requests – 25%

Theresa M. DeNova, Director/Health Officer, Project Director.

### ORGANIZATIONAL CHART

West Orange Health Department

West Orange Health Department Division of Nursing

Theresa M. DeNova, Health Officer

Michael A. Fonzino, Chief Registered Environmental Health Specialist

Sr. Public Health Nurse

Public Health Nurses

Consulting Physicians

Clerical Staff

## Program Objectives

Grant Number: 45502214

Funding Source: Older American Act Title III B

Service: Visiting Nurse

Service Definition: Services designed to maintain older persons in their own residence or community-based settings by providing skilled nursing services or therapy, thereby avoiding and deterring the need for hospitalization or institutionalization.

Service Unit: Each Visit

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The Division agrees to pay the Agency the sum not to exceed **\$16,127** as detailed in the **2017** approved grant.

Goal Statement: To develop and coordinate a dual community work plan to provide a comprehensive network of visiting nursing services to the target population of older adults living within the service area of the West Orange Health Department for the period of **January 1, 2017 to December 31, 2017**.

Objective #1: To provide 103 nursing visits to approximately 57 targeted older adults residing in the Township of West Orange and the Borough of Essex Fells service areas at a total cost of **\$16,291**.

|                      |                          |                      |                          |
|----------------------|--------------------------|----------------------|--------------------------|
| <u>Municipality:</u> | <u>West Orange</u>       | <u>Municipality:</u> | <u>Essex Fells</u>       |
| Target Population:   | Low Income/Frail/Elderly | Target Population:   | Low Income/Frail/Elderly |
| Units:               | 102                      | Units:               | 1                        |
| Clients:             | 56                       | Clients:             | 1                        |

Objective #2: To provide nursing visits to the West Orange Health Department service area and the necessary follow up visits by Public Health Nurses designated by the lead community under the jurisdiction of the Project Director, The Chief REHS and Senior Public Health Nurse to include the target population of the service area. It is the intention to provide each older adult contact with a functional assessment, as well as, counseling, referral assistance, networking, education, and the monitoring of future progress during each visiting nurse contact.

### Activities:

1. Promote physical health and well - being through screening, counseling and education to the older adults in our service area.
2. Individuals will receive a physical and mental assessment, screening and evaluation during each nursing visit, to develop a plan of care for each participant.
3. Subsequent to initial examination, visits will be arranged to monitor progress and effectiveness of recommended treatments.
4. Provide nursing visits to the frail, impoverished, minority and vulnerable in the service area of the West Orange Health Department.
5. Assist in administering and supervision medication and treatment, following the overall plan of care including treatment, rehabilitation medication, injection, and other medical care necessary for the evaluation of the participant's safety and comfort.



Objective #3: To provide services designed to maintain older persons in their own residence or community-based setting by providing visiting nursing services that will assist in avoiding or deterring the need for hospitalization or institutionalization.

Objective #4:

To provide for the administration of the Essex County Division of Senior Services Grant to the West Orange Visiting Nursing Service.

Activities:

1. To maintain accurate financial records of grant expenditures
2. To maintain expenditures control for the monies allocated in this grant and financial control of expenditures as required to meet Division of Senior Services auditing
3. To maintain accurate program reports and submission of such reports as required and approved by the Division of Senior Services
4. To compile and report to the Division of Senior Services all parameters of project performance programmatic goals and objectives and report such information to the participating municipality
5. To compile and report to the Division of Senior Services all parameters of all project expenditures

Objective #5: To insure that comprehensive visiting nursing services are available to the older adult population residing in the West Orange Health Department service area with specific emphasis placed on the target population criteria set by the Essex County Division of Senior Services for the period of **January 1, 2017 to December 31, 2017**. The program will serve older (60 plus) adults throughout the service areas and include all service components as recommended and required by the Essex County Program Specifications – Service Definition, Components and Standards.

Objective #6: To inquire during home visits if clients will need assistance during times of emergency and place their information into the NJ Register Ready System for future use.

Objective #7: To question clients of their unmet needs and forward the information to the ECDSS in order to formulate new programs.

## BUDGET SUMMARY PAGE

|                                              |            |               |        |
|----------------------------------------------|------------|---------------|--------|
| Contract Name: West Orange Health Department |            |               |        |
| Contract Number: 45502214                    |            |               |        |
| Contract Year: 1/1/17 - 12/31/17             |            |               |        |
|                                              | Percentage | Dollar Amount |        |
| A. Total Project Costs                       | 100.00%    | 16,291        |        |
| B. Project Income                            |            | 164           |        |
| C. NSIP                                      |            | 0             |        |
| D. Project Net Costs                         |            | 16,127        |        |
| E. Local Non-Federal Participation           | 0.00%      | 0             |        |
| F. Funds Granted                             | 100.00%    | 16,127        |        |
| G. Initial Allocation                        | 50.00%     | 8,064         |        |
|                                              |            |               |        |
| 1. Personnel                                 | Cash       | In-Kind       | Total  |
| Public Health Nurse                          | 16,127     | 0             | 16,127 |
|                                              |            |               |        |
|                                              |            |               |        |
|                                              |            |               |        |
|                                              |            |               |        |
|                                              |            |               |        |
|                                              |            |               |        |
|                                              |            |               |        |
|                                              |            |               |        |
|                                              |            |               |        |
| Sub-Total                                    | 16,127     | 0             | 16,127 |
|                                              |            |               |        |
| 2. Consultant & Contract                     | Cash       | In-Kind       | Total  |
|                                              |            |               | 0      |
|                                              |            |               | 0      |
|                                              |            |               |        |
|                                              |            |               |        |
|                                              |            |               |        |
| Sub-Total                                    | 0          | 0             | 0      |
|                                              |            |               |        |
| 3. Travel                                    | Cash       | In-Kind       | Total  |
|                                              |            |               |        |
|                                              |            |               |        |
|                                              |            |               |        |
| Sub-Total                                    | 0          | 0             | 0      |

BUDGET SUMMARY PAGE

|                               |      |         |       |
|-------------------------------|------|---------|-------|
| 4. Food                       | Cash | In-Kind | Total |
|                               |      |         |       |
|                               |      |         | 0     |
|                               |      |         |       |
|                               |      |         |       |
|                               |      |         |       |
|                               |      |         |       |
|                               |      |         |       |
|                               |      |         |       |
|                               |      |         |       |
|                               |      |         |       |
|                               |      |         |       |
|                               |      |         |       |
| Sub-Total                     | 0    | 0       | 0     |
|                               |      |         |       |
| 5. Building Space             | Cash | In-Kind | Total |
|                               |      |         |       |
|                               |      |         |       |
|                               |      |         |       |
|                               |      |         |       |
|                               |      |         |       |
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|                               |      |         |       |
|                               |      |         |       |
|                               |      |         |       |
| Sub-Total                     | 0    | 0       | 0     |
|                               |      |         |       |
| 6. Printing & Office Supplies | Cash | In-Kind | Total |
|                               |      |         |       |
|                               |      |         |       |
|                               |      |         |       |
|                               |      |         |       |
|                               |      |         |       |
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|                               |      |         |       |
|                               |      |         |       |
| Sub-Total                     | 0    | 0       | 0     |

1B.

BUDGET SUMMARY PAGE

|                                     |        |         |        |
|-------------------------------------|--------|---------|--------|
| 7. Equipment                        | Cash   | In-Kind | Total  |
|                                     |        |         | 0      |
|                                     |        |         |        |
|                                     |        |         |        |
|                                     |        |         |        |
|                                     |        |         |        |
| Sub-Total                           | 0      | 0       | 0      |
|                                     |        |         |        |
| 8. Other Costs                      | Cash   | In-Kind | Total  |
| Client Contribution                 | 164    |         | 164    |
|                                     |        |         |        |
|                                     |        |         |        |
|                                     |        |         |        |
|                                     |        |         |        |
|                                     |        |         |        |
| Sub-Total                           | 164    | 0       | 164    |
|                                     |        |         |        |
| Total Direct Costs (Categories 1-8) | 16,291 | 0       | 16,291 |
| Indirect Costs                      |        |         |        |
| Total Project Costs                 | 16,291 | 0       | 16,291 |

|                                    |        |
|------------------------------------|--------|
| A. Local Non-Federal Participation | Amount |
|                                    | 0      |
|                                    | 0      |
|                                    |        |
| Sub-Total                          | 0      |
| B. In-Kind Resources               |        |
|                                    |        |
|                                    |        |
|                                    |        |
|                                    |        |
| Sub-Total                          | 0      |
| Total                              | 0      |
| Estimated Project Income           | 164    |

# BUDGET SUMMARY PAGE

|                                                  |                 |                                        |
|--------------------------------------------------|-----------------|----------------------------------------|
| Grant # 45502214 / West Orange Health Department |                 |                                        |
| Project Cost                                     | Number of Units | Unit Cost (Proj. Cost/Number of Units) |
| \$16,291                                         | 103             | \$158.165049                           |

|                              |               |
|------------------------------|---------------|
| Personnel                    | 16,127        |
| Consultant Contract          | 0             |
| Travel                       | 0             |
| Food                         | 0             |
| Building Space               | 0             |
| Printing and Office Supplies | 0             |
| Equipment                    | 0             |
| Other Costs                  | 164           |
| <b>TOTAL COST</b>            | <b>16,291</b> |

Note: Unit cost= Project Cost divided by Number of Hours

CONTRACT SIGNATURES AND DATES:

This contract has been signed and sealed by the parties on the dates set forth below.

ATTEST:

COUNTY OF ESSEX

\_\_\_\_\_  
Deborah Davis Ford, Clerk  
Essex County Board of Chosen Freeholders

BY: \_\_\_\_\_ DATE: \_\_\_\_\_  
Joseph N. DiVincenzo, Jr.  
County Executive

ATTEST:

GRANTEE: *West Orange Township*

\_\_\_\_\_  
DATE \_\_\_\_\_

BY: \_\_\_\_\_ DATE \_\_\_\_\_

The aforementioned Agreement has been reviewed and approved as to form.

BY: \_\_\_\_\_ DATE \_\_\_\_\_  
County Counsel  
Office of County Counsel

BY: \_\_\_\_\_ DATE \_\_\_\_\_  
Anibal Ramos Jr., Director  
Department of Citizen Services

BY: \_\_\_\_\_ DATE \_\_\_\_\_  
Jaklyn DeVore, Director  
Division of Senior Services

**RESOLUTION**

**WHEREAS**, Charles E. Blau, Esq. of Blau and Blau has been retained as Special Tax Appeal Counsel for the Township of West Orange; and

**WHEREAS**, Mr. Blau has agreed to review various assessments which from time to time may be under assessed for the purpose of determining whether affirmative tax appeals should be filed and prosecuted in order to ensure that the real estate tax obligation are equitably and fairly spread among all real property owners; and

**WHEREAS**, part of the retention of Blau and Blau provides that if affirmative tax appeals are filed, Blau and Blau shall be solely responsible for all expenses and fees incurred in prosecuting the tax appeals and shall be compensated one-third (33.33%) of any increase taxes for the first year after the increased assessments are fixed; and

**WHEREAS**, Blau and Blau successfully obtained increases in certain assessments from the following property owners as detailed on Schedule "A" annexed hereto:

| <b><u>PROPERTY OWNER</u></b>  | <b><u>BLOCK</u></b> | <b><u>LOT</u></b> | <b><u>YEAR</u></b> | <b><u>AMOUNT OF INCREASED ASSESSMENT</u></b> |
|-------------------------------|---------------------|-------------------|--------------------|----------------------------------------------|
| Team Capital Bank             | 153.14              | 33                | 2016               | \$1,578,000                                  |
| Prism Green Associates        | 155                 | 26.02A            | 2012               | \$1,785,000                                  |
| AMPC                          | 155                 | 26.02             | 2014               | \$1,911,700                                  |
| AMPC                          | 155                 | 26.02             | 2015               | \$1,911,700                                  |
| AMPC                          | 155                 | 26.02             | 2016               | \$1,911,700                                  |
| Serruto Builders/R.D. Serruto | 19                  | 46                | 2016               | \$ 281,000                                   |
| Eagle Rock Terrace, Inc.      | 112.02              | 5                 | 2016               | \$ 224,500                                   |

; and

**WHEREAS**, these increased tax assessments will lead to additional taxes totaling \$363,179.08; and

**WHEREAS**, under the fee arrangement with Blau and Blau, the amount of legal fees to be paid are \$121,059.69;

**NOW, BE IT HEREBY RESOLVED**, by the Township Council of the Township of West Orange that the settlements set forth on Schedule "A" be and are hereby approved and Blau and Blau shall be paid a total legal fee of \$121,059.69 for legal services performed in obtaining these increased assessments.

**BE IT FURTHER RESOLVED** that a copy of this Resolution and all applicable documents shall be maintained by the Municipal Clerk of the Township of West Orange.

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**Karen J. Carnevale, R.M.C.**  
**Township Clerk**

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**Victor Cirilo**  
**Council President**

**Adopted: December 6, 2016**

4823-8746-0413, v. 1



# **EXHIBIT “A”**

# Blau & Blau

Attorneys at Law  
223-B Mountain Avenue  
Springfield, New Jersey 07081  
973 564-9003  
973 564-9071(fax)  
cblau@blauandblau.com

Robert D. Blau  
Charles E. Blau  
Daniel R. Kanoff

November 16, 2016

Richard D. Trenk, Esquire  
Trenk DiPasaquale Webster  
Delia Fera & Sodono, PC  
347 Mt. Pleasant Avenue  
West Orange, NJ 07052

Re: West Orange Property Tax Appeals

FOR PROFESSIONAL SERVICES RENDERED  
IN CONNECTION with real estate property tax  
Appeals.....\$121,059.69

Township of West Orange  
Tax Appeals  
Increase in Assessments

| Owner                      | Block-Lot  | Year | Original<br>Assessment | increased<br>Assessment | Amount of<br>Increase | Tax Rate | increase in<br>Taxes | Subtotal      | Legal Fees    |
|----------------------------|------------|------|------------------------|-------------------------|-----------------------|----------|----------------------|---------------|---------------|
| Team Capital<br>Bank       | 153.14-33  | 2016 | \$ 1,922,000           | \$ 3,500,000            | \$ 1,578,000          | 0.03890  | \$ 61,384.20         | \$ 61,384.20  | \$ 20,461.40  |
| Prism Green<br>Associates  | 155-26.02A | 2012 | \$ 909,300             | \$ 2,694,300            | \$ 1,785,000          | 0.03544  | \$ 63,260.40         |               |               |
| AMPC                       | 155-26.02  | 2014 | \$ 4,088,300           | \$ 6,000,000            | \$ 1,911,700          | 0.03742  | \$ 71,535.81         |               |               |
| AMPC                       | 155-26.02  | 2015 | \$ 4,088,300           | \$ 6,000,000            | \$ 1,911,700          | 0.03817  | \$ 72,969.59         |               |               |
| AMPC                       | 155-26.02  | 2016 | \$ 4,088,300           | \$ 6,000,000            | \$ 1,911,700          | 0.03890  | \$ 74,365.13         | \$ 282,130.93 | \$ 94,043.64  |
| Serruto<br>Bldrs/R.D.      |            |      |                        |                         |                       |          |                      |               |               |
| Serruto                    | 19-46      | 2016 | \$ 4,219,000           | \$ 4,500,000            | \$ 281,000            | 0.03890  | \$ 10,930.90         | \$ 10,930.90  | \$ 3,643.63   |
| Eagle Rock<br>Terrace Inc. | 112.02-5   | 2016 | \$ 5,575,500           | \$ 5,800,000            | \$ 224,500            | 0.03890  | \$ 8,733.05          | \$ 8,733.05   | \$ 2,911.02   |
| Total                      |            |      |                        |                         |                       |          |                      | \$ 363,179.08 | \$ 121,059.69 |

Blau and Blau  
223-B Mountain Avenue  
Springfield, NJ 07081  
(973)564-9003  
(973)564-9071(fax)

CLERK COUNTY BOARD OF TAXATION  
 100 N. ARCADE, SUITE 200  
 NEWARK, NJ 07102  
 973-249-6641

MEMORANDUM  
 OF  
 JUDGMENT



TEAM CAPITAL BANK  
 100 N. ARCADE, SUITE 200  
 NEWARK, NJ 07102

18011

Petitioner

TEAM CAPITAL BANK

Respondent

Taxing District WEST ORANGE TWP

Address 404 EAGLE ROCK AVENUE

Block 1.1-1

Lot 50

Year 2016

A duly verified Petition of Appeal having been filed with the Board of Taxation and said appeal having been heard and considered.

County

It is on this day MAY 2, 2016 ORDERED that Judgment be entered as follows:

## ORIGINAL ASSESSMENT

Land \$ 1,578,000  
 Improvement \$ 1,975,000  
 Abatement \$ 0  
 Total \$ 3,553,000  
 Prorated for N/A months  
 Prorated Amount \$ N/A

## JUDGMENT

Land \$ 3,553,000  
 Improvement \$ 2,975,000  
 Abatement \$ 0  
 Total \$ 3,550,000  
 Prorated for N/A months  
 Prorated Amount \$ N/A

JUDGMENT CODE #

(Explanation—See Reverse Side)

ATTEST: 5/10/16

*Jan Cody Durkin*  
 COUNTY TAX ADMINISTRATOR

DATE MAILED 5/10/16

4 1,578,000

COMMISSIONERS' SIGNATURES

*[Signature]*  
*[Signature]*  
*Ernest M. Johnson*  
*Luis M. Linares*  
*Charles R. Hottel*  
*Mary Devon O'Brien*  
*Pat G. Stewart*

Judgment Memorandum

TAX COURT PENDING (ASSESSORS APPEAL)

\* (Explanation for codes 1E and 5F)

DATE JUDGMENT ENTERED AND MAILED BY COUNTY BOARD OF TAXATION

- (a) A record shall be maintained noting the date each judgment is mailed.  
 (b) Each judgment shall be stamped with the date of entry and date mailed.

Atty. ID No. 007711983  
Blau & Blau  
Attorneys at Law  
223-B Mountain Avenue  
Springfield, New Jersey 07081  
(973) 564-9003  
Attorneys for Plaintiff

West Orange Township,

Docket No. 009744-2012

Plaintiff,

v.

Prism Green Assoc., III, LLC,

Civil Action  
Stipulation of Settlement  
(Without Affidavit)

Defendant.

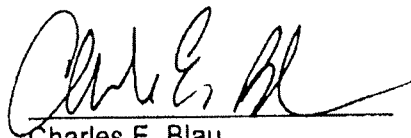
1. It is hereby stipulated and agreed that the assessment of the following property be adjusted and judgment entered as follows:

Block: 155  
Lot: 26.02A  
Address: Rooney Circle  
District: West Orange  
Year(s): 2012

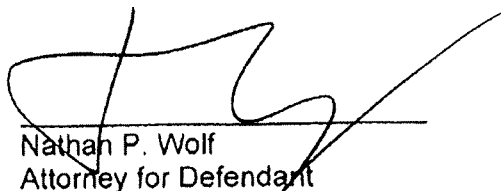
|             | Original Assessment | County Board Judgment | Requested Judgment |
|-------------|---------------------|-----------------------|--------------------|
| Land        | \$909,300           |                       | \$2,694,300        |
| Improvement | \$ 0                | Direct                | \$ 0               |
| Total       | \$909,300           | Appeal                | \$2,694,300        |

2. The undersigned have made such examination of the value and proper assessment of the properties and have obtained such appraisals, analysis and information with respect to the valuation and assessment of the properties as they deem necessary and appropriate for the purpose of enabling them to enter into the Stipulation. The assessor of the taxing district has been consulted by the attorney for the taxing district with respect to this settlement and has concurred.

3. Based upon the foregoing, the undersigned represent to the Court that the above settlement will result in an assessment at the fair assessable value of the properties consistent with assessing practices generally applicable in the taxing district as required by law.



Charles E. Blau  
Attorney for Plaintiff  
Dated: July 1, 2016



Nathan P. Wolf  
Attorney for Defendant  
Dated:

Atty. ID No. 007711983  
Blau & Blau  
Attorneys at Law  
223-B Mountain Avenue  
Springfield, New Jersey 07081  
(973) 564-9003  
Attorneys for Plaintiff

West Orange Township,

Plaintiff,

v.

AMPC Real Estate LLC c/o M. Halfacre,

Defendant.

Docket Nos. 009364-2014

005482-2015

005360-2016

Civil Action  
Stipulation of Settlement  
(Without Affidavit)

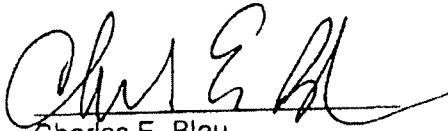
1. It is hereby stipulated and agreed that the assessment of the following property be adjusted and judgment entered as follows:

Block: 155  
Lot: 26.02  
Address: 471-475 Prospect Ave  
District: West Orange  
Year(s): 2014, 2015 and 2016

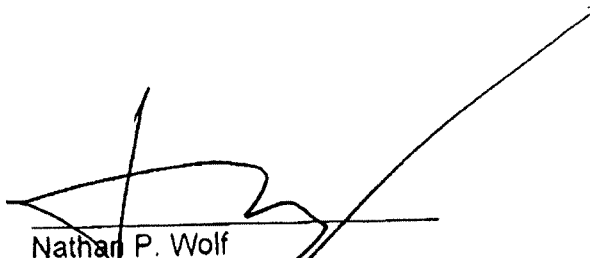
|             | Original Assessment | County Board Judgment | Requested Judgment |
|-------------|---------------------|-----------------------|--------------------|
| Land        | \$ 782,600          |                       | \$ 782,600         |
| Improvement | \$3,305,700         | Direct                | \$5,217,400        |
| Total       | \$4,088,300         | Appeal                | \$6,000,000        |

2. The undersigned have made such examination of the value and proper assessment of the properties and have obtained such appraisals, analysis and information with respect to the valuation and assessment of the properties as they deem necessary and appropriate for the purpose of enabling them to enter into the Stipulation. The assessor of the taxing district has been consulted by the attorney for the taxing district with respect to this settlement and has concurred.

3. Based upon the foregoing, the undersigned represent to the Court that the above settlement will result in an assessment at the fair assessable value of the properties consistent with assessing practices generally applicable in the taxing district as required by law.



Charles E. Blau  
Attorney for Plaintiff  
Dated: July 1, 2016



Nathan P. Wolf  
Attorney for Defendant  
Dated: 9/29/2016



Atty. ID No. 007711983  
Blau & Blau  
223-B Mountain Avenue  
Springfield, NJ 07081  
973-564-9003  
Attorneys for Plaintiff

**West Orange Township,**

**Plaintiff,**

**v.**

**Serruto Bldrs/R.D. Serruto**

**Defendant**

**Tax Court of New Jersey**

**Docket No. 005500-2015  
005346-2016**

**Stipulation of Settlement**

1. It is hereby stipulated and agreed that the assessment of the following property be adjusted and judgment entered as follows:

Block: 19  
Lot: 46  
Address: 86 Northfield Avenue  
District: West Orange  
Year: 2015

|             | <b>Original<br/>Assessment</b> | <b>County Board<br/>Judgment</b> | <b>Requested<br/>Judgment</b> |
|-------------|--------------------------------|----------------------------------|-------------------------------|
| Land        | \$1,400,000                    |                                  | \$ 1,400,000                  |
| Improvement | \$2,819,000                    | Direct                           | \$2,819,000                   |
| Total       | \$4,219,000                    | Appeal                           | \$4,219,000                   |

Block: 19  
Lot: 46  
Address: 86 Northfield Avenue  
District: West Orange  
Year: 2016

|             | <b>Original<br/>Assessment</b> | <b>County Board<br/>Judgment</b> | <b>Requested<br/>Judgment</b> |
|-------------|--------------------------------|----------------------------------|-------------------------------|
| Land        | \$1,400,000                    |                                  | \$1,400,000                   |
| Improvement | \$2,819,000                    | Direct                           | \$3,100,000                   |
| Total       | \$4,219,000                    | Appeal                           | \$4,500,000                   |

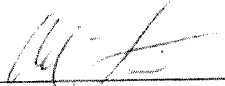
The parties agree that there has been no change in value or municipal wide revaluation or reassessment adopted for the tax year 2017, and therefore agree that the provisions of N.J.S.A. 54:51A-8 (Freeze Act) shall be applicable to the assessment on the property referred to herein for said Freeze Act Year. No Freeze Act year shall be the basis for application of the Freeze Act for any subsequent year. Plaintiff agrees that it will not file an appeal for the 2018 tax year, unless there is a material change in value as of the 2018 assessment date.

2. The undersigned have made such examination of the value and proper assessment of the properties and have obtained such appraisals, analysis and information with respect to the valuation and assessment of the property, as they deem necessary and appropriate for the purpose of enabling them to enter into the Stipulation. The assessor of the taxing district has been consulted by the attorney for the taxing district with respect to this settlement and has concurred.
3. Based upon the foregoing, the undersigned represent to the Court that the above settlement will result in an assessment at the fair assessable value of the property consistent with assessing practices generally applicable in the taxing district as required by law.

---

Charles E. Blau  
Attorney for Plaintiff  
Dated: July 19, 2016

---

  
Andrew D. Linden  
Attorney for Defendant  
Dated: 11/15/2016

Atty. ID No. 007711983  
Blau & Blau  
223-B Mountain Avenue  
Springfield, NJ 07081  
973-564-9003  
Attorneys for Plaintiff

**West Orange Township,**

**Plaintiff,**

**v.**

**Eagle Rock Terrace Inc.**

**Defendant**

**Tax Court of New Jersey**

**Docket No. 005617-2015  
005509-2016**

**Stipulation of Settlement**

1. It is hereby stipulated and agreed that the assessment of the following property be adjusted and judgment entered as follows:

Block: 112.02  
Lot: 5  
Address: 234 Eagle Rock Avenue  
District: West Orange  
Year: 2015

|             | <b>Original<br/>Assessment</b> | <b>County Board<br/>Judgment</b> | <b>Requested<br/>Judgment</b> |
|-------------|--------------------------------|----------------------------------|-------------------------------|
| Land        | \$1,785,000                    |                                  | \$1,785,000                   |
| Improvement | \$3,790,500                    | Direct                           | \$3,790,500                   |
| Total       | \$5,575,500                    | Appeal                           | \$5,575,500                   |

Block: 112.02  
Lot: 5  
Address: 234 Eagle Rock Avenue  
District: West Orange  
Year: 2016

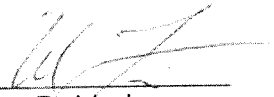
|             | <b>Original<br/>Assessment</b> | <b>County Board<br/>Judgment</b> | <b>Requested<br/>Judgment</b> |
|-------------|--------------------------------|----------------------------------|-------------------------------|
| Land        | \$1,785,000                    |                                  | \$1,785,000                   |
| Improvement | \$3,790,500                    | Direct                           | \$4,015,000                   |
| Total       | \$5,575,500                    | Appeal                           | \$5,800,000                   |

The parties agree that there has been no change in value or municipal wide revaluation or reassessment adopted for the tax year 2017, and therefore agree that the provisions of N.J.S.A. 54:51A-8 (Freeze Act) shall be applicable to the assessment on the property referred to herein for said Freeze Act year. No Freeze Act year shall be the basis for application of the Freeze Act for any subsequent year. Plaintiff agrees that it will not file an appeal for the 2018 tax year, unless there is a material change in value as of the 2018 assessment date.

2. The undersigned have made such examination of the value and proper assessment of the properties and have obtained such appraisals, analysis and information with respect to the valuation and assessment of the property, as they deem necessary and appropriate for the purpose of enabling them to enter into the Stipulation. The assessor of the taxing district has been consulted by the attorney for the taxing district with respect to this settlement and has concurred.
3. Based upon the foregoing, the undersigned represent to the Court that the above settlement will result in an assessment at the fair assessable value of the property consistent with assessing practices generally applicable in the taxing district as required by law.

---

Charles E. Blau  
Attorney for Plaintiff  
Dated: July 19, 2016



---

Andrew D. Linden  
Attorney for Defendant  
Dated: 11/15/2016

**RESOLUTION**

**WHEREAS**, the Township of West Orange is desirous of awarding a contract for providing recreational, social and educational services to the Senior Citizens of the Township of West Orange, for the period commencing January 1, 2016 and ending December 31, 2016

**WHEREAS**, the following organizations are willing to provide said services;

1. Pleasantdale Senior Citizens
2. JCC Council of Senior Citizens
3. The John Renna House
4. Eagle Rock Senior Citizens H.A./Tenant Services
5. Woodland Valley Senior Social Gathering
6. Knitting Club
7. Prime Timers

**WHEREAS**, the aggregate of public funds to be expended for the provision of such services is \$1,750.00 and therefore, no public advertisements for bids is required.

**NOW, THEREFORE, BE IT RESOLVED** by the Township Council of the Township of West Orange that the Mayor and Township Clerk be and hereby respectively authorized to execute and attest to a contract, in a form approved by the Township Attorney, with the Pleasantdale Senior Citizens, JCC Council Senior Citizens, The John P. Renna House, Eagle Rock Senior Citizens, Woodland Valley Senior Social Gathering, Prime Timers and The Knitting Club for the provisions of recreational, educational, informational and social services to the Senior Citizens of the Township of West Orange.

---

**Karen J. Carnevale, R.M.C.**  
**Municipal Clerk**

---

**Victor Cirilo**  
**Council President**

**Adopted: December 6, 2016**

**I hereby certify funds available from Account No.: 01-2010-00-8762-080**

---

**John O. Gross, Chief Financial Officer**

**THIS AGREEMENT**, entered into this       day of       , 2016 by and between the Township of West Orange, a Municipal corporation of the State of New Jersey, having its principal offices at 66 Main Street, West Orange, NJ 07052, hereinafter referred to as TOWNSHIP and the John P. Renna House hereinafter referred to as CONTRACTOR:

**WITNESSETH**

**WHEREAS**, the Township is desirous of providing recreational, social, informational and educational services to the Senior Citizens of the Township and John P. Renna House.

**WHEREAS**, Contractor is desirous of furnishing such services;

**NOW, THEREFORE**, in consideration of the foregoing and mutual covenant hereinafter stated, the parties hereto do hereby agrees as follows:

1. For the period January 1, 2016 to December 31, 2016 the Contractor hereby agrees to organize and make available to the Township of West Orange a minimum of six gatherings are to be designed to service the educational, recreational, informational and/or social needs of the Senior Citizens of the Township of West Orange.

2. The Township agrees to pay to the Contractor the total sum of Two Hundred and Fifty Dollars (\$250.00) for the above mentioned services.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be signed by their proper representatives and have affixed their seals hereto on the day and year first above written.

Attest:

Township of West Orange

\_\_\_\_\_  
Karen J. Carnevale  
Municipal Clerk

\_\_\_\_\_  
Robert D. Parisi  
Mayor

Attest:

Approved as to form

\_\_\_\_\_  
Richard D. Trenk  
Township Attorney

Susan Sauchelle  
By: President

## SCHEDULE A

(I) During the performance of this contract the contractor agrees as follows:

a. The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status or sex. The contractor will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status or sex. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause;

b. The contractor or subcontractor, where applicable, will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, creed, color, national origin, ancestry, marital status or sex;

c. The contractor or subcontractor, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or worker's representative of the contractor's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.



d. The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to P.L. 1975, c.127, as amended and supplemented from time to time.

(II) The contractor or subcontractor agrees to attempt in good faith to employ minority and female workers consistent with the applicable county employment goals prescribed by section 5.2 of the Regulations promulgated by the Treasurer pursuant to P.L. 1975, c.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to section 5.2 of the Regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time.

(III) The contractor or subcontractor agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status or sex, and that it will discontinue the use of any recruitment agency that engages in direct or indirect discriminatory practices.

(IV) The contractor or subcontractor agrees to revise any of its testing procedure, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the State of New Jersey, and as established by applicable federal law and applicable federal court decisions.

(V) The contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status or sex, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable federal Law and applicable federal court decisions.

**THIS AGREEMENT**, entered into this       day of       , 2016 by and between the Township of West Orange, a Municipal corporation of the State of New Jersey, having its principal offices at 66 Main Street, West Orange, NJ 07052, hereinafter referred to as TOWNSHIP and the Prime Timers hereinafter referred to as CONTRACTOR:

**WITNESSETH**

**WHEREAS**, the Township is desirous of providing recreational, social, informational and educational services to the Senior Citizens of the Township and the Prime Timers.

**WHEREAS**, Contractor is desirous of furnishing such services;

**NOW, THEREFORE**, in consideration of the foregoing and mutual covenant hereinafter stated, the parties hereto do hereby agree as follows:

1. For the period January 1, 2016 to December 31, 2016 the Contractor hereby agrees to organize and make available to the Township of West Orange a minimum of six gatherings are to be designed to service the educational, recreational, informational and/or social needs of the Senior Citizens of the Township of West Orange.

2. The Township agrees to pay to the Contractor the total sum of Two Hundred and Fifty Dollars (\$250.00) for the above mentioned services.

**IN WITNESS WHEREOF**, the parties hereto have caused this agreement to be signed by their proper representatives and have affixed their seals hereto on the day and year first above written.

Attest:

Township of West Orange

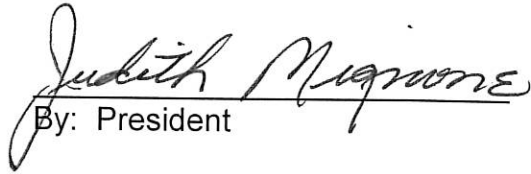
\_\_\_\_\_  
Karen J. Carnevale  
Municipal Clerk

\_\_\_\_\_  
Robert D. Parisi  
Mayor

Attest:

Approved as to form

\_\_\_\_\_  
Richard D. Trenk  
Township Attorney

  
By: President

## SCHEDULE A

(I) During the performance of this contract the contractor agrees as follows:

a. The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status or sex. The contractor will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status or sex. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause;

b. The contractor or subcontractor, where applicable, will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, creed, color, national origin, ancestry, marital status or sex;

c. The contractor or subcontractor, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or worker's representative of the contractor's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

d. The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to P.L. 1975,c.127, as amended and supplemented from time to time.

(II) The contractor or subcontractor agrees to attempt in good faith to employ minority and female workers consistent with the applicable county employment goals prescribed by section 5.2 of the Regulations promulgated by the Treasurer pursuant to P.L. 1975, c.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to section 5.2 of the Regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time.

(III) The contractor or subcontractor agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status or sex, and that it will discontinue the use of any recruitment agency that engages in direct or indirect discriminatory practices.

(IV) The contractor or subcontractor agrees to revise any of its testing procedure, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the State of New Jersey, and as established by applicable federal law and applicable federal court decisions.

(V) The contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status or sex, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable federal Law and applicable federal court decisions.

**THIS AGREEMENT**, entered into this     day of     , 2016 by and between the Township of West Orange, a Municipal corporation of the State of New Jersey, having its principal offices at 66 Main Street, West Orange, NJ 07052, hereinafter referred to as TOWNSHIP and the JCC Council of Senior Citizens hereinafter referred to as CONTRACTOR:

**WITNESSETH**

**WHEREAS**, the Township is desirous of providing recreational, social, informational and educational services to the Senior Citizens of the Township and JCC Council of Senior Citizens.

**WHEREAS**, Contractor is desirous of furnishing such services;

**NOW, THEREFORE**, in consideration of the foregoing and mutual covenant hereinafter stated, the parties hereto do hereby agrees as follows:

1. For the period January 1, 2016 to December 31, 2016 the Contractor hereby agrees to organize and make available to the Township of West Orange a minimum of six gatherings are to be designed to service the educational, recreational, informational and/or social needs of the Senior Citizens of the Township of West Orange.
2. The Township agrees to pay to the Contractor the total sum of Two Hundred and Fifty Dollars (\$250.00) for the above mentioned services.

**IN WITNESS WHEREOF**, the parties hereto have caused this agreement to be signed by their proper representatives and have affixed their seals hereto on the day and year first above written.

Attest:

Township of West Orange

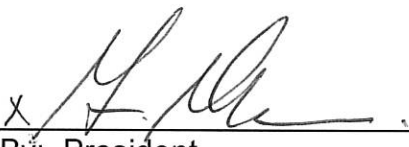
\_\_\_\_\_  
Karen J. Carnevale  
Municipal Clerk

\_\_\_\_\_  
Robert D. Parisi  
Mayor

Attest:

Approved as to form

\_\_\_\_\_  
Richard D. Trenk  
Township Attorney

  
X \_\_\_\_\_  
By: President

## SCHEDULE A

(I) During the performance of this contract the contractor agrees as follows:

a. The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status or sex. The contractor will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status or sex. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause;

b. The contractor or subcontractor, where applicable, will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, creed, color, national origin, ancestry, marital status or sex;

c. The contractor or subcontractor, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or worker's representative of the contractor's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.



d. The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to P.L. 1975, c.127, as amended and supplemented from time to time.

(II) The contractor or subcontractor agrees to attempt in good faith to employ minority and female workers consistent with the applicable county employment goals prescribed by section 5.2 of the Regulations promulgated by the Treasurer pursuant to P.L. 1975, c.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to section 5.2 of the Regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time.

(III) The contractor or subcontractor agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status or sex, and that it will discontinue the use of any recruitment agency that engages in direct or indirect discriminatory practices.

(IV) The contractor or subcontractor agrees to revise any of its testing procedure, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the State of New Jersey, and as established by applicable federal law and applicable federal court decisions.

(V) The contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status or sex, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable federal Law and applicable federal court decisions.

**THIS AGREEMENT**, entered into this       day of       , 2016 by and between the Township of West Orange, a Municipal corporation of the State of New Jersey, having its principal offices at 66 Main Street, West Orange, NJ 07052, hereinafter referred to as TOWNSHIP and Eagle Rock Senior Citizens H.A./Tenant Services hereinafter referred to as CONTRACTOR:

**WITNESSETH**

**WHEREAS**, the Township is desirous of providing recreational, social, informational and educational services to the Senior Citizens of the Township and Eagle Rock Senior Citizens H.A./Tenant Services.

**WHEREAS**, Contractor is desirous of furnishing such services;

**NOW, THEREFORE**, in consideration of the foregoing and mutual covenant hereinafter stated, the parties hereto do hereby agrees as follows:

1. For the period January 1, 2016 to December 31, 2016 the Contractor hereby agrees to organize and make available to the Township of West Orange a minimum of six gatherings are to be designed to service the educational, recreational, informational and/or social needs of the Senior Citizens of the Township of West Orange.

2. The Township agrees to pay to the Contractor the total sum of Two Hundred and Fifty Dollars (\$250.00) for the above mentioned services.

**IN WITNESS WHEREOF**, the parties hereto have caused this agreement to be signed by their proper representatives and have affixed their seals hereto on the day and year first above written.

Attest:

Township of West Orange

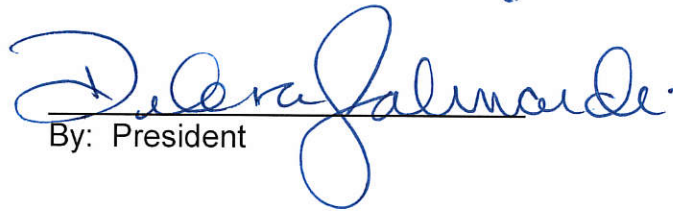
\_\_\_\_\_  
Karen J. Carnevale  
Municipal Clerk

\_\_\_\_\_  
Robert D. Parisi  
Mayor

Attest:

Approved as to form

\_\_\_\_\_  
Richard D. Trenk  
Township Attorney

  
By: President

## SCHEDULE A

(I) During the performance of this contract the contractor agrees as follows:

a. The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status or sex. The contractor will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status or sex. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause;

b. The contractor or subcontractor, where applicable, will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, creed, color, national origin, ancestry, marital status or sex;

c. The contractor or subcontractor, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or worker's representative of the contractor's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

d. The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to P.L. 1975,c.127, as amended and supplemented from time to time.

(II) The contractor or subcontractor agrees to attempt in good faith to employ minority and female workers consistent with the applicable county employment goals prescribed by section 5.2 of the Regulations promulgated by the Treasurer pursuant to P.L. 1975,

c.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to section 5.2 of the Regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time.

(III) The contractor or subcontractor agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status or sex, and that it will discontinue the use of any recruitment agency that engages in direct or indirect discriminatory practices.

(IV) The contractor or subcontractor agrees to revise any of its testing procedure, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the State of New Jersey, and as established by applicable federal law and applicable federal court decisions.

(V) The contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status or sex, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable federal Law and applicable federal court decisions.

**THIS AGREEMENT**, entered into this      day of      , 2016 by and between the Township of West Orange, a Municipal corporation of the State of New Jersey, having its principal offices at 66 Main Street, West Orange, NJ 07052, hereinafter referred to as TOWNSHIP and Pleasantdale Senior Citizens hereinafter referred to as CONTRACTOR:

**WITNESSETH**

**WHEREAS**, the Township is desirous of providing recreational, social, informational and educational services to the Senior Citizens of the Township and Pleasantdale Senior Citizens.

**WHEREAS**, Contractor is desirous of furnishing such services;

**NOW, THEREFORE**, in consideration of the foregoing and mutual covenant hereinafter stated, the parties hereto do hereby agrees as follows:

1. For the period January 1, 2016 to December 31, 2016 the Contractor hereby agrees to organize and make available to the Township of West Orange a minimum of six gatherings are to be designed to service the educational, recreational, informational and/or social needs of the Senior Citizens of the Township of West Orange.

2. The Township agrees to pay to the Contractor the total sum of Two Hundred and Fifty Dollars (\$250.00) for the above mentioned services.

**IN WITNESS WHEREOF**, the parties hereto have caused this agreement to be signed by their proper representatives and have affixed their seals hereto on the day and year first above written.

Attest:

Township of West Orange

\_\_\_\_\_  
Karen J. Carnevale  
Municipal Clerk

\_\_\_\_\_  
Robert D. Parisi  
Mayor

Attest:

Approved as to form

\_\_\_\_\_  
Richard D. Trenk  
Township Attorney

  
\_\_\_\_\_  
By: President

## **SCHEDULE A**

(I) During the performance of this contract the contractor agrees as follows:

a. The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status or sex. The contractor will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status or sex. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause;

b. The contractor or subcontractor, where applicable, will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, creed, color, national origin, ancestry, marital status or sex;

c. The contractor or subcontractor, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or worker's representative of the contractor's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.



d. The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to P.L. 1975,c.127, as amended and supplemented from time to time.

(II) The contractor or subcontractor agrees to attempt in good faith to employ minority and female workers consistent with the applicable county employment goals prescribed by section 5.2 of the Regulations promulgated by the Treasurer pursuant to P.L. 1975, c.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to section 5.2 of the Regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time.

(III)The contractor or subcontractor agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status or sex, and that it will discontinue the use of any recruitment agency that engages in direct or indirect discriminatory practices.

(IV) The contractor or subcontractor agrees to revise any of its testing procedure, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the State of New Jersey, and as established by applicable federal law and applicable federal court decisions.

(V) The contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status or sex, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable federal Law and applicable federal court decisions.

**THIS AGREEMENT**, entered into this      day of      , 2016 by and between the Township of West Orange, a Municipal corporation of the State of New Jersey, having its principal offices at 66 Main Street, West Orange, NJ 07052, hereinafter referred to as TOWNSHIP and the Knitting Club hereinafter referred to as CONTRACTOR:

**WITNESSETH**

**WHEREAS**, the Township is desirous of providing recreational, social, informational and educational services to the Senior Citizens of the Township and the Knitting Club.

**WHEREAS**, Contractor is desirous of furnishing such services;

**NOW, THEREFORE**, in consideration of the foregoing and mutual covenant hereinafter stated, the parties hereto do hereby agree as follows:

1. For the period January 1, 2016 to December 31, 2016 the Contractor hereby agrees to organize and make available to the Township of West Orange a minimum of six gatherings are to be designed to service the educational, recreational, informational and/or social needs of the Senior Citizens of the Township of West Orange.

2. The Township agrees to pay to the Contractor the total sum of Two Hundred and Fifty Dollars (\$250.00) for the above mentioned services.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be signed by their proper representatives and have affixed their seals hereto on the day and year first above written.

Attest:

Township of West Orange

\_\_\_\_\_  
Karen J. Carnevale  
Municipal Clerk

\_\_\_\_\_  
Robert D. Parisi  
Mayor

Attest:

Approved as to form

\_\_\_\_\_  
Richard D. Trenk  
Township Attorney

  
By: President

## SCHEDULE A

(l) During the performance of this contract the contractor agrees as follows:

a. The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status or sex. The contractor will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status or sex. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause;

b. The contractor or subcontractor, where applicable, will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, creed, color, national origin, ancestry, marital status or sex;

c. The contractor or subcontractor, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or worker's representative of the contractor's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

d. The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to P.L. 1975,c.127, as amended and supplemented from time to time.

(II) The contractor or subcontractor agrees to attempt in good faith to employ minority and female workers consistent with the applicable county employment goals prescribed by section 5.2 of the Regulations promulgated by the Treasurer pursuant to P.L. 1975, c.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to section 5.2 of the Regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time.

(III) The contractor or subcontractor agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status or sex, and that it will discontinue the use of any recruitment agency that engages in direct or indirect discriminatory practices.

(IV) The contractor or subcontractor agrees to revise any of its testing procedure, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the State of New Jersey, and as established by applicable federal law and applicable federal court decisions.

(V) The contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status or sex, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable federal Law and applicable federal court decisions.

**THIS AGREEMENT**, entered into this      day of      , 2016 by and between the Township of West Orange, a Municipal corporation of the State of New Jersey, having its principal offices at 66 Main Street, West Orange, NJ 07052, hereinafter referred to as TOWNSHIP and Woodland Valley Senior Social Gathering hereinafter referred to as CONTRACTOR:

**WITNESSETH**

**WHEREAS**, the Township is desirous of providing recreational, social, informational and educational services to the Senior Citizens of the Township and Woodland Valley Senior Social Gathering.

**WHEREAS**, Contractor is desirous of furnishing such services;

**NOW, THEREFORE**, in consideration of the foregoing and mutual covenant hereinafter stated, the parties hereto do hereby agree as follows:

1. For the period January 1, 2016 to December 31, 2016 the Contractor hereby agrees to organize and make available to the Township of West Orange a minimum of six gatherings are to be designed to service the educational, recreational, informational and/or social needs of the Senior Citizens of the Township of West Orange.

2. The Township agrees to pay to the Contractor the total sum of Two Hundred and Fifty Dollars (\$250.00) for the above mentioned services.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be signed by their proper representatives and have affixed their seals hereto on the day and year first above written.

Attest:

Township of West Orange

\_\_\_\_\_  
Karen J. Carnevale  
Municipal Clerk

\_\_\_\_\_  
Robert D. Parisi  
Mayor

Attest:

Approved as to form

\_\_\_\_\_  
Richard D. Trenk  
Township Attorney

  
\_\_\_\_\_  
By: President

## **SCHEDULE A**

(I) During the performance of this contract the contractor agrees as follows:

a .The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status or sex. The contractor will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status or sex. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause;

b.The contractor or subcontractor, where applicable, will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, creed, color, national origin, ancestry, marital status or sex;

c. The contractor or subcontractor, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or worker's representative of the contractor's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.



d. The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to P.L. 1975,c.127, as amended and supplemented from time to time.

(II) The contractor or subcontractor agrees to attempt in good faith to employ minority and female workers consistent with the applicable county employment goals prescribed by section 5.2 of the Regulations promulgated by the Treasurer pursuant to P.L. 1975, c.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to section 5.2 of the Regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time.

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(V) The contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status or sex, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable federal Law and applicable federal court decisions.

**RESOLUTION AUTHORIZING THE COLLECTOR OF TAXES  
TO REFUND PAYMENT TO THE LISTED TAXPAYER DUE TO A  
SENIOR CITIZEN DEDUCTION THAT WAS GRANTED**

WHEREAS, Joel Stempler, is the owner of the 5 Parson Drive, Block 171.04 Lot 3; and

WHEREAS, this property owner has applied for \$250.00 tax deduction on dwelling house of a qualified New Jersey Resident Senior Citizen. The property owner meets the requirements to receive the deduction therefore the deduction request has been granted. Property owner has paid the 2016 taxes in full.

WHEREAS, the Township Tax Collector is required to refund Joel Stempler, \$250.00, the amount of the deduction.

NOW THEREFORE BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Township Tax Collector is hereby authorized to return the sum of \$ 250.00 to Joel Stempler.

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**Karen J. Carnevale, R.M.C.**  
**Municipal Clerk**

---

**Victor Cirilo**  
**Council President**

**Adopted: December 6, 2016**

**I hereby certify funds available from Account No.:** \_\_\_\_\_

---

**John O. Gross, Chief Financial Officer**

RESOLUTION AUTHORIZING THE COLLECTOR OF TAXES  
TO REFUND PAYMENT TO THE LISTED TAXPAYER DUE TO A  
DUPLICATE PAYMENT OF FOURTH QUARTER 2016 TAXES

WHEREAS, certain West Orange property owners or their mortgage company have made a duplicate payment for the fourth quarter 2016 tax;

WHEREAS, the Tax Collector of the Township of West Orange has indicated that such Taxpayers or their mortgage company are entitled to refunds to the extent of such overpayments;

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that the Tax Collector and Treasurer of West Orange be and they are hereby authorized, empowered and directed to cause to be paid to the taxpayers on the attached list the sums indicated in full and final satisfaction of overpayment of the 2016 taxes.

| Block  | Lot         | Name and Address                                                                               | Amount      |
|--------|-------------|------------------------------------------------------------------------------------------------|-------------|
| 42.02  | 72          | A Absolute Escrow Settlement<br>PO Box 769<br>Milburn, NJ 07041                                | \$ 3,319.00 |
| 109    | 1.01 C0025  | Foundation Title, LLC<br>3 Becker Farm Road; Suite 305<br>Roseland, NJ 07068                   | \$ 3,828.00 |
| 125.02 | 142         | Interstate 1 <sup>st</sup> Title Agency, LLC<br>279 Browertown Road<br>Woodland Park, NJ 07424 | \$ 2,721.00 |
| 155.22 | 42.01 C0246 | Premier Abstract & Title Agency<br>1006 Eastpark Blvd.<br>Cranbury, NJ 08512                   | \$ 3,175.00 |
| 161.04 | 35          | Interstate 1 <sup>st</sup> Title Agency, LLC<br>279 Browertown Road<br>Woodland Park, NJ 07424 | \$ 3,804.00 |
| 173.11 | 2           | Pramod Nayak & Reema Hussain<br>82 Warren Road<br>West Orange, NJ 07052                        | \$ 3,359.00 |

|        |    |                                                                       |             |
|--------|----|-----------------------------------------------------------------------|-------------|
| 175.18 | 18 | Corelogic% Chase Refund Dept<br>PO Box 961227<br>Fort Worth, TX 76161 | \$ 3,062.00 |
|--------|----|-----------------------------------------------------------------------|-------------|

|        |             |
|--------|-------------|
| TOTAL: | \$23,268.00 |
|--------|-------------|

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**Karen J. Carnevale, R.M.C.**  
**Municipal Clerk**

---

**Victor Cirilo**  
**Council President**

I hereby certify funds are available from: \_\_\_\_\_  
Account No./Amount

---

**John Gross, Chief Financial Officer**

RESOLUTION AUTHORIZING THE COLLECTOR OF TAXES  
TO REFUND PAYMENT TO THE LISTED TAXPAYER DUE TO A  
OVERPAYMENT OF TAXES DUE TO A PAYMENT POSTED IN ERROR  
TAXPAYER IS A TAX EXEMPT DISABLED VETERAN

WHEREAS, certain West Orange property owner is a tax exempt disabled veteran.

WHEREAS, such West Orange property owners have overpaid taxes for the year 2016; and Property owners are entitled to refunds to the extent of such overpayment; and

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that the Tax Collector and the Treasurer of the Township of West Orange be and they are hereby authorized, empowered and directed to cause to be paid to the taxpayers on the attached list sums in full and final satisfaction of the overpayment of the 2016 taxes.

| Block  | Lot | Name & Address                                                                 | Amount      |
|--------|-----|--------------------------------------------------------------------------------|-------------|
| 178.35 | 21  | C0166<br>Corelogic %Chase Refund Dept<br>PO Box 961227<br>Fort Worth, TX 76161 | \$ 6,422.00 |

\_\_\_\_\_  
**Karen J. Carnevale, R.M.C.**  
**Municipal Clerk**

\_\_\_\_\_  
**Victor Cirilo**  
**Council President**

I hereby certify funds are available from: \_\_\_\_\_  
Account No./Amount

\_\_\_\_\_  
**John Gross**  
**Township Chief Financial Officer**

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 in the would work for that position 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 January 1, 2016 and as indicated above in SECTION 1.

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.

---

ROBERT D. PARISI, MAYOR

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VICTOR CIRILO, COUNCIL PRESIDENT

Introduced: November 22, 2016

Adopted: December 6, 2016

Approved as to form and legality on the

basis of the facts set forth.

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Karen J. Carnevale, R.M.C., Municipal Clerk

#### LEGISLATIVE HISTORY

Update Salary Ordinance to correct errors, omissions and consolidation of titles. Specifically impacting: Fire Chief, EMT & OEM Coordinator, Fire Captain with EMT and Fire Official, Municipal Engineer/Director of Public Works/Assessment Search Officer and Health Officer/Right to Know Coordinator and 'Health Interlocal Officer

1E+27



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

|                                                          |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Administrative Secretary/Registrar of Vital Statistics   |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 23,812         | 77,461         | 8,942            | 6            | AU10060     |
|                                                          | 1/1/2017    | 12/31/2017 | 24,288         | 79,010         | 9,120            | 6            | AU10060     |
|                                                          |             |            |                |                |                  |              |             |
| Animal Attendant                                         |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 25,096         | 52,482         | 4,564            | 6            | AU10070     |
|                                                          | 1/1/2017    | 12/31/2017 | 25,598         | 53,532         | 4,656            | 6            | AU10070     |
|                                                          |             |            |                |                |                  |              |             |
| Animal Control Officer                                   |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 66,097         | 7,910            | 6            | AU10080     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 67,419         | 8,068            | 6            | AU10080     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

|                                                          |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Assistant Head Nurse                                     |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 41,412         | 71,340         | 4,988            | 6            | AU10110     |
|                                                          | 1/1/2017    | 12/31/2017 | 42,240         | 72,767         | 5,088            | 6            | AU10110     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

|                                                          |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Assistant Purchasing Agent                               |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 20,706         | 59,016         | 6,385            | 6            | AU10160     |
|                                                          | 1/1/2017    | 12/31/2017 | 21,120         | 60,196         | 6,513            | 6            | AU10160     |
|                                                          |             |            |                |                |                  |              |             |
| Assistant Violations Clerk                               |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 16,565         | 49,162         | 5,433            | 6            | AU10170     |
|                                                          | 1/1/2017    | 12/31/2017 | 16,896         | 50,145         | 5,542            | 6            | AU10170     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

|                                                          |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Chief REHS Public Health/Information Technology          |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 51,765         | 94,730         | 7,161            | 6            | AU10210     |
|                                                          | 1/1/2017    | 12/31/2017 | 52,800         | 96,625         | 7,304            | 6            | AU10210     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Chief REHS Public Health/Information Technology          |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 51,765         | 94,730         | 7,161            | 6            | AU10210     |
|                                                          | 1/1/2017    | 12/31/2017 | 52,800         | 96,625         | 7,304            | 6            | AU10210     |
|                                                          |             |            |                |                |                  |              |             |
| Data Processing Coordinator                              |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 75,258         | 9,437            | 6            | AU10230     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 76,763         | 9,626            | 6            | AU10230     |
|                                                          |             |            |                |                |                  |              |             |
| Data Processing Technician                               |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 25,883         | 53,852         | 4,662            | 6            | AU10240     |
|                                                          | 1/1/2017    | 12/31/2017 | 26,400         | 54,929         | 4,755            | 6            | AU10240     |
|                                                          |             |            |                |                |                  |              |             |
| Deputy Municipal Clerk                                   |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 20,706         | 73,265         | 8,760            | 6            | AU10250     |
|                                                          | 1/1/2017    | 12/31/2017 | 21,120         | 74,730         | 8,935            | 6            | AU10250     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
|                                                          |          |            |         |         |           |       |         |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
|                                                          |          |            |         |         |           |       |         |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
|                                                          |          |            |         |         |           |       |         |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
|                                                          |          |            |         |         |           |       |         |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |
|                                                          |          |            |         |         |           |       |         |

|                                                          |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Field Representative/Health Education                    |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 68,875         | 8,373            | 6            | AU10320     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 70,252         | 8,541            | 6            | AU10320     |
|                                                          |             |            |                |                |                  |              |             |
| Field Representative/Housing Inspection                  |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 57,990         | 6,559            | 6            | AU10330     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 59,150         | 6,690            | 6            | AU10330     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

|                                                          |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Fire Sub code Official                                   |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,842         | 75,365         | 9,420            | 6            | AU10370     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,219         | 76,872         | 9,609            | 6            | AU10370     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |

|                                                          |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Housing Inspector Trainee                                |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 28,471         | 57,990         | 4,920            | 6            | AU10430     |
|                                                          | 1/1/2017    | 12/31/2017 | 29,040         | 59,150         | 5,018            | 6            | AU10430     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Keyboarding Clerk 3                                      |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 17,600         | 49,957         | 5,393            | 6            | AU10480     |
|                                                          | 1/1/2017    | 12/31/2017 | 17,952         | 50,956         | 5,501            | 6            | AU10480     |
|                                                          |             |            |                |                |                  |              |             |
| Keyboarding Clerk 3/Deputy Registrar                     |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 20,188         | 52,546         | 5,393            | 6            | AU10490     |
|                                                          | 1/1/2017    | 12/31/2017 | 20,592         | 53,597         | 5,501            | 6            | AU10490     |
|                                                          |             |            |                |                |                  |              |             |
| Laborer 1                                                |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 58,442         | 6,634            | 6            | AU10500     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 59,611         | 6,767            | 6            | AU10500     |
|                                                          |             |            |                |                |                  |              |             |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Keyboarding Clerk 3                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 49,957  | 5,393     | 6     | AU10480 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 50,956  | 5,501     | 6     | AU10480 |
| Keyboarding Clerk 3/Deputy Registrar                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|                                                          | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |
| Laborer 1                                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 58,442  | 6,634     | 6     | AU10500 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,611  | 6,767     | 6     | AU10500 |
| Maintenance Worker 1, Grounds                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 23,604  | 2,234     | 6     | AU10520 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 24,076  | 2,279     | 6     | AU10520 |
| Mason                                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10530 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10530 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Mechanic                                                 |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 68,389         | 8,292            | 6            | AU10540     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 69,757         | 8,458            | 6            | AU10540     |
|                                                          |             |            |                |                |                  |              |             |
| Mechanic's Helper                                        |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 33,168         | 60,193         | 4,504            | 6            | AU10550     |
|                                                          | 1/1/2017    | 12/31/2017 | 33,831         | 61,397         | 4,594            | 6            | AU10550     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
|                                                          |          |            |         |         |           |       |         |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
|                                                          |          |            |         |         |           |       |         |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
|                                                          |          |            |         |         |           |       |         |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
|                                                          |          |            |         |         |           |       |         |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Keyboarding Clerk 3                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 49,957  | 5,393     | 6     | AU10480 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 50,956  | 5,501     | 6     | AU10480 |
| Keyboarding Clerk 3/Deputy Registrar                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|                                                          | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |
| Laborer 1                                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 58,442  | 6,634     | 6     | AU10500 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,611  | 6,767     | 6     | AU10500 |
| Maintenance Worker 1, Grounds                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 23,604  | 2,234     | 6     | AU10520 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 24,076  | 2,279     | 6     | AU10520 |
| Mason                                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10530 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10530 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME  |          |            |         |         |           |       |         |
|-----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Mechanic                                                  |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10540 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10540 |
| Mechanic's Helper                                         |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 33,168  | 60,193  | 4,504     | 6     | AU10550 |
|                                                           | 1/1/2017 | 12/31/2017 | 33,831  | 61,397  | 4,594     | 6     | AU10550 |
| Municipal Director of Welfare                             |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,841  | 8,368     | 6     | AU10560 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 70,218  | 8,535     | 6     | AU10560 |
| Municipal Director of Welfare/Senior Citizen Program Aide |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 26,400  | 76,606  | 8,368     | 6     | AU10570 |
|                                                           | 1/1/2017 | 12/31/2017 | 26,928  | 78,138  | 8,535     | 6     | AU10570 |
| Omnibus Operator                                          |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 16,565  | 42,997  | 4,405     | 6     | AU10590 |
|                                                           | 1/1/2017 | 12/31/2017 | 16,896  | 43,857  | 4,493     | 6     | AU10590 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Keyboarding Clerk 3                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 49,957  | 5,393     | 6     | AU10480 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 50,956  | 5,501     | 6     | AU10480 |
| Keyboarding Clerk 3/Deputy Registrar                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|                                                          | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |
| Laborer 1                                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 58,442  | 6,634     | 6     | AU10500 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,611  | 6,767     | 6     | AU10500 |
| Maintenance Worker 1, Grounds                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 23,604  | 2,234     | 6     | AU10520 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 24,076  | 2,279     | 6     | AU10520 |
| Mason                                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10530 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10530 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME  |          |            |         |         |           |       |         |
|-----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Mechanic                                                  |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10540 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10540 |
| Mechanic's Helper                                         |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 33,168  | 60,193  | 4,504     | 6     | AU10550 |
|                                                           | 1/1/2017 | 12/31/2017 | 33,831  | 61,397  | 4,594     | 6     | AU10550 |
| Municipal Director of Welfare                             |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,841  | 8,368     | 6     | AU10560 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 70,218  | 8,535     | 6     | AU10560 |
| Municipal Director of Welfare/Senior Citizen Program Aide |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 26,400  | 76,606  | 8,368     | 6     | AU10570 |
|                                                           | 1/1/2017 | 12/31/2017 | 26,928  | 78,138  | 8,535     | 6     | AU10570 |
| Omnibus Operator                                          |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 16,565  | 42,997  | 4,405     | 6     | AU10590 |
|                                                           | 1/1/2017 | 12/31/2017 | 16,896  | 43,857  | 4,493     | 6     | AU10590 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Omnibus Operator/Radio Dispatcher/Inspection & Maintenance |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 19,671  | 46,103  | 4,405     | 6     | AU10600 |
|                                                            | 1/1/2017 | 12/31/2017 | 20,064  | 47,025  | 4,493     | 6     | AU10600 |
| Parking Enforcement Officer                                |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 22,611  | 30,148  | 1,256     | 6     | AU10610 |
|                                                            | 1/1/2017 | 12/31/2017 | 23,063  | 30,751  | 1,281     | 6     | AU10610 |
| Payroll Clerk                                              |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 28,988  | 51,293  | 3,717     | 6     | AU10620 |
|                                                            | 1/1/2017 | 12/31/2017 | 29,568  | 52,319  | 3,792     | 6     | AU10620 |
| Personnel Assistant                                        |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 73,232  | 9,099     | 6     | AU10630 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 74,696  | 9,281     | 6     | AU10630 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Keyboarding Clerk 3                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 49,957  | 5,393     | 6     | AU10480 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 50,956  | 5,501     | 6     | AU10480 |
| Keyboarding Clerk 3/Deputy Registrar                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|                                                          | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |
| Laborer 1                                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 58,442  | 6,634     | 6     | AU10500 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,611  | 6,767     | 6     | AU10500 |
| Maintenance Worker 1, Grounds                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 23,604  | 2,234     | 6     | AU10520 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 24,076  | 2,279     | 6     | AU10520 |
| Mason                                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10530 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10530 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME  |          |            |         |         |           |       |         |
|-----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Mechanic                                                  |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10540 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10540 |
| Mechanic's Helper                                         |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 33,168  | 60,193  | 4,504     | 6     | AU10550 |
|                                                           | 1/1/2017 | 12/31/2017 | 33,831  | 61,397  | 4,594     | 6     | AU10550 |
| Municipal Director of Welfare                             |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,841  | 8,368     | 6     | AU10560 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 70,218  | 8,535     | 6     | AU10560 |
| Municipal Director of Welfare/Senior Citizen Program Aide |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 26,400  | 76,606  | 8,368     | 6     | AU10570 |
|                                                           | 1/1/2017 | 12/31/2017 | 26,928  | 78,138  | 8,535     | 6     | AU10570 |
| Omnibus Operator                                          |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 16,565  | 42,997  | 4,405     | 6     | AU10590 |
|                                                           | 1/1/2017 | 12/31/2017 | 16,896  | 43,857  | 4,493     | 6     | AU10590 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Omnibus Operator/Radio Dispatcher/Inspection & Maintenance |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 19,671  | 46,103  | 4,405     | 6     | AU10600 |
|                                                            | 1/1/2017 | 12/31/2017 | 20,064  | 47,025  | 4,493     | 6     | AU10600 |
| Parking Enforcement Officer                                |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 22,611  | 30,148  | 1,256     | 6     | AU10610 |
|                                                            | 1/1/2017 | 12/31/2017 | 23,063  | 30,751  | 1,281     | 6     | AU10610 |
| Payroll Clerk                                              |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 28,988  | 51,293  | 3,717     | 6     | AU10620 |
|                                                            | 1/1/2017 | 12/31/2017 | 29,568  | 52,319  | 3,792     | 6     | AU10620 |
| Personnel Assistant                                        |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 73,232  | 9,099     | 6     | AU10630 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 74,696  | 9,281     | 6     | AU10630 |
| Personnel Officer                                          |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 79,383  | 10,125    | 6     | AU10640 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 80,971  | 10,327    | 6     | AU10640 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Planner Trainee                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10650 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10650 |
| Plumbing Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10660 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10660 |
| Plumbing Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10670 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10670 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Keyboarding Clerk 3                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 49,957  | 5,393     | 6     | AU10480 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 50,956  | 5,501     | 6     | AU10480 |
| Keyboarding Clerk 3/Deputy Registrar                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|                                                          | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |
| Laborer 1                                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 58,442  | 6,634     | 6     | AU10500 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,611  | 6,767     | 6     | AU10500 |
| Maintenance Worker 1, Grounds                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 23,604  | 2,234     | 6     | AU10520 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 24,076  | 2,279     | 6     | AU10520 |
| Mason                                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10530 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10530 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME  |          |            |         |         |           |       |         |
|-----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Mechanic                                                  |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10540 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10540 |
| Mechanic's Helper                                         |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 33,168  | 60,193  | 4,504     | 6     | AU10550 |
|                                                           | 1/1/2017 | 12/31/2017 | 33,831  | 61,397  | 4,594     | 6     | AU10550 |
| Municipal Director of Welfare                             |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,841  | 8,368     | 6     | AU10560 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 70,218  | 8,535     | 6     | AU10560 |
| Municipal Director of Welfare/Senior Citizen Program Aide |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 26,400  | 76,606  | 8,368     | 6     | AU10570 |
|                                                           | 1/1/2017 | 12/31/2017 | 26,928  | 78,138  | 8,535     | 6     | AU10570 |
| Omnibus Operator                                          |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 16,565  | 42,997  | 4,405     | 6     | AU10590 |
|                                                           | 1/1/2017 | 12/31/2017 | 16,896  | 43,857  | 4,493     | 6     | AU10590 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Omnibus Operator/Radio Dispatcher/Inspection & Maintenance |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 19,671  | 46,103  | 4,405     | 6     | AU10600 |
|                                                            | 1/1/2017 | 12/31/2017 | 20,064  | 47,025  | 4,493     | 6     | AU10600 |
| Parking Enforcement Officer                                |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 22,611  | 30,148  | 1,256     | 6     | AU10610 |
|                                                            | 1/1/2017 | 12/31/2017 | 23,063  | 30,751  | 1,281     | 6     | AU10610 |
| Payroll Clerk                                              |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 28,988  | 51,293  | 3,717     | 6     | AU10620 |
|                                                            | 1/1/2017 | 12/31/2017 | 29,568  | 52,319  | 3,792     | 6     | AU10620 |
| Personnel Assistant                                        |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 73,232  | 9,099     | 6     | AU10630 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 74,696  | 9,281     | 6     | AU10630 |
| Personnel Officer                                          |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 79,383  | 10,125    | 6     | AU10640 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 80,971  | 10,327    | 6     | AU10640 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Planner Trainee                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10650 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10650 |
| Plumbing Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10660 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10660 |
| Plumbing Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10670 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10670 |
| Principal Account Clerk                                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10680 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10680 |
| Principal Account Clerk/DPT/Accounts Payable             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10700 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10700 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Keyboarding Clerk 3                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 49,957  | 5,393     | 6     | AU10480 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 50,956  | 5,501     | 6     | AU10480 |
| Keyboarding Clerk 3/Deputy Registrar                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|                                                          | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |
| Laborer 1                                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 58,442  | 6,634     | 6     | AU10500 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,611  | 6,767     | 6     | AU10500 |
| Maintenance Worker 1, Grounds                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 23,604  | 2,234     | 6     | AU10520 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 24,076  | 2,279     | 6     | AU10520 |
| Mason                                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10530 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10530 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME  |          |            |         |         |           |       |         |
|-----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Mechanic                                                  |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10540 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10540 |
| Mechanic's Helper                                         |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 33,168  | 60,193  | 4,504     | 6     | AU10550 |
|                                                           | 1/1/2017 | 12/31/2017 | 33,831  | 61,397  | 4,594     | 6     | AU10550 |
| Municipal Director of Welfare                             |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,841  | 8,368     | 6     | AU10560 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 70,218  | 8,535     | 6     | AU10560 |
| Municipal Director of Welfare/Senior Citizen Program Aide |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 26,400  | 76,606  | 8,368     | 6     | AU10570 |
|                                                           | 1/1/2017 | 12/31/2017 | 26,928  | 78,138  | 8,535     | 6     | AU10570 |
| Omnibus Operator                                          |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 16,565  | 42,997  | 4,405     | 6     | AU10590 |
|                                                           | 1/1/2017 | 12/31/2017 | 16,896  | 43,857  | 4,493     | 6     | AU10590 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Omnibus Operator/Radio Dispatcher/Inspection & Maintenance |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 19,671  | 46,103  | 4,405     | 6     | AU10600 |
|                                                            | 1/1/2017 | 12/31/2017 | 20,064  | 47,025  | 4,493     | 6     | AU10600 |
| Parking Enforcement Officer                                |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 22,611  | 30,148  | 1,256     | 6     | AU10610 |
|                                                            | 1/1/2017 | 12/31/2017 | 23,063  | 30,751  | 1,281     | 6     | AU10610 |
| Payroll Clerk                                              |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 28,988  | 51,293  | 3,717     | 6     | AU10620 |
|                                                            | 1/1/2017 | 12/31/2017 | 29,568  | 52,319  | 3,792     | 6     | AU10620 |
| Personnel Assistant                                        |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 73,232  | 9,099     | 6     | AU10630 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 74,696  | 9,281     | 6     | AU10630 |
| Personnel Officer                                          |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 79,383  | 10,125    | 6     | AU10640 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 80,971  | 10,327    | 6     | AU10640 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Planner Trainee                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10650 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10650 |
| Plumbing Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10660 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10660 |
| Plumbing Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10670 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10670 |
| Principal Account Clerk                                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10680 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10680 |
| Principal Account Clerk/DPT/Accounts Payable             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10700 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10700 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Public Health Nurse                                      |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 67,570         | 8,156            | 6            | AU10710     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 68,921         | 8,319            | 6            | AU10710     |
|                                                          |             |            |                |                |                  |              |             |
| Public Works Repairer                                    |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 64,662         | 7,671            | 6            | AU10720     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 65,955         | 7,825            | 6            | AU10720     |
|                                                          |             |            |                |                |                  |              |             |
| Pumping Station Attendant                                |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 68,389         | 8,292            | 6            | AU10730     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 69,757         | 8,458            | 6            | AU10730     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

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|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Keyboarding Clerk 3                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 49,957  | 5,393     | 6     | AU10480 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 50,956  | 5,501     | 6     | AU10480 |
| Keyboarding Clerk 3/Deputy Registrar                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|                                                          | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |
| Laborer 1                                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 58,442  | 6,634     | 6     | AU10500 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,611  | 6,767     | 6     | AU10500 |
| Maintenance Worker 1, Grounds                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 23,604  | 2,234     | 6     | AU10520 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 24,076  | 2,279     | 6     | AU10520 |
| Mason                                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10530 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10530 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME  |          |            |         |         |           |       |         |
|-----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Mechanic                                                  |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10540 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10540 |
| Mechanic's Helper                                         |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 33,168  | 60,193  | 4,504     | 6     | AU10550 |
|                                                           | 1/1/2017 | 12/31/2017 | 33,831  | 61,397  | 4,594     | 6     | AU10550 |
| Municipal Director of Welfare                             |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,841  | 8,368     | 6     | AU10560 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 70,218  | 8,535     | 6     | AU10560 |
| Municipal Director of Welfare/Senior Citizen Program Aide |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 26,400  | 76,606  | 8,368     | 6     | AU10570 |
|                                                           | 1/1/2017 | 12/31/2017 | 26,928  | 78,138  | 8,535     | 6     | AU10570 |
| Omnibus Operator                                          |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 16,565  | 42,997  | 4,405     | 6     | AU10590 |
|                                                           | 1/1/2017 | 12/31/2017 | 16,896  | 43,857  | 4,493     | 6     | AU10590 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Omnibus Operator/Radio Dispatcher/Inspection & Maintenance |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 19,671  | 46,103  | 4,405     | 6     | AU10600 |
|                                                            | 1/1/2017 | 12/31/2017 | 20,064  | 47,025  | 4,493     | 6     | AU10600 |
| Parking Enforcement Officer                                |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 22,611  | 30,148  | 1,256     | 6     | AU10610 |
|                                                            | 1/1/2017 | 12/31/2017 | 23,063  | 30,751  | 1,281     | 6     | AU10610 |
| Payroll Clerk                                              |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 28,988  | 51,293  | 3,717     | 6     | AU10620 |
|                                                            | 1/1/2017 | 12/31/2017 | 29,568  | 52,319  | 3,792     | 6     | AU10620 |
| Personnel Assistant                                        |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 73,232  | 9,099     | 6     | AU10630 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 74,696  | 9,281     | 6     | AU10630 |
| Personnel Officer                                          |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 79,383  | 10,125    | 6     | AU10640 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 80,971  | 10,327    | 6     | AU10640 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Planner Trainee                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10650 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10650 |
| Plumbing Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10660 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10660 |
| Plumbing Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10670 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10670 |
| Principal Account Clerk                                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10680 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10680 |
| Principal Account Clerk/DPT/Accounts Payable             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10700 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10700 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Public Health Nurse                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 67,570  | 8,156     | 6     | AU10710 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,921  | 8,319     | 6     | AU10710 |
| Public Works Repairer                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10720 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10720 |
| Pumping Station Attendant                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10730 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10730 |
| Pumping Station Repairer/Mechanic                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 67,534  | 7,805     | 6     | AU10750 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 68,884  | 7,961     | 6     | AU10750 |
| Records Support Technician 1                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10760 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10760 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Recreation Leader                                        |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 10,353         | 44,138         | 5,631            | 6            | AU10770     |
|                                                          | 1/1/2017    | 12/31/2017 | 10,560         | 45,021         | 5,743            | 6            | AU10770     |
|                                                          |             |            |                |                |                  |              |             |
| Recreation Program Coordinator                           |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 10,200         | 76,952         | 11,125           | 6            | AU10780     |
|                                                          | 1/1/2017    | 12/31/2017 | 10,404         | 78,491         | 11,348           | 6            | AU10780     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Keyboarding Clerk 3                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 49,957  | 5,393     | 6     | AU10480 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 50,956  | 5,501     | 6     | AU10480 |
| Keyboarding Clerk 3/Deputy Registrar                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|                                                          | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |
| Laborer 1                                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 58,442  | 6,634     | 6     | AU10500 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,611  | 6,767     | 6     | AU10500 |
| Maintenance Worker 1, Grounds                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 23,604  | 2,234     | 6     | AU10520 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 24,076  | 2,279     | 6     | AU10520 |
| Mason                                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10530 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10530 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME  |          |            |         |         |           |       |         |
|-----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Mechanic                                                  |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10540 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10540 |
| Mechanic's Helper                                         |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 33,168  | 60,193  | 4,504     | 6     | AU10550 |
|                                                           | 1/1/2017 | 12/31/2017 | 33,831  | 61,397  | 4,594     | 6     | AU10550 |
| Municipal Director of Welfare                             |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,841  | 8,368     | 6     | AU10560 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 70,218  | 8,535     | 6     | AU10560 |
| Municipal Director of Welfare/Senior Citizen Program Aide |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 26,400  | 76,606  | 8,368     | 6     | AU10570 |
|                                                           | 1/1/2017 | 12/31/2017 | 26,928  | 78,138  | 8,535     | 6     | AU10570 |
| Omnibus Operator                                          |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 16,565  | 42,997  | 4,405     | 6     | AU10590 |
|                                                           | 1/1/2017 | 12/31/2017 | 16,896  | 43,857  | 4,493     | 6     | AU10590 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Omnibus Operator/Radio Dispatcher/Inspection & Maintenance |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 19,671  | 46,103  | 4,405     | 6     | AU10600 |
|                                                            | 1/1/2017 | 12/31/2017 | 20,064  | 47,025  | 4,493     | 6     | AU10600 |
| Parking Enforcement Officer                                |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 22,611  | 30,148  | 1,256     | 6     | AU10610 |
|                                                            | 1/1/2017 | 12/31/2017 | 23,063  | 30,751  | 1,281     | 6     | AU10610 |
| Payroll Clerk                                              |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 28,988  | 51,293  | 3,717     | 6     | AU10620 |
|                                                            | 1/1/2017 | 12/31/2017 | 29,568  | 52,319  | 3,792     | 6     | AU10620 |
| Personnel Assistant                                        |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 73,232  | 9,099     | 6     | AU10630 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 74,696  | 9,281     | 6     | AU10630 |
| Personnel Officer                                          |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 79,383  | 10,125    | 6     | AU10640 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 80,971  | 10,327    | 6     | AU10640 |

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|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Planner Trainee                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10650 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10650 |
| Plumbing Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10660 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10660 |
| Plumbing Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10670 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10670 |
| Principal Account Clerk                                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10680 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10680 |
| Principal Account Clerk/DPT/Accounts Payable             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10700 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10700 |

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|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Public Health Nurse                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 67,570  | 8,156     | 6     | AU10710 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,921  | 8,319     | 6     | AU10710 |
| Public Works Repairer                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10720 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10720 |
| Pumping Station Attendant                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10730 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10730 |
| Pumping Station Repairer/Mechanic                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 67,534  | 7,805     | 6     | AU10750 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 68,884  | 7,961     | 6     | AU10750 |
| Records Support Technician 1                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10760 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10760 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Recreation Leader                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,353  | 44,138  | 5,631     | 6     | AU10770 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,560  | 45,021  | 5,743     | 6     | AU10770 |
| Recreation Program Coordinator                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 76,952  | 11,125    | 6     | AU10780 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 78,491  | 11,348    | 6     | AU10780 |
| REHS Public Health                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10790 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10790 |
| REHS Public Health Bilingual                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10800 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10800 |
| REHS Public Health Trainee                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10810 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10810 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Keyboarding Clerk 3                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 49,957  | 5,393     | 6     | AU10480 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 50,956  | 5,501     | 6     | AU10480 |
| Keyboarding Clerk 3/Deputy Registrar                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|                                                          | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |
| Laborer 1                                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 58,442  | 6,634     | 6     | AU10500 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,611  | 6,767     | 6     | AU10500 |
| Maintenance Worker 1, Grounds                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 23,604  | 2,234     | 6     | AU10520 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 24,076  | 2,279     | 6     | AU10520 |
| Mason                                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10530 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10530 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME  |          |            |         |         |           |       |         |
|-----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Mechanic                                                  |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10540 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10540 |
| Mechanic's Helper                                         |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 33,168  | 60,193  | 4,504     | 6     | AU10550 |
|                                                           | 1/1/2017 | 12/31/2017 | 33,831  | 61,397  | 4,594     | 6     | AU10550 |
| Municipal Director of Welfare                             |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,841  | 8,368     | 6     | AU10560 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 70,218  | 8,535     | 6     | AU10560 |
| Municipal Director of Welfare/Senior Citizen Program Aide |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 26,400  | 76,606  | 8,368     | 6     | AU10570 |
|                                                           | 1/1/2017 | 12/31/2017 | 26,928  | 78,138  | 8,535     | 6     | AU10570 |
| Omnibus Operator                                          |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 16,565  | 42,997  | 4,405     | 6     | AU10590 |
|                                                           | 1/1/2017 | 12/31/2017 | 16,896  | 43,857  | 4,493     | 6     | AU10590 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Omnibus Operator/Radio Dispatcher/Inspection & Maintenance |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 19,671  | 46,103  | 4,405     | 6     | AU10600 |
|                                                            | 1/1/2017 | 12/31/2017 | 20,064  | 47,025  | 4,493     | 6     | AU10600 |
| Parking Enforcement Officer                                |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 22,611  | 30,148  | 1,256     | 6     | AU10610 |
|                                                            | 1/1/2017 | 12/31/2017 | 23,063  | 30,751  | 1,281     | 6     | AU10610 |
| Payroll Clerk                                              |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 28,988  | 51,293  | 3,717     | 6     | AU10620 |
|                                                            | 1/1/2017 | 12/31/2017 | 29,568  | 52,319  | 3,792     | 6     | AU10620 |
| Personnel Assistant                                        |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 73,232  | 9,099     | 6     | AU10630 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 74,696  | 9,281     | 6     | AU10630 |
| Personnel Officer                                          |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 79,383  | 10,125    | 6     | AU10640 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 80,971  | 10,327    | 6     | AU10640 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Planner Trainee                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10650 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10650 |
| Plumbing Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10660 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10660 |
| Plumbing Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10670 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10670 |
| Principal Account Clerk                                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10680 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10680 |
| Principal Account Clerk/DPT/Accounts Payable             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10700 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10700 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Public Health Nurse                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 67,570  | 8,156     | 6     | AU10710 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,921  | 8,319     | 6     | AU10710 |
| Public Works Repairer                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10720 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10720 |
| Pumping Station Attendant                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10730 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10730 |
| Pumping Station Repairer/Mechanic                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 67,534  | 7,805     | 6     | AU10750 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 68,884  | 7,961     | 6     | AU10750 |
| Records Support Technician 1                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10760 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10760 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Recreation Leader                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,353  | 44,138  | 5,631     | 6     | AU10770 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,560  | 45,021  | 5,743     | 6     | AU10770 |
| Recreation Program Coordinator                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 76,952  | 11,125    | 6     | AU10780 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 78,491  | 11,348    | 6     | AU10780 |
| REHS Public Health                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10790 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10790 |
| REHS Public Health Bilingual                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10800 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10800 |
| REHS Public Health Trainee                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10810 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10810 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Secretarial Assistant                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 54,402  | 5,961     | 6     | AU10820 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 55,490  | 6,080     | 6     | AU10820 |
| Senior Architect                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 24,847  | 106,993 | 13,691    | 6     | AU10830 |
|                                                          | 1/1/2017 | 12/31/2017 | 25,344  | 109,133 | 13,965    | 6     | AU10830 |
| Senior Body & Fender Mechanic                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 76,010  | 9,562     | 6     | AU10840 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 77,530  | 9,754     | 6     | AU10840 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |

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|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

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|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Keyboarding Clerk 3                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 49,957  | 5,393     | 6     | AU10480 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 50,956  | 5,501     | 6     | AU10480 |
| Keyboarding Clerk 3/Deputy Registrar                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|                                                          | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |
| Laborer 1                                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 58,442  | 6,634     | 6     | AU10500 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,611  | 6,767     | 6     | AU10500 |
| Maintenance Worker 1, Grounds                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 23,604  | 2,234     | 6     | AU10520 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 24,076  | 2,279     | 6     | AU10520 |
| Mason                                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10530 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10530 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME  |          |            |         |         |           |       |         |
|-----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Mechanic                                                  |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10540 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10540 |
| Mechanic's Helper                                         |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 33,168  | 60,193  | 4,504     | 6     | AU10550 |
|                                                           | 1/1/2017 | 12/31/2017 | 33,831  | 61,397  | 4,594     | 6     | AU10550 |
| Municipal Director of Welfare                             |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,841  | 8,368     | 6     | AU10560 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 70,218  | 8,535     | 6     | AU10560 |
| Municipal Director of Welfare/Senior Citizen Program Aide |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 26,400  | 76,606  | 8,368     | 6     | AU10570 |
|                                                           | 1/1/2017 | 12/31/2017 | 26,928  | 78,138  | 8,535     | 6     | AU10570 |
| Omnibus Operator                                          |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 16,565  | 42,997  | 4,405     | 6     | AU10590 |
|                                                           | 1/1/2017 | 12/31/2017 | 16,896  | 43,857  | 4,493     | 6     | AU10590 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Omnibus Operator/Radio Dispatcher/Inspection & Maintenance |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 19,671  | 46,103  | 4,405     | 6     | AU10600 |
|                                                            | 1/1/2017 | 12/31/2017 | 20,064  | 47,025  | 4,493     | 6     | AU10600 |
| Parking Enforcement Officer                                |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 22,611  | 30,148  | 1,256     | 6     | AU10610 |
|                                                            | 1/1/2017 | 12/31/2017 | 23,063  | 30,751  | 1,281     | 6     | AU10610 |
| Payroll Clerk                                              |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 28,988  | 51,293  | 3,717     | 6     | AU10620 |
|                                                            | 1/1/2017 | 12/31/2017 | 29,568  | 52,319  | 3,792     | 6     | AU10620 |
| Personnel Assistant                                        |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 73,232  | 9,099     | 6     | AU10630 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 74,696  | 9,281     | 6     | AU10630 |
| Personnel Officer                                          |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 79,383  | 10,125    | 6     | AU10640 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 80,971  | 10,327    | 6     | AU10640 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Planner Trainee                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10650 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10650 |
| Plumbing Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10660 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10660 |
| Plumbing Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10670 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10670 |
| Principal Account Clerk                                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10680 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10680 |
| Principal Account Clerk/DPT/Accounts Payable             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10700 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10700 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Public Health Nurse                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 67,570  | 8,156     | 6     | AU10710 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,921  | 8,319     | 6     | AU10710 |
| Public Works Repairer                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10720 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10720 |
| Pumping Station Attendant                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10730 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10730 |
| Pumping Station Repairer/Mechanic                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 67,534  | 7,805     | 6     | AU10750 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 68,884  | 7,961     | 6     | AU10750 |
| Records Support Technician 1                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10760 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10760 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Recreation Leader                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,353  | 44,138  | 5,631     | 6     | AU10770 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,560  | 45,021  | 5,743     | 6     | AU10770 |
| Recreation Program Coordinator                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 76,952  | 11,125    | 6     | AU10780 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 78,491  | 11,348    | 6     | AU10780 |
| REHS Public Health                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10790 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10790 |
| REHS Public Health Bilingual                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10800 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10800 |
| REHS Public Health Trainee                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10810 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10810 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Secretarial Assistant                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 54,402  | 5,961     | 6     | AU10820 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 55,490  | 6,080     | 6     | AU10820 |
| Senior Architect                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 24,847  | 106,993 | 13,691    | 6     | AU10830 |
|                                                          | 1/1/2017 | 12/31/2017 | 25,344  | 109,133 | 13,965    | 6     | AU10830 |
| Senior Body & Fender Mechanic                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 76,010  | 9,562     | 6     | AU10840 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 77,530  | 9,754     | 6     | AU10840 |
| Senior Field Rep/Property Improvement                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,857  | 8,704     | 6     | AU10850 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,274  | 8,878     | 6     | AU10850 |
| Senior Mason                                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 52,918  | 5,714     | 6     | AU10860 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 53,976  | 5,828     | 6     | AU10860 |



|                                                          |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Senior Mechanic                                          |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 76,010         | 9,562            | 6            | AU10870     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 77,530         | 9,754            | 6            | AU10870     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Keyboarding Clerk 3                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 49,957  | 5,393     | 6     | AU10480 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 50,956  | 5,501     | 6     | AU10480 |
| Keyboarding Clerk 3/Deputy Registrar                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|                                                          | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |
| Laborer 1                                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 58,442  | 6,634     | 6     | AU10500 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,611  | 6,767     | 6     | AU10500 |
| Maintenance Worker 1, Grounds                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 23,604  | 2,234     | 6     | AU10520 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 24,076  | 2,279     | 6     | AU10520 |
| Mason                                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10530 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10530 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME  |          |            |         |         |           |       |         |
|-----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Mechanic                                                  |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10540 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10540 |
| Mechanic's Helper                                         |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 33,168  | 60,193  | 4,504     | 6     | AU10550 |
|                                                           | 1/1/2017 | 12/31/2017 | 33,831  | 61,397  | 4,594     | 6     | AU10550 |
| Municipal Director of Welfare                             |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,841  | 8,368     | 6     | AU10560 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 70,218  | 8,535     | 6     | AU10560 |
| Municipal Director of Welfare/Senior Citizen Program Aide |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 26,400  | 76,606  | 8,368     | 6     | AU10570 |
|                                                           | 1/1/2017 | 12/31/2017 | 26,928  | 78,138  | 8,535     | 6     | AU10570 |
| Omnibus Operator                                          |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 16,565  | 42,997  | 4,405     | 6     | AU10590 |
|                                                           | 1/1/2017 | 12/31/2017 | 16,896  | 43,857  | 4,493     | 6     | AU10590 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Omnibus Operator/Radio Dispatcher/Inspection & Maintenance |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 19,671  | 46,103  | 4,405     | 6     | AU10600 |
|                                                            | 1/1/2017 | 12/31/2017 | 20,064  | 47,025  | 4,493     | 6     | AU10600 |
| Parking Enforcement Officer                                |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 22,611  | 30,148  | 1,256     | 6     | AU10610 |
|                                                            | 1/1/2017 | 12/31/2017 | 23,063  | 30,751  | 1,281     | 6     | AU10610 |
| Payroll Clerk                                              |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 28,988  | 51,293  | 3,717     | 6     | AU10620 |
|                                                            | 1/1/2017 | 12/31/2017 | 29,568  | 52,319  | 3,792     | 6     | AU10620 |
| Personnel Assistant                                        |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 73,232  | 9,099     | 6     | AU10630 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 74,696  | 9,281     | 6     | AU10630 |
| Personnel Officer                                          |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 79,383  | 10,125    | 6     | AU10640 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 80,971  | 10,327    | 6     | AU10640 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Planner Trainee                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10650 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10650 |
| Plumbing Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10660 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10660 |
| Plumbing Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10670 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10670 |
| Principal Account Clerk                                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10680 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10680 |
| Principal Account Clerk/DPT/Accounts Payable             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10700 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10700 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Public Health Nurse                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 67,570  | 8,156     | 6     | AU10710 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,921  | 8,319     | 6     | AU10710 |
| Public Works Repairer                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10720 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10720 |
| Pumping Station Attendant                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10730 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10730 |
| Pumping Station Repairer/Mechanic                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 67,534  | 7,805     | 6     | AU10750 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 68,884  | 7,961     | 6     | AU10750 |
| Records Support Technician 1                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10760 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10760 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Recreation Leader                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,353  | 44,138  | 5,631     | 6     | AU10770 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,560  | 45,021  | 5,743     | 6     | AU10770 |
| Recreation Program Coordinator                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 76,952  | 11,125    | 6     | AU10780 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 78,491  | 11,348    | 6     | AU10780 |
| REHS Public Health                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10790 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10790 |
| REHS Public Health Bilingual                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10800 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10800 |
| REHS Public Health Trainee                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10810 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10810 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Secretarial Assistant                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 54,402  | 5,961     | 6     | AU10820 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 55,490  | 6,080     | 6     | AU10820 |
| Senior Architect                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 24,847  | 106,993 | 13,691    | 6     | AU10830 |
|                                                          | 1/1/2017 | 12/31/2017 | 25,344  | 109,133 | 13,965    | 6     | AU10830 |
| Senior Body & Fender Mechanic                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 76,010  | 9,562     | 6     | AU10840 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 77,530  | 9,754     | 6     | AU10840 |
| Senior Field Rep/Property Improvement                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,857  | 8,704     | 6     | AU10850 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,274  | 8,878     | 6     | AU10850 |
| Senior Mason                                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 52,918  | 5,714     | 6     | AU10860 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 53,976  | 5,828     | 6     | AU10860 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Senior Mechanic                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 76,010  | 9,562     | 6     | AU10870 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 77,530  | 9,754     | 6     | AU10870 |
| Senior Payroll Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 63,527  | 7,482     | 6     | AU10880 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 64,798  | 7,632     | 6     | AU10880 |
| Senior Public Health Nurse                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 35,475  | 71,339  | 5,977     | 6     | AU10900 |
|                                                          | 1/1/2017 | 12/31/2017 | 36,184  | 72,766  | 6,097     | 6     | AU10900 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Keyboarding Clerk 3                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 49,957  | 5,393     | 6     | AU10480 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 50,956  | 5,501     | 6     | AU10480 |
| Keyboarding Clerk 3/Deputy Registrar                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|                                                          | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |
| Laborer 1                                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 58,442  | 6,634     | 6     | AU10500 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,611  | 6,767     | 6     | AU10500 |
| Maintenance Worker 1, Grounds                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 23,604  | 2,234     | 6     | AU10520 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 24,076  | 2,279     | 6     | AU10520 |
| Mason                                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10530 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10530 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME  |          |            |         |         |           |       |         |
|-----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Mechanic                                                  |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10540 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10540 |
| Mechanic's Helper                                         |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 33,168  | 60,193  | 4,504     | 6     | AU10550 |
|                                                           | 1/1/2017 | 12/31/2017 | 33,831  | 61,397  | 4,594     | 6     | AU10550 |
| Municipal Director of Welfare                             |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,841  | 8,368     | 6     | AU10560 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 70,218  | 8,535     | 6     | AU10560 |
| Municipal Director of Welfare/Senior Citizen Program Aide |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 26,400  | 76,606  | 8,368     | 6     | AU10570 |
|                                                           | 1/1/2017 | 12/31/2017 | 26,928  | 78,138  | 8,535     | 6     | AU10570 |
| Omnibus Operator                                          |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 16,565  | 42,997  | 4,405     | 6     | AU10590 |
|                                                           | 1/1/2017 | 12/31/2017 | 16,896  | 43,857  | 4,493     | 6     | AU10590 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Omnibus Operator/Radio Dispatcher/Inspection & Maintenance |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 19,671  | 46,103  | 4,405     | 6     | AU10600 |
|                                                            | 1/1/2017 | 12/31/2017 | 20,064  | 47,025  | 4,493     | 6     | AU10600 |
| Parking Enforcement Officer                                |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 22,611  | 30,148  | 1,256     | 6     | AU10610 |
|                                                            | 1/1/2017 | 12/31/2017 | 23,063  | 30,751  | 1,281     | 6     | AU10610 |
| Payroll Clerk                                              |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 28,988  | 51,293  | 3,717     | 6     | AU10620 |
|                                                            | 1/1/2017 | 12/31/2017 | 29,568  | 52,319  | 3,792     | 6     | AU10620 |
| Personnel Assistant                                        |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 73,232  | 9,099     | 6     | AU10630 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 74,696  | 9,281     | 6     | AU10630 |
| Personnel Officer                                          |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 79,383  | 10,125    | 6     | AU10640 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 80,971  | 10,327    | 6     | AU10640 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Planner Trainee                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10650 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10650 |
| Plumbing Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10660 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10660 |
| Plumbing Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10670 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10670 |
| Principal Account Clerk                                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10680 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10680 |
| Principal Account Clerk/DPT/Accounts Payable             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10700 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10700 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Public Health Nurse                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 67,570  | 8,156     | 6     | AU10710 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,921  | 8,319     | 6     | AU10710 |
| Public Works Repairer                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10720 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10720 |
| Pumping Station Attendant                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10730 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10730 |
| Pumping Station Repairer/Mechanic                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 67,534  | 7,805     | 6     | AU10750 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 68,884  | 7,961     | 6     | AU10750 |
| Records Support Technician 1                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10760 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10760 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Recreation Leader                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,353  | 44,138  | 5,631     | 6     | AU10770 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,560  | 45,021  | 5,743     | 6     | AU10770 |
| Recreation Program Coordinator                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 76,952  | 11,125    | 6     | AU10780 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 78,491  | 11,348    | 6     | AU10780 |
| REHS Public Health                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10790 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10790 |
| REHS Public Health Bilingual                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10800 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10800 |
| REHS Public Health Trainee                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10810 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10810 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Secretarial Assistant                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 54,402  | 5,961     | 6     | AU10820 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 55,490  | 6,080     | 6     | AU10820 |
| Senior Architect                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 24,847  | 106,993 | 13,691    | 6     | AU10830 |
|                                                          | 1/1/2017 | 12/31/2017 | 25,344  | 109,133 | 13,965    | 6     | AU10830 |
| Senior Body & Fender Mechanic                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 76,010  | 9,562     | 6     | AU10840 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 77,530  | 9,754     | 6     | AU10840 |
| Senior Field Rep/Property Improvement                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,857  | 8,704     | 6     | AU10850 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,274  | 8,878     | 6     | AU10850 |
| Senior Mason                                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 52,918  | 5,714     | 6     | AU10860 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 53,976  | 5,828     | 6     | AU10860 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Senior Mechanic                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 76,010  | 9,562     | 6     | AU10870 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 77,530  | 9,754     | 6     | AU10870 |
| Senior Payroll Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 63,527  | 7,482     | 6     | AU10880 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 64,798  | 7,632     | 6     | AU10880 |
| Senior Public Health Nurse                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 35,475  | 71,339  | 5,977     | 6     | AU10900 |
|                                                          | 1/1/2017 | 12/31/2017 | 36,184  | 72,766  | 6,097     | 6     | AU10900 |
| Senior Public Works Repairer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 67,035  | 8,067     | 6     | AU10910 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,376  | 8,228     | 6     | AU10910 |
| Senior Public Works Repairer/Parking Meter Collector     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 69,105  | 8,412     | 6     | AU10920 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,487  | 8,580     | 6     | AU10920 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Senior Pumping Station Operator                          |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 68,389         | 8,292            | 6            | AU10930     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 69,757         | 8,458            | 6            | AU10930     |
|                                                          |             |            |                |                |                  |              |             |
| Senior Pumping Station Repairer/Mechanic                 |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 20,706         | 60,003         | 6,550            | 6            | AU10940     |
|                                                          | 1/1/2017    | 12/31/2017 | 21,120         | 61,204         | 6,681            | 6            | AU10940     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Keyboarding Clerk 3                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 49,957  | 5,393     | 6     | AU10480 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 50,956  | 5,501     | 6     | AU10480 |
| Keyboarding Clerk 3/Deputy Registrar                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|                                                          | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |
| Laborer 1                                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 58,442  | 6,634     | 6     | AU10500 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,611  | 6,767     | 6     | AU10500 |
| Maintenance Worker 1, Grounds                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 23,604  | 2,234     | 6     | AU10520 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 24,076  | 2,279     | 6     | AU10520 |
| Mason                                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10530 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10530 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME  |          |            |         |         |           |       |         |
|-----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Mechanic                                                  |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10540 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10540 |
| Mechanic's Helper                                         |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 33,168  | 60,193  | 4,504     | 6     | AU10550 |
|                                                           | 1/1/2017 | 12/31/2017 | 33,831  | 61,397  | 4,594     | 6     | AU10550 |
| Municipal Director of Welfare                             |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,841  | 8,368     | 6     | AU10560 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 70,218  | 8,535     | 6     | AU10560 |
| Municipal Director of Welfare/Senior Citizen Program Aide |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 26,400  | 76,606  | 8,368     | 6     | AU10570 |
|                                                           | 1/1/2017 | 12/31/2017 | 26,928  | 78,138  | 8,535     | 6     | AU10570 |
| Omnibus Operator                                          |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 16,565  | 42,997  | 4,405     | 6     | AU10590 |
|                                                           | 1/1/2017 | 12/31/2017 | 16,896  | 43,857  | 4,493     | 6     | AU10590 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Omnibus Operator/Radio Dispatcher/Inspection & Maintenance |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 19,671  | 46,103  | 4,405     | 6     | AU10600 |
|                                                            | 1/1/2017 | 12/31/2017 | 20,064  | 47,025  | 4,493     | 6     | AU10600 |
| Parking Enforcement Officer                                |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 22,611  | 30,148  | 1,256     | 6     | AU10610 |
|                                                            | 1/1/2017 | 12/31/2017 | 23,063  | 30,751  | 1,281     | 6     | AU10610 |
| Payroll Clerk                                              |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 28,988  | 51,293  | 3,717     | 6     | AU10620 |
|                                                            | 1/1/2017 | 12/31/2017 | 29,568  | 52,319  | 3,792     | 6     | AU10620 |
| Personnel Assistant                                        |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 73,232  | 9,099     | 6     | AU10630 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 74,696  | 9,281     | 6     | AU10630 |
| Personnel Officer                                          |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 79,383  | 10,125    | 6     | AU10640 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 80,971  | 10,327    | 6     | AU10640 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Planner Trainee                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10650 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10650 |
| Plumbing Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10660 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10660 |
| Plumbing Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10670 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10670 |
| Principal Account Clerk                                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10680 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10680 |
| Principal Account Clerk/DPT/Accounts Payable             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10700 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10700 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Public Health Nurse                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 67,570  | 8,156     | 6     | AU10710 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,921  | 8,319     | 6     | AU10710 |
| Public Works Repairer                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10720 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10720 |
| Pumping Station Attendant                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10730 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10730 |
| Pumping Station Repairer/Mechanic                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 67,534  | 7,805     | 6     | AU10750 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 68,884  | 7,961     | 6     | AU10750 |
| Records Support Technician 1                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10760 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10760 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Recreation Leader                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,353  | 44,138  | 5,631     | 6     | AU10770 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,560  | 45,021  | 5,743     | 6     | AU10770 |
| Recreation Program Coordinator                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 76,952  | 11,125    | 6     | AU10780 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 78,491  | 11,348    | 6     | AU10780 |
| REHS Public Health                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10790 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10790 |
| REHS Public Health Bilingual                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10800 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10800 |
| REHS Public Health Trainee                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10810 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10810 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Secretarial Assistant                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 54,402  | 5,961     | 6     | AU10820 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 55,490  | 6,080     | 6     | AU10820 |
| Senior Architect                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 24,847  | 106,993 | 13,691    | 6     | AU10830 |
|                                                          | 1/1/2017 | 12/31/2017 | 25,344  | 109,133 | 13,965    | 6     | AU10830 |
| Senior Body & Fender Mechanic                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 76,010  | 9,562     | 6     | AU10840 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 77,530  | 9,754     | 6     | AU10840 |
| Senior Field Rep/Property Improvement                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,857  | 8,704     | 6     | AU10850 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,274  | 8,878     | 6     | AU10850 |
| Senior Mason                                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 52,918  | 5,714     | 6     | AU10860 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 53,976  | 5,828     | 6     | AU10860 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Senior Mechanic                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 76,010  | 9,562     | 6     | AU10870 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 77,530  | 9,754     | 6     | AU10870 |
| Senior Payroll Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 63,527  | 7,482     | 6     | AU10880 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 64,798  | 7,632     | 6     | AU10880 |
| Senior Public Health Nurse                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 35,475  | 71,339  | 5,977     | 6     | AU10900 |
|                                                          | 1/1/2017 | 12/31/2017 | 36,184  | 72,766  | 6,097     | 6     | AU10900 |
| Senior Public Works Repairer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 67,035  | 8,067     | 6     | AU10910 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,376  | 8,228     | 6     | AU10910 |
| Senior Public Works Repairer/Parking Meter Collector     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 69,105  | 8,412     | 6     | AU10920 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,487  | 8,580     | 6     | AU10920 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Senior Pumping Station Operator                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10930 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10930 |
| Senior Pumping Station Repairer/Mechanic                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 60,003  | 6,550     | 6     | AU10940 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 61,204  | 6,681     | 6     | AU10940 |
| Senior REHS Public Health                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 84,887  | 10,697    | 6     | AU10950 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 86,585  | 10,911    | 6     | AU10950 |
| Senior Sanitary Inspector                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 79,502  | 9,799     | 6     | AU10960 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 81,092  | 9,995     | 6     | AU10960 |
| Sewer Repairer 1                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 64,449  | 7,981     | 6     | AU10970 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 65,738  | 8,140     | 6     | AU10970 |

|                                                          |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Sewer Repairer 1/Communications Manager                  |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 24,847         | 72,731         | 7,981            | 6            | AU10980     |
|                                                          | 1/1/2017    | 12/31/2017 | 25,344         | 74,185         | 8,140            | 6            | AU10980     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Keyboarding Clerk 3                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 49,957  | 5,393     | 6     | AU10480 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 50,956  | 5,501     | 6     | AU10480 |
| Keyboarding Clerk 3/Deputy Registrar                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|                                                          | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |
| Laborer 1                                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 58,442  | 6,634     | 6     | AU10500 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,611  | 6,767     | 6     | AU10500 |
| Maintenance Worker 1, Grounds                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 23,604  | 2,234     | 6     | AU10520 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 24,076  | 2,279     | 6     | AU10520 |
| Mason                                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10530 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10530 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME  |          |            |         |         |           |       |         |
|-----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Mechanic                                                  |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10540 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10540 |
| Mechanic's Helper                                         |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 33,168  | 60,193  | 4,504     | 6     | AU10550 |
|                                                           | 1/1/2017 | 12/31/2017 | 33,831  | 61,397  | 4,594     | 6     | AU10550 |
| Municipal Director of Welfare                             |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,841  | 8,368     | 6     | AU10560 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 70,218  | 8,535     | 6     | AU10560 |
| Municipal Director of Welfare/Senior Citizen Program Aide |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 26,400  | 76,606  | 8,368     | 6     | AU10570 |
|                                                           | 1/1/2017 | 12/31/2017 | 26,928  | 78,138  | 8,535     | 6     | AU10570 |
| Omnibus Operator                                          |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 16,565  | 42,997  | 4,405     | 6     | AU10590 |
|                                                           | 1/1/2017 | 12/31/2017 | 16,896  | 43,857  | 4,493     | 6     | AU10590 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Omnibus Operator/Radio Dispatcher/Inspection & Maintenance |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 19,671  | 46,103  | 4,405     | 6     | AU10600 |
|                                                            | 1/1/2017 | 12/31/2017 | 20,064  | 47,025  | 4,493     | 6     | AU10600 |
| Parking Enforcement Officer                                |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 22,611  | 30,148  | 1,256     | 6     | AU10610 |
|                                                            | 1/1/2017 | 12/31/2017 | 23,063  | 30,751  | 1,281     | 6     | AU10610 |
| Payroll Clerk                                              |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 28,988  | 51,293  | 3,717     | 6     | AU10620 |
|                                                            | 1/1/2017 | 12/31/2017 | 29,568  | 52,319  | 3,792     | 6     | AU10620 |
| Personnel Assistant                                        |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 73,232  | 9,099     | 6     | AU10630 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 74,696  | 9,281     | 6     | AU10630 |
| Personnel Officer                                          |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 79,383  | 10,125    | 6     | AU10640 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 80,971  | 10,327    | 6     | AU10640 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Planner Trainee                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10650 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10650 |
| Plumbing Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10660 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10660 |
| Plumbing Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10670 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10670 |
| Principal Account Clerk                                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10680 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10680 |
| Principal Account Clerk/DPT/Accounts Payable             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10700 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10700 |

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|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Public Health Nurse                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 67,570  | 8,156     | 6     | AU10710 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,921  | 8,319     | 6     | AU10710 |
| Public Works Repairer                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10720 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10720 |
| Pumping Station Attendant                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10730 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10730 |
| Pumping Station Repairer/Mechanic                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 67,534  | 7,805     | 6     | AU10750 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 68,884  | 7,961     | 6     | AU10750 |
| Records Support Technician 1                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10760 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10760 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Recreation Leader                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,353  | 44,138  | 5,631     | 6     | AU10770 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,560  | 45,021  | 5,743     | 6     | AU10770 |
| Recreation Program Coordinator                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 76,952  | 11,125    | 6     | AU10780 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 78,491  | 11,348    | 6     | AU10780 |
| REHS Public Health                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10790 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10790 |
| REHS Public Health Bilingual                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10800 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10800 |
| REHS Public Health Trainee                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10810 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10810 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Secretarial Assistant                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 54,402  | 5,961     | 6     | AU10820 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 55,490  | 6,080     | 6     | AU10820 |
| Senior Architect                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 24,847  | 106,993 | 13,691    | 6     | AU10830 |
|                                                          | 1/1/2017 | 12/31/2017 | 25,344  | 109,133 | 13,965    | 6     | AU10830 |
| Senior Body & Fender Mechanic                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 76,010  | 9,562     | 6     | AU10840 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 77,530  | 9,754     | 6     | AU10840 |
| Senior Field Rep/Property Improvement                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,857  | 8,704     | 6     | AU10850 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,274  | 8,878     | 6     | AU10850 |
| Senior Mason                                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 52,918  | 5,714     | 6     | AU10860 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 53,976  | 5,828     | 6     | AU10860 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Senior Mechanic                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 76,010  | 9,562     | 6     | AU10870 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 77,530  | 9,754     | 6     | AU10870 |
| Senior Payroll Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 63,527  | 7,482     | 6     | AU10880 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 64,798  | 7,632     | 6     | AU10880 |
| Senior Public Health Nurse                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 35,475  | 71,339  | 5,977     | 6     | AU10900 |
|                                                          | 1/1/2017 | 12/31/2017 | 36,184  | 72,766  | 6,097     | 6     | AU10900 |
| Senior Public Works Repairer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 67,035  | 8,067     | 6     | AU10910 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,376  | 8,228     | 6     | AU10910 |
| Senior Public Works Repairer/Parking Meter Collector     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 69,105  | 8,412     | 6     | AU10920 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,487  | 8,580     | 6     | AU10920 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Senior Pumping Station Operator                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10930 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10930 |
| Senior Pumping Station Repairer/Mechanic                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 60,003  | 6,550     | 6     | AU10940 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 61,204  | 6,681     | 6     | AU10940 |
| Senior REHS Public Health                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 84,887  | 10,697    | 6     | AU10950 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 86,585  | 10,911    | 6     | AU10950 |
| Senior Sanitary Inspector                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 79,502  | 9,799     | 6     | AU10960 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 81,092  | 9,995     | 6     | AU10960 |
| Sewer Repairer 1                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 64,449  | 7,981     | 6     | AU10970 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 65,738  | 8,140     | 6     | AU10970 |

|                                                          |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Sewer Repairer 1/Communications Manager                  |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 24,847         | 72,731         | 7,981            | 6            | AU10980     |
|                                                          | 1/1/2017    | 12/31/2017 | 25,344         | 74,185         | 8,140            | 6            | AU10980     |
|                                                          |             |            |                |                |                  |              |             |
| Supervising Electrician                                  |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 20,706         | 72,311         | 8,601            | 6            | AU10990     |
|                                                          | 1/1/2017    | 12/31/2017 | 21,120         | 73,757         | 8,773            | 6            | AU10990     |
|                                                          |             |            |                |                |                  |              |             |
| Tax Searcher                                             |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 25,883         | 66,794         | 6,819            | 6            | AU11010     |
|                                                          | 1/1/2017    | 12/31/2017 | 26,400         | 68,130         | 6,955            | 6            | AU11010     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Fire Sub code Official                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Keyboarding Clerk 3                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 49,957  | 5,393     | 6     | AU10480 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 50,956  | 5,501     | 6     | AU10480 |
| Keyboarding Clerk 3/Deputy Registrar                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|                                                          | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |
| Laborer 1                                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 58,442  | 6,634     | 6     | AU10500 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,611  | 6,767     | 6     | AU10500 |
| Maintenance Worker 1, Grounds                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 23,604  | 2,234     | 6     | AU10520 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 24,076  | 2,279     | 6     | AU10520 |
| Mason                                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10530 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10530 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME  |          |            |         |         |           |       |         |
|-----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Mechanic                                                  |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10540 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10540 |
| Mechanic's Helper                                         |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 33,168  | 60,193  | 4,504     | 6     | AU10550 |
|                                                           | 1/1/2017 | 12/31/2017 | 33,831  | 61,397  | 4,594     | 6     | AU10550 |
| Municipal Director of Welfare                             |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,841  | 8,368     | 6     | AU10560 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 70,218  | 8,535     | 6     | AU10560 |
| Municipal Director of Welfare/Senior Citizen Program Aide |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 26,400  | 76,606  | 8,368     | 6     | AU10570 |
|                                                           | 1/1/2017 | 12/31/2017 | 26,928  | 78,138  | 8,535     | 6     | AU10570 |
| Omnibus Operator                                          |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 16,565  | 42,997  | 4,405     | 6     | AU10590 |
|                                                           | 1/1/2017 | 12/31/2017 | 16,896  | 43,857  | 4,493     | 6     | AU10590 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Omnibus Operator/Radio Dispatcher/Inspection & Maintenance |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 19,671  | 46,103  | 4,405     | 6     | AU10600 |
|                                                            | 1/1/2017 | 12/31/2017 | 20,064  | 47,025  | 4,493     | 6     | AU10600 |
| Parking Enforcement Officer                                |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 22,611  | 30,148  | 1,256     | 6     | AU10610 |
|                                                            | 1/1/2017 | 12/31/2017 | 23,063  | 30,751  | 1,281     | 6     | AU10610 |
| Payroll Clerk                                              |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 28,988  | 51,293  | 3,717     | 6     | AU10620 |
|                                                            | 1/1/2017 | 12/31/2017 | 29,568  | 52,319  | 3,792     | 6     | AU10620 |
| Personnel Assistant                                        |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 73,232  | 9,099     | 6     | AU10630 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 74,696  | 9,281     | 6     | AU10630 |
| Personnel Officer                                          |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 79,383  | 10,125    | 6     | AU10640 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 80,971  | 10,327    | 6     | AU10640 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Planner Trainee                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10650 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10650 |
| Plumbing Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10660 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10660 |
| Plumbing Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10670 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10670 |
| Principal Account Clerk                                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10680 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10680 |
| Principal Account Clerk/DPT/Accounts Payable             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10700 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10700 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Public Health Nurse                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 67,570  | 8,156     | 6     | AU10710 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,921  | 8,319     | 6     | AU10710 |
| Public Works Repairer                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10720 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10720 |
| Pumping Station Attendant                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10730 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10730 |
| Pumping Station Repairer/Mechanic                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 67,534  | 7,805     | 6     | AU10750 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 68,884  | 7,961     | 6     | AU10750 |
| Records Support Technician 1                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10760 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10760 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Recreation Leader                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,353  | 44,138  | 5,631     | 6     | AU10770 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,560  | 45,021  | 5,743     | 6     | AU10770 |
| Recreation Program Coordinator                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 76,952  | 11,125    | 6     | AU10780 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 78,491  | 11,348    | 6     | AU10780 |
| REHS Public Health                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10790 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10790 |
| REHS Public Health Bilingual                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10800 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10800 |
| REHS Public Health Trainee                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10810 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10810 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Secretarial Assistant                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 54,402  | 5,961     | 6     | AU10820 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 55,490  | 6,080     | 6     | AU10820 |
| Senior Architect                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 24,847  | 106,993 | 13,691    | 6     | AU10830 |
|                                                          | 1/1/2017 | 12/31/2017 | 25,344  | 109,133 | 13,965    | 6     | AU10830 |
| Senior Body & Fender Mechanic                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 76,010  | 9,562     | 6     | AU10840 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 77,530  | 9,754     | 6     | AU10840 |
| Senior Field Rep/Property Improvement                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,857  | 8,704     | 6     | AU10850 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,274  | 8,878     | 6     | AU10850 |
| Senior Mason                                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 52,918  | 5,714     | 6     | AU10860 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 53,976  | 5,828     | 6     | AU10860 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Senior Mechanic                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 76,010  | 9,562     | 6     | AU10870 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 77,530  | 9,754     | 6     | AU10870 |
| Senior Payroll Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 63,527  | 7,482     | 6     | AU10880 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 64,798  | 7,632     | 6     | AU10880 |
| Senior Public Health Nurse                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 35,475  | 71,339  | 5,977     | 6     | AU10900 |
|                                                          | 1/1/2017 | 12/31/2017 | 36,184  | 72,766  | 6,097     | 6     | AU10900 |
| Senior Public Works Repairer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 67,035  | 8,067     | 6     | AU10910 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,376  | 8,228     | 6     | AU10910 |
| Senior Public Works Repairer/Parking Meter Collector     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 69,105  | 8,412     | 6     | AU10920 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,487  | 8,580     | 6     | AU10920 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Senior Pumping Station Operator                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10930 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10930 |
| Senior Pumping Station Repairer/Mechanic                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 60,003  | 6,550     | 6     | AU10940 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 61,204  | 6,681     | 6     | AU10940 |
| Senior REHS Public Health                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 84,887  | 10,697    | 6     | AU10950 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 86,585  | 10,911    | 6     | AU10950 |
| Senior Sanitary Inspector                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 79,502  | 9,799     | 6     | AU10960 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 81,092  | 9,995     | 6     | AU10960 |
| Sewer Repairer 1                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 64,449  | 7,981     | 6     | AU10970 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 65,738  | 8,140     | 6     | AU10970 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Sewer Repairer 1/Communications Manager                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 24,847  | 72,731  | 7,981     | 6     | AU10980 |
|                                                          | 1/1/2017 | 12/31/2017 | 25,344  | 74,185  | 8,140     | 6     | AU10980 |
| Supervising Electrician                                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 72,311  | 8,601     | 6     | AU10990 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 73,757  | 8,773     | 6     | AU10990 |
| Tax Searcher                                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 66,794  | 6,819     | 6     | AU11010 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 68,130  | 6,955     | 6     | AU11010 |
| Technical Assistant to the Construction Official         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 59,130  | 6,749     | 6     | AU11020 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 60,313  | 6,884     | 6     | AU11020 |
| Truck Driver                                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 60,193  | 6,926     | 6     | AU11030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 61,397  | 7,065     | 6     | AU11030 |

|                                                          |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Violations Clerk                                         |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 31,059         | 60,720         | 4,943            | 6            | AU11040     |
|                                                          | 1/1/2017    | 12/31/2017 | 31,680         | 61,934         | 5,042            | 6            | AU11040     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant                                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|                                                          | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|                                                            | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant                                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|                                                            | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|                                                            | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|                                                            | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|                                                          | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|                                                          | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|                                                          | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
|                                                          |          |            |         |         |           |       |         |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
|                                                          |          |            |         |         |           |       |         |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
| Fire Inspector                                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Fire Sub code Official                                   |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,842         | 75,365         | 9,420            | 6            | AU10370     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,219         | 76,872         | 9,609            | 6            | AU10370     |
|                                                          |             |            |                |                |                  |              |             |
| Garage Attendant                                         |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,054         | 46,628         | 4,762            | 6            | AU10380     |
|                                                          | 1/1/2017    | 12/31/2017 | 18,415         | 47,560         | 4,858            | 6            | AU10380     |
|                                                          |             |            |                |                |                  |              |             |
| Graduate Nurse, Public Health Nurse                      |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 64,598         | 7,661            | 6            | AU10390     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 65,890         | 7,814            | 6            | AU10390     |
|                                                          |             |            |                |                |                  |              |             |
| Health Educator                                          |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 68,875         | 8,373            | 6            | AU10410     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 70,252         | 8,541            | 6            | AU10410     |
|                                                          |             |            |                |                |                  |              |             |
| Housing Assistance Technician                            |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 80,122         | 10,248           | 6            | AU10420     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 81,724         | 10,453           | 6            | AU10420     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|                                                          | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|                                                          | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
|                                                          |          |            |         |         |           |       |         |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|                                                          | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
|                                                          |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Keyboarding Clerk 3                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 17,600  | 49,957  | 5,393     | 6     | AU10480 |
|                                                          | 1/1/2017 | 12/31/2017 | 17,952  | 50,956  | 5,501     | 6     | AU10480 |
| Keyboarding Clerk 3/Deputy Registrar                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|                                                          | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |
| Laborer 1                                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 58,442  | 6,634     | 6     | AU10500 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 59,611  | 6,767     | 6     | AU10500 |
| Maintenance Worker 1, Grounds                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 23,604  | 2,234     | 6     | AU10520 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 24,076  | 2,279     | 6     | AU10520 |
| Mason                                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10530 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10530 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME  |          |            |         |         |           |       |         |
|-----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Mechanic                                                  |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10540 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10540 |
| Mechanic's Helper                                         |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 33,168  | 60,193  | 4,504     | 6     | AU10550 |
|                                                           | 1/1/2017 | 12/31/2017 | 33,831  | 61,397  | 4,594     | 6     | AU10550 |
| Municipal Director of Welfare                             |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 18,635  | 68,841  | 8,368     | 6     | AU10560 |
|                                                           | 1/1/2017 | 12/31/2017 | 19,008  | 70,218  | 8,535     | 6     | AU10560 |
| Municipal Director of Welfare/Senior Citizen Program Aide |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 26,400  | 76,606  | 8,368     | 6     | AU10570 |
|                                                           | 1/1/2017 | 12/31/2017 | 26,928  | 78,138  | 8,535     | 6     | AU10570 |
| Omnibus Operator                                          |          |            |         |         |           |       |         |
|                                                           | 1/1/2016 | 12/31/2016 | 16,565  | 42,997  | 4,405     | 6     | AU10590 |
|                                                           | 1/1/2017 | 12/31/2017 | 16,896  | 43,857  | 4,493     | 6     | AU10590 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Omnibus Operator/Radio Dispatcher/Inspection & Maintenance |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 19,671  | 46,103  | 4,405     | 6     | AU10600 |
|                                                            | 1/1/2017 | 12/31/2017 | 20,064  | 47,025  | 4,493     | 6     | AU10600 |
| Parking Enforcement Officer                                |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 22,611  | 30,148  | 1,256     | 6     | AU10610 |
|                                                            | 1/1/2017 | 12/31/2017 | 23,063  | 30,751  | 1,281     | 6     | AU10610 |
| Payroll Clerk                                              |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 28,988  | 51,293  | 3,717     | 6     | AU10620 |
|                                                            | 1/1/2017 | 12/31/2017 | 29,568  | 52,319  | 3,792     | 6     | AU10620 |
| Personnel Assistant                                        |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 73,232  | 9,099     | 6     | AU10630 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 74,696  | 9,281     | 6     | AU10630 |
| Personnel Officer                                          |          |            |         |         |           |       |         |
|                                                            | 1/1/2016 | 12/31/2016 | 18,635  | 79,383  | 10,125    | 6     | AU10640 |
|                                                            | 1/1/2017 | 12/31/2017 | 19,008  | 80,971  | 10,327    | 6     | AU10640 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Planner Trainee                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10650 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10650 |
| Plumbing Inspector                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10660 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10660 |
| Plumbing Sub code Official                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10670 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10670 |
| Principal Account Clerk                                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10680 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10680 |
| Principal Account Clerk/DPT/Accounts Payable             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10700 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10700 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Public Health Nurse                                      |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 67,570  | 8,156     | 6     | AU10710 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,921  | 8,319     | 6     | AU10710 |
| Public Works Repairer                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10720 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10720 |
| Pumping Station Attendant                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10730 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10730 |
| Pumping Station Repairer/Mechanic                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 67,534  | 7,805     | 6     | AU10750 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 68,884  | 7,961     | 6     | AU10750 |
| Records Support Technician 1                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10760 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10760 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Recreation Leader                                        |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,353  | 44,138  | 5,631     | 6     | AU10770 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,560  | 45,021  | 5,743     | 6     | AU10770 |
| Recreation Program Coordinator                           |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 10,200  | 76,952  | 11,125    | 6     | AU10780 |
|                                                          | 1/1/2017 | 12/31/2017 | 10,404  | 78,491  | 11,348    | 6     | AU10780 |
| REHS Public Health                                       |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10790 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10790 |
| REHS Public Health Bilingual                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10800 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10800 |
| REHS Public Health Trainee                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10810 |
|                                                          | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10810 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Secretarial Assistant                                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 54,402  | 5,961     | 6     | AU10820 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 55,490  | 6,080     | 6     | AU10820 |
| Senior Architect                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 24,847  | 106,993 | 13,691    | 6     | AU10830 |
|                                                          | 1/1/2017 | 12/31/2017 | 25,344  | 109,133 | 13,965    | 6     | AU10830 |
| Senior Body & Fender Mechanic                            |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 76,010  | 9,562     | 6     | AU10840 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 77,530  | 9,754     | 6     | AU10840 |
| Senior Field Rep/Property Improvement                    |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 70,857  | 8,704     | 6     | AU10850 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 72,274  | 8,878     | 6     | AU10850 |
| Senior Mason                                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 52,918  | 5,714     | 6     | AU10860 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 53,976  | 5,828     | 6     | AU10860 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Senior Mechanic                                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 76,010  | 9,562     | 6     | AU10870 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 77,530  | 9,754     | 6     | AU10870 |
| Senior Payroll Clerk                                     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 63,527  | 7,482     | 6     | AU10880 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 64,798  | 7,632     | 6     | AU10880 |
| Senior Public Health Nurse                               |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 35,475  | 71,339  | 5,977     | 6     | AU10900 |
|                                                          | 1/1/2017 | 12/31/2017 | 36,184  | 72,766  | 6,097     | 6     | AU10900 |
| Senior Public Works Repairer                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 67,035  | 8,067     | 6     | AU10910 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 68,376  | 8,228     | 6     | AU10910 |
| Senior Public Works Repairer/Parking Meter Collector     |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 69,105  | 8,412     | 6     | AU10920 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 70,487  | 8,580     | 6     | AU10920 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Senior Pumping Station Operator                          |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10930 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10930 |
| Senior Pumping Station Repairer/Mechanic                 |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 60,003  | 6,550     | 6     | AU10940 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 61,204  | 6,681     | 6     | AU10940 |
| Senior REHS Public Health                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 84,887  | 10,697    | 6     | AU10950 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 86,585  | 10,911    | 6     | AU10950 |
| Senior Sanitary Inspector                                |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 79,502  | 9,799     | 6     | AU10960 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 81,092  | 9,995     | 6     | AU10960 |
| Sewer Repairer 1                                         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 16,565  | 64,449  | 7,981     | 6     | AU10970 |
|                                                          | 1/1/2017 | 12/31/2017 | 16,896  | 65,738  | 8,140     | 6     | AU10970 |



| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|----------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                    | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Sewer Repairer 1/Communications Manager                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 24,847  | 72,731  | 7,981     | 6     | AU10980 |
|                                                          | 1/1/2017 | 12/31/2017 | 25,344  | 74,185  | 8,140     | 6     | AU10980 |
| Supervising Electrician                                  |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 20,706  | 72,311  | 8,601     | 6     | AU10990 |
|                                                          | 1/1/2017 | 12/31/2017 | 21,120  | 73,757  | 8,773     | 6     | AU10990 |
| Tax Searcher                                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 25,883  | 66,794  | 6,819     | 6     | AU11010 |
|                                                          | 1/1/2017 | 12/31/2017 | 26,400  | 68,130  | 6,955     | 6     | AU11010 |
| Technical Assistant to the Construction Official         |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 59,130  | 6,749     | 6     | AU11020 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 60,313  | 6,884     | 6     | AU11020 |
| Truck Driver                                             |          |            |         |         |           |       |         |
|                                                          | 1/1/2016 | 12/31/2016 | 18,635  | 60,193  | 6,926     | 6     | AU11030 |
|                                                          | 1/1/2017 | 12/31/2017 | 19,008  | 61,397  | 7,065     | 6     | AU11030 |

|                                                          |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Violations Clerk                                         |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 31,059         | 60,720         | 4,943            | 6            | AU11040     |
|                                                          | 1/1/2017    | 12/31/2017 | 31,680         | 61,934         | 5,042            | 6            | AU11040     |
|                                                          |             |            |                |                |                  |              |             |
| Zoning Officer                                           |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 72,285         | 8,942            | 6            | AU11050     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 73,731         | 9,120            | 6            | AU11050     |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Comptroller                                                           |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 20,706  | 90,136  | 11,572    | 6     | MA10010 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 21,120  | 91,939  | 11,803    | 6     | MA10010 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Township Attorney                                                     |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Director of Public Works                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10030 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10030 |
|                                                                                 |          |            |         |         |           |       |         |
| Assistant Director of Public Works/Recycling Center Manager/Cl                  |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10040 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10040 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Business Administrator                                                          |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,059  | 161,459 | 21,733    | 6     | MA10050 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,680  | 164,688 | 22,168    | 6     | MA10050 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Comptroller                                                           |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 20,706  | 90,136  | 11,572    | 6     | MA10010 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 21,120  | 91,939  | 11,803    | 6     | MA10010 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Township Attorney                                                     |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Director of Public Works                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10030 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10030 |
|                                                                                 |          |            |         |         |           |       |         |
| Assistant Director of Public Works/Recycling Center Manager/Cl                  |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10040 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10040 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Business Administrator                                                          |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,059  | 161,459 | 21,733    | 6     | MA10050 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,680  | 164,688 | 22,168    | 6     | MA10050 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Business Administrator/Secretary to the Insurance Commission                    |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 33,459  | 163,859 | 21,733    | 6     | MA10065 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 34,080  | 167,088 | 22,168    | 6     | MA10065 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Chief Financial Officer                                                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 62,118  | 160,721 | 16,434    | 6     | MA10070 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 63,360  | 163,935 | 16,763    | 6     | MA10070 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief Judge of the Municipal Court                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 38,500  | 38,500  | -         | 0     | MA10080 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,500  | 38,500  | -         | 0     | MA10080 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Communications Manager                                                          |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 77,648  | 93,177  | 2,588     | 6     | MA10090 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 79,200  | 95,041  | 2,640     | 6     | MA10090 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Comptroller                                                           |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 20,706  | 90,136  | 11,572    | 6     | MA10010 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 21,120  | 91,939  | 11,803    | 6     | MA10010 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Township Attorney                                                     |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Director of Public Works                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10030 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10030 |
|                                                                                 |          |            |         |         |           |       |         |
| Assistant Director of Public Works/Recycling Center Manager/Cl                  |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10040 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10040 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Business Administrator                                                          |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,059  | 161,459 | 21,733    | 6     | MA10050 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,680  | 164,688 | 22,168    | 6     | MA10050 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Business Administrator/Secretary to the Insurance Commission                    |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 33,459  | 163,859 | 21,733    | 6     | MA10065 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 34,080  | 167,088 | 22,168    | 6     | MA10065 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Chief Financial Officer                                                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 62,118  | 160,721 | 16,434    | 6     | MA10070 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 63,360  | 163,935 | 16,763    | 6     | MA10070 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief Judge of the Municipal Court                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 38,500  | 38,500  | -         | 0     | MA10080 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,500  | 38,500  | -         | 0     | MA10080 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Communications Manager                                                          |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 77,648  | 93,177  | 2,588     | 6     | MA10090 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 79,200  | 95,041  | 2,640     | 6     | MA10090 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Construction Official                                                           |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 22,777  | 105,930 | 13,859    | 6     | MA10100 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 23,232  | 108,049 | 14,136    | 6     | MA10100 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Deputy Municipal Department Head                                                |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 35,200  | 124,258 | 14,843    | 6     | MA10110 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 35,904  | 126,744 | 15,140    | 6     | MA10110 |
|                                                                                 |          |            |         |         |           |       |         |
| Deputy Municipal Department Head/Information Technology                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 56,942  | 100,424 | 7,247     | 6     | MA10120 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 58,080  | 102,433 | 7,392     | 6     | MA10120 |
|                                                                                 |          |            |         |         |           |       |         |
| Director of Planning and Development                                            |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 37,271  | 121,088 | 13,970    | 6     | MA10130 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,016  | 123,510 | 14,249    | 6     | MA10130 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Director of Public Works                                                        |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 154,583 | 18,862    | 6     | MA10140 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 157,674 | 19,239    | 6     | MA10140 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Comptroller                                                           |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 20,706  | 90,136  | 11,572    | 6     | MA10010 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 21,120  | 91,939  | 11,803    | 6     | MA10010 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Township Attorney                                                     |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Director of Public Works                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10030 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10030 |
|                                                                                 |          |            |         |         |           |       |         |
| Assistant Director of Public Works/Recycling Center Manager/Cl                  |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10040 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10040 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Business Administrator                                                          |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,059  | 161,459 | 21,733    | 6     | MA10050 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,680  | 164,688 | 22,168    | 6     | MA10050 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Business Administrator/Secretary to the Insurance Commission                    |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 33,459  | 163,859 | 21,733    | 6     | MA10065 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 34,080  | 167,088 | 22,168    | 6     | MA10065 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Chief Financial Officer                                                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 62,118  | 160,721 | 16,434    | 6     | MA10070 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 63,360  | 163,935 | 16,763    | 6     | MA10070 |
|                                                                                 |          |            | -       | -       | -         |       |         |



| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief Judge of the Municipal Court                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 38,500  | 38,500  | -         | 0     | MA10080 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,500  | 38,500  | -         | 0     | MA10080 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Communications Manager                                                          |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 77,648  | 93,177  | 2,588     | 6     | MA10090 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 79,200  | 95,041  | 2,640     | 6     | MA10090 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Construction Official                                                           |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 22,777  | 105,930 | 13,859    | 6     | MA10100 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 23,232  | 108,049 | 14,136    | 6     | MA10100 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Deputy Municipal Department Head                                                |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 35,200  | 124,258 | 14,843    | 6     | MA10110 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 35,904  | 126,744 | 15,140    | 6     | MA10110 |
|                                                                                 |          |            |         |         |           |       |         |
| Deputy Municipal Department Head/Information Technology                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 56,942  | 100,424 | 7,247     | 6     | MA10120 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 58,080  | 102,433 | 7,392     | 6     | MA10120 |
|                                                                                 |          |            |         |         |           |       |         |
| Director of Planning and Development                                            |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 37,271  | 121,088 | 13,970    | 6     | MA10130 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,016  | 123,510 | 14,249    | 6     | MA10130 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Director of Public Works                                                        |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 154,583 | 18,862    | 6     | MA10140 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 157,674 | 19,239    | 6     | MA10140 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Director of Recreation                                                          |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 35,200  | 124,258 | 14,843    | 6     | MA10150 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 35,904  | 126,743 | 15,140    | 6     | MA10150 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief                                                                      |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 139,595 | 151,339 | 11,744    | 1     | MA10160 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 142,387 | 154,366 | 11,979    | 1     | MA10160 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief with EMT                                                             |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 142,595 | 154,339 | 11,744    | 1     | MA10170 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 145,387 | 157,366 | 11,979    | 1     | MA10170 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief with EMT and OEM Coordinator                                         |          |            |         | -       |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 147,095 | 158,839 | 11,744    | 1     | MA10180 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 149,977 | 161,956 | 11,979    | 1     | MA10180 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Director                                                                   |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 156,150 | 19,123    | 6     | MA10190 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 159,273 | 19,506    | 6     | MA10190 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Health Officer                                                                  |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 39,341  | 118,484 | 13,190    | 6     | MA10200 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 40,128  | 120,854 | 13,454    | 6     | MA10200 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Health Officer/Right to Know Coordinator                                        |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 44,363  | 123,505 | 13,190    | 6     | MA10210 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 45,250  | 125,975 | 13,454    | 6     | MA10210 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Comptroller                                                           |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 20,706  | 90,136  | 11,572    | 6     | MA10010 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 21,120  | 91,939  | 11,803    | 6     | MA10010 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Township Attorney                                                     |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Director of Public Works                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10030 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10030 |
|                                                                                 |          |            |         |         |           |       |         |
| Assistant Director of Public Works/Recycling Center Manager/Cl                  |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10040 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10040 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Business Administrator                                                          |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,059  | 161,459 | 21,733    | 6     | MA10050 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,680  | 164,688 | 22,168    | 6     | MA10050 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Business Administrator/Secretary to the Insurance Commission                    |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 33,459  | 163,859 | 21,733    | 6     | MA10065 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 34,080  | 167,088 | 22,168    | 6     | MA10065 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Chief Financial Officer                                                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 62,118  | 160,721 | 16,434    | 6     | MA10070 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 63,360  | 163,935 | 16,763    | 6     | MA10070 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief Judge of the Municipal Court                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 38,500  | 38,500  | -         | 0     | MA10080 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,500  | 38,500  | -         | 0     | MA10080 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Communications Manager                                                          |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 77,648  | 93,177  | 2,588     | 6     | MA10090 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 79,200  | 95,041  | 2,640     | 6     | MA10090 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Construction Official                                                           |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 22,777  | 105,930 | 13,859    | 6     | MA10100 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 23,232  | 108,049 | 14,136    | 6     | MA10100 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Deputy Municipal Department Head                                                |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 35,200  | 124,258 | 14,843    | 6     | MA10110 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 35,904  | 126,744 | 15,140    | 6     | MA10110 |
|                                                                                 |          |            |         |         |           |       |         |
| Deputy Municipal Department Head/Information Technology                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 56,942  | 100,424 | 7,247     | 6     | MA10120 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 58,080  | 102,433 | 7,392     | 6     | MA10120 |
|                                                                                 |          |            |         |         |           |       |         |
| Director of Planning and Development                                            |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 37,271  | 121,088 | 13,970    | 6     | MA10130 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,016  | 123,510 | 14,249    | 6     | MA10130 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Director of Public Works                                                        |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 154,583 | 18,862    | 6     | MA10140 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 157,674 | 19,239    | 6     | MA10140 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Director of Recreation                                                          |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 35,200  | 124,258 | 14,843    | 6     | MA10150 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 35,904  | 126,743 | 15,140    | 6     | MA10150 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief                                                                      |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 139,595 | 151,339 | 11,744    | 1     | MA10160 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 142,387 | 154,366 | 11,979    | 1     | MA10160 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief with EMT                                                             |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 142,595 | 154,339 | 11,744    | 1     | MA10170 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 145,387 | 157,366 | 11,979    | 1     | MA10170 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief with EMT and OEM Coordinator                                         |          |            |         | -       |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 147,095 | 158,839 | 11,744    | 1     | MA10180 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 149,977 | 161,956 | 11,979    | 1     | MA10180 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Director                                                                   |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 156,150 | 19,123    | 6     | MA10190 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 159,273 | 19,506    | 6     | MA10190 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Health Officer                                                                  |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 39,341  | 118,484 | 13,190    | 6     | MA10200 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 40,128  | 120,854 | 13,454    | 6     | MA10200 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Health Officer/Right to Know Coordinator                                        |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 44,363  | 123,505 | 13,190    | 6     | MA10210 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 45,250  | 125,975 | 13,454    | 6     | MA10210 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Health Officer/Right to Know Coordinator and 'Health Interlocal C               |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 54,221  | 133,363 | 13,190    | 6     | MA10215 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 55,108  | 135,833 | 13,454    | 6     | MA10215 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Judge of the Municipal Court                                                    |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 34,000  | 34,000  | -         | 0     | MA10220 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 34,000  | 34,000  | -         | 0     | MA10220 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Clerk                                                                 |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 69,883  | 125,708 | 9,304     | 6     | MA10230 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,280  | 128,222 | 9,490     | 6     | MA10230 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Court Administrator                                                   |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 106,711 | 10,883    | 6     | MA10240 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 108,845 | 11,101    | 6     | MA10240 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Comptroller                                                           |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 20,706  | 90,136  | 11,572    | 6     | MA10010 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 21,120  | 91,939  | 11,803    | 6     | MA10010 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Township Attorney                                                     |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Director of Public Works                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10030 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10030 |
|                                                                                 |          |            |         |         |           |       |         |
| Assistant Director of Public Works/Recycling Center Manager/Cl                  |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10040 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10040 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Business Administrator                                                          |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,059  | 161,459 | 21,733    | 6     | MA10050 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,680  | 164,688 | 22,168    | 6     | MA10050 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Business Administrator/Secretary to the Insurance Commission                    |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 33,459  | 163,859 | 21,733    | 6     | MA10065 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 34,080  | 167,088 | 22,168    | 6     | MA10065 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Chief Financial Officer                                                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 62,118  | 160,721 | 16,434    | 6     | MA10070 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 63,360  | 163,935 | 16,763    | 6     | MA10070 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief Judge of the Municipal Court                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 38,500  | 38,500  | -         | 0     | MA10080 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,500  | 38,500  | -         | 0     | MA10080 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Communications Manager                                                          |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 77,648  | 93,177  | 2,588     | 6     | MA10090 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 79,200  | 95,041  | 2,640     | 6     | MA10090 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Construction Official                                                           |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 22,777  | 105,930 | 13,859    | 6     | MA10100 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 23,232  | 108,049 | 14,136    | 6     | MA10100 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Deputy Municipal Department Head                                                |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 35,200  | 124,258 | 14,843    | 6     | MA10110 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 35,904  | 126,744 | 15,140    | 6     | MA10110 |
|                                                                                 |          |            |         |         |           |       |         |
| Deputy Municipal Department Head/Information Technology                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 56,942  | 100,424 | 7,247     | 6     | MA10120 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 58,080  | 102,433 | 7,392     | 6     | MA10120 |
|                                                                                 |          |            |         |         |           |       |         |
| Director of Planning and Development                                            |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 37,271  | 121,088 | 13,970    | 6     | MA10130 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,016  | 123,510 | 14,249    | 6     | MA10130 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Director of Public Works                                                        |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 154,583 | 18,862    | 6     | MA10140 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 157,674 | 19,239    | 6     | MA10140 |
|                                                                                 |          |            | -       | -       | -         |       |         |



| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Director of Recreation                                                          |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 35,200  | 124,258 | 14,843    | 6     | MA10150 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 35,904  | 126,743 | 15,140    | 6     | MA10150 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief                                                                      |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 139,595 | 151,339 | 11,744    | 1     | MA10160 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 142,387 | 154,366 | 11,979    | 1     | MA10160 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief with EMT                                                             |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 142,595 | 154,339 | 11,744    | 1     | MA10170 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 145,387 | 157,366 | 11,979    | 1     | MA10170 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief with EMT and OEM Coordinator                                         |          |            |         | -       |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 147,095 | 158,839 | 11,744    | 1     | MA10180 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 149,977 | 161,956 | 11,979    | 1     | MA10180 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Director                                                                   |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 156,150 | 19,123    | 6     | MA10190 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 159,273 | 19,506    | 6     | MA10190 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Health Officer                                                                  |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 39,341  | 118,484 | 13,190    | 6     | MA10200 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 40,128  | 120,854 | 13,454    | 6     | MA10200 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Health Officer/Right to Know Coordinator                                        |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 44,363  | 123,505 | 13,190    | 6     | MA10210 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 45,250  | 125,975 | 13,454    | 6     | MA10210 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Health Officer/Right to Know Coordinator and 'Health Interlocal C               |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 54,221  | 133,363 | 13,190    | 6     | MA10215 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 55,108  | 135,833 | 13,454    | 6     | MA10215 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Judge of the Municipal Court                                                    |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 34,000  | 34,000  | -         | 0     | MA10220 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 34,000  | 34,000  | -         | 0     | MA10220 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Clerk                                                                 |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 69,883  | 125,708 | 9,304     | 6     | MA10230 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,280  | 128,222 | 9,490     | 6     | MA10230 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Court Administrator                                                   |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 106,711 | 10,883    | 6     | MA10240 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 108,845 | 11,101    | 6     | MA10240 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Engineer/Director of Public Works                                     |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 154,583 | 18,862    | 6     | MA10250 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 157,674 | 19,239    | 6     | MA10250 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Engineer/Director of Public Works/Assessment Search                   |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 43,912  | 157,083 | 18,862    | 6     | MA10260 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 44,740  | 160,174 | 19,239    | 6     | MA10260 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Department Head                                                       |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 37,271  | 121,088 | 13,970    | 6     | MA10270 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,016  | 123,510 | 14,249    | 6     | MA10270 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Optometrist                                                                     |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 42,396  | 82,708  | 6,719     | 6     | MA10280 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 43,243  | 84,362  | 6,853     | 6     | MA10280 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Comptroller                                                           |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 20,706  | 90,136  | 11,572    | 6     | MA10010 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 21,120  | 91,939  | 11,803    | 6     | MA10010 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Township Attorney                                                     |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Director of Public Works                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10030 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10030 |
|                                                                                 |          |            |         |         |           |       |         |
| Assistant Director of Public Works/Recycling Center Manager/Cl                  |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10040 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10040 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Business Administrator                                                          |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,059  | 161,459 | 21,733    | 6     | MA10050 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,680  | 164,688 | 22,168    | 6     | MA10050 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Business Administrator/Secretary to the Insurance Commission                    |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 33,459  | 163,859 | 21,733    | 6     | MA10065 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 34,080  | 167,088 | 22,168    | 6     | MA10065 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Chief Financial Officer                                                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 62,118  | 160,721 | 16,434    | 6     | MA10070 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 63,360  | 163,935 | 16,763    | 6     | MA10070 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief Judge of the Municipal Court                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 38,500  | 38,500  | -         | 0     | MA10080 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,500  | 38,500  | -         | 0     | MA10080 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Communications Manager                                                          |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 77,648  | 93,177  | 2,588     | 6     | MA10090 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 79,200  | 95,041  | 2,640     | 6     | MA10090 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Construction Official                                                           |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 22,777  | 105,930 | 13,859    | 6     | MA10100 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 23,232  | 108,049 | 14,136    | 6     | MA10100 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Deputy Municipal Department Head                                                |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 35,200  | 124,258 | 14,843    | 6     | MA10110 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 35,904  | 126,744 | 15,140    | 6     | MA10110 |
|                                                                                 |          |            |         |         |           |       |         |
| Deputy Municipal Department Head/Information Technology                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 56,942  | 100,424 | 7,247     | 6     | MA10120 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 58,080  | 102,433 | 7,392     | 6     | MA10120 |
|                                                                                 |          |            |         |         |           |       |         |
| Director of Planning and Development                                            |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 37,271  | 121,088 | 13,970    | 6     | MA10130 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,016  | 123,510 | 14,249    | 6     | MA10130 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Director of Public Works                                                        |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 154,583 | 18,862    | 6     | MA10140 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 157,674 | 19,239    | 6     | MA10140 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Director of Recreation                                                          |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 35,200  | 124,258 | 14,843    | 6     | MA10150 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 35,904  | 126,743 | 15,140    | 6     | MA10150 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief                                                                      |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 139,595 | 151,339 | 11,744    | 1     | MA10160 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 142,387 | 154,366 | 11,979    | 1     | MA10160 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief with EMT                                                             |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 142,595 | 154,339 | 11,744    | 1     | MA10170 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 145,387 | 157,366 | 11,979    | 1     | MA10170 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief with EMT and OEM Coordinator                                         |          |            |         | -       |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 147,095 | 158,839 | 11,744    | 1     | MA10180 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 149,977 | 161,956 | 11,979    | 1     | MA10180 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Director                                                                   |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 156,150 | 19,123    | 6     | MA10190 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 159,273 | 19,506    | 6     | MA10190 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Health Officer                                                                  |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 39,341  | 118,484 | 13,190    | 6     | MA10200 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 40,128  | 120,854 | 13,454    | 6     | MA10200 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Health Officer/Right to Know Coordinator                                        |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 44,363  | 123,505 | 13,190    | 6     | MA10210 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 45,250  | 125,975 | 13,454    | 6     | MA10210 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Health Officer/Right to Know Coordinator and 'Health Interlocal C               |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 54,221  | 133,363 | 13,190    | 6     | MA10215 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 55,108  | 135,833 | 13,454    | 6     | MA10215 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Judge of the Municipal Court                                                    |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 34,000  | 34,000  | -         | 0     | MA10220 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 34,000  | 34,000  | -         | 0     | MA10220 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Clerk                                                                 |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 69,883  | 125,708 | 9,304     | 6     | MA10230 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,280  | 128,222 | 9,490     | 6     | MA10230 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Court Administrator                                                   |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 106,711 | 10,883    | 6     | MA10240 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 108,845 | 11,101    | 6     | MA10240 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Engineer/Director of Public Works                                     |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 154,583 | 18,862    | 6     | MA10250 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 157,674 | 19,239    | 6     | MA10250 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Engineer/Director of Public Works/Assessment Search                   |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 43,912  | 157,083 | 18,862    | 6     | MA10260 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 44,740  | 160,174 | 19,239    | 6     | MA10260 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Department Head                                                       |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 37,271  | 121,088 | 13,970    | 6     | MA10270 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,016  | 123,510 | 14,249    | 6     | MA10270 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Optometrist                                                                     |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 42,396  | 82,708  | 6,719     | 6     | MA10280 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 43,243  | 84,362  | 6,853     | 6     | MA10280 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Police Chief                                                                    |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 149,459 | 163,783 | 14,324    | 1     | MA10290 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 152,448 | 167,059 | 14,610    | 1     | MA10290 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Police Director                                                                 |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 57,134  | 140,648 | 13,919    | 6     | MA10300 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 58,277  | 143,461 | 14,197    | 6     | MA10300 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Public Health Physician                                                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 42,396  | 82,708  | 6,719     | 6     | MA10310 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 43,243  | 84,362  | 6,853     | 6     | MA10310 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Purchasing Agent                                                                |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 22,777  | 97,576  | 12,467    | 6     | MA10320 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 23,232  | 99,528  | 12,716    | 6     | MA10320 |
|                                                                                 |          |            | -       | -       | -         |       |         |



| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Comptroller                                                           |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 20,706  | 90,136  | 11,572    | 6     | MA10010 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 21,120  | 91,939  | 11,803    | 6     | MA10010 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Township Attorney                                                     |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Director of Public Works                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10030 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10030 |
|                                                                                 |          |            |         |         |           |       |         |
| Assistant Director of Public Works/Recycling Center Manager/Cl                  |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10040 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10040 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Business Administrator                                                          |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,059  | 161,459 | 21,733    | 6     | MA10050 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,680  | 164,688 | 22,168    | 6     | MA10050 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Business Administrator/Secretary to the Insurance Commission                    |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 33,459  | 163,859 | 21,733    | 6     | MA10065 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 34,080  | 167,088 | 22,168    | 6     | MA10065 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Chief Financial Officer                                                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 62,118  | 160,721 | 16,434    | 6     | MA10070 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 63,360  | 163,935 | 16,763    | 6     | MA10070 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief Judge of the Municipal Court                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 38,500  | 38,500  | -         | 0     | MA10080 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,500  | 38,500  | -         | 0     | MA10080 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Communications Manager                                                          |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 77,648  | 93,177  | 2,588     | 6     | MA10090 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 79,200  | 95,041  | 2,640     | 6     | MA10090 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Construction Official                                                           |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 22,777  | 105,930 | 13,859    | 6     | MA10100 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 23,232  | 108,049 | 14,136    | 6     | MA10100 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Deputy Municipal Department Head                                                |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 35,200  | 124,258 | 14,843    | 6     | MA10110 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 35,904  | 126,744 | 15,140    | 6     | MA10110 |
|                                                                                 |          |            |         |         |           |       |         |
| Deputy Municipal Department Head/Information Technology                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 56,942  | 100,424 | 7,247     | 6     | MA10120 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 58,080  | 102,433 | 7,392     | 6     | MA10120 |
|                                                                                 |          |            |         |         |           |       |         |
| Director of Planning and Development                                            |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 37,271  | 121,088 | 13,970    | 6     | MA10130 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,016  | 123,510 | 14,249    | 6     | MA10130 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Director of Public Works                                                        |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 154,583 | 18,862    | 6     | MA10140 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 157,674 | 19,239    | 6     | MA10140 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Director of Recreation                                                          |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 35,200  | 124,258 | 14,843    | 6     | MA10150 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 35,904  | 126,743 | 15,140    | 6     | MA10150 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief                                                                      |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 139,595 | 151,339 | 11,744    | 1     | MA10160 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 142,387 | 154,366 | 11,979    | 1     | MA10160 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief with EMT                                                             |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 142,595 | 154,339 | 11,744    | 1     | MA10170 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 145,387 | 157,366 | 11,979    | 1     | MA10170 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief with EMT and OEM Coordinator                                         |          |            |         | -       |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 147,095 | 158,839 | 11,744    | 1     | MA10180 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 149,977 | 161,956 | 11,979    | 1     | MA10180 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Director                                                                   |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 156,150 | 19,123    | 6     | MA10190 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 159,273 | 19,506    | 6     | MA10190 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Health Officer                                                                  |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 39,341  | 118,484 | 13,190    | 6     | MA10200 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 40,128  | 120,854 | 13,454    | 6     | MA10200 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Health Officer/Right to Know Coordinator                                        |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 44,363  | 123,505 | 13,190    | 6     | MA10210 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 45,250  | 125,975 | 13,454    | 6     | MA10210 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Health Officer/Right to Know Coordinator and 'Health Interlocal C               |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 54,221  | 133,363 | 13,190    | 6     | MA10215 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 55,108  | 135,833 | 13,454    | 6     | MA10215 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Judge of the Municipal Court                                                    |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 34,000  | 34,000  | -         | 0     | MA10220 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 34,000  | 34,000  | -         | 0     | MA10220 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Clerk                                                                 |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 69,883  | 125,708 | 9,304     | 6     | MA10230 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,280  | 128,222 | 9,490     | 6     | MA10230 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Court Administrator                                                   |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 106,711 | 10,883    | 6     | MA10240 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 108,845 | 11,101    | 6     | MA10240 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Engineer/Director of Public Works                                     |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 154,583 | 18,862    | 6     | MA10250 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 157,674 | 19,239    | 6     | MA10250 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Engineer/Director of Public Works/Assessment Search                   |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 43,912  | 157,083 | 18,862    | 6     | MA10260 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 44,740  | 160,174 | 19,239    | 6     | MA10260 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Department Head                                                       |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 37,271  | 121,088 | 13,970    | 6     | MA10270 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,016  | 123,510 | 14,249    | 6     | MA10270 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Optometrist                                                                     |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 42,396  | 82,708  | 6,719     | 6     | MA10280 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 43,243  | 84,362  | 6,853     | 6     | MA10280 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Police Chief                                                                    |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 149,459 | 163,783 | 14,324    | 1     | MA10290 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 152,448 | 167,059 | 14,610    | 1     | MA10290 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Police Director                                                                 |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 57,134  | 140,648 | 13,919    | 6     | MA10300 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 58,277  | 143,461 | 14,197    | 6     | MA10300 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Public Health Physician                                                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 42,396  | 82,708  | 6,719     | 6     | MA10310 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 43,243  | 84,362  | 6,853     | 6     | MA10310 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Purchasing Agent                                                                |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 22,777  | 97,576  | 12,467    | 6     | MA10320 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 23,232  | 99,528  | 12,716    | 6     | MA10320 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Superintendent of Municipal Parks                                               |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 26,918  | 95,029  | 11,352    | 6     | MA10330 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 27,456  | 96,930  | 11,579    | 6     | MA10330 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Superintendent of Public Works                                                  |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 26,918  | 106,570 | 13,275    | 6     | MA10340 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 27,456  | 108,701 | 13,541    | 6     | MA10340 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Tax Assessor                                                                    |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 22,777  | 115,204 | 15,405    | 6     | MA10350 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 23,232  | 117,508 | 15,713    | 6     | MA10350 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Tax Collector                                                                   |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 24,847  | 111,891 | 14,507    | 6     | MA10360 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 25,344  | 114,129 | 14,798    | 6     | MA10360 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Comptroller                                                           |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 20,706  | 90,136  | 11,572    | 6     | MA10010 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 21,120  | 91,939  | 11,803    | 6     | MA10010 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Township Attorney                                                     |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,500  | 31,500  | -         | 0     | MA10020 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Assistant Director of Public Works                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10030 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10030 |
|                                                                                 |          |            |         |         |           |       |         |
| Assistant Director of Public Works/Recycling Center Manager/Cl                  |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10040 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10040 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Business Administrator                                                          |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 31,059  | 161,459 | 21,733    | 6     | MA10050 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 31,680  | 164,688 | 22,168    | 6     | MA10050 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Business Administrator/Secretary to the Insurance Commission                    |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 33,459  | 163,859 | 21,733    | 6     | MA10065 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 34,080  | 167,088 | 22,168    | 6     | MA10065 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Chief Financial Officer                                                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 62,118  | 160,721 | 16,434    | 6     | MA10070 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 63,360  | 163,935 | 16,763    | 6     | MA10070 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief Judge of the Municipal Court                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 38,500  | 38,500  | -         | 0     | MA10080 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,500  | 38,500  | -         | 0     | MA10080 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Communications Manager                                                          |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 77,648  | 93,177  | 2,588     | 6     | MA10090 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 79,200  | 95,041  | 2,640     | 6     | MA10090 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Construction Official                                                           |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 22,777  | 105,930 | 13,859    | 6     | MA10100 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 23,232  | 108,049 | 14,136    | 6     | MA10100 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Deputy Municipal Department Head                                                |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 35,200  | 124,258 | 14,843    | 6     | MA10110 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 35,904  | 126,744 | 15,140    | 6     | MA10110 |
|                                                                                 |          |            |         |         |           |       |         |
| Deputy Municipal Department Head/Information Technology                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 56,942  | 100,424 | 7,247     | 6     | MA10120 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 58,080  | 102,433 | 7,392     | 6     | MA10120 |
|                                                                                 |          |            |         |         |           |       |         |
| Director of Planning and Development                                            |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 37,271  | 121,088 | 13,970    | 6     | MA10130 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,016  | 123,510 | 14,249    | 6     | MA10130 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Director of Public Works                                                        |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 154,583 | 18,862    | 6     | MA10140 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 157,674 | 19,239    | 6     | MA10140 |
|                                                                                 |          |            | -       | -       | -         |       |         |



| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Director of Recreation                                                          |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 35,200  | 124,258 | 14,843    | 6     | MA10150 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 35,904  | 126,743 | 15,140    | 6     | MA10150 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief                                                                      |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 139,595 | 151,339 | 11,744    | 1     | MA10160 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 142,387 | 154,366 | 11,979    | 1     | MA10160 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief with EMT                                                             |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 142,595 | 154,339 | 11,744    | 1     | MA10170 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 145,387 | 157,366 | 11,979    | 1     | MA10170 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Chief with EMT and OEM Coordinator                                         |          |            |         | -       |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 147,095 | 158,839 | 11,744    | 1     | MA10180 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 149,977 | 161,956 | 11,979    | 1     | MA10180 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Fire Director                                                                   |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 156,150 | 19,123    | 6     | MA10190 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 159,273 | 19,506    | 6     | MA10190 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Health Officer                                                                  |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 39,341  | 118,484 | 13,190    | 6     | MA10200 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 40,128  | 120,854 | 13,454    | 6     | MA10200 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Health Officer/Right to Know Coordinator                                        |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 44,363  | 123,505 | 13,190    | 6     | MA10210 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 45,250  | 125,975 | 13,454    | 6     | MA10210 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Health Officer/Right to Know Coordinator and 'Health Interlocal C               |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 54,221  | 133,363 | 13,190    | 6     | MA10215 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 55,108  | 135,833 | 13,454    | 6     | MA10215 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Judge of the Municipal Court                                                    |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 34,000  | 34,000  | -         | 0     | MA10220 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 34,000  | 34,000  | -         | 0     | MA10220 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Clerk                                                                 |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 69,883  | 125,708 | 9,304     | 6     | MA10230 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 71,280  | 128,222 | 9,490     | 6     | MA10230 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Court Administrator                                                   |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 106,711 | 10,883    | 6     | MA10240 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 108,845 | 11,101    | 6     | MA10240 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Engineer/Director of Public Works                                     |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 41,412  | 154,583 | 18,862    | 6     | MA10250 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,240  | 157,674 | 19,239    | 6     | MA10250 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Engineer/Director of Public Works/Assessment Search                   |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 43,912  | 157,083 | 18,862    | 6     | MA10260 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 44,740  | 160,174 | 19,239    | 6     | MA10260 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Municipal Department Head                                                       |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 37,271  | 121,088 | 13,970    | 6     | MA10270 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 38,016  | 123,510 | 14,249    | 6     | MA10270 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Optometrist                                                                     |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 42,396  | 82,708  | 6,719     | 6     | MA10280 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 43,243  | 84,362  | 6,853     | 6     | MA10280 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Police Chief                                                                    |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 149,459 | 163,783 | 14,324    | 1     | MA10290 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 152,448 | 167,059 | 14,610    | 1     | MA10290 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Police Director                                                                 |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 57,134  | 140,648 | 13,919    | 6     | MA10300 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 58,277  | 143,461 | 14,197    | 6     | MA10300 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Public Health Physician                                                         |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 42,396  | 82,708  | 6,719     | 6     | MA10310 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 43,243  | 84,362  | 6,853     | 6     | MA10310 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Purchasing Agent                                                                |          |            |         |         |           |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 22,777  | 97,576  | 12,467    | 6     | MA10320 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 23,232  | 99,528  | 12,716    | 6     | MA10320 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Superintendent of Municipal Parks                                               |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 26,918  | 95,029  | 11,352    | 6     | MA10330 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 27,456  | 96,930  | 11,579    | 6     | MA10330 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Superintendent of Public Works                                                  |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 26,918  | 106,570 | 13,275    | 6     | MA10340 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 27,456  | 108,701 | 13,541    | 6     | MA10340 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---------------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                           | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Tax Assessor                                                                    |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 22,777  | 115,204 | 15,405    | 6     | MA10350 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 23,232  | 117,508 | 15,713    | 6     | MA10350 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Tax Collector                                                                   |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 24,847  | 111,891 | 14,507    | 6     | MA10360 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 25,344  | 114,129 | 14,798    | 6     | MA10360 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Township Attorney                                                               |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 42,500  | 42,500  | -         | 0     | MA10370 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 42,500  | 42,500  | -         | 0     | MA10370 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Township Council                                                                |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 12,487  | 12,487  | -         | 0     | MA10380 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 12,487  | 12,487  | -         | 0     | MA10380 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Township Mayor                                                                  |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 24,971  | 24,971  | -         | 0     | MA10390 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 24,971  | 24,971  | -         | 0     | MA10390 |
|                                                                                 |          |            | -       | -       | -         |       |         |
| Zoning Officer/Planning Supervisor                                              |          |            | -       | -       | -         |       |         |
|                                                                                 | 1/1/2016 | 12/31/2016 | 18,635  | 82,561  | 10,654    | 6     | MA10400 |
|                                                                                 | 1/1/2017 | 12/31/2017 | 19,008  | 84,212  | 10,867    | 6     | MA10400 |
|                                                                                 |          |            | -       | -       | -         |       |         |

| APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS |          |            |         |         |           |       |         |
|------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Supervising Mechanic                                         |          |            |         |         |           |       |         |
|                                                                        | 1/1/2016 | 12/31/2016 | 20,706  | 73,406  | 8,783     | 6     | TS10005 |
|                                                                        | 1/1/2017 | 12/31/2017 | 21,120  | 74,874  | 8,959     | 6     | TS10005 |
| Assistant Supervisor                                                   |          |            |         |         |           |       |         |
|                                                                        | 1/1/2016 | 12/31/2016 | 20,706  | 73,406  | 8,783     | 6     | TS10010 |
|                                                                        | 1/1/2017 | 12/31/2017 | 21,120  | 74,874  | 8,959     | 6     | TS10010 |
| Assistant Supervisor Public Works                                      |          |            |         |         |           |       |         |
|                                                                        | 1/1/2016 | 12/31/2016 | 20,706  | 77,547  | 9,474     | 6     | TS10020 |
|                                                                        | 1/1/2017 | 12/31/2017 | 21,120  | 79,098  | 9,663     | 6     | TS10020 |
| Assistant Supervisor of Public Works/Certified Pool Operator           |          |            |         |         |           |       |         |
|                                                                        | 1/1/2016 | 12/31/2016 | 25,883  | 82,724  | 9,474     | 6     | TS10030 |
|                                                                        | 1/1/2017 | 12/31/2017 | 26,400  | 84,378  | 9,663     | 6     | TS10030 |
| Assistant Supervisor of Public Works/Parking Meter Collector           |          |            |         |         |           |       |         |
|                                                                        | 1/1/2016 | 12/31/2016 | 22,777  | 77,547  | 9,128     | 6     | TS10040 |
|                                                                        | 1/1/2017 | 12/31/2017 | 23,232  | 79,098  | 9,311     | 6     | TS10040 |
| Supervisor of the Department of Public Works                           |          |            |         |         |           |       |         |
|                                                                        | 1/1/2016 | 12/31/2016 | 20,706  | 81,387  | 10,113    | 6     | TS10050 |

|                                                                        |             |            |                |                |                  |              |             |
|------------------------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS |             |            |                |                |                  |              |             |
|                                                                        |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                                           | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                                        |             |            |                |                |                  |              |             |
|                                                                        | 1/1/2017    | 12/31/2017 | 21,120         | 83,015         | 10,316           | 6            | TS10050     |
|                                                                        |             |            |                |                |                  |              |             |

| APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS |          |            |         |         |           |       |         |
|------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Supervising Mechanic                                         |          |            |         |         |           |       |         |
|                                                                        | 1/1/2016 | 12/31/2016 | 20,706  | 73,406  | 8,783     | 6     | TS10005 |
|                                                                        | 1/1/2017 | 12/31/2017 | 21,120  | 74,874  | 8,959     | 6     | TS10005 |
| Assistant Supervisor                                                   |          |            |         |         |           |       |         |
|                                                                        | 1/1/2016 | 12/31/2016 | 20,706  | 73,406  | 8,783     | 6     | TS10010 |
|                                                                        | 1/1/2017 | 12/31/2017 | 21,120  | 74,874  | 8,959     | 6     | TS10010 |
| Assistant Supervisor Public Works                                      |          |            |         |         |           |       |         |
|                                                                        | 1/1/2016 | 12/31/2016 | 20,706  | 77,547  | 9,474     | 6     | TS10020 |
|                                                                        | 1/1/2017 | 12/31/2017 | 21,120  | 79,098  | 9,663     | 6     | TS10020 |
| Assistant Supervisor of Public Works/Certified Pool Operator           |          |            |         |         |           |       |         |
|                                                                        | 1/1/2016 | 12/31/2016 | 25,883  | 82,724  | 9,474     | 6     | TS10030 |
|                                                                        | 1/1/2017 | 12/31/2017 | 26,400  | 84,378  | 9,663     | 6     | TS10030 |
| Assistant Supervisor of Public Works/Parking Meter Collector           |          |            |         |         |           |       |         |
|                                                                        | 1/1/2016 | 12/31/2016 | 22,777  | 77,547  | 9,128     | 6     | TS10040 |
|                                                                        | 1/1/2017 | 12/31/2017 | 23,232  | 79,098  | 9,311     | 6     | TS10040 |
| Supervisor of the Department of Public Works                           |          |            |         |         |           |       |         |
|                                                                        | 1/1/2016 | 12/31/2016 | 20,706  | 81,387  | 10,113    | 6     | TS10050 |

| APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS |          |            |         |         |           |       |         |
|------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
|                                                                        | 1/1/2017 | 12/31/2017 | 21,120  | 83,015  | 10,316    | 6     | TS10050 |
| Supervisor of the Department of Public Works/Certified Pool Operator   |          |            |         |         |           |       |         |
|                                                                        | 1/1/2016 | 12/31/2016 | 25,883  | 86,564  | 10,114    | 6     | TS10060 |
|                                                                        | 1/1/2017 | 12/31/2017 | 26,400  | 88,295  | 10,316    | 6     | TS10060 |
| Supervising Mechanic                                                   |          |            |         |         |           |       |         |
|                                                                        | 1/1/2016 | 12/31/2016 | 20,706  | 81,387  | 10,113    | 6     | TS10070 |
|                                                                        | 1/1/2017 | 12/31/2017 | 21,120  | 83,014  | 10,316    | 6     | TS10070 |
| Sewer Repairer Supervisor                                              |          |            |         |         |           |       |         |
|                                                                        | 1/1/2016 | 12/31/2016 | 20,706  | 81,387  | 10,113    | 6     | TS10080 |
|                                                                        | 1/1/2017 | 12/31/2017 | 21,120  | 83,014  | 10,316    | 6     | TS10080 |
| Tree Maintenance Supervisor                                            |          |            |         |         |           |       |         |
|                                                                        | 1/1/2016 | 12/31/2016 | 20,706  | 81,387  | 10,113    | 6     | TS10090 |
|                                                                        | 1/1/2017 | 12/31/2017 | 21,120  | 83,014  | 10,316    | 6     | TS10090 |



| APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS   |          |            |         |         |           |       |         |
|-----------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                       | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Public Safety Telecommunications Operator - Bilingual                       |          |            |         |         |           |       |         |
|                                                                             | 1/1/2016 | 12/31/2016 | 18,635  | 53,743  | 5,851     | 6     | TC10020 |
|                                                                             | 1/1/2017 | 12/31/2017 | 19,008  | 54,818  | 5,968     | 6     | TC10020 |
| Public Safety Telecommunications Operator - Bilingual Hired after 1/31/2014 |          |            |         |         |           |       |         |
|                                                                             | 1/1/2016 | 12/31/2016 | 18,635  | 53,743  | 4,388     | 8     | TC10040 |
|                                                                             | 1/1/2017 | 12/31/2017 | 19,008  | 54,818  | 4,476     | 8     | TC10040 |
| Public Safety Telecommunications Operator                                   |          |            |         |         |           |       |         |
|                                                                             | 1/1/2016 | 12/31/2016 | 20,706  | 47,026  | 4,387     | 6     | TC10050 |
|                                                                             | 1/1/2017 | 12/31/2017 | 21,120  | 47,967  | 4,474     | 6     | TC10050 |
| Public Safety Telecommunications Operator - Trainee                         |          |            |         |         |           |       |         |
|                                                                             | 1/1/2016 | 12/31/2016 | 20,706  | 47,026  | 4,387     | 6     | TC10060 |
|                                                                             | 1/1/2017 | 12/31/2017 | 21,120  | 47,967  | 4,475     | 6     | TC10060 |
| Public Safety Telecommunications Operator Hired after 1/31/2014             |          |            |         |         |           |       |         |
|                                                                             | 1/1/2016 | 12/31/2016 | 20,706  | 47,026  | 3,290     | 8     | TC10070 |
|                                                                             | 1/1/2017 | 12/31/2017 | 21,120  | 47,967  | 3,356     | 8     | TC10070 |
| Public Safety Telecommunications Operator - Trainee Hired after 1/31/2014   |          |            |         |         |           |       |         |
|                                                                             | 1/1/2016 | 12/31/2016 | 20,706  | 47,026  | 3,290     | 8     | TC10080 |

|                                                                           |             |            |                |                |                  |              |             |
|---------------------------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS |             |            |                |                |                  |              |             |
|                                                                           |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                                              | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                                           |             |            |                |                |                  |              |             |
|                                                                           | 1/1/2017    | 12/31/2017 | 21,120         | 47,967         | 3,356            | 8            | TC10080     |
|                                                                           |             |            |                |                |                  |              |             |

| APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS   |          |            |         |         |           |       |         |
|-----------------------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                                       | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Public Safety Telecommunications Operator - Bilingual                       |          |            |         |         |           |       |         |
|                                                                             | 1/1/2016 | 12/31/2016 | 18,635  | 53,743  | 5,851     | 6     | TC10020 |
|                                                                             | 1/1/2017 | 12/31/2017 | 19,008  | 54,818  | 5,968     | 6     | TC10020 |
| Public Safety Telecommunications Operator - Bilingual Hired after 1/31/2014 |          |            |         |         |           |       |         |
|                                                                             | 1/1/2016 | 12/31/2016 | 18,635  | 53,743  | 4,388     | 8     | TC10040 |
|                                                                             | 1/1/2017 | 12/31/2017 | 19,008  | 54,818  | 4,476     | 8     | TC10040 |
| Public Safety Telecommunications Operator                                   |          |            |         |         |           |       |         |
|                                                                             | 1/1/2016 | 12/31/2016 | 20,706  | 47,026  | 4,387     | 6     | TC10050 |
|                                                                             | 1/1/2017 | 12/31/2017 | 21,120  | 47,967  | 4,474     | 6     | TC10050 |
| Public Safety Telecommunications Operator - Trainee                         |          |            |         |         |           |       |         |
|                                                                             | 1/1/2016 | 12/31/2016 | 20,706  | 47,026  | 4,387     | 6     | TC10060 |
|                                                                             | 1/1/2017 | 12/31/2017 | 21,120  | 47,967  | 4,475     | 6     | TC10060 |
| Public Safety Telecommunications Operator Hired after 1/31/2014             |          |            |         |         |           |       |         |
|                                                                             | 1/1/2016 | 12/31/2016 | 20,706  | 47,026  | 3,290     | 8     | TC10070 |
|                                                                             | 1/1/2017 | 12/31/2017 | 21,120  | 47,967  | 3,356     | 8     | TC10070 |
| Public Safety Telecommunications Operator - Trainee Hired after 1/31/2014   |          |            |         |         |           |       |         |
|                                                                             | 1/1/2016 | 12/31/2016 | 20,706  | 47,026  | 3,290     | 8     | TC10080 |

| APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS |             |            |                |                |                  |              |             |
|---------------------------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                                           |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                                              | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                                           |             |            |                |                |                  |              |             |
|                                                                           | 1/1/2017    | 12/31/2017 | 21,120         | 47,967         | 3,356            | 8            | TC10080     |
|                                                                           |             |            |                |                |                  |              |             |
| Senior Public Safety Telecommunications Operator                          |             |            |                |                |                  |              |             |
|                                                                           | 1/1/2016    | 12/31/2016 | 20,706         | 66,955         | 7,708            | 6            | TC10090     |
|                                                                           | 1/1/2017    | 12/31/2017 | 21,120         | 68,294         | 7,862            | 6            | TC10090     |
|                                                                           |             |            |                |                |                  |              |             |
| Senior Public Safety Telecommunications Operator Hired after 1/31/2014    |             |            |                |                |                  |              |             |
|                                                                           | 1/1/2016    | 12/31/2016 | 20,706         | 66,955         | 5,781            | 8            | TC10100     |
|                                                                           | 1/1/2017    | 12/31/2017 | 21,120         | 68,294         | 5,897            | 8            | TC10100     |
|                                                                           |             |            |                |                |                  |              |             |

| APPENDIX 5 - SALARY RANGES - NON UNIFORM TITLES-HOURLY |          |            |         |         |           |       |         |
|--------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Engineering Aide Hourly                                |          |            |         |         |           |       |         |
|                                                        | 1/1/2016 | 12/31/2016 | 4.00    | 10.00   | -         | 0     | SE10010 |
|                                                        | 1/1/2017 | 12/31/2017 | 4.00    | 10.00   | -         | 0     | SE10010 |
| Life Guard Hourly                                      |          |            |         |         |           |       |         |
|                                                        | 1/1/2016 | 12/31/2016 | 7.50    | 13.00   | -         | 0     | SE10020 |
|                                                        | 1/1/2017 | 12/31/2017 | 7.50    | 13.00   | -         | 0     | SE10020 |
| Park Caretaker Hourly                                  |          |            |         |         |           |       |         |
|                                                        | 1/1/2016 | 12/31/2016 | 7.50    | 12.00   | -         | 0     | SE10030 |
|                                                        | 1/1/2017 | 12/31/2017 | 7.50    | 12.00   | -         | 0     | SE10030 |
| Recreation Supervisor Hourly                           |          |            |         |         |           |       |         |
|                                                        | 1/1/2016 | 12/31/2016 | 11.50   | 21.00   | -         | 0     | SE10040 |
|                                                        | 1/1/2017 | 12/31/2017 | 11.50   | 21.00   | -         | 0     | SE10040 |
| School Traffic Guard (No Benefits Guard) Hourly        |          |            |         |         |           |       |         |
|                                                        | 1/1/2016 | 12/31/2016 | 12.74   | 20.87   | 5.38      | 2     | SE10050 |
|                                                        | 1/1/2017 | 12/31/2017 | 12.74   | 20.87   | 5.38      | 2     | SE10050 |
| School Traffic Guard (Benefit Guard) Hourly            |          |            |         |         |           |       |         |
|                                                        | 1/1/2016 | 12/31/2016 | 16.05   | 16.05   | -         | 0     | SE10060 |
|                                                        | 1/1/2017 | 12/31/2017 | 16.05   | 16.05   | -         | 0     | SE10060 |

|                                        |             |            |                |                |                  |              |             |
|----------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 6 - SALARY RANGES - STIPENDS  |             |            |                |                |                  |              |             |
|                                        |             |            |                |                |                  |              |             |
| <u>TITLE</u>                           | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                        |             |            |                |                |                  |              |             |
| Assistant Business Administrator       |             |            |                |                |                  |              |             |
|                                        | 1/1/2016    | 12/31/2016 | 5,000          | 5,000          | -                | 0            | ST10020     |
|                                        | 1/1/2017    | 12/31/2017 | 5,000          | 5,000          | -                | 0            | ST10020     |
|                                        |             |            |                |                |                  |              |             |
| Assistant Secretary ABC Board          |             |            |                |                |                  |              |             |
|                                        | 1/1/2016    | 12/31/2016 | 700            | 700            | -                | 0            | ST10030     |
|                                        | 1/1/2017    | 12/31/2017 | 700            | 700            | -                | 0            | ST10030     |
|                                        |             |            | -              | -              | -                |              |             |
| Assistant Senior Citizens Program Aide |             |            |                |                |                  |              |             |
|                                        | 1/1/2016    | 12/31/2016 | 5,000          | 5,000          | -                | 0            | ST10040     |
|                                        | 1/1/2017    | 12/31/2017 | 5,000          | 5,000          | -                | 0            | ST10040     |

| APPENDIX 6 - SALARY RANGES - STIPENDS     |          |            |         |         |           |       |         |
|-------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Business Administrator          |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10020 |
|                                           | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10020 |
| Assistant Secretary ABC Board             |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 700     | 700     | -         | 0     | ST10030 |
|                                           | 1/1/2017 | 12/31/2017 | 700     | 700     | -         | 0     | ST10030 |
|                                           |          |            | -       | -       | -         |       |         |
| Assistant Senior Citizens Program Aide    |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10040 |
|                                           | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10040 |
| Assistant Supervising Electrician/License |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 3,200   | 3,200   | -         | 0     | ST10050 |
|                                           | 1/1/2017 | 12/31/2017 | 3,200   | 3,200   | -         | 0     | ST10050 |
| CAD System Operator                       |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10060 |
|                                           | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10060 |
| Certified Pool Operator                   |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10070 |

|                                       |             |            |                |                |                  |              |             |
|---------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 6 - SALARY RANGES - STIPENDS |             |            |                |                |                  |              |             |
|                                       |             |            |                |                |                  |              |             |
| <u>TITLE</u>                          | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                       |             |            |                |                |                  |              |             |
|                                       | 1/1/2017    | 12/31/2017 | 5,000          | 5,000          | -                | 0            | ST10070     |
|                                       |             |            |                |                |                  |              |             |
| Clean Communities Coordinator         |             |            |                |                |                  |              |             |
|                                       | 1/1/2016    | 12/31/2016 | 2,000          | 2,000          | -                | 0            | ST10080     |
|                                       | 1/1/2017    | 12/31/2017 | 2,000          | 2,000          | -                | 0            | ST10080     |
|                                       |             |            |                |                |                  |              |             |



|                                           |             |            |                |                |                  |              |             |
|-------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 6 - SALARY RANGES - STIPENDS     |             |            |                |                |                  |              |             |
|                                           |             |            |                |                |                  |              |             |
| <u>TITLE</u>                              | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                           |             |            |                |                |                  |              |             |
| Assistant Business Administrator          |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 5,000          | 5,000          | -                | 0            | ST10020     |
|                                           | 1/1/2017    | 12/31/2017 | 5,000          | 5,000          | -                | 0            | ST10020     |
|                                           |             |            |                |                |                  |              |             |
| Assistant Secretary ABC Board             |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 700            | 700            | -                | 0            | ST10030     |
|                                           | 1/1/2017    | 12/31/2017 | 700            | 700            | -                | 0            | ST10030     |
|                                           |             |            | -              | -              | -                |              |             |
| Assistant Senior Citizens Program Aide    |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 5,000          | 5,000          | -                | 0            | ST10040     |
|                                           | 1/1/2017    | 12/31/2017 | 5,000          | 5,000          | -                | 0            | ST10040     |
|                                           |             |            |                |                |                  |              |             |
| Assistant Supervising Electrician/License |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 3,200          | 3,200          | -                | 0            | ST10050     |
|                                           | 1/1/2017    | 12/31/2017 | 3,200          | 3,200          | -                | 0            | ST10050     |
|                                           |             |            |                |                |                  |              |             |
| CAD System Operator                       |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 5,000          | 5,000          | -                | 0            | ST10060     |
|                                           | 1/1/2017    | 12/31/2017 | 5,000          | 5,000          | -                | 0            | ST10060     |
|                                           |             |            |                |                |                  |              |             |
| Certified Pool Operator                   |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 5,000          | 5,000          | -                | 0            | ST10070     |

| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
|                                       | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10070 |
| Clean Communities Coordinator         |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10080 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10080 |
| COAH Coordinator                      |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,500   | 2,500   | -         | 0     | ST10090 |
|                                       | 1/1/2017 | 12/31/2017 | 2,500   | 2,500   | -         | 0     | ST10090 |
| Commuter Shuttle Grant                |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10100 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10100 |
| Fire Official                         |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 7,500   | 7,500   | -         | 0     | ST10120 |
|                                       | 1/1/2017 | 12/31/2017 | 7,500   | 7,500   | -         | 0     | ST10120 |

| APPENDIX 6 - SALARY RANGES - STIPENDS     |          |            |         |         |           |       |         |
|-------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Business Administrator          |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10020 |
|                                           | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10020 |
| Assistant Secretary ABC Board             |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 700     | 700     | -         | 0     | ST10030 |
|                                           | 1/1/2017 | 12/31/2017 | 700     | 700     | -         | 0     | ST10030 |
|                                           |          |            | -       | -       | -         |       |         |
| Assistant Senior Citizens Program Aide    |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10040 |
|                                           | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10040 |
| Assistant Supervising Electrician/License |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 3,200   | 3,200   | -         | 0     | ST10050 |
|                                           | 1/1/2017 | 12/31/2017 | 3,200   | 3,200   | -         | 0     | ST10050 |
| CAD System Operator                       |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10060 |
|                                           | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10060 |
| Certified Pool Operator                   |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10070 |

| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
|                                       | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10070 |
| Clean Communities Coordinator         |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10080 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10080 |
| COAH Coordinator                      |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,500   | 2,500   | -         | 0     | ST10090 |
|                                       | 1/1/2017 | 12/31/2017 | 2,500   | 2,500   | -         | 0     | ST10090 |
| Commuter Shuttle Grant                |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10100 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10100 |
| Fire Official                         |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 7,500   | 7,500   | -         | 0     | ST10120 |
|                                       | 1/1/2017 | 12/31/2017 | 7,500   | 7,500   | -         | 0     | ST10120 |
| Forester                              |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 10,000  | 10,000  | -         | 0     | ST10130 |
|                                       | 1/1/2017 | 12/31/2017 | 10,000  | 10,000  | -         | 0     | ST10130 |

|                                            |             |            |                |                |                  |              |             |
|--------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 6 - SALARY RANGES - STIPENDS      |             |            |                |                |                  |              |             |
|                                            |             |            |                |                |                  |              |             |
| <u>TITLE</u>                               | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                            |             |            |                |                |                  |              |             |
| Health Officer (Interlocal Contract)       |             |            |                |                |                  |              |             |
|                                            | 1/1/2016    | 12/31/2016 | 9,712          | 9,712          | -                | 0            | ST10140     |
|                                            | 1/1/2017    | 12/31/2017 | 9,712          | 9,712          | -                | 0            | ST10140     |
|                                            |             |            |                |                |                  |              |             |
| Judge Additional Session                   |             |            |                |                |                  |              |             |
|                                            | 1/1/2016    | 12/31/2016 | 400            | 400            | -                | 0            | ST10150     |
|                                            | 1/1/2017    | 12/31/2017 | 400            | 400            | -                | 0            | ST10150     |
|                                            |             |            |                |                |                  |              |             |
| Municipal Alliance Coordinator             |             |            |                |                |                  |              |             |
|                                            | 1/1/2016    | 12/31/2016 | 5,000          | 6,875          | 1,875            | 1            | ST10160     |
|                                            | 1/1/2017    | 12/31/2017 | 5,000          | 6,875          | 1,875            | 1            | ST10160     |
|                                            |             |            | -              | -              | -                |              |             |
| Municipal Emergency Management Coordinator |             |            | -              | -              | -                |              |             |
|                                            | 1/1/2016    | 12/31/2016 | 4,500          | 4,500          | -                | 0            | ST10170     |
|                                            | 1/1/2017    | 12/31/2017 | 4,500          | 4,500          | -                | 0            | ST10170     |

| APPENDIX 6 - SALARY RANGES - STIPENDS     |          |            |         |         |           |       |         |
|-------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Business Administrator          |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10020 |
|                                           | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10020 |
| Assistant Secretary ABC Board             |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 700     | 700     | -         | 0     | ST10030 |
|                                           | 1/1/2017 | 12/31/2017 | 700     | 700     | -         | 0     | ST10030 |
|                                           |          |            | -       | -       | -         |       |         |
| Assistant Senior Citizens Program Aide    |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10040 |
|                                           | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10040 |
| Assistant Supervising Electrician/License |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 3,200   | 3,200   | -         | 0     | ST10050 |
|                                           | 1/1/2017 | 12/31/2017 | 3,200   | 3,200   | -         | 0     | ST10050 |
| CAD System Operator                       |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10060 |
|                                           | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10060 |
| Certified Pool Operator                   |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10070 |

| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
|                                       | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10070 |
| Clean Communities Coordinator         |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10080 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10080 |
| COAH Coordinator                      |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,500   | 2,500   | -         | 0     | ST10090 |
|                                       | 1/1/2017 | 12/31/2017 | 2,500   | 2,500   | -         | 0     | ST10090 |
| Commuter Shuttle Grant                |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10100 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10100 |
| Fire Official                         |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 7,500   | 7,500   | -         | 0     | ST10120 |
|                                       | 1/1/2017 | 12/31/2017 | 7,500   | 7,500   | -         | 0     | ST10120 |
| Forester                              |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 10,000  | 10,000  | -         | 0     | ST10130 |
|                                       | 1/1/2017 | 12/31/2017 | 10,000  | 10,000  | -         | 0     | ST10130 |

| APPENDIX 6 - SALARY RANGES - STIPENDS      |          |            |         |         |           |       |         |
|--------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Health Officer (Interlocal Contract)       |          |            |         |         |           |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 9,712   | 9,712   | -         | 0     | ST10140 |
|                                            | 1/1/2017 | 12/31/2017 | 9,712   | 9,712   | -         | 0     | ST10140 |
|                                            |          |            |         |         |           |       |         |
| Judge Additional Session                   |          |            |         |         |           |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 400     | 400     | -         | 0     | ST10150 |
|                                            | 1/1/2017 | 12/31/2017 | 400     | 400     | -         | 0     | ST10150 |
|                                            |          |            |         |         |           |       |         |
| Municipal Alliance Coordinator             |          |            |         |         |           |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 5,000   | 6,875   | 1,875     | 1     | ST10160 |
|                                            | 1/1/2017 | 12/31/2017 | 5,000   | 6,875   | 1,875     | 1     | ST10160 |
|                                            |          |            | -       | -       | -         |       |         |
| Municipal Emergency Management Coordinator |          |            | -       | -       | -         |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 4,500   | 4,500   | -         | 0     | ST10170 |
|                                            | 1/1/2017 | 12/31/2017 | 4,500   | 4,500   | -         | 0     | ST10170 |
|                                            |          |            | -       | -       | -         |       |         |
| OPRA Coordinator                           |          |            | -       | -       | -         |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 1,000   | 1,000   | -         | 0     | ST10180 |
|                                            | 1/1/2017 | 12/31/2017 | 1,000   | 1,000   | -         | 0     | ST10180 |
|                                            |          |            | -       | -       | -         |       |         |
| Parking Meter Collector                    |          |            | -       | -       | -         |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10190 |



| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10190 |
|                                       |          |            | -       | -       | -         |       |         |
| Planning Board Attorney               |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 3,500   | 3,500   | -         | 0     | ST10200 |
|                                       | 1/1/2017 | 12/31/2017 | 3,500   | 3,500   | -         | 0     | ST10200 |
|                                       |          |            |         |         |           |       |         |
| Pool Manager Annual                   |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 8,500   | 8,500   | -         | 0     | ST10210 |
|                                       | 1/1/2017 | 12/31/2017 | 8,500   | 8,500   | -         | 0     | ST10210 |
|                                       |          |            | -       | -       | -         |       |         |

|                                           |             |            |                |                |                  |              |             |
|-------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 6 - SALARY RANGES - STIPENDS     |             |            |                |                |                  |              |             |
|                                           |             |            |                |                |                  |              |             |
| <u>TITLE</u>                              | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                           |             |            |                |                |                  |              |             |
| Assistant Business Administrator          |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 5,000          | 5,000          | -                | 0            | ST10020     |
|                                           | 1/1/2017    | 12/31/2017 | 5,000          | 5,000          | -                | 0            | ST10020     |
|                                           |             |            |                |                |                  |              |             |
| Assistant Secretary ABC Board             |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 700            | 700            | -                | 0            | ST10030     |
|                                           | 1/1/2017    | 12/31/2017 | 700            | 700            | -                | 0            | ST10030     |
|                                           |             |            | -              | -              | -                |              |             |
| Assistant Senior Citizens Program Aide    |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 5,000          | 5,000          | -                | 0            | ST10040     |
|                                           | 1/1/2017    | 12/31/2017 | 5,000          | 5,000          | -                | 0            | ST10040     |
|                                           |             |            |                |                |                  |              |             |
| Assistant Supervising Electrician/License |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 3,200          | 3,200          | -                | 0            | ST10050     |
|                                           | 1/1/2017    | 12/31/2017 | 3,200          | 3,200          | -                | 0            | ST10050     |
|                                           |             |            |                |                |                  |              |             |
| CAD System Operator                       |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 5,000          | 5,000          | -                | 0            | ST10060     |
|                                           | 1/1/2017    | 12/31/2017 | 5,000          | 5,000          | -                | 0            | ST10060     |
|                                           |             |            |                |                |                  |              |             |
| Certified Pool Operator                   |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 5,000          | 5,000          | -                | 0            | ST10070     |

| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
|                                       | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10070 |
| Clean Communities Coordinator         |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10080 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10080 |
| COAH Coordinator                      |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,500   | 2,500   | -         | 0     | ST10090 |
|                                       | 1/1/2017 | 12/31/2017 | 2,500   | 2,500   | -         | 0     | ST10090 |
| Commuter Shuttle Grant                |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10100 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10100 |
| Fire Official                         |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 7,500   | 7,500   | -         | 0     | ST10120 |
|                                       | 1/1/2017 | 12/31/2017 | 7,500   | 7,500   | -         | 0     | ST10120 |
| Forester                              |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 10,000  | 10,000  | -         | 0     | ST10130 |
|                                       | 1/1/2017 | 12/31/2017 | 10,000  | 10,000  | -         | 0     | ST10130 |

| APPENDIX 6 - SALARY RANGES - STIPENDS      |          |            |         |         |           |       |         |
|--------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Health Officer (Interlocal Contract)       |          |            |         |         |           |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 9,712   | 9,712   | -         | 0     | ST10140 |
|                                            | 1/1/2017 | 12/31/2017 | 9,712   | 9,712   | -         | 0     | ST10140 |
|                                            |          |            |         |         |           |       |         |
| Judge Additional Session                   |          |            |         |         |           |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 400     | 400     | -         | 0     | ST10150 |
|                                            | 1/1/2017 | 12/31/2017 | 400     | 400     | -         | 0     | ST10150 |
|                                            |          |            |         |         |           |       |         |
| Municipal Alliance Coordinator             |          |            |         |         |           |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 5,000   | 6,875   | 1,875     | 1     | ST10160 |
|                                            | 1/1/2017 | 12/31/2017 | 5,000   | 6,875   | 1,875     | 1     | ST10160 |
|                                            |          |            | -       | -       | -         |       |         |
| Municipal Emergency Management Coordinator |          |            | -       | -       | -         |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 4,500   | 4,500   | -         | 0     | ST10170 |
|                                            | 1/1/2017 | 12/31/2017 | 4,500   | 4,500   | -         | 0     | ST10170 |
|                                            |          |            | -       | -       | -         |       |         |
| OPRA Coordinator                           |          |            | -       | -       | -         |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 1,000   | 1,000   | -         | 0     | ST10180 |
|                                            | 1/1/2017 | 12/31/2017 | 1,000   | 1,000   | -         | 0     | ST10180 |
|                                            |          |            | -       | -       | -         |       |         |
| Parking Meter Collector                    |          |            | -       | -       | -         |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10190 |

| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10190 |
|                                       |          |            | -       | -       | -         |       |         |
| Planning Board Attorney               |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 3,500   | 3,500   | -         | 0     | ST10200 |
|                                       | 1/1/2017 | 12/31/2017 | 3,500   | 3,500   | -         | 0     | ST10200 |
|                                       |          |            |         |         |           |       |         |
| Pool Manager Annual                   |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 8,500   | 8,500   | -         | 0     | ST10210 |
|                                       | 1/1/2017 | 12/31/2017 | 8,500   | 8,500   | -         | 0     | ST10210 |
|                                       |          |            | -       | -       | -         |       |         |
| Public Advocate                       |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 3,500   | 3,500   | -         | 0     | ST10220 |
|                                       | 1/1/2017 | 12/31/2017 | 3,500   | 3,500   | -         | 0     | ST10220 |
|                                       |          |            | -       | -       | -         |       |         |
| Public Works Inspector                |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 10,000  | 10,000  | -         | 0     | ST10240 |
|                                       | 1/1/2017 | 12/31/2017 | 10,000  | 10,000  | -         | 0     | ST10240 |
|                                       |          |            | -       | -       | -         |       |         |
| Pumping Station Operator              |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 6,000   | 6,000   | -         | 0     | ST10250 |
|                                       | 1/1/2017 | 12/31/2017 | 6,000   | 6,000   | -         | 0     | ST10250 |
|                                       |          |            | -       | -       | -         |       |         |

| APPENDIX 6 - SALARY RANGES - STIPENDS     |          |            |         |         |           |       |         |
|-------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Business Administrator          |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10020 |
|                                           | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10020 |
| Assistant Secretary ABC Board             |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 700     | 700     | -         | 0     | ST10030 |
|                                           | 1/1/2017 | 12/31/2017 | 700     | 700     | -         | 0     | ST10030 |
|                                           |          |            | -       | -       | -         |       |         |
| Assistant Senior Citizens Program Aide    |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10040 |
|                                           | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10040 |
| Assistant Supervising Electrician/License |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 3,200   | 3,200   | -         | 0     | ST10050 |
|                                           | 1/1/2017 | 12/31/2017 | 3,200   | 3,200   | -         | 0     | ST10050 |
| CAD System Operator                       |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10060 |
|                                           | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10060 |
| Certified Pool Operator                   |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10070 |

| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
|                                       | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10070 |
| Clean Communities Coordinator         |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10080 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10080 |
| COAH Coordinator                      |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,500   | 2,500   | -         | 0     | ST10090 |
|                                       | 1/1/2017 | 12/31/2017 | 2,500   | 2,500   | -         | 0     | ST10090 |
| Commuter Shuttle Grant                |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10100 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10100 |
| Fire Official                         |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 7,500   | 7,500   | -         | 0     | ST10120 |
|                                       | 1/1/2017 | 12/31/2017 | 7,500   | 7,500   | -         | 0     | ST10120 |
| Forester                              |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 10,000  | 10,000  | -         | 0     | ST10130 |
|                                       | 1/1/2017 | 12/31/2017 | 10,000  | 10,000  | -         | 0     | ST10130 |

| APPENDIX 6 - SALARY RANGES - STIPENDS      |          |            |         |         |           |       |         |
|--------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Health Officer (Interlocal Contract)       |          |            |         |         |           |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 9,712   | 9,712   | -         | 0     | ST10140 |
|                                            | 1/1/2017 | 12/31/2017 | 9,712   | 9,712   | -         | 0     | ST10140 |
|                                            |          |            |         |         |           |       |         |
| Judge Additional Session                   |          |            |         |         |           |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 400     | 400     | -         | 0     | ST10150 |
|                                            | 1/1/2017 | 12/31/2017 | 400     | 400     | -         | 0     | ST10150 |
|                                            |          |            |         |         |           |       |         |
| Municipal Alliance Coordinator             |          |            |         |         |           |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 5,000   | 6,875   | 1,875     | 1     | ST10160 |
|                                            | 1/1/2017 | 12/31/2017 | 5,000   | 6,875   | 1,875     | 1     | ST10160 |
|                                            |          |            | -       | -       | -         |       |         |
| Municipal Emergency Management Coordinator |          |            | -       | -       | -         |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 4,500   | 4,500   | -         | 0     | ST10170 |
|                                            | 1/1/2017 | 12/31/2017 | 4,500   | 4,500   | -         | 0     | ST10170 |
|                                            |          |            | -       | -       | -         |       |         |
| OPRA Coordinator                           |          |            | -       | -       | -         |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 1,000   | 1,000   | -         | 0     | ST10180 |
|                                            | 1/1/2017 | 12/31/2017 | 1,000   | 1,000   | -         | 0     | ST10180 |
|                                            |          |            | -       | -       | -         |       |         |
| Parking Meter Collector                    |          |            | -       | -       | -         |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10190 |



| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10190 |
|                                       |          |            | -       | -       | -         |       |         |
| Planning Board Attorney               |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 3,500   | 3,500   | -         | 0     | ST10200 |
|                                       | 1/1/2017 | 12/31/2017 | 3,500   | 3,500   | -         | 0     | ST10200 |
|                                       |          |            |         |         |           |       |         |
| Pool Manager Annual                   |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 8,500   | 8,500   | -         | 0     | ST10210 |
|                                       | 1/1/2017 | 12/31/2017 | 8,500   | 8,500   | -         | 0     | ST10210 |
|                                       |          |            | -       | -       | -         |       |         |
| Public Advocate                       |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 3,500   | 3,500   | -         | 0     | ST10220 |
|                                       | 1/1/2017 | 12/31/2017 | 3,500   | 3,500   | -         | 0     | ST10220 |
|                                       |          |            | -       | -       | -         |       |         |
| Public Works Inspector                |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 10,000  | 10,000  | -         | 0     | ST10240 |
|                                       | 1/1/2017 | 12/31/2017 | 10,000  | 10,000  | -         | 0     | ST10240 |
|                                       |          |            | -       | -       | -         |       |         |
| Pumping Station Operator              |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 6,000   | 6,000   | -         | 0     | ST10250 |
|                                       | 1/1/2017 | 12/31/2017 | 6,000   | 6,000   | -         | 0     | ST10250 |
|                                       |          |            | -       | -       | -         |       |         |

| APPENDIX 6 - SALARY RANGES - STIPENDS  |          |            |         |         |           |       |         |
|----------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Recycling Center Manager               |          |            | -       | -       | -         |       |         |
|                                        | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10260 |
|                                        | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10260 |
|                                        |          |            | -       | -       | -         |       |         |
| Rent Leveling Board Attorney           |          |            | -       | -       | -         |       |         |
|                                        | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10270 |
|                                        | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10270 |
|                                        |          |            | -       | -       | -         |       |         |
| Right to Know Coordinator              |          |            | -       | -       | -         |       |         |
|                                        | 1/1/2016 | 12/31/2016 | 4,850   | 4,850   | -         | 0     | ST10280 |
|                                        | 1/1/2017 | 12/31/2017 | 4,850   | 4,850   | -         | 0     | ST10280 |
|                                        |          |            | -       | -       | -         |       |         |
| Secretary, Insurance Fund Commissioner |          |            | -       | -       | -         |       |         |
|                                        | 1/1/2016 | 12/31/2016 | 2,400   | 2,400   | -         | 0     | ST10290 |
|                                        | 1/1/2017 | 12/31/2017 | 2,400   | 2,400   | -         | 0     | ST10290 |
|                                        |          |            | -       | -       | -         |       |         |

| APPENDIX 6 - SALARY RANGES - STIPENDS     |          |            |         |         |           |       |         |
|-------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Business Administrator          |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10020 |
|                                           | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10020 |
| Assistant Secretary ABC Board             |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 700     | 700     | -         | 0     | ST10030 |
|                                           | 1/1/2017 | 12/31/2017 | 700     | 700     | -         | 0     | ST10030 |
|                                           |          |            | -       | -       | -         |       |         |
| Assistant Senior Citizens Program Aide    |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10040 |
|                                           | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10040 |
| Assistant Supervising Electrician/License |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 3,200   | 3,200   | -         | 0     | ST10050 |
|                                           | 1/1/2017 | 12/31/2017 | 3,200   | 3,200   | -         | 0     | ST10050 |
| CAD System Operator                       |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10060 |
|                                           | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10060 |
| Certified Pool Operator                   |          |            |         |         |           |       |         |
|                                           | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10070 |

| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
|                                       | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10070 |
| Clean Communities Coordinator         |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10080 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10080 |
| COAH Coordinator                      |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,500   | 2,500   | -         | 0     | ST10090 |
|                                       | 1/1/2017 | 12/31/2017 | 2,500   | 2,500   | -         | 0     | ST10090 |
| Commuter Shuttle Grant                |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10100 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10100 |
| Fire Official                         |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 7,500   | 7,500   | -         | 0     | ST10120 |
|                                       | 1/1/2017 | 12/31/2017 | 7,500   | 7,500   | -         | 0     | ST10120 |
| Forester                              |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 10,000  | 10,000  | -         | 0     | ST10130 |
|                                       | 1/1/2017 | 12/31/2017 | 10,000  | 10,000  | -         | 0     | ST10130 |

| APPENDIX 6 - SALARY RANGES - STIPENDS      |          |            |         |         |           |       |         |
|--------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Health Officer (Interlocal Contract)       |          |            |         |         |           |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 9,712   | 9,712   | -         | 0     | ST10140 |
|                                            | 1/1/2017 | 12/31/2017 | 9,712   | 9,712   | -         | 0     | ST10140 |
|                                            |          |            |         |         |           |       |         |
| Judge Additional Session                   |          |            |         |         |           |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 400     | 400     | -         | 0     | ST10150 |
|                                            | 1/1/2017 | 12/31/2017 | 400     | 400     | -         | 0     | ST10150 |
|                                            |          |            |         |         |           |       |         |
| Municipal Alliance Coordinator             |          |            |         |         |           |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 5,000   | 6,875   | 1,875     | 1     | ST10160 |
|                                            | 1/1/2017 | 12/31/2017 | 5,000   | 6,875   | 1,875     | 1     | ST10160 |
|                                            |          |            | -       | -       | -         |       |         |
| Municipal Emergency Management Coordinator |          |            | -       | -       | -         |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 4,500   | 4,500   | -         | 0     | ST10170 |
|                                            | 1/1/2017 | 12/31/2017 | 4,500   | 4,500   | -         | 0     | ST10170 |
|                                            |          |            | -       | -       | -         |       |         |
| OPRA Coordinator                           |          |            | -       | -       | -         |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 1,000   | 1,000   | -         | 0     | ST10180 |
|                                            | 1/1/2017 | 12/31/2017 | 1,000   | 1,000   | -         | 0     | ST10180 |
|                                            |          |            | -       | -       | -         |       |         |
| Parking Meter Collector                    |          |            | -       | -       | -         |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10190 |

| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10190 |
|                                       |          |            | -       | -       | -         |       |         |
| Planning Board Attorney               |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 3,500   | 3,500   | -         | 0     | ST10200 |
|                                       | 1/1/2017 | 12/31/2017 | 3,500   | 3,500   | -         | 0     | ST10200 |
|                                       |          |            |         |         |           |       |         |
| Pool Manager Annual                   |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 8,500   | 8,500   | -         | 0     | ST10210 |
|                                       | 1/1/2017 | 12/31/2017 | 8,500   | 8,500   | -         | 0     | ST10210 |
|                                       |          |            | -       | -       | -         |       |         |
| Public Advocate                       |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 3,500   | 3,500   | -         | 0     | ST10220 |
|                                       | 1/1/2017 | 12/31/2017 | 3,500   | 3,500   | -         | 0     | ST10220 |
|                                       |          |            | -       | -       | -         |       |         |
| Public Works Inspector                |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 10,000  | 10,000  | -         | 0     | ST10240 |
|                                       | 1/1/2017 | 12/31/2017 | 10,000  | 10,000  | -         | 0     | ST10240 |
|                                       |          |            | -       | -       | -         |       |         |
| Pumping Station Operator              |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 6,000   | 6,000   | -         | 0     | ST10250 |
|                                       | 1/1/2017 | 12/31/2017 | 6,000   | 6,000   | -         | 0     | ST10250 |
|                                       |          |            | -       | -       | -         |       |         |

| APPENDIX 6 - SALARY RANGES - STIPENDS  |          |            |         |         |           |       |         |
|----------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Recycling Center Manager               |          |            | -       | -       | -         |       |         |
|                                        | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10260 |
|                                        | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10260 |
|                                        |          |            | -       | -       | -         |       |         |
| Rent Leveling Board Attorney           |          |            | -       | -       | -         |       |         |
|                                        | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10270 |
|                                        | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10270 |
|                                        |          |            | -       | -       | -         |       |         |
| Right to Know Coordinator              |          |            | -       | -       | -         |       |         |
|                                        | 1/1/2016 | 12/31/2016 | 4,850   | 4,850   | -         | 0     | ST10280 |
|                                        | 1/1/2017 | 12/31/2017 | 4,850   | 4,850   | -         | 0     | ST10280 |
|                                        |          |            | -       | -       | -         |       |         |
| Secretary, Insurance Fund Commissioner |          |            | -       | -       | -         |       |         |
|                                        | 1/1/2016 | 12/31/2016 | 2,400   | 2,400   | -         | 0     | ST10290 |
|                                        | 1/1/2017 | 12/31/2017 | 2,400   | 2,400   | -         | 0     | ST10290 |
|                                        |          |            | -       | -       | -         |       |         |
| Senior Citizens Program Aide           |          |            | -       | -       | -         |       |         |
|                                        | 1/1/2016 | 12/31/2016 | 7,500   | 7,500   | -         | 0     | ST10300 |
|                                        | 1/1/2017 | 12/31/2017 | 7,500   | 7,500   | -         | 0     | ST10300 |
|                                        |          |            | -       | -       | -         |       |         |
| Swim Instructor Coordinator            |          |            | -       | -       | -         |       |         |
|                                        | 1/1/2016 | 12/31/2016 | 1,000   | 1,000   | -         | 0     | ST10310 |

| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
|                                       | 1/1/2017 | 12/31/2017 | 1,000   | 1,000   | -         | 0     | ST10310 |
|                                       |          |            | -       | -       | -         |       |         |
| Swim Team Coach                       |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 800     | 800     | -         | 0     | ST10320 |
|                                       | 1/1/2017 | 12/31/2017 | 800     | 800     | -         | 0     | ST10320 |
|                                       |          |            | -       | -       | -         |       |         |
| Tax Collector & Tax Search Officer    |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,500   | 2,500   | -         | 0     | ST10330 |
|                                       | 1/1/2017 | 12/31/2017 | 2,500   | 2,500   | -         | 0     | ST10330 |
|                                       |          |            | -       | -       | -         |       |         |



|                                           |             |            |                |                |                  |              |             |
|-------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| APPENDIX 6 - SALARY RANGES - STIPENDS     |             |            |                |                |                  |              |             |
|                                           |             |            |                |                |                  |              |             |
| <u>TITLE</u>                              | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                           |             |            |                |                |                  |              |             |
| Assistant Business Administrator          |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 5,000          | 5,000          | -                | 0            | ST10020     |
|                                           | 1/1/2017    | 12/31/2017 | 5,000          | 5,000          | -                | 0            | ST10020     |
|                                           |             |            |                |                |                  |              |             |
| Assistant Secretary ABC Board             |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 700            | 700            | -                | 0            | ST10030     |
|                                           | 1/1/2017    | 12/31/2017 | 700            | 700            | -                | 0            | ST10030     |
|                                           |             |            | -              | -              | -                |              |             |
| Assistant Senior Citizens Program Aide    |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 5,000          | 5,000          | -                | 0            | ST10040     |
|                                           | 1/1/2017    | 12/31/2017 | 5,000          | 5,000          | -                | 0            | ST10040     |
|                                           |             |            |                |                |                  |              |             |
| Assistant Supervising Electrician/License |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 3,200          | 3,200          | -                | 0            | ST10050     |
|                                           | 1/1/2017    | 12/31/2017 | 3,200          | 3,200          | -                | 0            | ST10050     |
|                                           |             |            |                |                |                  |              |             |
| CAD System Operator                       |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 5,000          | 5,000          | -                | 0            | ST10060     |
|                                           | 1/1/2017    | 12/31/2017 | 5,000          | 5,000          | -                | 0            | ST10060     |
|                                           |             |            |                |                |                  |              |             |
| Certified Pool Operator                   |             |            |                |                |                  |              |             |
|                                           | 1/1/2016    | 12/31/2016 | 5,000          | 5,000          | -                | 0            | ST10070     |

| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
|                                       | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10070 |
| Clean Communities Coordinator         |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10080 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10080 |
| COAH Coordinator                      |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,500   | 2,500   | -         | 0     | ST10090 |
|                                       | 1/1/2017 | 12/31/2017 | 2,500   | 2,500   | -         | 0     | ST10090 |
| Commuter Shuttle Grant                |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10100 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10100 |
| Fire Official                         |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 7,500   | 7,500   | -         | 0     | ST10120 |
|                                       | 1/1/2017 | 12/31/2017 | 7,500   | 7,500   | -         | 0     | ST10120 |
| Forester                              |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 10,000  | 10,000  | -         | 0     | ST10130 |
|                                       | 1/1/2017 | 12/31/2017 | 10,000  | 10,000  | -         | 0     | ST10130 |

| APPENDIX 6 - SALARY RANGES - STIPENDS      |          |            |         |         |           |       |         |
|--------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Health Officer (Interlocal Contract)       |          |            |         |         |           |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 9,712   | 9,712   | -         | 0     | ST10140 |
|                                            | 1/1/2017 | 12/31/2017 | 9,712   | 9,712   | -         | 0     | ST10140 |
|                                            |          |            |         |         |           |       |         |
| Judge Additional Session                   |          |            |         |         |           |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 400     | 400     | -         | 0     | ST10150 |
|                                            | 1/1/2017 | 12/31/2017 | 400     | 400     | -         | 0     | ST10150 |
|                                            |          |            |         |         |           |       |         |
| Municipal Alliance Coordinator             |          |            |         |         |           |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 5,000   | 6,875   | 1,875     | 1     | ST10160 |
|                                            | 1/1/2017 | 12/31/2017 | 5,000   | 6,875   | 1,875     | 1     | ST10160 |
|                                            |          |            | -       | -       | -         |       |         |
| Municipal Emergency Management Coordinator |          |            | -       | -       | -         |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 4,500   | 4,500   | -         | 0     | ST10170 |
|                                            | 1/1/2017 | 12/31/2017 | 4,500   | 4,500   | -         | 0     | ST10170 |
|                                            |          |            | -       | -       | -         |       |         |
| OPRA Coordinator                           |          |            | -       | -       | -         |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 1,000   | 1,000   | -         | 0     | ST10180 |
|                                            | 1/1/2017 | 12/31/2017 | 1,000   | 1,000   | -         | 0     | ST10180 |
|                                            |          |            | -       | -       | -         |       |         |
| Parking Meter Collector                    |          |            | -       | -       | -         |       |         |
|                                            | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10190 |

| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10190 |
|                                       |          |            | -       | -       | -         |       |         |
| Planning Board Attorney               |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 3,500   | 3,500   | -         | 0     | ST10200 |
|                                       | 1/1/2017 | 12/31/2017 | 3,500   | 3,500   | -         | 0     | ST10200 |
|                                       |          |            |         |         |           |       |         |
| Pool Manager Annual                   |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 8,500   | 8,500   | -         | 0     | ST10210 |
|                                       | 1/1/2017 | 12/31/2017 | 8,500   | 8,500   | -         | 0     | ST10210 |
|                                       |          |            | -       | -       | -         |       |         |
| Public Advocate                       |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 3,500   | 3,500   | -         | 0     | ST10220 |
|                                       | 1/1/2017 | 12/31/2017 | 3,500   | 3,500   | -         | 0     | ST10220 |
|                                       |          |            | -       | -       | -         |       |         |
| Public Works Inspector                |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 10,000  | 10,000  | -         | 0     | ST10240 |
|                                       | 1/1/2017 | 12/31/2017 | 10,000  | 10,000  | -         | 0     | ST10240 |
|                                       |          |            | -       | -       | -         |       |         |
| Pumping Station Operator              |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 6,000   | 6,000   | -         | 0     | ST10250 |
|                                       | 1/1/2017 | 12/31/2017 | 6,000   | 6,000   | -         | 0     | ST10250 |
|                                       |          |            | -       | -       | -         |       |         |

| APPENDIX 6 - SALARY RANGES - STIPENDS  |          |            |         |         |           |       |         |
|----------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Recycling Center Manager               |          |            | -       | -       | -         |       |         |
|                                        | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10260 |
|                                        | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10260 |
|                                        |          |            | -       | -       | -         |       |         |
| Rent Leveling Board Attorney           |          |            | -       | -       | -         |       |         |
|                                        | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10270 |
|                                        | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10270 |
|                                        |          |            | -       | -       | -         |       |         |
| Right to Know Coordinator              |          |            | -       | -       | -         |       |         |
|                                        | 1/1/2016 | 12/31/2016 | 4,850   | 4,850   | -         | 0     | ST10280 |
|                                        | 1/1/2017 | 12/31/2017 | 4,850   | 4,850   | -         | 0     | ST10280 |
|                                        |          |            | -       | -       | -         |       |         |
| Secretary, Insurance Fund Commissioner |          |            | -       | -       | -         |       |         |
|                                        | 1/1/2016 | 12/31/2016 | 2,400   | 2,400   | -         | 0     | ST10290 |
|                                        | 1/1/2017 | 12/31/2017 | 2,400   | 2,400   | -         | 0     | ST10290 |
|                                        |          |            | -       | -       | -         |       |         |
| Senior Citizens Program Aide           |          |            | -       | -       | -         |       |         |
|                                        | 1/1/2016 | 12/31/2016 | 7,500   | 7,500   | -         | 0     | ST10300 |
|                                        | 1/1/2017 | 12/31/2017 | 7,500   | 7,500   | -         | 0     | ST10300 |
|                                        |          |            | -       | -       | -         |       |         |
| Swim Instructor Coordinator            |          |            | -       | -       | -         |       |         |
|                                        | 1/1/2016 | 12/31/2016 | 1,000   | 1,000   | -         | 0     | ST10310 |

| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
|                                       | 1/1/2017 | 12/31/2017 | 1,000   | 1,000   | -         | 0     | ST10310 |
|                                       |          |            | -       | -       | -         |       |         |
| Swim Team Coach                       |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 800     | 800     | -         | 0     | ST10320 |
|                                       | 1/1/2017 | 12/31/2017 | 800     | 800     | -         | 0     | ST10320 |
|                                       |          |            | -       | -       | -         |       |         |
| Tax Collector & Tax Search Officer    |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,500   | 2,500   | -         | 0     | ST10330 |
|                                       | 1/1/2017 | 12/31/2017 | 2,500   | 2,500   | -         | 0     | ST10330 |
|                                       |          |            | -       | -       | -         |       |         |
| Zoning Board Attorney                 |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 3,500   | 3,500   | -         | 0     | ST10340 |
|                                       | 1/1/2017 | 12/31/2017 | 3,500   | 3,500   | -         | 0     | ST10340 |
|                                       |          |            | -       | -       | -         |       |         |

| APPENDIX 7 - SALARY RANGES - UNIFORM TITLES - FIRE SUPERIORS |          |            |         |         |           |       |          |
|--------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|----------|
| TITLE                                                        | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE     |
| Fire Deputy Chief                                            |          |            |         |         |           |       |          |
|                                                              | 1/1/2016 | 12/31/2016 | 113,537 | 127,851 | 14,315    | 1     | FS10010  |
|                                                              | 1/1/2017 | 12/31/2017 | 115,807 | 130,408 | 14,601    | 1     | FS10010  |
| Fire Deputy Chief with EMT                                   |          |            |         |         |           |       |          |
|                                                              | 1/1/2016 | 12/31/2016 | 116,537 | 130,851 | 14,315    | 1     | FS10020E |
|                                                              | 1/1/2017 | 12/31/2017 | 118,807 | 133,408 | 14,601    | 1     | FS10020E |
| Fire Captain                                                 |          |            |         |         |           |       |          |
|                                                              | 1/1/2016 | 12/31/2016 | 96,754  | 105,664 | 8,910     | 1     | FS10030  |
|                                                              | 1/1/2017 | 12/31/2017 | 98,689  | 107,777 | 9,088     | 1     | FS10030  |
| Fire Captain with EMT                                        |          |            |         |         |           |       |          |
|                                                              | 1/1/2016 | 12/31/2016 | 99,754  | 108,664 | 8,910     | 1     | FS10040E |
|                                                              | 1/1/2017 | 12/31/2017 | 101,689 | 110,777 | 9,088     | 1     | FS10040E |
| Fire Captain with EMT and Fire Official                      |          |            |         |         |           |       |          |
|                                                              | 1/1/2016 | 12/31/2016 | 107,254 | 116,164 | 8,911     | 1     | FS10050E |
|                                                              | 1/1/2017 | 12/31/2017 | 109,339 | 118,427 | 9,088     | 1     | FS10050E |

| APPENDIX 8 - SALARY RANGES - UNIFORM TITLES - FIREFIGHTERS |          |            |         |         |           |       |          |
|------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|----------|
| TITLE                                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE     |
| Firefighter                                                |          |            |         |         |           |       |          |
|                                                            | 1/1/2016 | 12/31/2016 | 42,703  | 85,368  | 4,791     | 6     | FF10010  |
|                                                            | 1/1/2017 | 12/31/2017 | 43,557  | 87,075  | 4,887     | 6     | FF10010  |
| Firefighter with EMT                                       |          |            |         |         |           |       |          |
|                                                            | 1/1/2016 | 12/31/2016 | 45,703  | 88,368  | 4,791     | 6     | FF10020E |
|                                                            | 1/1/2017 | 12/31/2017 | 46,557  | 90,075  | 4,887     | 6     | FF10020E |
|                                                            |          |            |         |         |           |       |          |



| APPENDIX 9 - SALARY RANGES - UNIFORM TITLES - POLICE SUPERIORS |          |            |         |         |           |       |         |
|----------------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                          | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Deputy Police Chief                                            |          |            |         |         |           |       |         |
|                                                                | 1/1/2016 | 12/31/2016 | 135,135 | 145,000 | 9,865     | 1     | PS10010 |
|                                                                | 1/1/2017 | 12/31/2017 | 137,838 | 147,900 | 10,062    | 1     | PS10010 |
| Police Captain                                                 |          |            |         |         |           |       |         |
|                                                                | 1/1/2016 | 12/31/2016 | 119,546 | 128,258 | 8,711     | 1     | PS10020 |
|                                                                | 1/1/2017 | 12/31/2017 | 121,937 | 130,823 | 8,886     | 1     | PS10020 |
| Police Lieutenant                                              |          |            |         |         |           |       |         |
|                                                                | 1/1/2016 | 12/31/2016 | 105,791 | 113,503 | 7,712     | 1     | PS10030 |
|                                                                | 1/1/2017 | 12/31/2017 | 107,907 | 115,773 | 7,867     | 1     | PS10030 |
| Police Sergeant                                                |          |            |         |         |           |       |         |
|                                                                | 1/1/2016 | 12/31/2016 | 94,460  | 100,450 | 5,989     | 1     | PS10040 |
|                                                                | 1/1/2017 | 12/31/2017 | 96,349  | 102,459 | 6,109     | 1     | PS10040 |

| APPENDIX 10 - SALARY RANGES - UNIFORM TITLES - POLICE |          |            |         |         |           |       |         |
|-------------------------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Police Officer                                        |          |            |         |         |           |       |         |
|                                                       | 1/1/2016 | 12/31/2016 | 53,996  | 89,628  | 5,939     | 6     | PO10010 |
|                                                       | 1/1/2017 | 12/31/2017 | 55,076  | 91,421  | 6,058     | 6     | PO10010 |
| Police Officer Hired after 2/28/2014                  |          |            |         |         |           |       |         |
|                                                       | 1/1/2016 | 12/31/2016 | 53,996  | 89,628  | 4,454     | 8     | PO10020 |
|                                                       | 1/1/2017 | 12/31/2017 | 55,076  | 91,421  | 4,543     | 8     | PO10020 |
| Police Officer Training Step                          |          |            |         |         |           |       |         |
|                                                       | 1/1/2016 | 12/31/2016 | 43,927  | 43,927  | -         | 0     | PO10030 |
|                                                       | 1/1/2017 | 12/31/2017 | 44,806  | 44,806  | -         | 0     | PO10030 |
|                                                       |          |            |         |         |           |       |         |

**AN ORDINANCE AMENDING AND SUPPLEMENTING**  
**CHAPTER 7, TRAFFIC, SUBSECTION 7-32-1, HANDICAPPED PARKING ON STREETS AND,**  
**SUBSECTION 7-32.2, RESTRICTED PARKING ZONES,**  
**OF THE REVISED GENERAL ORDINANCES OF**  
**THE TOWNSHIP OF WEST ORANGE**

**BE IT ORDAINED**, by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey as follows:

Section 1. Subsection 7-32.1, Handicapped Parking on Streets, of the Revised General Ordinances of the Township of West Orange is hereby supplemented and amended as follows (*italic type denotes deletion, bold type denotes addition*):

| Name of Street        | Side        | No. of Spaces | Location                                                                                                              |
|-----------------------|-------------|---------------|-----------------------------------------------------------------------------------------------------------------------|
| <b>Ashland Avenue</b> | <b>East</b> | <b>1</b>      | <b>Beginning 54 feet north Of the northerly curb line of Charles Street extended and extending 20 feet northerly.</b> |

Section 2. Subsection 7-32.2, Restricted Parking Zones, of the Revised General Ordinances of the Township of West Orange is hereby supplemented and amended as follows (*italic type denotes deletion, bold type denotes addition*):

7-32.2 Restricted Parking Zones. Pursuant to N.J.S.A 39:4-197.6, Restricted Parking Zones, as defined in N.J.S.A. 39:4-207.6e, are established in front of the following residences as indicated on the Tax Maps of the Township of West Orange, at the specified locations. Parking within a specific zone is restricted to the motor vehicle issued a permit pursuant to N.J.S.A. 39:4-197.7. In accordance with N.J.S.A., 39:4-197.6 parking is permitted in the Restricted Parking Zone except when prohibited in front of the residence by other sections of this Chapter.

| Residence Address      | No. of Spaces | Location                                                                                                    |
|------------------------|---------------|-------------------------------------------------------------------------------------------------------------|
| <b>13 Cross Street</b> | <b>1</b>      | <b>Beginning 182 feet south of the southerly curb line of Hazel Avenue and extending 20 feet southerly.</b> |

**24 Ashwood Terrace**

**1**

**Beginning 340 feet east of the easterly curb line of Main Street and extending 18 feet easterly.**

**54 Ashland Avenue**

**1**

**Beginning 125 feet south of the southerly curb line of Charles Street extended and extending 18 feet northerly.**

Section 3. If any provision of this Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any other provisions or applications of this Ordinance that can be given effect without the invalid provision(s) or application(s) and to this end the provisions of this Ordinance are severable.

Section 4. All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

Section 5. This Ordinance shall take effect upon final passage and publication in accordance with law and upon the approval of the New Jersey Department of Transportation if required.

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**Robert D. Parisi, Mayor**

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**Victor Cirilo, Council President**

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**Karen J. Carnevale, R.M.C., Municipal Clerk**

**Introduced: November 22, 2016**

**Adopted: December 6, 2016**

**LEGISLATIVE HISTORY**

This Ordinance is in response to requests from handicapped residents who reside at 13 Cross Street, 54 Ashland Avenue and 24 Ashwood Terrace. By adopting this Ordinance, the Township will establish a handicapped parking stall adjacent to all these addresses. Such parking stalls are permissible under the laws of New Jersey, and they are designated as Restricted Parking Zones. This Ordinance also creates another handicapped parking stall on Ashland Avenue north of Charles Street which may be used by anyone with a handicapped placard. This is in response to a stall removed on Charles Street due to construction at the Edison Batter Building.

**AN ORDINANCE AMENDING CHAPTER 7, SECTION 50.3 OF THE REVISED  
GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE  
(Permit Parking in Hazel Avenue Parking Lot)**

**BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY** that Chapter 7 of the Revised General Ordinances of the Township of West Orange be and are hereby amended as follows:

**I. PURPOSE**

The purpose of this ordinance is to revise the Township's parking ordinance to limit the off hour parking for the Hazel Avenue Parking Lot to vehicles with purchased parking permits.

**II. CHAPTER 7, SECTION 50.3 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:**

**7-50.3 Parking Meters in Parking Yards**

- a. *Maintenance of Parking Yards and Meters.* The Director of Public Works shall have the authority to enter into contract(s), following approval by the Township Council, for the protection and maintenance of municipal parking yards, and for the purchase and maintenance of parking meters contained therein, and to pay for such parts, protection, and maintenance from the revenues generated from the parking meters and sales of parking permits.
- b. *Designation of Parking Space.* The Director of Public Works shall cause the marking of the pavement within the parking yards to designate specific parking spaces. Vehicles shall be parked within the limits of a single parking space.
- c. *Legend on Parking Meter.* Every parking meter shall contain a legend indicating the number and type of coin(s) that must be deposited. The legend shall also indicate the period(s) of time that each coin, if more than one, shall entitle the vehicle to be parked in the space adjacent to the meter. Parking yards shall contain sufficient signage to advise the public of the parking regulations.
- d. *Fees and Time Limits.* The following schedule of time limits and coinage required shall be posted as the legend, and shall be established as the parking fees charged by the Township for parking within a metered space in a parking yard;
  1. Twenty-five (\$.25) cents per hour (8:00 a.m. to 10:00 p.m.)
  2. Two (\$2.00) dollars all day parking (8:00 a.m. to 6:00 p.m. only)
- e. *Use of Coin Revenue.* All revenue collected pursuant to this section will provide for proper regulation, control and maintenance of the parking yards, and also for the cost of purchasing, supervising, protecting, inspecting, installing, maintaining, controlling and use of parking meters.
- f. *Parking Permits, Time Limited.*
  1. Notwithstanding the fees provided for in subsection 7-50.3d, the Chief of Police or designee, as authorized by the Township Council, shall have the authority to issue

- permits for use in municipal parking yards. Fees for these permits shall be established by resolution of the Township Council. There shall be four (4) types of permits that shall be valid for 24-hour parking, see subsection 7-50.3f,3. These permits shall be in the form of a sticker that shall be affixed to the left rear window or rear windshield-left side, of the vehicle for which the permit was issued and shall bear the month, year, and parking yards for which it was issued.
2. Parking permits shall only be issued to vehicles with valid registrations and current insurance. Parking permits shall be issued to passenger vehicles, and commercial vehicles registered under eight thousand (8,000) lbs. Applicants must produce a valid registration and proof of current insurance prior to the permit being issued. Permits shall become null and void if the vehicle becomes unregistered or uninsured during the period that a permit is valid. Permits are nontransferable and are automatically void upon any transfer of ownership of the vehicle, nor shall any refund be provided if a vehicle is sold or transferred prior to the expiration date of the permit. Permits are not valid for on-street parking. Permits shall be issued on a first come, first served basis, with an initial limit of two (2) per household, except as indicated in subsection 7-50.3f,2(a). Additional permits may be issued to each household after a period of twenty-four (24) hours following the opening of sales for the particular month/quarter/half year/year they are being sold. Full payment must accompany all applications along with any other required proof(s). Failure to provide the required proof(s) shall render the application null and void.
    - (a) Permit applicants who are age sixty-five (65) or older, or who have a disability limiting their ability to ambulate (as verified by certification by a physician licensed to practice medicine in the State of New Jersey) are exempt from the first come, first served requirement and shall be given preference for automatic renewal of their permit.
    - (b) Permits eligible for automatic renewal shall be applied for and paid in full no later than the 1st day of the first month for which it is valid.
    - (c) Permits not automatically renewed shall be reallocated to the open pool of available permits for general use.
    - (d) Only annual and semi-annual permits are eligible for automatic renewal under the above provisions, subsections 7-50.3f,2(a) and 7-50.3f,2(b).
    - (e) Applicants for automatic renewal privileges must be bona fide residents of the Township of West Orange.
  3. The following fee schedule is established for permits in municipal parking yards:
    - (a) Monthly permit, fifteen (\$15.00) dollars per month, per space.
    - (b) Quarterly permit, forty (\$40.00) dollars per quarter, per space. Quarterly shall mean January through March, April through June, July through September, October through December.

- (c) Semi-annual permit, seventy (\$70.00) dollars per six (6) months, per space. Semi-annual shall mean January through June and July through December.
- (d) Annual permit, one hundred forty (\$140.00) dollars per calendar year, per space. Annual shall mean from January through December of the prevailing year.

- 4. In lieu of the charges provided for in subsection 7-50.3d, and the parking permit requirements of subsection 7-50.3f, the Township Council designates the following municipal parking yards or portions of municipal parking yards as Non-Metered and Non-Permit Time Limited Parking, with the time limits, hours, days and spaces designated. No person shall park, or cause a vehicle to be parked for longer than the time limit posted.

| <i>Parking<br/>Yard #</i> | <i>Time Limit</i> | <i>Hours</i>               | <i>Days</i>                   | <i>Space</i>               |
|---------------------------|-------------------|----------------------------|-------------------------------|----------------------------|
| 13                        | 1 hour            | 7:00 a.m. to<br>9:00 p.m.  | Monday<br>through<br>Saturday | All                        |
| 15                        | 1 hour            | 8:00 a.m. to<br>10:00 p.m. | All                           | Non-<br>employee<br>spaces |

Yard #13 (463-481 Pleasant Valley Way)

Yard #15 (Cherry Street at Franklin Avenue)

- g. *Use of Parking Space.* Every vehicle parked in any municipal parking yard shall be parked wholly within the parking space marked upon the pavement adjacent to the meter regulating the space. A vehicle shall not continue to occupy the space after or while the parking meter shows a violation, except however, in those instances where the vehicle has conspicuously affixed to it, the permit provided for in subsection 7-50.3f.
  - 1. Vehicles parked in any municipal parking yard or space must be in operating condition. Wrecked vehicles are prohibited, regardless of whether the vehicle has a valid permit. For purposes of this section, wrecked vehicle shall include any vehicle with damage that renders it incapable of being lawfully operated or parked on any public roadway.
  - 2. Vehicles cannot be used solely as storage repositories, regardless of whether the vehicle has a valid permit.
- h. *Prohibited Parking.* It shall be unlawful for any person to cause, allow, permit or suffer any vehicle registered to his/her name or occupied by him/her to be parked in any municipal parking yard, lot, or facility except in the manner provided in subsections 7-50.3d. and 7-50.3f., and with the following additions:
  - 1. No vehicle shall occupy any space designated for permit parking, at any time, without a parking permit, valid for the lot in which the vehicle is parked.
  - 2. Parking Yard #7 on Mount Pleasant Avenue is intended solely for the use of library patrons and employees. Parking is permitted in this parking yard only during library hours.
  - 3. No person shall park in any municipal parking yard, lot, or facility that has been designated and reserved by the Business Administrator, with or without meters, for



the exclusive use of authorized Township employees and authorized Township personnel. All such areas shall be marked and posted by the Business Administrator, who shall cause to be issued to all Township employees and authorized Township personnel, an official sticker insignia that shall be affixed to the left rear window of any vehicle authorized in these reserved areas. It shall be unlawful and a violation of the provisions of this subsection for any unauthorized use of designated municipal parking yards, lots, or facilities.

4. For municipal Parking Yard #13:

- (a) Public parking is prohibited between the hours of 9:00 p.m. and 7:00 a.m. each day and all day Sunday.
- (b) Vehicles registered greater than eight thousand (8,000) GVW are prohibited from parking in Yard #13.

Parking Yard #13 includes the portions of lots 12 and 14 of Block 176.05, commonly known as 463-481 Pleasant Valley Way, depicted on the plan entitled "Pleasantdale Presbyterian Church Parking Lot Improvement" prepared by the Engineering Division of the Township of West Orange, April 1999.

- 5. Parking Yard #15 on Cherry Street is intended solely for the use of the employees of the West Orange Recreation Department, visitors to the Recreation Department offices at 60 1/2 Cherry Street, patrons of the Ginny Duenkel Municipal Pool, and visitors of Colgate Field. Six (6) parking stalls are restricted for use by Recreation Department employees. The remaining four (4) stalls are for use by the other persons authorized above and are subject to a one (1) hour time limit.
- 6. With the exception of Parking Yard #5 on Hazel Avenue and Parking Yard #13, parking in any lot between the hours of 2:00 a.m. and 5:00 a.m. is prohibited unless the vehicle bears a permit as provided in subsection 7-50.3f.
- 7. For municipal Parking Yard #5 on Hazel Avenue, parking is prohibited between the hours of 6:00 p.m. and 6:00 a.m. unless the vehicle bears a permit as provided in subsection 7-50.3f.
- i. *Reserved.*
- j. *Reserved.*
- k. *Duty of Police to Tag Vehicle.* It is the duty of Police Officers, or delegated person(s) to attach a summons to any vehicle that is parked in violation of this section in compliance with the current law on summons service.
- l. *Removing and Impounding Unlawfully Parked Vehicles.* Any vehicle unlawfully parked within any municipal parking yard, lot, or facility, metered or non-metered, for a period in excess of twenty-four (24) hours, may be impounded by the Police Department. The vehicle owner or agent shall be responsible for all reasonable towing and storage charges.
- m. *Loading Zones.* No person shall park a vehicle at any time in a designated loading zone in a municipal parking yard, lot, or facility unless actively engaged in the loading or unloading of persons or materials. No person shall load or unload freight for commercial purposes in any municipal parking yard, lot, or facility except in the designated loading zones.
- n. *Impeding Traffic.* No person shall stop, stand, or park a vehicle, or impede the flow of traffic in the aisles of municipal parking yards, lots, or facilities.

- o. *Overtime Parking.* No person utilizing a parking, stall in a municipal parking yard, lot, or facility shall park in that stall for a period in excess of the time for which money had initially been deposited in the meter, or in excess of the time limit established by subsection 7-50.3d. and 7-50.3f. No person shall be permitted to extend the time on a meter by depositing additional coins or by moving the vehicle to a different parking stall in the same parking yard, lot, or facility.

### **III. REPEAL OF CONFLICTING ORDINANCES**

Any Ordinances of the Township which are in conflict with this Ordinance are hereby repealed to the extent of such conflict.

### **IV. SEVERABILITY**

If any part of this Ordinance shall be deemed invalid, such parts shall be severed and the invalidity thereof shall not affect the remaining parts of this Ordinance.

### **V. EFFECTIVE DATE**

This Ordinance shall take effect upon final passage and publication in accordance with the law.

## **AN ORDINANCE AMENDING CHAPTER 7, SECTION 50.3 OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE (Permit Parking in Hazel Avenue Parking Lot)**

**BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY** that Chapter 7 of the Revised General Ordinances of the Township of West Orange be and are hereby amended as follows:

### **I. PURPOSE**

The purpose of this ordinance is to revise the Township's parking ordinance to limit the off hour parking for the Hazel Avenue Parking Lot to vehicles with purchased parking permits.

### **II. CHAPTER 10, SECTION 15.1 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:**

#### **7-50.3     Parking Meters in Parking Yards**

- a. *Maintenance of Parking Yards and Meters.* The Director of Public Works shall have the authority to enter into contract(s), following approval by the Township Council, for the protection and maintenance of municipal parking yards, and for the purchase and maintenance of parking meters contained therein, and to pay for such parts, protection, and maintenance from the revenues generated from the parking meters and sales of parking permits.

- b. *Designation of Parking Space.* The Director of Public Works shall cause the marking of the pavement within the parking yards to designate specific parking spaces. Vehicles shall be parked within the limits of a single parking space.
- c. *Legend on Parking Meter.* Every parking meter shall contain a legend indicating the number and type of coin(s) that must be deposited. The legend shall also indicate the period(s) of time that each coin, if more than one, shall entitle the vehicle to be parked in the space adjacent to the meter. Parking yards shall contain sufficient signage to advise the public of the parking regulations.
- d. *Fees and Time Limits.* The following schedule of time limits and coinage required shall be posted as the legend, and shall be established as the parking fees charged by the Township for parking within a metered space in a parking yard;
  - 1. Twenty-five (\$.25) cents per hour (8:00 a.m. to 10:00 p.m.)
  - 2. Two (\$2.00) dollars all day parking (8:00 a.m. to 6:00 p.m. only)
- e. *Use of Coin Revenue.* All revenue collected pursuant to this section will provide for proper regulation, control and maintenance of the parking yards, and also for the cost of purchasing, supervising, protecting, inspecting, installing, maintaining, controlling and use of parking meters.
- f. *Parking Permits, Time Limited.*
  - 1. Notwithstanding the fees provided for in subsection 7-50.3d, the Chief of Police or designee, as authorized by the Township Council, shall have the authority to issue permits for use in municipal parking yards. Fees for these permits shall be established by resolution of the Township Council. There shall be four (4) types of permits that shall be valid for 24-hour parking, see subsection 7-50.3f,3. These permits shall be in the form of a sticker that shall be affixed to the left rear window or rear windshield-left side, of the vehicle for which the permit was issued and shall bear the month, year, and parking yards for which it was issued.
  - 2. Parking permits shall only be issued to vehicles with valid registrations and current insurance. Parking permits shall be issued to passenger vehicles, and commercial vehicles registered under eight thousand (8,000) lbs. Applicants must produce a valid registration and proof of current insurance prior to the permit being issued. Permits shall become null and void if the vehicle becomes unregistered or uninsured during the period that a permit is valid. Permits are nontransferable and are automatically void upon any transfer of ownership of the vehicle, nor shall any refund be provided if a vehicle is sold or transferred prior to the expiration date of the permit. Permits are not valid for on-street parking. Permits shall be issued on a first come, first served basis, with an initial limit of two (2) per household, except as indicated in subsection 7-50.3f,2(a). Additional permits may be issued to each household after a period of twenty-four (24) hours following the opening of sales for the particular month/quarter/half year/year they are being sold. Full payment must accompany all applications along with any other required proof(s). Failure to provide the required proof(s) shall render the application null and void.
    - (a) Permit applicants who are age sixty-five (65) or older, or who have a disability limiting their ability to ambulate (as verified by certification by a physician licensed to practice medicine in the State of New Jersey) are exempt from the first come, first served requirement and shall be given preference for automatic renewal of their permit.

- (b) Permits eligible for automatic renewal shall be applied for and paid in full no later than the 1st day of the first month for which it is valid.
- (c) Permits not automatically renewed shall be reallocated to the open pool of available permits for general use.
- (d) Only annual and semi-annual permits are eligible for automatic renewal under the above provisions, subsections 7-50.3f,2(a) and 7-50.3f,2(b).
- (e) Applicants for automatic renewal privileges must be bona fide residents of the Township of West Orange.

3. The following fee schedule is established for permits in municipal parking yards:

- (a) Monthly permit, fifteen (\$15.00) dollars per month, per space.
- (b) Quarterly permit, forty (\$40.00) dollars per quarter, per space. Quarterly shall mean January through March, April through June, July through September, October through December.
- (c) Semi-annual permit, seventy (\$70.00) dollars per six (6) months, per space. Semi-annual shall mean January through June and July through December.
- (d) Annual permit, one hundred forty (\$140.00) dollars per calendar year, per space. Annual shall mean from January through December of the prevailing year.

4. In lieu of the charges provided for in subsection 7-50.3d, and the parking permit requirements of subsection 7-50.3f, the Township Council designates the following municipal parking yards or portions of municipal parking yards as Non-Metered and Non-Permit Time Limited Parking, with the time limits, hours, days and spaces designated. No person shall park, or cause a vehicle to be parked for longer than the time limit posted.

| <i>Parking Yard #</i> | <i>Time Limit</i> | <i>Hours</i>            | <i>Days</i>             | <i>Space</i>        |
|-----------------------|-------------------|-------------------------|-------------------------|---------------------|
| 13                    | 1 hour            | 7:00 a.m. to 9:00 p.m.  | Monday through Saturday | All                 |
| 15                    | 1 hour            | 8:00 a.m. to 10:00 p.m. | All                     | Non-employee spaces |

Yard #13 (463-481 Pleasant Valley Way)

Yard #15 (Cherry Street at Franklin Avenue)

- g. *Use of Parking Space.* Every vehicle parked in any municipal parking yard shall be parked wholly within the parking space marked upon the pavement adjacent to the meter regulating the space. A vehicle shall not continue to occupy the space after or while the

parking meter shows a violation, except however, in those instances where the vehicle has conspicuously affixed to it, the permit provided for in subsection 7-50.3f.

1. Vehicles parked in any municipal parking yard or space must be in operating condition. Wrecked vehicles are prohibited, regardless of whether the vehicle has a valid permit. For purposes of this section, wrecked vehicle shall include any vehicle with damage that renders it incapable of being lawfully operated or parked on any public roadway.
  2. Vehicles cannot be used solely as storage repositories, regardless of whether the vehicle has a valid permit.
- h. *Prohibited Parking.* It shall be unlawful for any person to cause, allow, permit or suffer any vehicle registered to his/her name or occupied by him/her to be parked in any municipal parking yard, lot, or facility except in the manner provided in subsections 7-50.3d. and 7-50.3f., and with the following additions:
1. No vehicle shall occupy any space designated for permit parking, at any time, without a parking permit, valid for the lot in which the vehicle is parked.
  2. Parking Yard #7 on Mount Pleasant Avenue is intended solely for the use of library patrons and employees. Parking is permitted in this parking yard only during library hours.
  3. No person shall park in any municipal parking yard, lot, or facility that has been designated and reserved by the Business Administrator, with or without meters, for the exclusive use of authorized Township employees and authorized Township personnel. All such areas shall be marked and posted by the Business Administrator, who shall cause to be issued to all Township employees and authorized Township personnel, an official sticker insignia that shall be affixed to the left rear window of any vehicle authorized in these reserved areas. It shall be unlawful and a violation of the provisions of this subsection for any unauthorized use of designated municipal parking yards, lots, or facilities.
  4. For municipal Parking Yard #13:
    - (a) Public parking is prohibited between the hours of 9:00 p.m. and 7:00 a.m. each day and all day Sunday.
    - (b) Vehicles registered greater than eight thousand (8,000) GVW are prohibited from parking in Yard #13.

Parking Yard #13 includes the portions of lots 12 and 14 of Block 176.05, commonly known as 463-481 Pleasant Valley Way, depicted on the plan entitled "Pleasantdale Presbyterian Church Parking Lot Improvement" prepared by the Engineering Division of the Township of West Orange, April 1999.

5. Parking Yard #15 on Cherry Street is intended solely for the use of the employees of the West Orange Recreation Department, visitors to the Recreation Department offices at 60 1/2 Cherry Street, patrons of the Ginny Duenkel Municipal Pool, and visitors of Colgate Field. Six (6) parking stalls are restricted for use by Recreation Department employees. The remaining four (4) stalls are for use by the other persons authorized above and are subject to a one (1) hour time limit.
6. With the exception of Parking Yard #5 on Hazel Avenue and Parking Yard #13, parking in any lot between the hours of 2:00 a.m. and 5:00 a.m. is prohibited unless the vehicle bears a permit as provided in subsection 7-50.3f.

7. For municipal Parking Yard #5 on Hazel Avenue, parking is prohibited between the hours of 6:00 p.m. and 6:00 a.m. unless the vehicle bears a permit as provided in subsection 7-50.3f.
- i. *Reserved.*
  - j. *Reserved.*
  - k. *Duty of Police to Tag Vehicle.* It is the duty of Police Officers, or delegated person(s) to attach a summons to any vehicle that is parked in violation of this section in compliance with the current law on summons service.
  - l. *Removing and Impounding Unlawfully Parked Vehicles.* Any vehicle unlawfully parked within any municipal parking yard, lot, or facility, metered or non-metered, for a period in excess of twenty-four (24) hours, may be impounded by the Police Department. The vehicle owner or agent shall be responsible for all reasonable towing and storage charges.
  - m. *Loading Zones.* No person shall park a vehicle at any time in a designated loading zone in a municipal parking yard, lot, or facility unless actively engaged in the loading or unloading of persons or materials. No person shall load or unload freight for commercial purposes in any municipal parking yard, lot, or facility except in the designated loading zones.
  - n. *Impeding Traffic.* No person shall stop, stand, or park a vehicle, or impede the flow of traffic in the aisles of municipal parking yards, lots, or facilities.
  - o. *Overtime Parking.* No person utilizing a parking, stall in a municipal parking yard, lot, or facility shall park in that stall for a period in excess of the time for which money had initially been deposited in the meter, or in excess of the time limit established by subsection 7-50.3d. and 7-50.3f. No person shall be permitted to extend the time on a meter by depositing additional coins or by moving the vehicle to a different parking stall in the same parking yard, lot, or facility.

### **III. REPEAL OF CONFLICTING ORDINANCES**

Any Ordinances of the Township which are in conflict with this Ordinance are hereby repealed to the extent of such conflict.

### **IV. SEVERABILITY**

If any part of this Ordinance shall be deemed invalid, such parts shall be severed and the invalidity thereof shall not affect the remaining parts of this Ordinance.

### **V. EFFECTIVE DATE**

This Ordinance shall take effect upon final passage and publication in accordance with the law.

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Victor Cirilo,  
Council President

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Karen J. Carnevale, R.M.C.  
Parisi, Mayor  
Municipal Clerk

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Honorable Robert D.

Mayor

Introduced: December 6, 2016

Adopted: December 20, 2016

Approved as to form on the basis of the facts provided:

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Richard D. Trenk  
Township Attorney

**Legislative History**

This ordinance is drafted to revise the Township's parking ordinance to specifically limit the off hour parking for the Hazel Avenue Parking Lot, a municipal parking yard, to vehicles with purchased parking permits.

4833-6663-3277, v. 1