

1. Conference Meeting Agenda

Documents:

[CA4.25.17.DOC](#)

2. Public Meeting Agenda

Documents:

[4.25.17.PDF](#)

3. Resolution(S)

3.I. 93-17

Documents:

[93-17 FAIR SHARE PLAN.PDF](#)

[93-17 - FAIR SHARE PLAN EXECUTED SEALED 4.6.17.PDF](#)

[93-17 W.O. PLAN REVIEW MCMANUS3.20.17 REVISED.PDF](#)

3.II. 94-17

Documents:

[94-17 W.O. TRUST FUND RESOLUTION.PDF](#)

[94-17 WESTORANGESPENDINGPLANFINALREVIEWLETTER4-18-17.PDF](#)

[94-17 W.O VALLEY RES. EXHIBITS 3.27.17.PDF](#)

3.III. 95-17

Documents:

[95-17 RAFFLE LICENSES 4.25.17.PDF](#)

3.IV. 96-17

Documents:

[96-17 TAX EXEMPTION - MILOSCIA.PDF](#)

3.V. 97-17

Documents:

[97-17 TAX EXEMPTION - VETERAN - DASCOLI.PDF](#)

3.VI. 98-17

Documents:

[98-17 BUDGET INTRODUCTION RESOLUTION - 2017.PDF](#)

3.VII. 99-17

Documents:

[99-17 AUTH. CALCULATION OF TAX COLLECTION RATE.PDF](#)

3.VIII. 100-17

Documents:

[100-17 REJECTING PROPOSALS FOR THIRD PARTY BILLING AND AUTHORIZING RE-BID \(002\).PDF](#)

3.IX. 101-17

Documents:

[101-17 RESOLUTION ABANDONED CARS 4.25.17.PDF](#)

3.X. 102-17

Documents:

[102-17 AUTHORIZING MONTCLAIR YMCA USE OF DUENKEL POOL - 2017.PDF](#)
[102-17 YMCA CONTRACT 2017.PDF](#)

4. Ordinance(S) On Second And Final Reading

4.I. 2507-17

Documents:

[2507-17 WEST ORANGE 8990546-8560000 MULTIPURPOSE ORD. - OL.PDF](#)

5. Ordinance(S) On First Reading

5.I. 2508-17

Documents:

[2508-17 EXCEED MUN BUDGET APP. AND ESTABLISH CAP.PDF](#)

5.II. 2509-17

Documents:

[2509-17 SALARY ORD. 4.25.17.XLS](#)

COUNCIL COMMITTEE CONFERENCE MEETING

AGENDA

Council Chambers – 66 Main Street, West Orange, NJ

April 25, 2017

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. The annual notice was emailed to the Star Ledger and filed in the Township Clerk's office on November 28, 2016 and published in the West Orange Chronicle on December 8, 2016.

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

=====

6:30 P.M

- **World Autism Awareness**
West Orange Public Schools
Garden Academy
Mount Carmel Guild
- **Presentation – Solar Challenge – Steve Neale**
- **Update-Redevelopment – Jack Sayers**
- **Council Liaison Announcements**

7:00 P.M.

- **Public Meeting**

PUBLIC MEETING AGENDA

Township of West Orange

66 Main Street – 7:00 p.m.

April 25, 2017

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. The annual notice was emailed to the Star Ledger and filed in the Township Clerk's office on November 28, 2016 and published in the West Orange Chronicle on December 8, 2016.

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 Cirilo, Councilman Guarino,
Councilwoman McCartney, Council President Krakoviak (Mayor Parisi)**

1. Pledge of Allegiance

2. Public Comment

3. *Consent Agenda

4. *Approval of Minutes of Previous Meeting –Public Meeting and Executive Session April 4, 2017

5. *Report of Township Officers-Municipal Court Monthly Report-March 2017 (Bowers)

6. *Reading of Petitions and Communications and Bids - None

7. *Bills

8. *Resolutions

- a. 93-17 Resolution Endorsing Amendment to Adopted Fair Share Plan (Legal-Trenk)
- b. 94-17 Resolution Adopting Amending Spending Plan Concerning Affordable Housing Trust Funds (Legal-Trenk)
- c. 95-17 Resolution Authorizing the Issuance of Raffle Licenses (Clerk)
- d. 96-17 Resolution Authorizing an Exemption from Real Estate Taxes for a Totally Disabled Veteran for Tax Year 2017 Pursuant to N.J.S. 54: 4-3.30 et seq. for Property at 2A Hooper Avenue, West Orange, NJ (Block 154.20, Lot 1) (Tax Assessor)
- e. 97-17 Resolution Authorizing an Exemption from Real Estate Taxes for a Totally Disabled Veteran for Tax Year 2017 Pursuant to N.J.S. 54: 4-3.30 et seq. for Property at 58 Oak Avenue, West Orange, NJ (Block 161.01, Lot 15) (Tax Assessor)
- f. 98-17 Resolution to Introduce the 2017 Local Municipal Budget (Gross)

- g. 99-17 Authorization to Calculate the Township's Tax Collection Rate by Taking Into Account 2013 Tax Appeals and Provide Property Tax Payers the Tax Relief Benefit Offered by N.J.S.A. 46A:4-41(C)(2) (Gross)
- h. 100-17 Resolution Authorizing the Township to Reject Proposals Received in Response to its Request for Proposals for the Contract for Emergency Transportation Third Party Billing Following a Procedural Error that Requires the Township to Redo the Procurement of the Contract (Legal-Moon)
- i. 101-17 Resolution Authorizing the Auction of Abandoned Cars (DeSantis)
Vehicles in violation, accidents, and/or abandoned will be towed off the street by a licensed towing company designated by the Township. The Township is authorized to sell at Public Auction unclaimed vehicles pursuant to State and Local Laws.
- j. 102-17 Resolution and Exhibit Authorizing a Contract with the Montclair YMCA for the use of Ginny Duenkel Pool (Legal-Moon)
This resolution authorizes the execution of a license agreement with the Montclair YMCA to allow them to use the Ginny Duenkel Pools for their competitive swimming program.

9. Ordinances on Second and Final Reading

- a. 2507-17 Bond Ordinance Providing Various Capital Improvements In and By the Township of West Orange, in the County of Essex, New Jersey, Appropriating \$8,990,546 Therefor and Authorizing the Issuance of \$8,560,000 Bonds or Notes of the Township to Finance Part of The Cost Thereof (Legal-McManimon)

10. Ordinances on First Reading

- a. 2508-17 Calendar Year 2017 Ordinance to Exceed the Municipal Budget Appropriation Limits and to Establish a Cap Bank (N.J.S.A. 40A: 4-45.14) (Gross)
- b. 2509-17 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 Employees Status as a Township Employee and Under the Guidelines of the New Jersey Department of Personnel (Gross)

11. Pending Matters/New Matters/Council Discussion

12. ABC Hearing-None

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.

**West Orange Resolution Endorsing an
Amended Fair Share Plan**

93-17

WHEREAS, the Planning Board of West Orange Township, Essex County, State of New Jersey, adopted an amended Fair Share Plan on April 5, 2017; and

WHEREAS, a true copy of the resolution of the Planning Board adopting the amended Fair Share Plan is attached pursuant to N.J.A.C. 5:96-2.2(a)2.

NOW THEREFORE BE IT RESOLVED that the Governing Body of West Orange Township, Essex County, State of New Jersey, hereby endorses the amended Fair Share Plan as adopted by the West Orange Township Planning Board; and

BE IT FURTHER RESOLVED that the Governing Body of West Orange Township, pursuant to the provisions of N.J.S.A. 52:27D-301 et seq. and N.J.A.C. 5:96-3.4, submits this amended Fair Share Plan to the Superior Court for review and approval; and

BE IT FURTHER RESOLVED that a list of names and addresses for all owners of sites in the adopted and amended Fair Share Plan, including the names and addresses of any objectors, has been included; and

BE IT FURTHER RESOLVED that notice of this amendment shall be published in a newspaper of countywide circulation pursuant to N.J.A.C. 5:96-3.5 within seven days of issuance of the notification letter from the Superior Court indicating that the submission has been received and is under review and that a copy of this resolution, the adopted amended Fair Share Plan and all supporting documentation shall be made available for public inspection at the West Orange Township municipal clerk's office located at 66 Main Street, West Orange, NJ, during the hours of 8:30–4:30 on Monday through Friday for a period of 45 days following the date of publication of the legal notice pursuant to N.J.A.C. 5:96-3.5.

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

Joe Krakoviak
Council President

Adopted: April 25, 2017

**West Orange Planning Board Resolution Adopting an
Amendment to the Fair Share Plan**

WHEREAS, the Planning Board of West Orange Township, Essex County, State of New Jersey, adopted its current Housing Element and Fair Share Plan pursuant to N.J.S.A. 40:55D-28 on November 5, 2008; and

WHEREAS, the Governing Body endorsed the Housing Element and Fair Share Plan on November 25, 2008; and

WHEREAS, the Governing Body petitioned the Council on Affordable Housing for substantive certification on December 30, 2008; and

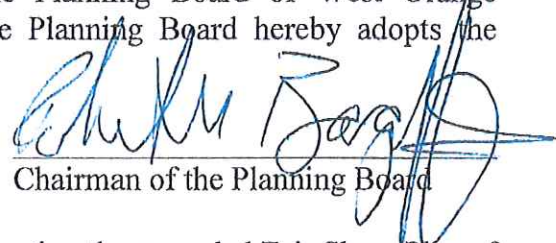
WHEREAS, the Council on Affordable Housing granted substantive certification on December 9, 2009; and

WHEREAS, the Planning Board has determined to amend the Fair Share Plan; and

WHEREAS, upon notice duly provided pursuant to N.J.S.A. 40:55D-13, the Planning Board held a public hearing on the amended Fair Share Plan on April 5, 2017; and

WHEREAS, the Planning Board has determined that the amendment to the Fair Share Plan is consistent with the goals and objective of the Township of West Orange's Master Plan Update, which consists of a Reexamination Report, Sustainability Plan and Updated Plan on June 2, 2010, and that adoption and implementation of the amendment to the Fair Share Plan is in the public interest and protects public health and safety and promotes the general welfare.

NOW THEREFORE BE IT RESOLVED by the Planning Board of West Orange Township, Essex County, State of New Jersey, that the Planning Board hereby adopts the amended Fair Share Plan.


Chairman of the Planning Board

I hereby certify that this is a true copy of the resolution adopting the amended Fair Share Plan of West Orange Township, Essex County on April 5, 2017.



Robin Miller, Planning Board Secretary

**FAIR SHARE PLAN
AMENDMENT

OF

WEST ORANGE TOWNSHIP,

ESSEX COUNTY,
NEW JERSEY**

Adopted: April 5, 2017

PLANNING BOARD

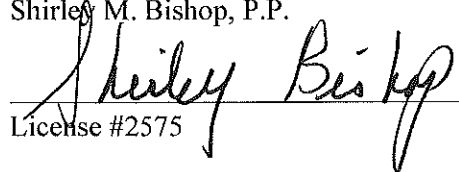
- Dr. Robert Bagoff, Chair
 - Ron Weston
 - Lee Klein
 - Jerome Leslie Eban
 - Andrew Trenk
 - Tekeste "Cass" Ghebremicael
 - Susan McCartney
 - Captain Michael Keigher
 - William Wilkes II
- Attorney: Patrick Dwyer, Esq.
 - Planner: Paul Grygiel
 - Secretary: Robin Miller

MAYOR Robert Parisi

TOWNSHIP COUNCIL

- Jerry Guarino
 - Victor Cirilo
 - Susan McCartney
 - Joe Krakoviak
 - Michelle Casalino
- Attorney: Richard Trenk, Esq.
 - Administrator: John K. Sayers

It is certified that all copies of this document are in conformance with the one signed and sealed by
Shirley M. Bishop, P.P.


License #2575

Prepared by:
Shirley M. Bishop, P.P., LLC
100 Overlook Center, Floor 2
Princeton, NJ 08540
609-844-7720
shirleymbishop@aol.com

WEST ORANGE TOWNSHIP

ESSEX COUNTY

AMENDMENT TO ADOPTED

FAIR SHARE PLAN

AMENDMENT TO ADOPTED AND CERTIFIED FAIR SHARE PLAN

Valley Road Residential, LLC

The Township of West Orange received substantive certification from the Council on Affordable Housing (COAH) on December 9, 2009 for a Third Round Obligation of 341 units. Included in that certified Third Round Plan was new construction of an 81-unit age restricted development that was not implemented.

As per the COAH regulations in effect at that time, no site identification was required. Interestingly, there was an implementation schedule provided with construction scheduled to begin in 2017.

West Orange is proposing to amend the adopted Fair Share Plan to include 100 units of a mixed income development known as Valley Road Residential (Valley Road). The site is approximately 1.55 acres and is located at 22-24 Central Avenue (Block 9, Lots 1, 7, 44, 50 and 56).

Originally, the site was to be the focus of a Nine Percent Tax Credit application but because the tax credit funds were only allocated to Sandy counties, the application never progressed. However, there is an approval in place for a 100 unit rental development that can now move forward and will be the focus of an application for the Mixed Income Cycle of the Nine Percent Tax Credit Program. The approval is dated September 10, 2013. Exhibit A.

Of the 100 units, 55 units will be low and moderate while 45 will be market rate units. Of the 55 affordable units, seven will be affordable to very low income households, 21 will be low income and 27 moderate income.

The site is available and has clear title as the site has been owned by Valley Road Residential, LLC since 2008. The site is approvable as there is an approved Remedial Action Work Plan as per the NJ Department of Environmental Protection that is contained in the Site Investigation/Remedial Investigation Report, dated December 31, 2013. Exhibit B. The report addresses each area of concern, provides direction and concluded that "Based on the analytical results, contamination in soil and ground water at the site is related to historic fill material and off-site impacts. The remedial action measures outlined above are sufficient measures of managing human contact with on-site contamination." Valley Road Residential will adhere to all the remediation standards.

The site is developable as it has sewer and water and is in an existing Water Quality Management Plan. The site is suitable as it abuts both residential and commercial development with access provided via Central Avenue and Mitchell Street.

In addition, the site is in the Harvard Press Redevelopment Area between Mitchell Street and Central Avenue on the City of Orange border. This area is known as The Valley. The project is in conjunction with a counterpart project on adjoining property in Orange. Since the site is in the Harvard Press Redevelopment Area, the redevelopment plan is the applicable zoning. The project is a Transit Oriented Development and the project will upgrade an abandoned factory site and restore it to a productive use. This will occur by removing an abandoned building and replacing it with attractive new construction.

As mentioned above, the owner will be filing an application for the Mixed-Income Nine Percent Tax Credit Round on May 2, 2017. To make the pro forma whole, West Orange will commit \$3 million from its Affordable Housing Trust Account to subsidize 40 of the 55 affordable units. By so doing, the development will be fiscally whole. The pro forma and construction schedule are attached. Exhibit C.

As of December 31, 2016, West Orange had \$3,058,310.48 in developer fees and \$247,587.85 in its payment in lieu account for a total of \$3,305,898.33. The approved West Orange spending plan will be amended to include the \$3 million for the project. Of the \$3 million, West Orange will commit \$247,587.85 in payments in lieu and \$2,752,412.15 from developer fees. Exhibit D.



Clarke Caton Hintz

Architecture
Planning
Landscape Architecture

Shirley Bishop, PP, AICP
100 Overlook Drive - 2nd Floor
Princeton, NJ 08540

March 20, 2017

**Re: Preliminary Review
West Orange 2017 Draft Housing Element and Fair Share Plan (Valley Road
Residential LLC site)**

100 Barrack Street
Trenton NJ 08608
clarkecatonhintz.com
Tel: 609 883 8383
Fax: 609 883 4044

Dear Ms. Bishop,

I have reviewed West Orange's draft 2017 Amendment to the Adopted Fair Share Plan (hereafter the "Plan") and offer the following preliminary review.

It is my understanding this Plan amends the Township's previous Housing Element and Fair Share Plan to include the 100-unit Valley Road site, located at 22-24 Central Avenue, as an inclusionary housing site with a 55% affordable housing set-aside. Furthermore, the Township is proposing to subsidize 40 of the 55 affordable units with \$3 million for a per-unit subsidy of \$75,000. The Plan states the subsidy will be provided by existing development fees and payments in lieu of construction. Given this, review of the Plan indicates it advances construction of low and moderate income housing in a manner consistent with COAH's substantive rules, *N.J.A.C. 5:93*.

Note that this review does not provide indication of how the affordable units may be used to satisfy the Township's affordable housing obligation (i.e. no discussion of rental bonus credits has been provided or reviewed) as this will be determined at the time the municipality submits its third round housing element and fair share plan.

Please feel free to contact me to discuss the questions and comments you may have.

Sincerely,

Elizabeth McManus, PP, AICP, LEED AP

Philip Caton, FAICP
John Hatch, FAIA
George Hibbs, AIA
Brian Slauch, AICP
Michael Sullivan, AICP

Emeriti
John Clarke, FAIA
Carl Hintz, AICP, ASLA

**Township of West Orange
County of Essex**

**WEST ORANGE RESOLUTION ADOPTING AMENDED
TRUST FUND SPENDING PLAN**

WHEREAS, the New Jersey Supreme Court and the New Jersey Legislature have recognized and mandated in So. Burl. Co. NAACP v. Mount Laurel, 92 N.J. 158 (1983) (“Mount Laurel II”) and the Fair Housing Act, N.J.S.A. 52:27D-301, *et seq.* (“FHA”) that every municipality in New Jersey has an affirmative obligation to facilitate the provisions of affordable housing; and

WHEREAS, in Holmdel Builder’s Ass’n v. Holmdel Township, 121 N.J. 550 (1990), the Supreme Court determined that municipalities are authorized under the FHA to assess and collect mandatory affordable housing development fees from developers of commercial and non-inclusionary residential development projects subject to the rules and regulations of COAH; and

WHEREAS, pursuant to its power under FHA, COAH has adopted regulations necessary for the establishment, implementation, review, monitoring and enforcement of municipal Affordable Housing Trust Funds and corresponding spending plans; and

WHEREAS, in accordance with the FHA and COAH rules, the Township received a grant of substantive certification on December 9, 2009 and received approval to maintain an Affordable Housing Trust Fund in December 2009; and

WHEREAS, the Township wishes to amend its Spending Plan that was previously approved by COAH in December 2009 in order to commit \$3,000,000 from Affordable Housing Trust Account for a municipal construction project known as Valley Road Residential, LLC.

NOW THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange, Essex County, as follows:

1. The Township of West Orange hereby adopts and approves an amended Trust Fund Spending Plan dated April, 25, 2017. Said Spending Plan is attached hereto as Exhibit A and made a part hereof.
2. A certified true copy of this Resolution together with the amended Spending Plan shall be filed by the municipal clerk with the Court Master and Superior Court.

I certify this to be a true copy of a Resolution adopted by the Township Council of the Township of West Orange held on April 25, 2017.

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

Joe Krakoviak
Council President

Adopted: April 25, 2017

West Orange Trust Fund Spending Plan

Prepared April 18, 2017

INTRODUCTION

West Orange Township / Essex County has prepared a Housing Element and Fair Share Plan in accordance with the Municipal Land Use Law (N.J.S.A. 40:55D-1 et seq.), the Fair Housing Act (N.J.S.A. 52:27D-301) and the affordable housing regulations of the New Jersey Department of Community Affairs (the Department) (N.J.A.C. 5:97-1 et seq. and N.J.A.C. 5:96-1 et seq.). A development fee ordinance creating a dedicated revenue source for affordable housing was approved by the Council on Affordable Housing (COAH) on October 8, 1992 and adopted by the municipality on October 13, 1992. The ordinance establishes the West Orange affordable housing trust fund for which this spending plan is prepared.

1. REVENUES FOR CERTIFICATION PERIOD

As of December 31, 2016, West Orange has collected \$7,744,706.28 and expended \$4,366,238.04, resulting in a balance of \$3,378,368.24 as of December 31, 2016. All development fees, payments in lieu of constructing affordable units on site, funds from the sale of units with extinguished controls, and interest generated by the fees are deposited in a separate interest-bearing affordable housing trust fund in Garden State Bank for the purposes of affordable housing. These funds shall be spent in accordance with N.J.A.C. 5:97-8.7-8.9, as described in the sections that follow.

To calculate a projection of revenue anticipated during the period of third round compliance and repose, West Orange considered the following:

(a) Development fees:

1. Residential and nonresidential projects which have had development fees imposed upon them at the time of preliminary or final development approvals;
2. All projects currently before the planning and zoning boards for development approvals that may apply for building permits and certificates of occupancy; and
3. Future development that is likely to occur based on historical rates of development.

\$3,600,000 - Proposed

(b) Payment in lieu (PIL):

Actual and committed payments in lieu (PIL) of construction from developers as follows:

\$00.00

(c) Other funding sources:

Funds from other sources, including, but not limited to, the sale of units with extinguished controls, repayment of affordable housing rehabilitation loans, rental income and proceeds from the sale of affordable units.

\$900,000

(d) Projected interest:

Interest on the projected revenue in the municipal affordable housing trust fund at the current average interest rate.

SOURCE OF FUNDS	PROJECTED REVENUES – HOUSING TRUST FUND – 2017 THROUGH 2025									
	2017	2018	2019	2020	2021	2022	2023	2024	2025	Total
(a) Development Fees	400,000	400,000	400,000	400,000	400,000	400,000	400,000	400,000	400,000	\$3,600,000
Approved Development										
Development Pending Approval										
Projected Development										
(b) Payments in Lieu of Construction										
(c) Other Funds (rehab loan repay)	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	\$900,000
(d) Interest	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	\$45,000
Total	505,000	505,000	505,000	505,000	505,000	505,000	505,000	505,000	505,000	\$4,545,000

West Orange projects a total of \$4,545,000 in revenue to be collected between January 1, 2017 and December 31, 2025. This projected amount, when added to West Orange's trust fund balance as of December 31, 2016, results in an anticipated total revenue of \$7,923,468.24 available to fund and administer its affordable housing plan. All interest earned on the account shall be used only for the purposes of affordable housing.

2. ADMINISTRATIVE MECHANISM TO COLLECT AND DISTRIBUTE FUNDS

The following procedural sequence for the collection and distribution of development fee revenues shall be followed by West Orange:

(a) Collection of development fee revenues:

Collection of development fee revenues shall be consistent with West Orange's development fee ordinance for both residential and non-residential developments in accordance with the Department's rules and P.L.2008, c.46, sections 8 (C. 52:27D-329.2) and 32-38 (C. 40:55D-8.1 through 8.7).

(b) Distribution of development fee revenues:

The following procedural sequence for the collection and distribution of development fee revenues is being followed by West Orange and was previously approved by COAH:

The Director of Planning and Development will be responsible for the overall management of the fund. The director will supervise the collection of all fees, which will be turned over to the Chief Financial Officer. The Chief Financial Officer will then deposit all fees in a separate interest-bearing housing trust fund. The Township Council will review all fund requests on an as needed basis. The Director of Planning and Development will activate the procedures to disburse funds from the Affordable Housing Trust Fund. The Comptroller will certify as to the availability of funds.

Development fees will be paid in part upon issuance of a building permit based on the estimated added value of the project (50 percent of anticipated fees). This estimate will be determined by the Tax Assessor. The Township Construction Official will notify the Tax Assessor when a Certificate of Occupancy (CO) is ready to be issued. Upon completion of construction, the Township Tax Assessor will calculate the equalized assessed value to be added as a result of the project and the remaining amount of the development fee, which is due upon issuance of a CO. No CO will be issued until the Tax Assessor has made this calculation and the entire development fee is paid. The Director of Planning and Development will monitor this process and the Chief Financial Officer will provide reports to the governing body.

3. DESCRIPTION OF ANTICIPATED USE OF AFFORDABLE HOUSING FUNDS

(a) **Rehabilitation and new construction programs and projects (N.J.A.C. 5:97-8.7)**

West Orange will dedicate \$5,047,908.82 to rehabilitation and new construction programs as follows:

Rehabilitation program: \$2,047,908.82 West Orange has an ongoing rehabilitation program with Community Action Services. The program provides funds for both owner occupied deficient homes and renter occupied deficient units. The West Orange program has a maximum amount of \$35,000 with an average expenditure of \$30,000 per unit.

New construction project(s): \$3,000,000 for Valley Road Residential LLC as presented in the amended Fair Share Plan. Valley Road Residential is a 100 unit mixed income rental development of which 55 units will be available for low, moderate and very low income households and the balance, 45 units, will be market rate units. The development will be the focus of an application for the Mixed Income Cycle of the Nine Percent Tax Credit Program. The Planning Board adopted an amendment to the Fair Share Plan on April 5, 2017 to include the Valley Road development as meeting a portion of its affordable housing obligation. West Orange is now committing \$3M to subsidize 40 of the low and moderate income rentals.

(b) **Affordability Assistance (N.J.A.C. 5:97-8.8)**

AFFORDABILITY ASSISTANCE CALCULATION		
Actual fees thru 12/31/2016		\$7,275,014.20
Actual interest thru 12/31/2016	+	\$469,692.08
Projected Development Fees, 2017 thru 2025	+	\$3,600,000
Projected Trust Fund Interest, 2017 thru 2025	+	\$45,000
Less Housing Activity thru 2016	-	\$3,804,508.23
Total	=	\$7,585,198.05.
30% Requirement	x .30	\$2,275,559.42
Less Affordability Assist. Expenditures thru 12/31/2016	-	\$00.00
Projected Min. Afford. Asst. 1/1/2017 thru 12/31/2025	=	\$2,275,559.42
Projected Min. Afford. Asst. for Very Low Income, 2017 thru 2025	x 1/3	\$750, 934.61

!

West Orange will dedicate \$2,275,559.42 from the affordable housing trust fund to render units more affordable, including \$750,934.61 to render units more affordable to households earning 30 percent or less of median income by region, as follows:

Converting low income units to very low income units and / or emergency repairs and/ or energy efficiency assistance program.

(c) **Administrative Expenses (N.J.A.C. 5:97-8.9)**

ADMINISTRATIVE EXPENSE CALCULATION		
Actual fees and interest thru 12/31/2016		\$7,744,706.28
Projected Development Fees and Interest 2017 thru 2025	+	\$3,645,000
Payments-In-Lieu of Construction and other deposits thru 2025	+	\$900,000
Less RCA expenditures thru 12/31/18	-	\$00.00
Total for Admin. Calculation 1/1/2017 to 12/31/2025	=	\$12,289,706.28
20% Maximum for Admin. Expense	x .20	\$2,457,941.26
Less Admin. Thru 12/31/2016	-	\$561,729.81
Available for Admin. 1/1/2017 thru 12/31/2025	=	\$1,896,211.45

West Orange projects that \$1,896,211.45 will be available from the affordable housing trust fund to be used for administrative purposes. Projected administrative expenditures, subject to the 20 percent cap, are as follows:

These fees will be utilized for administrative purposes such as consultant's fees necessary to develop and implement the soft costs of the housing program, the housing element, the fair share plan and the affirmative marketing program. Administrative funds may be used to defray the costs of consultants that are preparing or implementing a plan. Administrative funds may be used to income qualify households and monitor implementation.

4. EXPENDITURE SCHEDULE

West Orange intends to use affordable housing trust fund revenues for the creation and/or rehabilitation of housing units.

PROJECTS/PROGRAMS	Number of Units Projected	Projected Expenditure Schedule 2017 - 2025									
		2017	2018	2019	2020	2021	2022	2023	2024	2025	Total
Rehabilitation		225,000	225,000	225,000	225,000	225,000	225,000	225,000	236,454.16	236,454.66	\$2,047,908.82
New Construction											
1. Valley Road	40	3,000,000									3,000,000
2.											
3.											
„4.											
5.											
Total											
Affordability Assistance											\$2,275,559.42
Administration											\$600,000
Total											\$7,923,468.24

5. EXCESS OR SHORTFALL OF FUNDS

In the event of any expected or unexpected shortfall if the anticipated revenues are not sufficient to implement the plan, West Orange will adopt a Resolution of Intent to Bond.

In the event more funds than anticipated are collected, projected funds exceed the amount necessary to implement the Fair Share Plan, or West Orange is reserving funds for affordable housing projects to meet a future affordable housing obligation, these excess funds will be used to continue the rehabilitation program.

6. BARRIER FREE ESCROW

Collection and distribution of barrier free funds shall be consistent with West Orange's Affordable Housing Ordinance in accordance with N.J.A.C. 5:97-8.5 that is in West Orange's Affordable Housing Ordinance.

SUMMARY

West Orange intends to spend affordable housing trust fund revenues pursuant to N.J.A.C. 5:97-8.7 through 8.9 and consistent with the housing programs outlined in the Fair Share Plan dated April 5, 2017.

West Orange has a balance of \$3,378,468.24 as of December 31, 2016 and anticipates an additional \$4,545,000 in revenues through 2025 for a total of \$7,923,468.24. The municipality will dedicate \$5,047,908.82 towards rehabilitation and Valley Road Residential, \$2,275,559.42 to render units more affordable, and \$600,000 to administrative costs. Any shortfall of funds will be offset by bonding. The municipality will dedicate any excess funds or remaining balance toward rehabilitation.

SPENDING PLAN SUMMARY		
Balance as of December 31, 2016		\$3,378,468.24
PROJECTED REVENUE 2017 – 2025		
Development Fees	+	\$3,600,000
Payments in lieu of construction	+	\$00.00
Other funds – Rehab loan repayment	+	\$900,000
Interest	+	\$45,000
TOTAL AVAILABLE FUNDS	=	\$7,923,468.24
PROJECTED EXPENDITURES 2017 - 2025		
Funds used for Rehabilitation		\$2,047,908.82
Funds used for New Construction		
1. Valley Road Residential	+	\$3,000,000
2.	+	
3.	+	
4.	+	
Affordability Assistance	+	\$2,275,559.42
Administration	+	\$600,000
Excess Funds or Remaining Balance Reserved for Additional Affordable Housing Activity	=	
1.	-	
2.	-	
TOTAL PROJECTED EXPENDITURES	=	\$7,923,468.24
	=	

EXHIBIT A



TOWNSHIP OF WEST ORANGE

66 MAIN STREET, WEST ORANGE, N.J. 07052

Department of Planning and Development

ROBERT D. PARISI
Mayor

PLANNING BOARD

Tel: (973) 325-4111

Fax: (973) 325-6359

Email: planningboard@westorange.org

September 11, 2013

Via Electronic and First Class Mail Delivery

Mr. William C. Sullivan, Jr., Esq.
Scarinci & Hollenbeck, LLC
1100 Valley Brook Avenue
PO Box 790
Lyndhurst, New Jersey 07071-0790

Re: PB-13-16/Valley Road Residential, LLC
Block: 9; Lots: 1, 7, 44, 50 & 56; Zone: MUBR
22-26 Central Avenue; 9-15 Mitchell Street
Preliminary Site Plan with "C" Variance.

Dear Mr. Sullivan:

Enclosed please find copy of the Resolution adopted at the September 10, 2013 Planning Board meeting for the above-referenced matter.

In addition, an Affidavit of Compliance is enclosed. Please complete and submit this document to the Zoning Official after completing all conditions in the Resolution.

If I may be of further assistance, please contact me at (973) 325-4111.

Very truly yours,

Robin Miller
Planning Board Secretary

Enclosures

cc: Joseph Alpert, Valley Road Residential, LLC
File



**RESOLUTION OF THE PLANNING BOARD
OF THE
TOWNSHIP OF WEST ORANGE**

Decided: August 7, 2013
Memorialized: September 10, 2013

**APPROVAL OF APPLICATION
VALLEY ROAD RESIDENTIAL, LLC
PRELIMINARY SITE PLAN APPROVAL WITH "C" VARIANCE
22-26 CENTRAL AVENUE and 9-15 MITCHELL STREET
BLOCK: 9; LOTS: 1, 7, 44, 50 & 56; ZONE: MUBR
APPLICATION NO. PB-13-16**

WHEREAS, Valley Road Residential, LLC ("Applicant") having made application for preliminary and final site plan approval to the Township of West Orange Planning Board (Application #PB-13-16) regarding property located at 22-26 Central Avenue and 9-15 Mitchell Street, West Orange, NJ (the "Premises"), and known as Lots 1, 7, 44, 50 & 56 in Block 9 on the tax map of the Township of West Orange; and

WHEREAS the Board having accepted jurisdiction based upon proof of publication and notices provided in accordance with the Municipal Land Use Law; and

WHEREAS, a public hearing having been conducted at a meeting held on August 7, 2013 and the Applicant having appeared and been represented by William C. Sullivan, Jr., Esq. of Scarinci Hollenbeck, and the Board having heard testimony of the Applicant's witnesses Barry J. Sutherland, PE, Stephen Schoch, AIA, Joseph Alpert, Sean Morowski, PP, and Brian Dempsey, PE, and the Board having considered the memorandum from Acting Board Planner Paul Grygiel, PP dated July 26, 2013, and the memorandum from Board Consulting Engineer Eric Keller, PE, PP dated August 1, 2013, and considered the exhibits submitted by the Applicant, and granted an opportunity for the public to be heard, and having deliberated on the merits of the application;

NOW, BE IT RESOLVED AS FOLLOWS:

EVIDENCE SUBMITTED

In summary, the following evidence was submitted in connection with the application and considered by the Board:

- I. The Board received the application and documents submitted therewith, including (i) a West Orange Planning Board Application, (ii) Checklist, (iii) survey prepared by Innovative Land Surveying dated 8/7/08; (iv) architectural

drawings prepared by Kitchen & Associates dated April 3, 2013 (A1.1, A1.2, A1.3, A2.1 and A2.2); (v) Site Plan Drawings by TRC Engineers, Inc. dated July 11, 2013 (15 sheets); and (vi) Traffic Impact Study prepared by TRC Engineers, Inc. dated July 26, 2013.

2. The following exhibits were introduced and accepted into evidence:

Ex. A-1	A site rendering dated July 11, 2013
Ex. A-2	NJ DEP stream encroachment plan (SP 01) dated 10/8/07
Ex. A-3	an aerial picture of the premises from satellite photo
Ex. A-4	Colorized Sketch Elevations

3. Applicant's attorney William C. Sullivan, Jr., Esq. began the presentation by noting that Applicant was a consortium of two (2) private developers and HANDS a not-for-profit community group which has a five percent interest. He stated that the site is in a redevelopment zone and the redevelopment plan is the applicable zoning standard. The application is for a 100 unit rental residential building with parking and that the site straddles the West Orange and Orange border. The instant application is for the 1.55 acres which are in West Orange.

4. Mr. Sullivan noted that Applicant is seeking a variance for a portion of the upper floors of the building which would be on the property line rather than setback.

5. Barry Sutherland, PE was sworn and qualified as an expert in engineering. He introduced Exhibits A-1 and A-2. He reviewed the Existing Condition and Demolition Plan stating that the site is 1.55 acres with an existing masonry building and the balance is asphalt and stone. The East Branch of the Rahway River was previously piped underground and runs through the site near the easterly boundary. The river will be "daylighted" as part of this project.

6. The proposal is for demolition of the existing structure and construction of a new 100 unit building known as Bldg. C having 30,000 sq. ft. footprint, and a 15,000 sq. ft. parking lot. (Bldgs. A and B having 128 units have received site plan approval to be built on the Orange side of the project.) Bldg. C will have 3 stories with 33 one bedroom units, 59 two bedroom units and 8 three bedroom units. There will be 40 surface parking spaces and 60 inside the garage underneath the building. In addition to having one space per unit in the building, the building tenants will also have access to 30 spaces in the garage to be built on the Orange property. The site has contaminated soil for which the owner received a \$600,000 grant from the State to remove. The project will conform with the zoning standards except for a portion of the upper floors on the western side of the building which will be on the property line and not setback. He stated that the roof drainage will be piped to an underground detention facility. Referring to Omland Engineering's review letter dated August 1, 2013 he stated Applicant will comply with comments 17, 20, 21, 23, 34 and 35, but noted that

compliance with #17 would only be possible if it did not interfere with Applicant's existing NJDEP permit. He reviewed the Lighting Plan and described the decorative lighting on Central Avenue, Mitchell Street, the parking lots and on the building. There will be lighting on the walk path and Applicant agreed to provide a foot candles analysis for review by the Board Engineer. Regarding landscaping he reviewed Drawing C400 and stated there would be shade trees on Central Avenue and Mitchell Street where there is enough space. Shrubs will be planted and grass seeded on the West Orange side of the river channel pursuant to a plan submitted to the Board at final site plan approval. The plantings in the channel will be water resistant because the flood zone reaches all the way to the top of the channel. Regarding pedestrian circulation around the parking area, he stated that there was not enough room for sidewalks around the perimeter. Applicant agreed to submit information about the culvert headwalls per Omland letter Item 12. He stated Applicant will provide benches and trash receptacles along the river walkway. In response to Board questions, he stated that Applicant would install an emergency call box in the parking lot and would provide a fire suppression report.

7. Applicant called Stephen Schoch, AIA of Kitchen & Associates who was sworn and qualified as an expert in architecture. He introduced Exhibits A-3 and A-4. He noted that the project is a Transit Oriented Development and that the design being proposed is similar in style to what was already approved for the Orange side of the project. The building will be fully sprinklered. The floor plan will have a central corridor with units on each side. Materials selected were looked at for sustainability and while not LEED certified will meet Energy Star criteria. Applicant agreed to look at roof color to reflect heat.

Responding to Board questions he testified that there would be a washer and dryer in each unit, trash pickup will be on Central Avenue, parking calculations were based on TOD rather than RSIS which was based on greenfield suburbs, that the project will have "eyes on the street" which will help promote safety through "defensible design." There will be security cameras in the parking area and on the walk path. Exterior materials will be 50% red brick panels, lighter colored panels, brownstone base and dark gray panels with aluminum colored window frames. The garage will be a masonry base with openings for ventilation. Bike racks will be provided in three corners of the parking area, to provide capacity for at least one bike per unit.

8. Applicant called Joseph Albert who was sworn and testified that he is a principal of the Applicant. They purchased the building in 2008 and due to the economic downturn their plans to construct the project were put on hold. At this time there is Hurricane Sandy monies available for the project through NJ IMFA and Applicant would like to take advantage of their limited availability while they last.

9. Sean Moronski, PP was sworn and qualified as an expert in planning. He testified that the proposed project was conforming except for one side yard setback variance. Referring to A1.1, he observed that the ordinance requires that upper floors be set back a minimum of 4 feet from the property line but that along the westerly side of the building for approximately 65 feet from Mitchell Street the upper floors would be right at property line. He noted that the vast majority of the building does conform in this respect. As for the positive criteria for the variance relief, he testified that the project would promote public welfare by upgrading an abandoned factory site and restoring it to productive use. He opined that the project would also promote a desirable visual environment by removing an abandoned building and replacing it with attractive new construction. Regarding the negative criteria, he stated that there was none because the project would facilitate clean up of the area and provide transit oriented development in furtherance of the Master Plan.

10. Brian Dempsey was called, sworn and qualified as an expert in traffic engineering. He referred to the Traffic Impact Report dated July 26, 2013, which concluded that the project would have no impact on traffic in the area and would not lower the Level of Service of the adjoining streets or intersections. He stated that Applicant would address the traffic comments in the Onland review letter.

FINDINGS OF FACT AND CONCLUSIONS OF LAW

11. The subject premises are in the Harvard Press Redevelopment Area between Mitchell Street and Central Avenue on the City of Orange border.

12. The project calls for demolition of the existing buildings and construction of a new 100 unit rental building, 100 parking spaces and "daylighting" of the East Branch of the Rahway River which runs through the property. The project is in conjunction with a counterpart project on adjoining property in Orange. An eight-foot wide walkway will be constructed along the river with lighting, benches and trash receptacles.

13. The project complies with the zoning standards in the redevelopment zone, except for a portion of the westerly wall near Mitchell Street where the upper floors will be on the property line and not set back 4 feet as required. Variance relief is requested.

14. The project furthers many of the goals of the Redevelopment plan including the revitalization of the site and removal of abandoned buildings. Construction of a new 5 story residential building with off-street parking which is within easy walking distance of the Highland Avenue train station is clearly "smart growth" and transit oriented development.

15. The variance relief is warranted under c(2) analysis because the benefits of this project outweigh any detriments. New construction in furtherance of the

redevelopment plan, daylighting the river way and providing pedestrian access to it and removing aging, dilapidated structures will promote the general welfare by promoting the appropriate use of the land pursuant to MLUL §2(a) and promote a desirable visual environment furthering MLUL §2(j). Having approximately 65 feet of the upper floors of the building on the property line near Mitchell Street rather than set back 4 feet will not cause substantial detriment to the zone plan or ordinance because the vast majority of the upper floors comply with this standard and it will not be a substantial detriment.

16. The project is an improvement that the Township has planned for and the minor variance relief does not cause substantial detriments, which outweigh the many benefits associated with the project.

THE DECISION

WHEREAS, the Board, having reviewed the application for preliminary and final site plan approval and having considered the impact of the proposed application on the Township's master plan and zoning ordinance and the surrounding property owners, and having considered whether the proposal complies with and furthers the goals of the land use and zoning ordinances of the Township of West Orange and the Municipal Land Use Law; and upon the imposition of specific conditions to be fulfilled, hereby, concludes that good cause has been shown to approve the application as follows;

NOW THEREFORE, BE IT RESOLVED by the Planning Board of the Township of West Orange that the application for preliminary site plan approval with variance relief all as set forth in the plans, reports, representations, testimony, stipulations and Exhibits offered by the Applicant is granted subject to the following conditions:

1. The Applicant shall comply with all applicable Township, County, State and Federal laws, ordinances, regulations and directives, including without limitation, obtaining all applicable local, state and federal approvals and/or permits. Without limitation of the foregoing, prior to the signing of the approved site plans, and prior to the commencement of any land disturbance or construction, the Applicant shall submit to this Board, with a copy to the Board Engineer, proof that it has obtained all required governmental approvals.

2. If another governmental entity or agency grants a waiver or variance affecting the plans and/or exhibits submitted by the Applicant, this approval or the conditions attached to it, then the Applicant shall re-apply to this Board respecting the same and this Board shall have the right to view that issue as it relates to this approval and these conditions and modify and amend same, if appropriate.

3. In the event that any other required regulatory approval conflicts with the terms and conditions hereof, or materially alters the same, or the terms and conditions hereof are materially altered by any change in applicable law or regulation other than those municipal

regulations for which change is prohibited by the Municipal Land Use Law (MLUL), or in the event Applicant or its successors or assigns construct or attempt to construct any improvement in conflict with or in violation of the terms of this approval, the Board hereby reserves the right to withdraw, amend or supplant the instant approval.

4. All construction, use and development of the property shall be in conformance with the plans approved herein, all representations of the Applicant and its witnesses during the public hearing, all exhibits introduced by the Applicant, and all terms and conditions of this resolution.

5. The Applicant shall pay all outstanding taxes, tax liens, application fees and technical review fees, as well as any inspection fees that may be required hereunder. The Applicant shall pay any additional fees or escrow deposits which may be due and owing within thirty (30) days of notification or this approval shall be deemed withdrawn.

6. All notes included in the approved plans, including notes required by this Resolution, shall be deemed conditions of approval having the same force and effect as conditions expressly set forth in this Resolution.

7. Applicant to provide an updated lighting plan subject to the review and approval of the Board Engineer.

8. Applicant will comply with the items set forth in the Omland review letter dated August 1, 2013 except Item #11 and Item #17 will be complied with if doing so will not interfere with Applicant's existing DEP permit.

9. Applicant will provide emergency call box in the parking lot.

10. Applicant will provide updated landscaping plan with smaller trees, large shrubs along the walkway to provide a safety buffer from the river channel subject to Board review and approval.

11. Applicant will provide benches and trash receptacles along the river walkway.

12. Applicant to provide a sustainable material list and an exterior material list subject to the review and approval of the Board. Applicant shall consider having the roof color a lighter shade to avoid heat island effect.

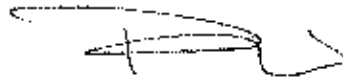
13. Applicant is responsible for the perpetual maintenance obligations associated with the "daylighted" portion of the East Branch of the Rahway River on site, as well as all other property maintenance issues associated with the site improvements.

14. Applicant to provide a listing or summary of energy efficiencies designed into the building and site improvements

15. The plans are to be reviewed and approved by the West Orange Fire Department as to the placement of hydrants and emergency access

16. Applicant must obtain Final Site Plan Approval prior to the commencement of any site improvements shown on the preliminary site plans.

Certified to be a true copy of the Resolution adopted on the 10th day of September 2013.



Robin Miller, Secretary

Vote on the Action Taken by the Board

Board Member	Motion	Second	Aye	Nay	Abstain	Absent
BAGOFF		*	*			
CARLUCCI						*
EBEN (1 st Alt.)			*			
GHEBREMICHAEL			*			
GURLAND					*	
KLEIN (2 nd Alt.)			*			
LESTER						*
MCCARTNEY			*			
WESTON			*			
WILKES						*
HELLER (Chair)	*		*			

Vote on the Memorializing Resolution

Board Member	Motion	Second	Aye	Nay	Abstain	Absent
BAGOFF			*			
CARLUCCI						
EBEN (1 st Alt.)		*	*			
GHEBREMICHAEL						*
GURLAND						
KLEIN (2 nd Alt.)			*			
LESTER						
MCCARTNEY			*			
WESTON			*			
WILKES						
HELLER (Chair)	*		*			



EXHIBIT B



57 East Willow Street
Millburn, NJ 07041

December 31, 2013

Valley Road Residential, LLC
c/o The Alpert Group
1 Parker Plaza
Fort Lee, New Jersey 07024

Attn: Mr. Joe Alpert

Re: *Site Investigation/ Remedial Investigation Report/ Remedial Action Workplan*
Former Fregans Automotive
22-24 Central Avenue
West Orange, New Jersey
Block 9; Lot 44
PI No. 450839
TRC Project 2894-195119

Dear Mr. Alpert:

On behalf of Valley Road Residential, LLC, TRC Environmental Corporation (TRC) has prepared the attached *Site Investigation/ Remedial Investigation Report* in accordance with the NJDEP's *Technical Requirements for Site Remediation* (N.J.A.C. 7:26E) and appropriate guidance documents for the above-referenced property.

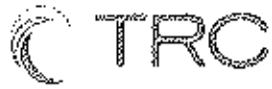
If you have any questions or need additional information, please call.

Very truly yours,

TRC ENVIRONMENTAL CORPORATION

Kristen Rillen
Associate Project Manager

Rebecca K. Hollender, CPG, LSRP
Principal Consultant
LSRP ID No. 585022



NJDEP PI NO. 450839

***SITE INVESTIGATION/ REMEDIAL INVESTIGATION REPORT AND
REMEDIAL ACTION WORKPLAN***

**FORMER FREGANS AUTOMOTIVE
22-24 CENTRAL AVENUE
BLOCK 9, LOT 44
WEST ORANGE, ESSEX COUNTY, NEW JERSEY**

TRC JOB NUMBER: 2894-195119

prepared for:

Valley Road Residential, LLC
c/o The Alpert Group
1 Parker Plaza
Fort Lee, New Jersey 07024

prepared by:

TRC Environmental Corporation
57 East Willow Street
Millburn, New Jersey 07041

December 31, 2013



TABLE OF CONTENTS

Section No.	Title	Page No.
1.0	INTRODUCTION	1
2.0	SITE INFORMATION	2
2.1	Site Description	2
2.2	Site History	2
2.3	Geology	3
2.4	Hydrogeology	3
2.5	Receptor Evaluation – Land Use	3
2.6	Receptor Evaluation – Ground Water	4
2.7	Receptor Evaluation – Vapor Intrusion	4
2.8	Receptor Evaluation – Ecological	4
2.9	Area of Concern Summary	4
2.10	Summary of Pertinent Site Documents	4
2.11	Applicable Regulatory Timeframes	5
2.12	Contact Information	5
3.0	TECHNICAL OVERVIEW	6
3.1	Remediation Objective	6
3.2	Summary of Recent Investigations	6
3.3	Applicable Remediation Standards	6
3.4	Sampling Procedures	7
3.5	Subcontractors	8
3.6	Reliability of the Laboratory Analytical Data	8
3.7	Factors Influencing Data	8
4.0	SOIL SITE INVESTIGATION	9
4.1	Geophysical Survey	9
4.2	AOC 2: Inactive Heating Oil Underground Storage Tank (UST)	9
4.2.1	AOC 2 Sample Collection and Analytical Results	9
4.2.2	Conclusions and Recommendations for AOC 2	10
4.3	AOC 3: Waste Oil Storage Area	11
4.3.1	AOC 3 Sample Collection and Analytical Results	11
4.3.2	Conclusions and Recommendations for AOC 3	11
4.4	AOC 5: Fill Material	12
4.4.1	AOC 5 Sample Collection and Analytical Results	12
4.4.2	Conclusions and Recommendations for AOC 5	13
4.5	AOC 6: Floor Staining	13
4.5.1	AOC 6 Sample Collection and Analytical Results	13
4.5.2	Conclusions and Recommendations for AOC 6	14
4.6	AOC 11: Concrete Lined Pit	14
4.6.1	AOC 11 Sample Collection and Analytical Results	14
4.6.2	Conclusions and Recommendations for AOC 11	14

TABLE OF CONTENTS (cont'd)

<u>Section No.</u>	<u>Title</u>	<u>Page No.</u>
5.0	SOIL AND GROUND WATER REMEDIAL INVESTIGATION	15
5.1	Soil Remedial Investigation	15
5.1.1	AOC 5 Temporary Well Installation, Sample Collection and Analytical Results	15
5.1.2	Conclusions and Recommendations	15
5.2	Monitoring Well Installation and Sampling	16
5.2.1	Conclusions and Recommendations	16
6.0	REMEDIAL ACTION	
6.1	Soil Remedial Action Workplan	17
6.2	Ground Water Remedial Action Workplan	18
7.0	CONCLUSIONS AND RECOMMENDATIONS	19

LIST OF FIGURES

Figure No.	Title
1	Site Location Map
2	Site Plan with Areas of Concern
3	NJDEP-GIS Land Use/Land Cover
4	NJDEP and National Fresh Water Wetland Maps
5	Soil Analytical Results
6	Ground Water Analytical Results

LIST OF TABLES

Table No.	Title
I	Sample Summary Table
II	Total Fractionated Extractable Petroleum Hydrocarbons (EPH) in Soil
III	Total Fractionated Extractable Petroleum Hydrocarbons (EPH) in Soil
IV	Volatile Organic Compounds (VOCs) in Soil
V	Base Neutrals (BNs) and Acid Extractables (AE) in Soil
VI	Polycyclic Aromatic Hydrocarbons (PAHs) in Soil
VII	Base Neutrals and Acid Extractables in Soil
VIII	Polychlorinated Biphenyls (PCBs) in Soil
IX	Metals in Soil
X	Pesticides and Herbicides Soil
XI	Ground Water Sampling Measurements and Calculations
XII	Volatile Organic Compounds (VOCs) in Ground Water

XIII LIST OF TABLES

<u>Table No.</u>	<u>Title</u>
XIV	Base Netutrals in Ground Water
XV	Polycyclic Aromatic Hydrocarbons (PAHs) in Ground Water
XVI	Metals in Ground Water
XVII	Polychlorinated Biphenyls (PCBs) in Ground Water
XVIII	Pesticides and Herbicides Ground Water

LIST OF APPENDICES

<u>Appendix</u>	<u>Title</u>
A	Soil Boring and Temporary Well Logs

NJDEP PI NO. 450839

***SITE INVESTIGATION/ REMEDIAL INVESTIGATION REPORT AND
REMEDIAL ACTION WORKPLAN***

**FORMER FREGANS AUTOMOTIVE
22-24 CENTRAL AVENUE
BLOCK 9, LOT 44
WEST ORANGE, ESSEX COUNTY, NEW JERSEY**

1.0 INTRODUCTION

TRC Environmental Corporation, Inc. (TRC) has prepared the following *Soil and Ground Water Site Investigation/ Remedial Investigation/ Remedial Action Report and Remedial Action Workplan* (SI/RI/RAR/RAW) for Former Fregan's Automotive in West Orange, Essex County, New Jersey (Figure 1).

Based on the *Preliminary Assessment Report* (PAR) that was prepared for the Site by TRC, ten areas of concern (AOCs) were identified. During the September 29, 2008 NJDEP Site inspection, a concrete-lined circular pit was observed in a rear room of the building. According to Mr. Steve Kchayes of the New Jersey Department of Environmental Protection (NJDEP), this pit may have formerly contained a sump. No visual evidence of staining or corrosion was observed in or around the pit, however TRC added it as an eleventh AOC. A total of five AOCs warranted additional investigation and this report summarizes the investigation conducted at these AOCs.

A ground penetrating radar investigation and a soil investigation consisting of soil borings and sampling was completed at the following AOCs:

AOC 2: Inactive Heating Oil Underground Storage Tank
AOC 3: Waste Oil Storage Area
AOC 5: Fill Material
AOC 6: Floor Staining
AOC 11: Concrete Lined Pit

Based on the soil investigation, no impact was observed from any of the AOCs. The Site is underlain by historic fill material, contaminated with polycyclic aromatic hydrocarbons (PAHs) and metals. Therefore engineering controls (capping system) and institutional controls (deed notice) will be established for the Site.

Additionally, a ground water investigation was conducted that included the installation and sampling of seven temporary well points and three permanent monitoring wells. Based on the results of the ground water investigation, a plume containing chlorinated volatile organic compounds (VOCs) is migrating onto the site from the adjacent, upgradient property. In addition, ground water is impacted by the site-wide historic fill material. Therefore, a CEA will be established for the site.

Site information and history are included in Section 2.0; a Technical Overview of the investigation activities performed during August and November 2012 is included in Section 3.0. Descriptions of the soil and ground water site investigation and remedial investigation activities with their findings are presented in Sections 4.0 and 5.0, respectively. A summary of the remedial action is included in Section 6.

2.0 SITE INFORMATION

2.1 Site Description

Former Fregan's Automotive is located on Central Avenue at Block 9, Lot 44 in West Orange, Essex County, New Jersey in a mixed use area. The site is approximately 0.15 acres in size and consists of one single-story building situated in the central portion of the property. The site is bordered by Selecto-Flash to the north, Harvard Printing Company to the south and west, and Central Avenue to the east (Figure 1).

2.2 Site History

The eastern portion of the Site has been developed from before 1895, and was included as part of a larger lot that adjoined the Site to the east and south and contained a hat manufacturer. The current on-site building, constructed in 1911, was used as a stock house around that time. The southeastern portion of the building was formerly connected to the building on the eastern adjoining lot (Lot 50).

In 1936, the Site was listed as Bristow S R Office Supplies, Electro Massage Tooth Brush Company, and Krucar J F Mach, and has been used as a machine shop since at least 1939. The Bates Manufacturing Company, a manufacturer of numbering machines, owned and operated the Site from 1965 to 1977 as a machine shop and warehouse, and it has been used as a machine shop since that time. Bates occupied the western adjoining property from at least 1939 to at least 1964. The Site was used as an automotive repair facility until 1995 when it was purchased by Valley Road Residential, LLC in 2008. The property has not been operation since the purchase.

2.3 Geology

Based on the 1996 USGS *Bedrock Geologic Map of North Jersey*, the Site is located in the Newark Basin and is underlain by the Passaic formation. The Passaic formation consists of reddish-brown to brownish-purple and grayish-red siltstone and shale with a maximum thickness of approximately 3,600 meters.

Based on published surveys, bedrock beneath the region consists of the Passaic Formation of the Newark Group of Late Triassic age. The Passaic Formation is dominantly shale and sandstone, overlain by Pleistocene age unconsolidated clay, sand and gravel. The formation consists dominantly of interbedded brown, reddish-brown, and gray shale, sandy shale, sandstone and some conglomerate. Bedrock was not encountered during investigation activities.

2.4 Hydrogeology

The depth to water at the site is approximately 20 feet below surface. Ground water is anticipated to flow southerly toward the East Branch of the Rahway River.

2.5 Receptor Evaluation - Land Use

The subject property is located in a mixed commercial/residential area of West Orange, New Jersey. The site is surrounded by commercial properties; there are no schools, child care centers, parks or playgrounds within 200 feet of the property boundary. There are three residences located southwest of the property within the 200 foot buffer. The land use/land cover map from the NJDEP's GIS database is included as Figure 3.

2.6 Receptor Evaluation - Vapor Intrusion

Due to the future construction plans to demolish the current site building, an evaluation of the vapor intrusion pathway was not conducted. Current building plans call for an open parking deck to be constructed at ground level. Should an occupied building be erected on the property, the installation of a passive vapor mitigation will be discussed.

2.7 Receptor Evaluation - Ecological

The closest surface water body is the East Branch of the Rahway River, which is approximately 150 feet east of the property. The National Wetlands Inventory map does not identify any wetland areas on or adjacent to the site (Figure 4). In addition, the September 29, 2008 site inspection confirmed that there were no environmentally sensitive natural resources on or adjacent to the site.

Therefore, since there are no environmentally sensitive natural resources on or adjacent to the site, no further ecological evaluation is necessary.

2.8 Areas of Concern (AOC) Summary

The following 5 Areas of Concern (AOCs) have been identified at the Site and are presented on Figure 2:

AOC 2: Inactive Heating Oil Underground Storage Tank

AOC 3: Waste Oil Storage Area

AOC 5: Fill Material

AOC 6: Floor Staining

AOC 11: Concrete Lined Pit

2.9 Summary of Pertinent Documents

The results of historical environmental investigations and activities conducted at the site are detailed in the following table of pertinent documents, which were used as supporting reference material for this report.

Pertinent Document	Date
<i>Preliminary Assessment/Site Investigation</i> prepared by TRC Environmental Corporation	October 12, 2007

2.10 Applicable Regulatory Timeframes

The Preliminary Assessment Report associated with case numbers 02-03-01-0004-21 and 08-01-12-0048-22 was previously submitted on May 24, 2012.

The regulatory timeframe for completion of the site investigation is defined in N.J.A.C. 7:26E-3.14(b)1 and is one year after the applicable requirement to remediate pursuant to N.J.A.C. 7:26C-2.2. The applicable regulatory timeframe to complete the remedial investigation is defined in N.J.A.C. 7:26E-4.10(a)1i(2) and is three years after the requirement to remediate pursuant to N.J.A.C. 7:26C-2.2.

2.11 Contact Information

The following is a list of the applicable contact information:

Site Owner / Operator	Valley Road Residential, LLC c/o The Alpert Group 1 Parker Plaza Fort Lee, New Jersey 07024	Joe Alpert (201) 232-8244
Licensed Site Remediation Professional	TRC Environmental Corp. 57 East Willow Street Millburn, NJ 07041	Rebecca K. Hollender LSRP No. 512625 (973) 564-6006 x 260

3.0 TECHNICAL OVERVIEW

This section provides an overview of the technical approach and methods employed during the site investigation activities conducted between August 7 and 9, 2012. The site investigation included a geophysical survey, exploratory test pits, soil and ground water sampling along with temporary well installation and sampling.

The remediation standards and screening levels used to evaluate soil and ground water are discussed in Section 3.3 below.

Prior to conducting any fieldwork, a detailed field sampling workplan and a site-specific Health and Safety Plan (HASP) and Quality Assurance Project Plan were prepared (QAPP). The HASP, required for OSHA compliance, included information such as emergency contacts, phone numbers, safety procedures, spill/discharge notification numbers, potential contaminants of concern, levels of protection and air monitoring. The QAPP was prepared to ensure that all sampling and laboratory analyses were conducted properly.

3.1 Remediation Objective

The objective of the remediation activities at this site is to identify, delineate and remediate contaminants of concern to the applicable remediation standards.

3.2 Summary of Recent Investigations

On August 3, 2012, a site investigation of the above-referenced five AOCs was completed in accordance with TRSR. The soil site investigation consisted of the completion of 7 soil borings, and analysis of 11 soil samples. Soil concentrations above the applicable NJDEP standards have not been completely delineated.

The ground water site investigation included the installation and sampling of four temporary well points. Ground water concentrations above the GWQS have not been delineated.

On November 9, 2012, a remedial investigation was conducted at the Site. Two temporary wells and one soil sample were collected to delineated exceedances in soil and ground water.

On December 6, 2012, a 1,000-gallon underground storage tank was removed. Post-excavation samples were collected to ensure there was not a release.

A summary of all samples and analyses discussed in this report is included as Table I. The analytical results and calculations are summarized in Tables II through XVII and presented on Figures 5 and 6. Soil boring and temporary well logs are included as Appendix B. The laboratory data reports and electronic data submittal are included as Appendix C.

3.3 Applicable Remediation Standards

The soil and ground water analytical data were compared to the current NJDEP remediation standards; i.e., soil remediation standards (SRS); default impact to ground water soil screening levels (DIGWSL); residential direct contact soil remediation standards (RDCSR); non-residential direct contact soil remediation standards (NRDCSR) and ground water quality standards (GWQS).

A standard rounding procedure was applied to the data for presentation purposes. The findings are compared to the applicable remediation standards and screening levels and presented in Sections 4.0 and 5.0. The remediation standards and screening levels used to evaluate soil and ground water are discussed below.

Extractable Petroleum Hydrocarbons

EPII concentrations were evaluated as either a Category 1 discharge (No. 2 fuel oil and/or diesel fuel) or Category 2 discharge (petroleum hydrocarbon mixtures other than No. 2 fuel oil and/or diesel fuel) pursuant to the NJDEP's August 9, 2010 *Protocol for Addressing Extractable Petroleum Hydrocarbons*. The appropriate discharge category for each AOC was determined based on the history of operations within that area. For AOCs where potential petroleum hydrocarbon discharge types were unknown, the procedures for evaluating Category 2 discharges were used.

Results from Category 1 AOCs were compared to the NJDEP's EPH residential soil remediation criterion (EPH RSRC) of 5,100 parts per million (ppm), the EPH non-residential soil remediation criterion (EPH NRSRC) of 54,000 ppm and the Category 1 residual/free product limit of 8,000 ppm.

Results from Category 2 AOCs were compared to the NJDEP's EPH trigger for development of sample-specific human health based criterion (EPH trigger level) of 1,700 ppm and the Category 2 residual/free product limit of 17,000 ppm.

Direct Contact Soil Remediation Standards

All soil results were compared to the NJDEP's June 2, 2008 residential direct contact SRS (RDCSRS) and non-residential direct contact SRS (NRDCSRS).

Default Impact to Ground Water Soil Screening Levels

Soil analytical results for all parameters in samples collected from the unsaturated zone were compared to the NJDEP's default impact to ground water soil screening levels (DIGWSLs, June 2, 2008) to evaluate potential future ground water impact from unsaturated soil. Ground water was not encountered during the investigation of soil, so no samples were collected from saturated zone soils.

3.4 Sampling Procedures

The sampling activities were performed in accordance with NJDEP's TRSR and most recent *Field Sampling Procedures Manual*. Sampling equipment was decontaminated between locations to prevent potential cross contamination between the sampling locations.

All borings were installed by Subsurface Environmental Technologies, LLC, under the supervision of a TRC scientist. The soil lithology was observed by collecting vertical core samples from either a 2-foot long split spoon sampler (auger) or a 5-foot long macrocore (direct push drilling), depending upon the drilling method employed at each depth and location. The soil column lithology was logged per the Burmeister Soil Classification System, and soil cores were examined for staining, discoloration, odors, and debris indicative of artificial fill and potential contamination (ash, coal fragments, wood chips, cinders, petroleum staining, etc.). The boring logs are provided in Appendix B.

Field screening was performed through physical observations (visual and olfactory) as well as the use of field screening methodologies including the use of properly calibrated photoionization detector (PID). All soil samples collected for VOC analysis were collected using an Encore® sampler.

All monitoring and temporary well sampling was conducted in accordance with the NJDEP's and most recent *Field Sampling Procedures Manual* (FSPM). Each sample was collected using volume-average purging techniques (regular purge method) followed by sampling with a dedicated Teflon bailer.

All soil and ground water samples collected were analyzed by Accutest Laboratories (Accutest) of Dayton, New Jersey, a New Jersey-certified laboratory (Certification No. 12129). The laboratory data packages and electronic data deliverables are included in Appendix C.

3.5 Subcontractors

Geophysical & Markout	Nova Geophysical & Environmental, Inc. Forest Hills, New York 11375	Levent Eskicakit (347) 556-7787
Driller	Subsurface Environmental Technologies, LLC Pennington, New Jersey 08534	Joel Bernstein (609) 730-0005
Laboratory	Accutest Laboratories, Inc. Dayton, New Jersey NJ Certification No. 12129	Matt Cordova (732) 329-0200
Subcontractor	Independence Constructors, Inc. Bridgewater, New Jersey	Chris Trebus (908) 707-3296

3.6 Reliability of the Laboratory Analytical Data

Based on a review of the laboratory reports, TRC did not further qualify or reject any data points. Therefore, these data are considered to be valid and useful for the intended purposes. All method specified calibrations and quality control performance criteria were met for this job, except as noted in the conformance/non-conformance summaries provided in the laboratory deliverable packages.

3.7 Factors Influencing Data

There were no significant events or seasonal variations that are known to have affected the sampling procedures or the results of the sampling presented in this report.

4.0 SOIL AND GROUND WATER SITE INVESTIGATION

On August 3, 2012, a soil investigation of the five AOCs previously mentioned in Section 2.9 was completed in accordance with N.J.A.C. 7:26E-3. The soil site investigation included a geophysical survey, and soil borings. During this period, seven soil borings were advanced throughout the site (Figure 5). A total of nine soil samples were collected during the investigation.

A summary of all soil samples and analyses discussed in this report is included as Table I. The soil analytical results are summarized in Tables II through X and presented on Figure 5. Soil boring and temporary well logs are included as Appendix B. The laboratory data reports and electronic data submittal are included as Appendix C.

The ground water activities discussed in this section include the installation, development and sampling of two temporary well points to investigate AOC 5: Fill Material; one temporary well point to investigate AOC 2; one temporary well point to investigate AOC 3; and one temporary well point to investigate AOC 6.

Field readings of pH, temperature, conductivity, salinity, oxidation-reduction potential (ORP), and dissolved oxygen (DO) were taken in accordance with NJDEP procedures before purging, after purging and after sampling. Three well volumes of the water column were purged from each well using a submersible pump and dedicated Teflon tubing.

Following purging procedures, ground water samples were collected using dedicated Teflon bailers, transferred to bottles, and transported on ice to Accutest Laboratories, Inc. (Accutest) of Dayton, New Jersey (Cert. No. 12129).

Ground water sampling measurements and calculations are included as Table IX. A summary of ground water samples and analyses discussed in this report is included in Table I, analytical results are summarized in Tables XI through XVII and presented on Figure 6. Temporary and monitoring well logs are provided as Appendix B.

4.1 Geophysical Survey

Prior to any ground intrusive work, a geophysical survey was conducted at the Site by Nova Geophysical & Environmental, Inc. (Nova) of Forest Hills, New York under the supervision of a TRC geologist. The survey utilized a GSSI ground penetrating radar system with 500 megahertz (Mhz) antenna to help identify the presence any potentially harmful underground anomalies such as buried drums, tanks, pipes, USTs or other metallic objects.

4.2 AOC 2: Inactive Heating Oil Underground Storage Tank (UST)

There is an UST fill port and vent pipe located in the rear portion of the facility exterior. According to Mr. Donald Fregans, Site owner and operator, he was not aware of the presence of this tank when he purchased the property in 1995, and has not used this tank. He indicated that the UST formerly contained heating oil, but he was not aware of the tank's capacity or integrity.

4.2.1 AOC 2 Sample Collection and Analytical Results

On August 3, 2012, TRC advanced one soil boring 2(2), on the south side of the suspected UST. Due to safety considerations, the boring was advanced within five feet from the south side of the

tank. The position of the tank did not allow for additional borings on the opposite side or either end of the tank. The soil boring collected reached a total depth of 10 feet below surface. The soils were screened with a PID and no elevated PID readings were observed.

One soil sample was collected from 8.0 to 8.5 feet below ground surface, the anticipated 6-inch interval below the bottom of the tank. The sample was submitted for extractable petroleum hydrocarbon (EPH) analysis.

The soil analytical results are presented on Figure 5 and summarized in Tables II through X; soil boring logs are provided in Appendix B.

EPH was detected at 38; below the EPH product determination of 8,000.

A ground water sample was collected from temporary well TW-3, which is located in the soil boring 2(2) borehole. One sample was collected and analyzed for PAHs and TAL Metals.

Ground water analytical results are presented on Figure 6 and summarized in Tables XI through XVII; temporary well logs are provided in Appendix B.

TCE was detected in TW-3 at 1.8 ppm; above the standard of 1. Several metals including aluminum (120,000 ppb), arsenic (159 ppb), beryllium (88 ppb), chromium (277 ppb), iron (143,000 ppb), lead (226 ppb) and manganese (1850 ppb), mercury (251 ppb), and nickel (162 ppb) were detected in TW-3 above their respective standards.

On December 6, 2012 Independence Constructors, Inc. (ICI) of Bridgewater, New Jersey removed the 10,000-gallon oil tank.

Approximately 6 inches of petroleum product remained in the tank, therefore a hole was sawed in the top of the tank and Lorco removed the remaining tank contents. A member of the ICI team entered the tank and cleaned the tank interior to ensure the majority of product was removed from the tank walls. Lorco then sucked out the tank once more to ensure the majority of product was removed before the tank was removed from the ground.

During tank cleaning activities, members of the ICI team worked to remove all lines associated with the tank. The lines appeared to be cut already and crimped in several locations, however one sample, SS-4/1.5-2.0 was collected from beneath one of the joints in the feeder line. The sample was analyzed for VOCs and fully fractionated EPH.

As the excavation continued, it was determined that the tank was set on a concrete pad, therefore eliminating the possibility of collecting true center-line samples from the excavation base. Once the tank was successfully removed and inspected, samples SS-1/8.0-8.5, SS-2/8.0-8.5 and SS-3/8.0-8.5 were collected adjacent to the concrete pad.

Analytical results indicate that the tank remained intact and there was no release to the environment.

4.2.2 Conclusions and Recommendations for AOC 2

Based on the soil and ground water results, no evidence of a discharge was observed from

the UST. The UST was closed in accordance with the applicable rules and regulations, therefore no further action is required at this AOC and an unrestricted use RAO is appropriate.

4.3 AOC 3: Waste Oil Storage Area

Eight plastic and metal 55-gallon drums were located in the eastern portion of the building and are used to heat one of the three ceiling-mounted space heaters. These containers appeared in fair condition with some staining. An approximately 50-square foot heavily oil-stained area was present near these drums, although no visible evidence of cracks or damaged surfaces was observed in the concrete floor.

4.3.1 AOC 3 Sample Collection and Analytical Results

On August 3, 2012, TRC advanced soil one soil boring, 3(1) at the most heavily stained area of the floor (Figure 2). The soil boring reached a total depth of 5 feet below surface. Soil samples were collected from 0.0 to 0.5 feet bgs and 3.5 to 4.0 feet bgs. Sample 3(1)/0.0-0.5 was analyzed for fractionated EPH, BNs+15, PCBs and TAL Metals. Sample 3(1)/3.5-4.0 was analyzed for VOCs+10 and mercury.

The 3(1) borehole was converted into temporary well TW-4, installed to 15 feet and screened from 10 to 15 feet bgs. The well was sampled and analyzed for TAL/TCL +30.

The soil analytical results are presented on Figure 5 and summarized in Tables II through X; soil boring logs are provided in Appendix B.

Benzo(a)pyrene was the only compound detected above the Residential Direct Contact Soil Remediation Standard (RDSCRS) at 0.2 ppm.

Mercury was the only compound detected above the Non Residential Direct Contact Soil Remediation Standard (NRDSCRS) at 162 ppm, above NRDSCRS of 65 ppm.

The ground water results are presented on Figure 6 and summarized on Tables XI through XVII. Temporary well logs are included as Appendix B.

In sample TW-4, TCE was detected at 2.8 ppb, and several metals, including aluminum (19600 ppb), arsenic (25.6 ppb), beryllium (2.5 ppb), iron (34900 ppb), lead (143 ppb), manganese (662 ppb), and mercury (220 ppb) were also detected above their respective GWQS.

On November 9, 2012, one soil boring was installed at the same location as the previous boring, 3(1), and a sample was collected from 5.5 to 6.0 feet bgs to vertically delineate mercury in soil. The soil sample was submitted to Accutest for mercury analysis. The soil analytical results are in Tables II through X; soil boring logs are provided in Appendix A.

Soil sample 3(1)/5.5-6.0 contained mercury at 3 ppm, below RDSCRS of 23 ppm and the NRDSCRS of 65ppm.

4.3.2 Conclusions and Recommendations for AOC 3

Mercury and b(a)p were detected above their respective standards in soil, and ground water contains several exceedances of metals: those exceedances are likely attributable to historic hat

manufacturing operations or the historic fill material at the Site. Compounds associated with AOC 3 were not detected in soil or ground water, therefore no further action is required at this AOC and an unrestricted use RAO is appropriate.

4.4 AOC 5: Fill Material

According to property owner, the unpaved path on the northwestern portion of the Site is "dirt filled", and the unpaved path on the southwestern portion of the Site is "debris filled".

Further investigation revealed that these areas are in areas of mapped historic fill, according to NJDEP's Digital Geodata Series DGS04-7.

4.4.1 AOC 5 Sample Collection and Analytical Results

On August 3, 2012, TRC advanced soil borings 5(1) through 5(4) in the unimproved, vegetated areas surrounding the site (Figure 5). The soil borings reached a total depth of five feet below surface. One soil sample was collected from each soil boring; a sample was collected from 5(2) and 5(3) at 1.5 -2.0 feet, from 5(1) at 30.-3.5 feet and from 5(4) at 4.0-4.5 feet. In each case, samples were collected at the interval exhibiting the highest potential for contamination or PID reading.

All soil samples were submitted for PAH and metals analysis, with the exception of 5(4), which was analyzed for non-fractionated EPH, TAL/TCL +30 and VOCs +10. The soil analytical results are presented on Figure 5 and summarized in Tables II through X; soil boring logs are provided in Appendix B.

VOCs+10, PCBs, pesticides and cyanide were not detected at concentrations above the applicable RDCSRS, NRDCSRS or DIGWSL. EPH was detected in sample 5(4)/4.0-4.5 at 129 ppm, below the applicable criteria.

In sample 5(1)/30.-3.5, aluminum (7710 ppm), beryllium (0.93 ppm), cadmium (2.5 ppm), lead (342 ppm) and mercury (14 ppm) were detected at concentrations above their respective DIGWSL, but below their respective RDCSRS and NRDCSRS. No other metals were detected above the applicable criteria.

In sample 5(2)/1.5-2.0, aluminum (6850 ppm), lead (159 ppm), and manganese (136 ppm) were detected at concentrations above their respective DIGWSL, but below their respective RDCSRS and NRDCSRS. Mercury was detected at 83 ppm, above the RDCSRS and NRDCSRS.

In sample 5(3)/1.5-2.0, benzo(a)anthracene (0.58), benzo(a)pyrene (0.55), lead (1790 ppm), manganese (161 ppm), mercury (5.5 ppm), and zinc (837 ppm) were detected at concentrations above their respective DIGWSL, but below their respective RDCSRS and NRDCSRS with the exception of benzo(a)pyrene and lead. Benzo(a)pyrene and lead were detected above their least stringent limits of 0.2 ppm and 800 ppm, respectively.

Temporary wells TW-1 and TW-2 were installed in the boreholes for 5(1) and 5(3). Temporary ground water monitoring points were installed to 15 feet and screened from 10 to 15 feet. A ground water sample was collected at each locations and analyzed for TAL/TCL +30.

The ground water results are summarized on Tables XI through XVII. Temporary well logs are

included as Appendix A.

Temporary well TW-1 contained concentrations of benzene (4.3 ppb), TCE (45.6 ppb) and vinyl chloride (3.5 ppb) above the GWQS. Several metals were also detected at concentrations above the GWQS.

Temporary well TW-2 contained concentrations of TCE (1.1 ppb) and several metals above the GWQS.

4.4.2 Conclusions and Recommendations for AOC 5

Based on the NJDEP's October 20, 2011 *Historic Full Material and Diffuse Anthropogenic Pollutants Technical Guidance*, the presence of lead and benzo(a)pyrene are indicative of historic fill material. Institutional controls (deed notice) will be implemented to address all historic fill material across the site.

4.5 AOC 6: Floor Staining

Numerous oily floor stains are located throughout the 1st floor of the building; particularly in the automobile service area and in the former boiler room (see AOC 8). An oil-stained area near several 55-gallon waste oil drums is discussed in AOC 3 above. The concrete floor in these areas appeared in good condition with no visual evidence of cracks or deterioration, with the exception of an approximately 10-square foot unimproved area around a vertical supporting beam in the northeastern portion of the Site building.

4.5.1 AOC 6 Sample Collection and Analytical Results

On August 3, 2012, TRC advanced soil boring 6(1) in the approximately 10-square foot unimproved area around a vertical support beam in the northeast portion of the building. One soil sample was collected from 0.0-0.5 feet below ground surface, as this interval registered the highest PID reading, and was submitted for Fractionated EPH, TAL Metals, VOCs+10, BNs+15, and PCB analyses.

Due to the proximity of 6(1) to an existing beam, there was not ample room to maneuver the Geoprobe to achieve a temporary well point in the same location. Temporary well TW-5 was installed approximately five feet from soil boring 6(1) to a depth of 15 feet and screened from 10 to 15 feet bgs. A ground water sample was collected and analyzed for TAL/TCL +30.

The soil analytical results are summarized in Tables II through X; soil boring logs are provided in Appendix A.

In sample 6(1)/0.0-0.5, total EPH was detected at 2,410 ppm. The concentrations were run using the NJDEP EPH calculator and the calculated concentration is 6,500 ppm; below the allowable EPH soil remediation criterion.

Additionally, several semivolatile compounds including benzo(b)fluoranthene (0.66 ppm), dibenz(a,h)anthracene (0.26) and Indeno(1,2,3-cd)pyrene (0.64 ppm) were detected above the RDCSRs.

The ground water analytical results are summarized in Tables XI and XVII.

Ground water results indicated aluminum (17600 ppm), arsenic (18.9 ppb), beryllium (1.4 ppb), iron (33200 ppb), lead (30 ppb), manganese (2670 ppb), mercury (14 ppb) in excess of the GWQS.

4.5.2 Conclusions and Recommendations for AOC 6

The exceedances detected in soil and ground water are consistent with compounds found in historic fill material (PAHs and metals). The compounds detected are not consistent with the petroleum staining observed in AOC 6, therefore no further action is required at this AOC and an unrestricted use RAO is appropriate.

4.6 AOC 11: Concrete Lined Pit

During the September 29, 2008 NJDEP Site inspection, a concrete-lined circular pit was observed in a rear room of the building. According to Mr. Steve Kchayes of the New Jersey Department of Environmental Protection (NJDEP), this pit may have formerly contained a sump. No visual evidence of staining or corrosion was observed in or around the pit.

4.6.1 AOC 11 Sample Collection and Analytical Results

TRC advanced one boring 11(1) through the floor near the concrete pit identified by the NJDEP during the September 2008 site visit.

One soil sample 11(1) was collected from the 6-inch interval beneath the pit for EPH, and TAL/TCL+30 analyses. The soil analytical results are summarized in Tables 11 through X; soil boring logs are provided in Appendix A.

EPH was detected at 38 ppm. No contaminants were detected above the applicable standards, with the exception of PCBs, which were detected at 0.33 ppm, above the standard of 0.2 ppm.

4.6.2 Conclusions and Recommendations for AOC 11

The exceedance of PCBs is not consistent with compounds used at the Site and are likely attributable to historic fill material. Therefore no further action is required at this AOC and an unrestricted use RAO is appropriate.

5.0 SOIL AND GROUND WATER REMEDIAL INVESTIGATION

On November 9, 2012, a soil investigation of the two AOCs previously mentioned in Section 4.0 was completed in accordance with N.J.A.C. 7:26F-3. The soil site investigation included a installation of two soil borings: one boring in AOC 11: Sump, and AOC 3: Floor Staining (Figure 2). A total of two soil samples were collected during the remedial investigation.

A summary of all soil samples and analyses discussed in this report is included as Table 1. The soil analytical results are summarized in Tables II through X and presented on Figure 5. Soil boring and temporary well logs are included as Appendix B. The laboratory data reports and electronic data submittal are included with this report under separate cover.

The ground water remedial investigation activities discussed in this section include the installation, development and sampling of two temporary well points to investigate AOC 5: Fill Material.

5.1 Temporary Well Investigation

Temporary wells TW-1 and TW-2 contained concentrations of VOCs consistent with ground water contamination at Selecto-Flash, an adjacent property located west of the Site.

5.1.1 Temporary Well Installation, Sample Collection and Analytical Results

On November 9, 2012, two temporary monitoring wells (TW6 and TW7) were installed by a New Jersey-licensed well driller from Subsurface Environmental Technologies, LLC, under the supervision of a TRC scientist to investigate the ground water quality downgradient of this AOC (Figure 6).

The temporary well points were installed to approximately 15 feet below surface and constructed with 1-inch diameter PVC screen designed to intercept the water table, which was encountered at approximately 12 feet below surface.

Following regular purging procedures performed in accordance with the NJDEP's TRSR and most recent FSPM, ground water samples were collected and submitted to Accutest for VOCs+10 and mercury analyses.

Temporary well locations and results are presented on Figure 6. The ground water analytical results are summarized in Tables XI through XVII. Temporary well logs are included in Appendix B.

At TW6, PCE (5.8 ppb), TCE (36.9 ppb), and vinyl chloride (33.5 ppb) were detected at concentrations above their respective GWQS of 1, 1, and 1 ppb. At TW7, TCE (29.2 ppb) and vinyl chloride (2.6) were detected at concentrations above their respective GWQS of 1 ppb.

5.1.2 Conclusions and Recommendations

Based on the ground water analytical results, TW1 and TW2 contained exceedences of chlorinated VOCs, consistent with the ground water contaminants present at Selecto Flash. These contaminants are attributable off-site contamination migrating onto the site.

5.2 Monitoring Well Installation and Sampling

On August 16, 2013, TRC oversaw the installation of three monitoring wells by New Jersey licensed driller Subsurface Environmental Technologies (SET) of Pennington, New Jersey. Monitoring well MW-1 was installed in the grass along the western property boundary in the former location of TW-1; MW-2 was installed in the grass along the western property boundary in the former location of TW-2, and MW-3 was installed in the southeastern portion of the site, inside the building in the former location of TW-4. Wells were installed to 15 feet bgs and screened from 10-15'. Monitoring well logs are included in Appendix A.

On September 16, 2013, TRC conducted ground water sampling at the Site. Ground water level measurements were collected from the monitoring wells prior to sample collection during the field mobilization. Based on the ground water level measurements at SelectoFlash to the East and Harvard Printing Company to the West, the expected ground water flow direction at the Site is northeasterly, consistent with previous findings.

Wells MW-1, MW-2 and MW-3 were purged using the low flow purge and sample technique. All wells were analyzed for total VOCs and metals as well as dissolved metals.

Analytical results indicate the following compounds were detected in monitoring wells MW-1, MW-2 and MW-3:

Well	Contaminant	Concentration (ppb)	GWQS (ppb)
MW-1	PCE	2.1	1
	TCE	39.6	1
MW-2	TCE	1.6	1
	Arsenic	7.4 (filtered 7.2)	3
MW-3	TCE	22	1

5.2.1 Conclusions and Recommendations

The total and dissolved arsenic detected in MW-2 are attributable to historic fill material that is found throughout the Site. Volatile Organic Compounds PCE and TCE are not contaminants of concern at the site and are attributable to off-site contamination from an adjoining site.

6.0 REMEDIAL ACTION WORKPLAN

The following Remedial Action Workplan (RAW) was prepared in accordance with the TRSR to address the contaminants of concern in soil and ground water. As established in the Site Investigation, historic fill material is considered to be source of both soil and ground water impacts at the Site.

Soil impacts include low-level VOCs (PCE and TCE), PAHs, and metals due to historic fill material. N.J.A.C. 7:26E-6.2(d) requires that engineering and institutional controls be proposed if the historic fill material is not treated or removed from the Site. Given that large sections of the site will be paved as a result of planned future development, the proposition is a Site-wide Deed Notice be used as an institutional control and use the proposed pavement, clean fill and property fence as engineering controls.

Ground water impacts are limited to dissolved metals. N.J.A.C. 7:26E-3.12(b)6 requires either a ground water Classification Exception Area (CEA) to be established or a ground water RI to be completed. The ground water RI is required if the historic fill is limited to the Site or a portion of the Site; a CEA is appropriate if the historic fill is present beyond the limits of the Site. Based on the New Jersey Geological Survey digital geodata "DGS04-7 Historic Fill for New Jersey as of February 2009," historic fill was emplaced throughout West Orange, including the Site and the properties adjacent to the Site. Therefore, the historic fill extends beyond the Site property boundaries. A CEA will be established for the entire Site footprint.

6.1 Soil Remedial Action Workplan

Soil at the Site is impacted by PAH compounds (benzo(a)anthracene, benzo(a)pyrene), and PP metals (lead and mercury). These organic compounds and metals are present in the soil at concentrations above their respective RDCSRS and/or NRDCSRS due to the presence of historic fill at the Site. The historic fill was placed by others prior to the purchase of the Site by Valley Road Residential, LLC in 2008.

Because the historic fill is site-wide, the Deed Notice will be established for the entire property. Among other requirements, the Deed Notice will restrict land use at the Site to address the presence of organic compounds and metals at concentrations above their respective RDCSRS. The Deed Notice will also require the monitoring and maintenance of existing engineering controls to address the presence of organic compounds and metals at concentrations above their respective NRDCSRS.

To ensure the Deed Notice remains protective of human health and the environment, Valley Road Residential, LLC will submit biennial certifications to the NJDEP. These biennial certifications shall include, at a minimum, information regarding the Site and a protectiveness evaluation.

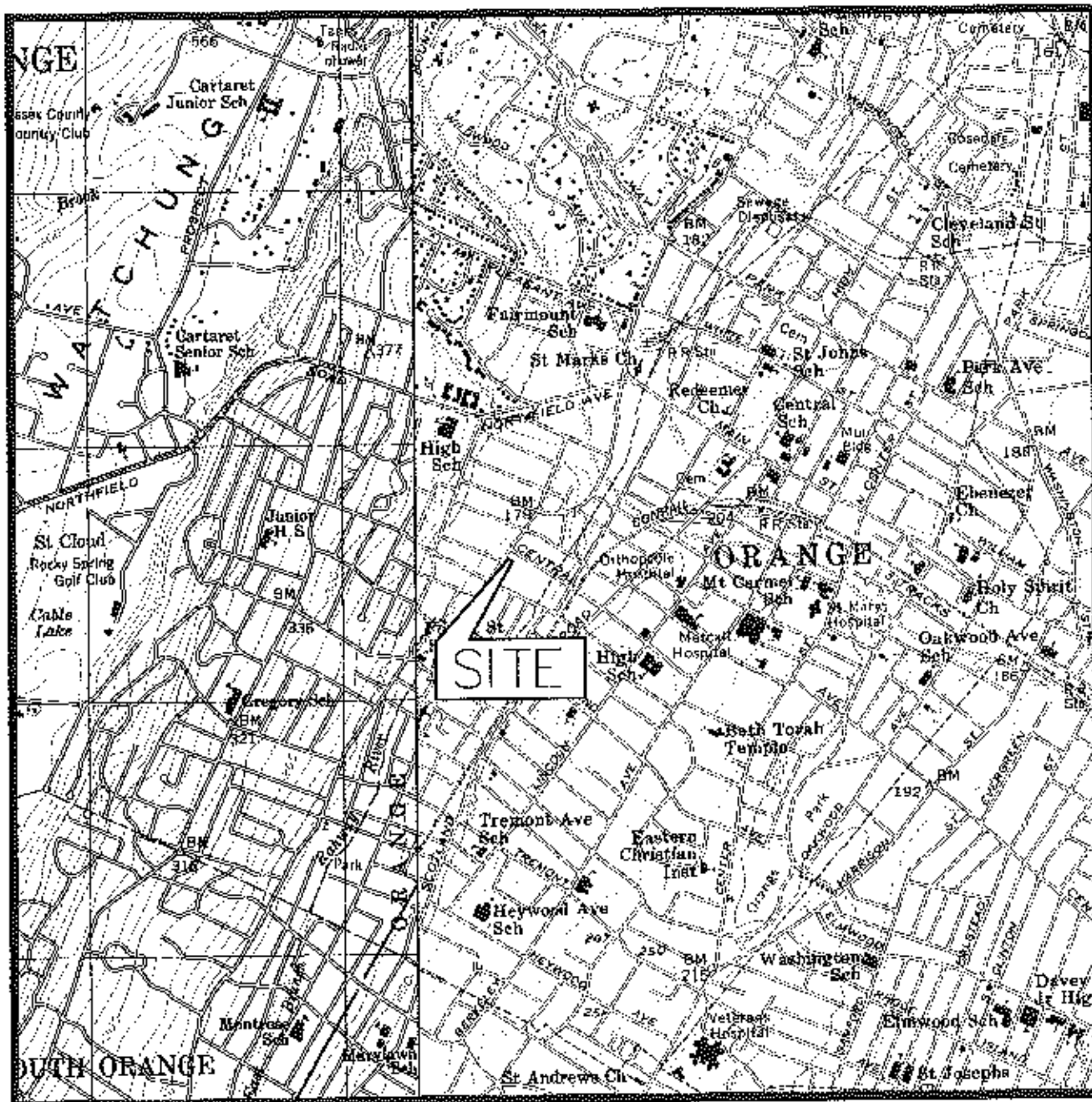
The engineering controls will be concrete and asphalt pavement associated with the proposed redevelopment of the Site. The pavement and concrete slabs will prevent direct contact with underlying soil.

6.2 Ground Water Remedial Action Workplan

Ground water at the Site is impacted by PP-Metals (aluminum, arsenic, beryllium, cadmium, total chromium, iron lead, manganese, mercury and nickel) and VOCs (PCE and TCE). Metals are attributable to the presence of historic fill throughout the Site and the VOCs are attributable to offsite contamination. Valley Road Residential, LLC proposes establishment of a ground water CEA and a Well Restriction Area (WRA). The CEA would be site-wide throughout the entire saturated thickness of the historic fill (i.e., from first water at approximately six fbg to the top of the native soil, or up to 10 fbg. The CEA duration will be indeterminate, as historic fill is present at and in the vicinity of the Site and the PAH compounds and PP Metals in the historic fill are unlikely to attenuate. Valley Road Residential, LLC will submit biennial certification to the NJDEP to document that the CEA remain protective of human health and the environment.

7.0 CONCLUSIONS AND RECOMMENDATIONS

Based on the analytical results, contamination in soil and ground water at the Site is related to historic fill material and off-site impacts. The remedial action measures outlined above are sufficient measures of managing human contact with on-site contamination.



ORANGE, N.J. QUADRANGLE, 1955
PHOTOREVISED 1981
7.5 MINUTE SERIES (Topographic)

40° 46.21'N, 74° 14.69'W (NAD83/WGS84)
CONTOUR INTERVAL 20 FEET



QUADRANGLE LOCATION

57 East Willow Street
Millburn, New Jersey 07041

SITE LOCATION

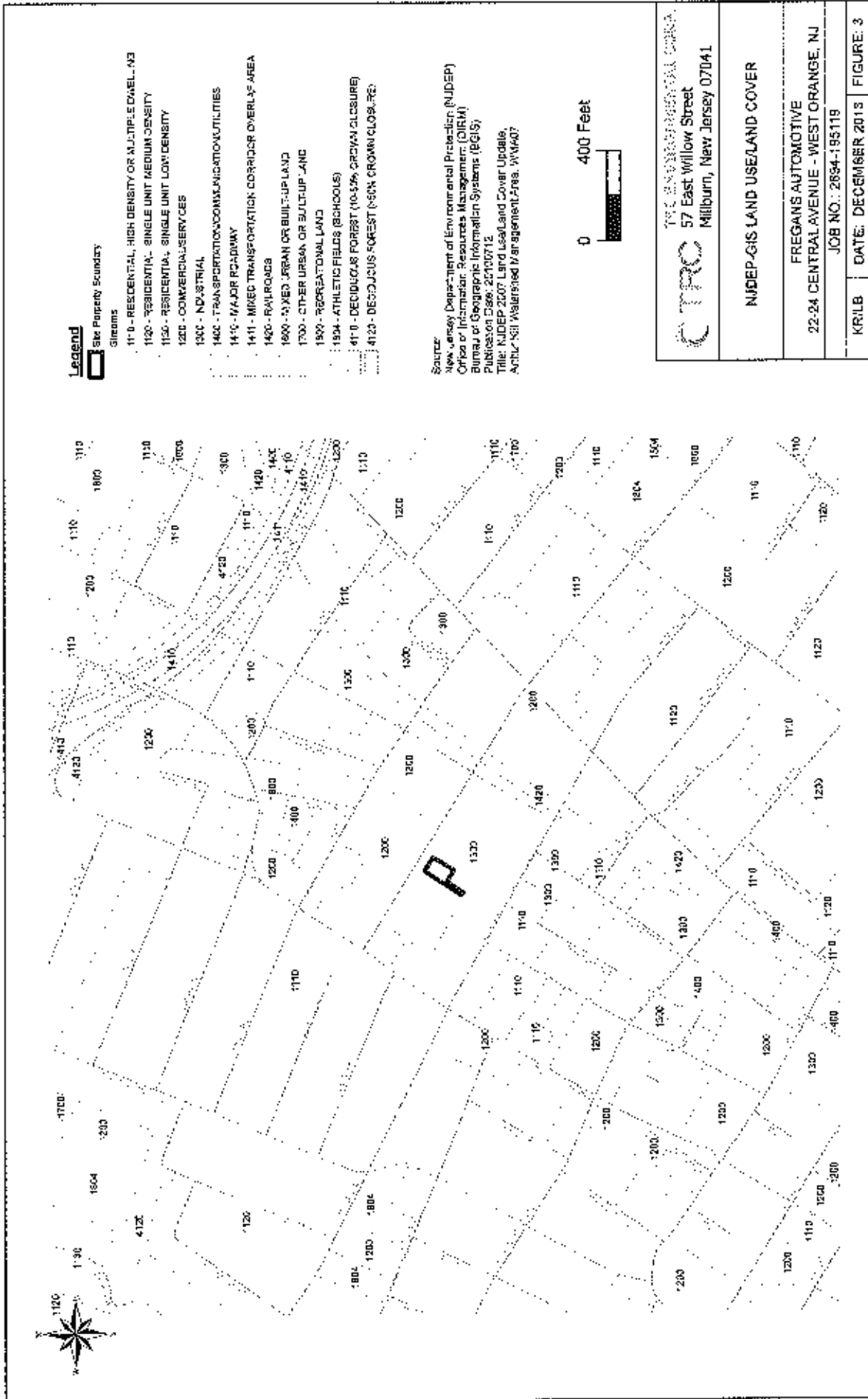
FREGAN'S AUTOMOTIVE - WEST ORANGE, NEW JERSEY

JOB NO. 2894-152776

KR/ODL

DATE: DECEMBER 2013

FIGURE: 1



Legend



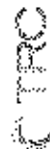
Streets

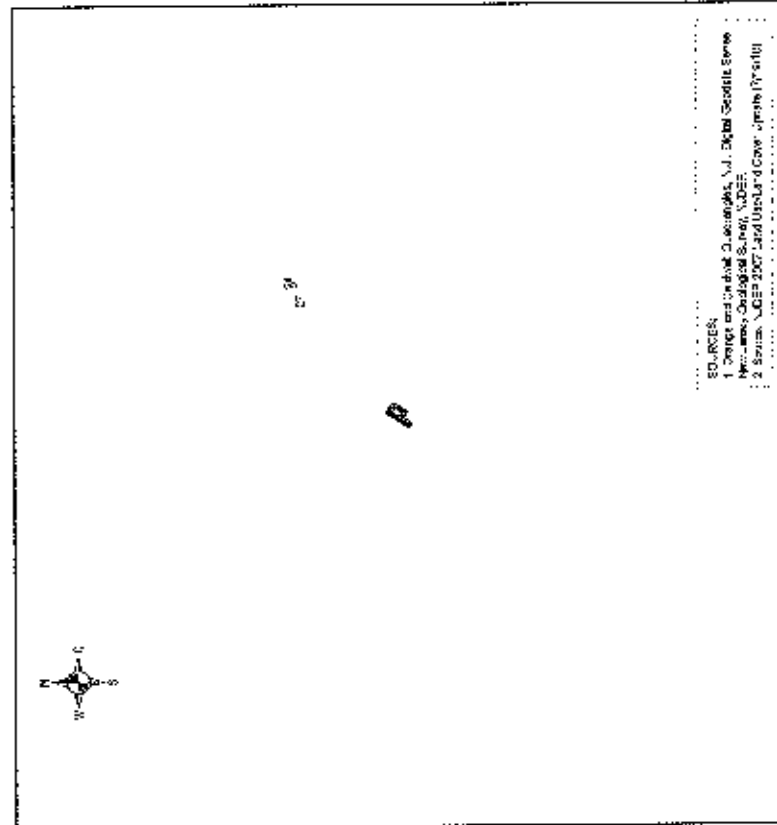
- 1100 - RESIDENTIAL, HIGH DENSITY OR MULTIPLE DWELL.
- 1120 - RESIDENTIAL, SINGLE UNIT MEDIUM DENSITY
- 1130 - RESIDENTIAL, SINGLE UNIT LOW DENSITY
- 1200 - COMMERCIAL/SERVICES
- 1300 - INDUSTRIAL
- 1400 - TRANSPORTATION/COMMUNICATION/UTILITIES
- 1410 - MAJOR ROADWAY
- 1411 - MIXED TRANSPORTATION CORRIDOR OVERLAY AREA
- 1420 - RAILROADS
- 1600 - MIXED URBAN OR BUILT-UP LAND
- 1700 - OTHER URBAN OR BUILT-UP LAND
- 1900 - RECREATIONAL LAND
- 1934 - ATHLETIC FIELDS (SCHOOLS)
- 4100 - DECIDUOUS FOREST (10-50% CROWN CLOSURE)
- 4120 - DECIDUOUS FOREST (50% CROWN CLOSURE)

Source:
New Jersey Department of Environmental Protection (NJDEP)
Office of Information Resources Management (OIRM)
Bureau of Geographic Information Systems (BGIS)
Publication Date: 2/10/2013
Title: NJDEP 2007 Land Use/Land Cover Update
Author: NJDEP Watershed Management Area, WMA07

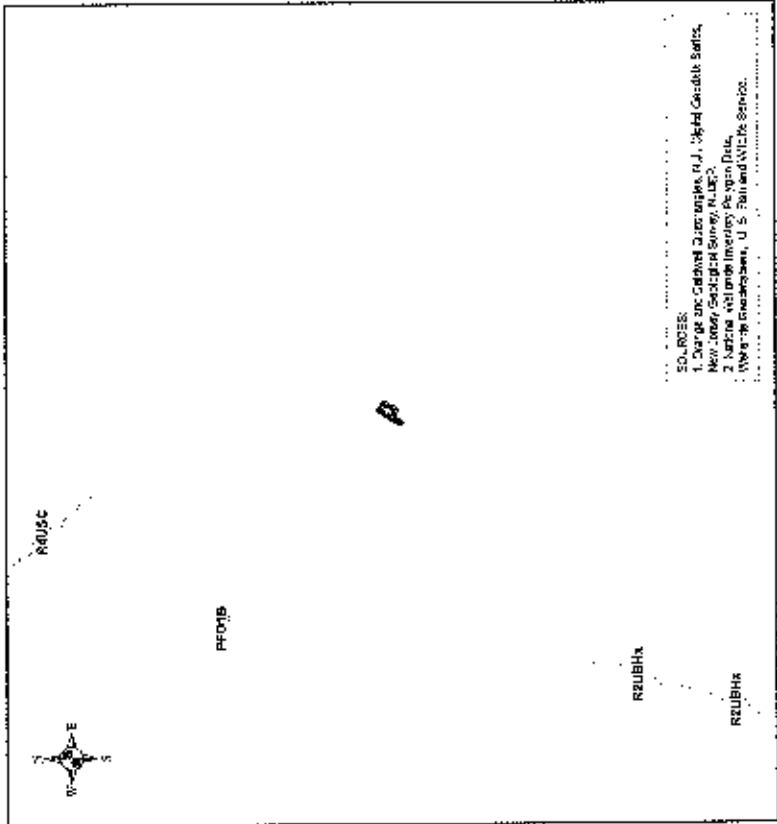
0 400 Feet



 THE ENVIRONMENTAL GROUP 57 East Willow Street Millburn, New Jersey 07041		
NJDEP-GIS LAND USE/LAND COVER		
FREGANS AUTOMOTIVE		
22-24 CENTRAL AVENUE - WEST ORANGE, NJ		
JOB NO.: 2634-195119		
KR/LB	DATE: DECEMBER 2013	FIGURE: 3



NJDEP FRESH WATER WETLANDS MAP



NATIONAL WETLANDS MAP

PROB - Freshwater Forest/Shrub Wetland
 R2UBHx - Shrub
 R4USC - Riverine

SCALE
 0 1,000 Feet

SITE BOUNDARY

CITRC 57 East Willow Street Millburn, New Jersey 07041	
NJDEP AND NATIONAL FRESH WATER WETLANDS MAPS	
FREGANS AUTOMOTIVE 22-24 CENTRAL AVENUE - WEST ORANGE, NJ JOB NO.: 2884-195119	
KRIEB	DATE: DECEMBER 2013
FIGURE: 4	

Table I
Soil and Ground Water Sample Summary
Former Fragans Automotive - West Orange, New Jersey
Page 1 of 10

Sample Location	Sample Depth (Feet Below Surface)	Sample Dates	Sample Parameter/ Method	Container Type	Sampling Method
2(2)	8.0-8.5	08/03/12	Non-Fractionated EPH (BNJEPCAT1)	1 x 300 mL glass	Direct Push
3(1)	0.0-0.5	08/03/12	Fractionated EPH (BNJEPCAT1), BNA+15 (B270), PCBs (B082), TAL Metals (SW840)	1 x 300 mL glass	Direct Push
	3.5-4.0	08/03/12	VOCS+10 (B260), Mercury (B010)	1 x 300 mL glass	Direct Push
	5.5-6.0	11/28/12	Mercury (B010)	1 x 300 mL glass	Direct Push
	3.0-3.5	08/03/12	PAHs, Metals	1 x 300 mL glass	Direct Push
5(1)	3.0-3.5	08/03/12	PAHs, Metals	1 x 300 mL glass	Direct Push
5(2)	1.5-2.0	08/03/12	PAHs, Metals	1 x 300 mL glass	Direct Push
5(3)	1.5-2.0	08/03/12	PAHs, Metals	1 x 300 mL glass	Direct Push
5(4)	4.0-4.5	08/03/12	Non-Fractionated EPH (BNJEPCAT1), TAL/TCL+30	1 x 300 mL glass	Direct Push
6(1)	0.0-0.5	08/03/12	Fractionated EPH (BNJEPCAT1), TAL Metals (B010), VOCS+10 (B260), BNA+15 (B270), PCBs (B082)	1 x 300 mL glass	Direct Push
11(1)	1.5-2.0	08/03/12	Fractionated EPH (BNJEPCAT1), TAL/TCL+30	1 x 300 mL glass	Direct Push
	5.5-6.0	11/28/12	PCBs (B082)	1 x 300 mL glass	Direct Push
TW-1	10-15	08/03/12	TAL/TCL+30	1 x 250 mL plastic	Dedicated Teflon Bailor
TW-2	10-15	08/03/12	TAL/TCL+30	1 x 250 mL plastic	Dedicated Teflon Bailor
TW-3	10-15	08/03/12	TAL/TCL+30	1 x 250 mL plastic	Dedicated Teflon Bailor
TW-4	10-15	08/03/12	TAL/TCL+30	1 x 250 mL plastic	Dedicated Teflon Bailor
		11/28/12	VOCS+15 (B260), Mercury (B010)	1 x 250 mL plastic	Dedicated Teflon Bailor
TW-5	10-15	08/03/12	TAL/TCL+30	1 x 250 mL plastic	Dedicated Teflon Bailor
TW-6	10-15	11/28/12	VOCS+15 (B260), Mercury (B010)	1 x 250 mL plastic	Dedicated Teflon Bailor
		11/28/12	VOCS+15 (B260), Mercury (B010)	1 x 250 mL plastic	Dedicated Teflon Bailor
TW-7	10-15	11/28/12	VOCS+15 (B260), Mercury (B010)	1 x 250 mL plastic	Dedicated Teflon Bailor
MW-1	10-15	08/16/13	VOCS+15 (B260), Mercury (B010)	1 x 250 mL plastic	Dedicated Teflon Bailor
MW-2	10-16	08/16/13	VOCS+15 (B260), Mercury (B010)	1 x 250 mL plastic	Dedicated Teflon Bailor
MW-3	10-17	08/16/13	VOCS+15 (B260), Mercury (B010)	1 x 250 mL plastic	Dedicated Teflon Bailor

VOCS = Volatile Organic Compounds
 BNA = Base Neutrals
 LFPS = Low Flow Purge and Sample

Table II
Total Non-Fractionated Extractable Petroleum Hydrocarbons (EPH) in Soil
Fregans Automotive - West Orange, New Jersey
 Page 2 of 10

Sample No./Depth:		21218.0-8.5	54114.2-4.6
Date Sampled:		08/09/12	08/03/12
Lab Sample No.:		JB12314-4	JB12814-3
Laboratory:		Absoltest	Aqualab
EPH CATEGORY 1			
EPH (ppm)	EPH RSL	EPH NPLSL	EPH Product Determination
EPH (C9-C28)			15.4
EPH (C29-C40)			22.2
Total EPH (C9-C40)	5100	54000	8000
			37.6
			48.7
			76.8
			129

EPH RSL = NJDEP's Extractable Petroleum Hydrocarbon Residential Screening Level.
 EPH NPLSL = NJDEP's Extractable Petroleum Hydrocarbon Non-Residential Screening Level.

Table III
Total Fractionated Extractable Petroleum Hydrocarbons (EPH) in Soil
Fregans Automotive - West Orange, New Jersey

TRC Sample No.:		5(1)D-0-0.5	6(1)D-0-0.5	11(1)A-5-2-0
Date Sampled:		08/03/12	08/03/12	08/03/12
Lab Sample No.:		JB12814-6	JB12814-7	JB12814-5
Laboratory:		Accutest	Accutest	Accutest
Equivalent Carbon Range				
Aliphatics	EO9-EC12	ND	ND	ND
	EC12-EC18	ND	ND	24.8
	EC18-EC21	ND	142	55
	EC21-EC40	\$2.9	1850	256
Aromatics	EC10-EC12	ND	ND	ND
	EC12-EC18	ND	ND	ND
	EC18-EC21	ND	51.5	13
	EC21-EC38	28.4	561	89.8
Total Concentration		111.3	2404.5	439.4
Calculated EPH SRC		68,000	68,000	71,000
Allowable EPH SRC		17,000	17,000	17,000
Above/Below Allowable EPH SRC (i.e., PASS or FAIL)		PASS	PASS	PASS

All concentrations given in parts per million (ppm)
 SRC = NJDEP Soil Remediation Criterion
 Allowable EPH SRC = Accounts for residual product
 ND = Not Detected
 — * no calculation necessary due to non detect

Table IV
Volatile Organic Compounds (VOCs) in Soil
Fregans Automotive - West Orange, NJ
 Page 4 of 10

	TRC Sample No./Depth:	S(1)/S.5-4.0	S(4)/M.0-4.5	B(1)/O.0-0.5	11(1)/1.5-2.0
	Date Sampled:	08/03/12	08/03/12	08/03/12	08/03/12
	Lab Sample No.:	JB12914-9R	JB12914-3A	JB12914-7R	JB12914-6R
	Laboratory:	Accutest	Accutest	Accutest	Accutest
VOCs (ppm)	RDCSRS	NRDCSRS			
Acetone	70000	—	ND	ND	ND
Benzene	2	5	ND	ND	ND
Bromodichloromethane	1	3	ND	ND	ND
Bromoform	51	280	ND	ND	ND
Bromomethane	25	59	ND	ND	ND
2-Butanone (MEK)	3100	44000	ND	ND	ND
Carbon disulfide	7800	110000	ND	ND	ND
Carbon tetrachloride	0.6	2	ND	ND	ND
Chlorobenzene	510	7400	ND	ND	ND
Chloroethane	220	1100	ND	ND	ND
Chloroform	0.6	2	ND	ND	ND
Chloromethane	4	12	ND	ND	ND
Dibromochloromethane	3	8	ND	ND	ND
1,1-Dichloroethane	8	24	ND	ND	ND
1,2-Dichloroethane	0.9	3	ND	ND	ND
1,1-Dichloroethane	11	130	ND	ND	ND
cis-1,2-Dichloroethane	230	560	ND	ND	ND
trans-1,2-Dichloroethane	300	720	ND	ND	ND
1,2-Dichloropropane	2	5	ND	ND	ND
cis-1,3-Dichloropropene	total = 2	total = 7	0.004 J	ND	ND
trans-1,3-Dichloropropene			ND	ND	ND
Ethylbenzene	7800	110000	ND	ND	1.07
2-Hexanone	—	—	ND	ND	ND
4-Methyl-2-pentanone (MIBK)	—	—	ND	ND	ND
Methylene chloride	34	87	ND	0.0063 J	0.004 J
Styrene	50	250	ND	ND	ND
1,1,2,2-Tetrachloroethane	1	3	ND	ND	ND
Tetrachloroethene	2	5	0.0014 J	ND	0.0008 J
Toluene	6300	91000	ND	ND	1.43
1,1,1-Trichloroethane	290	4200	ND	ND	ND
1,1,2-Trichloroethane	2	6	ND	ND	ND
Trichloroethylene	7	20	0.056	ND	0.0039 J
Vinyl chloride	0.7	2	ND	ND	ND
Xylenes (total)	12000	170000	ND	ND	11.2
Total Targeted VOCs			0.061	0.0063	14.59
Total TICs			ND	ND	ND
Total VOCs			0.081	0.0083	14.59

ND = Not Detected; NA = Not Analyzed.

RDCSRS = NJDEP's Residential Direct Contact Soil Remediation Standard

NRDCSRS = NJDEP's Non-Residential Direct Contact Soil Remediation Standard

DIGWSL = NJDEP's Default Impact to Ground Water Screening Level

0.04 indicates concentration above most stringent criteria

Table V
Base Neutrals (BNs) in Soil
Fregans Automotive - West Orange, NJ
Page 5 of 10

TRC Sample No./Depth:	3(1)/0-0.5	5(4)/4.0-4.5	6(1)/0.0-0.5
Date Sampled:	08/03/12	08/03/12	08/03/12
Lab Sample No.:	JB12914-BR	JB12914-3A	JB12914-7R
Laboratory:	Accutest	Accutest	Accutest

BNE (ppm)	RDGSRs	NRDGSRS			
Acenaphthene	3400	37000	0.081	ND	0.050
Acenaphthylene	—	350000	0.035	ND	0.031
Anthracene	17000	50000	0.29	0.012 J	0.16
Benzo(a)anthracene	0.6	2	0.63	0.036	0.45
Benzo(b)fluoranthene	0.2	0.2	0.48	0.032	0.63
Benzo(g,h,i)perylene	0.6	2	0.47	0.041	0.65
Benzo(k)fluoranthene	380000	30000	0.39	0.031	0.85
Benzo(k)fluoranthene	8	23	0.34	0.020 J	0.6
4-Bromophenyl phenyl ether	—	—	ND	ND	ND
Butylbenzyl phthalate	1200	14000	ND	ND	0.34
2-Chloronaphthalene	—	—	ND	ND	ND
4-Chloronaphthalene	—	—	ND	ND	ND
Carbazole	24	86	0.12	ND	0.098
Chrysene	62	230	0.58	0.045	0.62
bis(2-Chloroethoxy)methane	—	—	ND	ND	ND
bis(2-Chloroethyl)ether	0.4	2	ND	ND	ND
bis(2-Chloroisopropyl)ether	23	87	ND	ND	ND
4-Chlorophenyl phenyl ether	—	—	ND	ND	ND
1,2-Dichlorobenzene	5300	59000	NA	NA	NA
1,3-Dichlorobenzene	5300	59000	NA	NA	NA
1,4-Dichlorobenzene	5	13	NA	NA	NA
2,4-Dichlorobenzene	total = 0.7	total = 3	ND	ND	ND
2,6-Dichlorobenzene	—	—	ND	ND	ND
3,3'-Dichlorobenzidine	7	4	ND	ND	ND
Dibenz(a,h)anthracene	0.2	0.2	0.13	ND	0.26
Dibenzofuran	—	—	0.048 J	ND	0.035 J
Di-n-butyl phthalate	8100	88000	ND	ND	0.094
Di-n-octyl phthalate	2400	27000	ND	ND	0.12
Diethyl phthalate	49000	550000	ND	ND	ND
Dimethyl phthalate	—	—	ND	ND	0.18
di(2-Ethylhexyl)phthalate	36	140	0.083 J	ND	1.95
Fluoranthene	2300	24000	1.33	0.083	1.21
Fluorene	2300	24000	0.084	ND	0.016
Hexachlorobenzene	0.3	1	ND	ND	ND
Hexachlorobutadiene	6	25	ND	ND	ND
Hexachlorocyclopentadiene	45	190	ND	ND	ND
Hexachloroethane	35	140	ND	ND	ND
Indeno(1,2,3-cd)pyrene	0.8	2	0.32	0.021 J	0.84
Isophthalic acid	510	2000	ND	ND	ND
2-Methylnaphthalene	230	2400	ND	ND	ND
2-Nitroaniline	39	23000	ND	ND	ND
3-Nitroaniline	—	—	ND	ND	ND
4-Nitroaniline	—	—	ND	ND	ND
Naphthalene	6	17	0.043	ND	0.025 J
Nitrobenzene	37	340	ND	ND	ND
N-Nitrosodi-n-propylamine	0.2	0.3	ND	ND	ND
N-Nitrosodiphenylamine	99	390	ND	ND	ND
Phenanthrene	—	380000	1.03	0.071	0.74
Pyrene	1700	18000	0.91	0.071	0.89
1,2,4-Trichlorobenzene	73	820	ND	ND	ND
Total Targeted BNEs			3.94	0.25	8.21
Total TICs			1.37	0.2	12.28 J
Total BNEs			3.94	1.05	18.49

ND = Not Detected; NA = Not Analyzed.

RDGSRs = NJDEP's Residential Direct Contact Soil Remediation Standard

NRDGSRS = NJDEP's Non-Residential Direct Contact Soil Remediation Standard

DIGWBL = NJDEP's Default Impact to Ground Water Screening Level

Bold indicates concentration above most stringent criteria

J = Estimated concentration

Table VI
Base Neutrals (BNs) and Acid Extractables (AEs) in Soil
Fregan's Automotive - West Orange, NJ
 Page 6 of 10

TRC Sample No./Depth: 11C101.5-2.0
 Date Sampled: 08/05/12
 Lab Sample No.: J012014-04
 Laboratory: Accutest

BNs & AEs (µg/g)	RDCSRS	NRDCSRS	Accutest
Acephenanthrene	3400	37000	0.040
Acenaphthylene	—	100000	0.005
Anthracene	17000	30000	0.12
Benzofluoranthene	0.0	2	0.41
Benzofluorene	0.2	0.2	0.38
Benzofluorenylurea	0.4	2	0.52
Benzofluorenylurea	30000	30000	0.3
Benzofluorenylurea	0	23	0.15
4-Ethylphenyl phenyl ether	—	—	ND
Bis(2-ethylphenyl) phthalate	1200	14000	ND
2-Chlorophthalate	—	—	ND
4-Chlorophthalate	—	—	ND
Carbazole	24	90	0.073
Chrysene	82	100	0.38
1,2-Dichlorobenzene	—	—	ND
1,2-Dichlorobenzene	0.4	2	ND
1,2-Dichlorobenzene	83	67	ND
4-Chlorophenyl phenyl ether	—	—	ND
1,2-Dichlorophenyl ether	—	—	ND
1,2-Dichlorophenyl ether	3000	60000	NA
1,3-Dichlorobenzene	3700	80000	NA
1,4-Dichlorobenzene	5	13	NA
2,4-Dichlorophenyl	total = 0.7	total = 3	ND
2,6-Dichlorophenyl	—	—	ND
3,3-Dichlorobenzene	1	4	ND
Chlorobenzene	0.2	0.2	0.071
Chlorobenzene	—	—	0.025
Chlorobenzene	600	60000	0.037
Chlorobenzene	2000	27000	ND
Diethyl phthalate	4000	50000	ND
Dimethyl phthalate	—	—	ND
Dimethyl phthalate	—	—	ND
1,2-Dichlorobenzene	35	100	ND
Fluoranthene	2300	20000	0.74
Fluorene	8300	24000	0.045
Fluorene	0.3	1	ND
Fluorene	5	25	ND
Fluorene	45	110	ND
Fluorene	35	140	ND
Fluorene	0.6	2	ND
Fluorene	510	2000	ND
2-Methylphenyl phenyl ether	230	2000	ND
2-Methylphenyl	39	23000	ND
3-Methylphenyl	—	—	ND
4-Methylphenyl	—	—	ND
1-Methylphenyl	8	17	0.030
1-Methylphenyl	37	340	ND
1-Methylphenyl	0.2	0.3	ND
1-Methylphenyl	99	390	ND
Phenanthrene	—	30000	0.54
Phenanthrene	1700	18000	0.62
1,2,4-Trichlorobenzene	73	820	ND
2-Chlorophenyl	200	2200	ND
4-Chloro-3-methyl phenyl	—	—	ND
2,4-Dichlorophenyl	160	2100	ND
2,4-Dimethylphenyl	1200	14000	ND
2,4-Dimethylphenyl	120	1400	60
4,6-Dimethylphenyl	5	68	ND
2-Methylphenyl	310	3400	ND
2-Methylphenyl	—	—	ND
4-Methylphenyl	37	340	ND
2-Methylphenyl	—	—	ND
4-Methylphenyl	—	—	ND
Phenanthrene	3	10	ND
Phenanthrene	18000	20000	ND
Phenanthrene	6100	68000	ND
2,4,6-Trichlorophenyl	79	74	ND
Total Unresolved BNs & AEs	—	—	4.57
Total TIC	—	—	4.38
Total BNs & AEs	—	—	8.95

ND = Not Detected, NA = Not Analyzed.
 RDCSRS = NJDEP's Residential Direct Contact Soil Remediation Standard
 NRDCSRS = NJDEP's Non-Residential Direct Contact Soil Remediation Standard
 DWGSL = NJDEP's Default Impact to Ground Water Screening Level
 0.01 indicates concentration above most significant criteria
 J = Estimated concentration

Table VII
Polycyclic Aromatic Hydrocarbons (PAHs) in Soil
Fragans Automotive - West Orange, New Jersey
Page 7 of 10

TRC Sample No./Depth:		S113/0.3-5		S121/1.5-2.0		S137/1.5-2.0	
Date Sampled:		08/03/12		08/03/12		08/03/12	
Lab Sample No.:		JB12914-5		JB12914-2		JB12914-1	
Laboratory:		Accutest		Accutest		Accutest	
PAHs (ppm)	ROCSRS	NRDCSRS	ND	ND	ND	ND	0.025
Acenaphthene	3400	37000	ND	ND	ND	0.014 J	0.25
Acenaphthylene	—	300000	ND	ND	0.023 J	0.25	0.25
Anthracene	17000	30000	ND	ND	0.081	0.58	0.58
Benz(a)anthracene	0.6	2	0.07	0.07	0.08	0.50	0.50
Benz(a)pyrene	0.2	0.2	0.073	0.073	0.085	0.36	0.36
Benz(b)fluoranthene	0.6	2	0.066	0.066	0.058	0.36	0.36
Benz(g,h)perylene	39000	30000	0.064	0.064	0.046	0.39	0.39
Benzofluoranthene	6	23	0.073	0.073	0.084	0.8	0.8
Chrysene	62	230	0.024 J	0.019 J	0.019 J	0.12	0.12
Dibenz(a,h)anthracene	0.2	0.2	0.076	0.076	0.051	0.51	0.51
Fluoranthene	2300	24000	ND	ND	0.051	0.33	0.33
Indeno(1,2,3-cd)pyrene	0.6	2	0.059	0.059	0.051	0.33	0.33
Naphthalene	6	17	ND	ND	0.12	1.32	1.32
Phenanthrene	—	300000	ND	ND	0.18	1.5	1.5
Pyrene	1700	14000	0.075	0.075	0.075	0.75	0.75

ND = Not Detected; NA = Not Analyzed.

ROCSRS = NJDEP's Residential Direct Contact Soil Remediation Standard

NRDCSRS = NJDEP's Non-Residential Direct Contact Soil Remediation Standard

DGWBL = NJDEP's Default Impact to Ground Water Screening Level

Bold indicates concentration above most stringent criteria

J = Estimated concentration

**Table VII:
Polychlorinated Biphenyls (PCBs) in Soil
Fregan's Automotive - West Orange, NJ**

Page 8 of 10

TRC Sample No./Depth:		3(1)0 D.O.5	5(4)Y.0-4.5	6(1)0.0-0.5	11(3)1.5-2.0	11(5)5.5-6.0
Core Sampled:		08/03/12	08/03/12	08/03/12	08/03/12	11/08/12
Lab Sample No.:		JB12914-8R	JB12914-3A	JB12914-7R	JB12914-6A	JB20823-3
Laboratory:		Acculab	Acculab	Acculab	Acculab	Acculab
PCBs (ppm)	RDCSRS	NRDCSRS				
Acculab 1016	—	—	ND	ND	ND	ND
Acculab 1221	—	—	ND	ND	ND	ND
Acculab 1232	—	—	ND	ND	ND	ND
Acculab 1242	—	—	ND	ND	ND	ND
Acculab 1248	—	—	ND	ND	ND	ND
Acculab 1254	—	—	ND	ND	ND	ND
Acculab 1260	—	—	ND	ND	ND	ND
Acculab 1268	—	—	ND	ND	ND	ND
Acculab 1282	—	—	ND	ND	ND	ND
Total PCBs	0.2	1	ND	ND	ND	0.53

ND = Not Detected; NA = Not Analyzed

RDCSRS = NJDEP's Residential Direct Contact Soil Remediation Standard

NRDCSRS = NJDEP's Non-Residential Direct Contact Soil Remediation Standard

DIGWSL = NJDEP's Default Impact to Ground Water Screening Levels

NA indicates concentration above most stringent criteria

Table IX
Metals in Soil
Fregan's Automotive - West Orange, NJ
 Page 9 of 10

TRC Sample No./Depth:		3(1)0.0-0.5		3(1)5.5-4.0		3(1)6.5-6.0		5(1)3.0-3.5		5(2)1.5-2.0		5(2)1.5-2.0		5(4)4.0-4.5		5(1)0.0-0.5
Date Sampled:		08/03/12		08/03/12		11/03/12		09/03/12		08/03/12		08/03/12		08/03/12		08/03/12
Lab Sample No.:		JB12814-8R		JB12814-9		JB20823-1		JB12814-5		JB12814-2		JB12814-1		JB12814-3A		JB12814-7R
Laboratory:		Accutest		Accutest		Accutest		Accutest		Accutest		Accutest		Accutest		Accutest
Metals (ppm)	RDCSAS	NRDCSAS														
Aluminum	78000	-	5990	NA	NA	NA	NA	7710	6850	3880	8490	9120				
Antimony	31	450	<2.4	NA	NA	<2.5	9.3	<2.5	8.5	7.7	<2.0	14.3				
Arsenic	78	19	3.8	NA	NA	64.5	0.93	34.4	0.38	83.3	35.2	1110				
Barium	16000	59000	103	NA	NA	NA	NA	NA	NA	NA	NA	0.31				
Beryllium	16	140	0.37	NA	NA	2.5	3080	NA	NA	NA	NA	10.7				
Cadmium	78	79	<0.50	NA	NA	NA	NA	NA	NA	NA	NA	NA				
Calcium	-	-	22300	NA	NA	NA	NA	NA	NA	NA	NA	NA				
Hexavalent Chromium	20	20	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA				
Chromium	16000	590	14.5	NA	NA	NA	NA	16.3	12.5	13	10.3	128				
Cobalt	1500	590	<5.0	NA	NA	NA	7.1	<6.4	8.2	5.6	5.6	15.4				
Copper	3100	45000	99	NA	NA	NA	343	247	329	329	329	443				
Iron	-	-	11700	NA	NA	NA	48000	16700	189	1790	13900	10900				
Lead	400	800	275	NA	NA	NA	342	189	1790	1790	274	717				
Magnesium	-	-	2390	NA	NA	NA	770	1700	136	1020	3690	5782				
Manganese	11000	5900	167	NA	NA	NA	282	136	153	329	329	718				
Mercury	23	55	NA	162	9	14.1	30.3	22.8	15.5	5.5	1.6	2.3				
Nickel	1500	23000	14.8	NA	NA	NA	NA	NA	NA	NA	NA	NA				
Potassium	-	-	<1200	NA	NA	NA	<2.3	<1200	<2.3	<1200	<1000	1390				
Selenium	290	5700	<2.4	NA	NA	NA	<0.58	<0.54	<0.54	<0.51	<0.51	<1.5				
Silver	590	5700	<0.50	NA	NA	NA	<1200	<1300	<1200	<1200	<1000	1340				
Sodium	-	-	<1200	NA	NA	NA	<1.2	<1.2	<1.2	<1.2	<1.0	<3.1				
Thallium	5	79	<1.2	NA	NA	NA	18.7	19.4	18.8	27	27	34.9				
Vanadium	78	1100	18.4	NA	NA	NA	591	121	837	32.5	2120					
Zinc	23000	119000	183	NA	NA	NA	NA	NA	NA	NA	NA	NA				

Table X
Pesticides and Herbicides in Soil
Fregan's Automotive - West Orange, New Jersey
Page 10 of 10

		TRC Sample No./Depth:		51444-0-4.5		11(1)1-5-2.0	
		Data Sampled:		08/03/12		05/03/12	
		Lab Sample No.:		JB12014-3A		JB12014-6A	
		Laboratory:		Accutest		Accutest	
Pesticides & Herbicides (ppm)	RDCSRS	MEDCSRS					
Alfop	0.04	0.2	ND				ND
alpha-BHC	0.1	0.5	ND				ND
beta-BHC	0.4	2	ND				ND
delta-BHC	—	—	ND				ND
gamma-BHC (lindane)	0.4	2	ND				ND
Chlordane (alpha & gamma)	0.2	1	ND				ND
Dieldrin	0.04	0.2	ND				ND
4,4'-DDC	3	12	ND				ND
4,4'-DDE	2	9	ND				ND
4,4'-DDT	2	8	0.0024				ND
Endrin	23	346	ND				ND
Endosulfen sulfate	470	5800	ND				ND
Endrin aldehydes	—	—	ND				ND
Endosulfen-I & II	470	5800	ND				ND
Heptachlor	0.2	0.7	ND				ND
Heptachlor epoxides	0.07	0.3	ND				ND
Methoxychlor	390	5700	ND				ND
Toxaphene	0.5	3	ND				ND
Trichloro-n-xylene (a)	—	—	NA				NA
Decachlorobiphenyl (a)	—	—	NA				NA
2,4,5-T	—	—	NA				NA
2,4,5-TP (Silvex)	—	—	NA				NA
2,4-D	—	—	NA				NA

SAMPLING DATE: 9/10/12

Ground Water Sampling Measurements and Calculations
Weather: 80s Clear

Table XI

Site Name/Location: Firearms Automotive, West Orange, NJ Rev. 04/12

PRE-PURGE INFORMATION							
Well No. or Name	Total Depth (ft)	Depth To Water (ft)	Water Column (ft)	Multiplier	Est. Purge Vol. (gal)	PID (ppm)	Depth to Prod. Thick. (ft)
TW-2	11:02	15:00	9.34	5.66	0.0	ND	ND
TW-1	11:03	15:00	9.76	5.24	0.0	ND	ND
TW-3	11:11	15:00	8.73	6.27	0.0	ND	ND
TW-4	11:14	15:00	9.41	5.59	0.0	ND	ND
TW-5	11:22	15:00	9.06	5.94	0.0	ND	ND

PURGING INFORMATION							
Well No. or Name	Pump Intake Depth (ft)	Pump On	Pump Off	Purge Rate (gpm)	Total Purge Vol. (gal)	Post-Purge DTW (ft)	Pump Type
TW-2	13	11:31				14.57	Peri
TW-1	13.0	11:14				14.12	Peri
TW-3	13.0	11:57				13.37	Peri
TW-4	13.0	12:09				14.01	Peri
TW-5	13.0	12:32				14.59	Peri

SAMPLING INFORMATION							
Well No. or Name	80% Recov. (ft)	Depth To Water (ft)	Sample Time	Sample Method	Comments/Water Condition at Time of Sample		
TW-2	10.47		11:44	Bailer			
TW-1	10.81		11:23	Bailer			
TW-3	9.98		12:05	Bailer			
TW-4	10.63		12:20	Bailer			
TW-5	10.25		12:45	Bailer			

Total depth includes back-up height, if applicable.

Multiplier includes a factor of 3 to calculate the required volume of ground water to be removed from the well. 80% recovery is calculated by subtracting 80% of the water column height from the total depth (Total Depth - (0.80 x Water Column)).

PID (ppm) is 12.6 µV, unless otherwise noted.

Analyses: Methods (EPA): Temp (ISM 2550 B); pH (ISM 4500-H-B); Cond (120); and SAL 25-10-B; DO (ISM 4500-O-S); Salinity (SW 2520 B); Turbidity (EPA 100.1); K₂S = conductivity corrected to 25°C.

Turbidity readings are after screening data measured with radial meter. TRC is not certified for New Jersey for this parameter.

*Sample method: bailer, submersible pump, peristaltic, etc.

Reviewed & Approved by:

Laboratory Manager or Designated Supervisor

PRE-PURGE				
Temp (°C)	pH (su)	K ₂ S (µS/cm)	Salinity (ppt)	ORP (mV)

POST-PURGE				
Temp (°C)	pH (su)	K ₂ S (µS/cm)	Salinity (ppt)	ORP (mV)

POST-SAMPLE				
Temp (°C)	pH (su)	K ₂ S (µS/cm)	Salinity (ppt)	ORP (mV)
24.26	7.91	0.265		-10
Not enough water for parameters				
20.10	6.80	0.41		-79
20.37	7.28	0.395		-107
Not enough water for parameters				

NJDEP Certification No. 07734

TRC Meter Numbers	TRC Job No.
PH: _____	COND: _____
ORP: _____	D.O.: _____
Name: _____	Rental Meter
Serial No.: _____	

543
PDS-BURST INFORMATION

ADDITIONAL INFORMATION

15	16
----	----

[illegible]

Table XII
Volatile Organic Compounds (VOCs) in Ground Water
Fragans Automotive - West Orange, New Jersey
Page 3 of 9

TRC Sample No.:	TW-1	TW-2	TW-3	TW-4	TW-5	TW-6	TW-7
Date Sampled:	08/03/12	08/03/12	08/03/12	08/03/12	11/09/12	08/03/12	11/09/12
Lab Sample No.:	JB12914-10	JB12914-11	JB12914-12	JB20925-1	JB12914-13	JB20925-3	JB20925-2
Laboratory:	Accutest	Accutest	Accutest	Accutest	Accutest	Accutest	Accutest
VOCs (ppb)	GWQS						
Acetone	6000	8.6 J	28.6	ND	18.8	ND	5.4 J
Benzene	1	4.3	ND	ND	0.95 J	ND	0.5 J
Bromochloromethane	100*	ND	ND	ND	ND	ND	ND
Bromodichloromethane	1	ND	ND	ND	ND	ND	ND
Bromoform	4	ND	ND	ND	ND	ND	ND
Bromomethane	10	ND	ND	ND	ND	ND	ND
2-Butanone (MEK)	300	ND	ND	ND	ND	ND	ND
Carbon disulfide	700	ND	0.68 J	0.32 J	ND	ND	0.99 J
Carbon tetrachloride	1	ND	ND	ND	ND	ND	ND
Chlorobenzene	50	ND	ND	ND	ND	ND	ND
Chloroethane	5*	ND	ND	ND	ND	ND	ND
Chloroform	70	ND	ND	ND	ND	ND	ND
Chloromethane	100*	ND	ND	ND	0.28 J	ND	ND
Cyclohexane	100*	2.3 J	ND	ND	1.8 J	ND	ND
1,2-Dibromo-3-chloropropane	0.02	ND	ND	ND	ND	ND	ND
Dibromochloromethane	1	ND	ND	ND	ND	ND	ND
1,2-Dibromoethane	0.03	ND	ND	ND	ND	ND	ND
1,2-Dichlorobenzene	600	ND	ND	ND	ND	ND	ND
1,3-Dichlorobenzene	600	ND	ND	ND	ND	ND	ND
1,4-Dichlorobenzene	75	ND	ND	ND	ND	ND	ND
Dichlorodifluoromethane	1000	ND	ND	ND	ND	ND	ND
1,1-Dichloroethane	60	ND	ND	ND	ND	ND	ND
1,2-Dichloroethane	2	ND	ND	ND	ND	ND	ND
1,1-Dichloroethene	1	ND	ND	ND	ND	0.24 J	ND
cis-1,2-Dichloroethene	70	28.9	0.48 J	2.3	3.9	3	5.7
trans-1,2-Dichloroethene	100	0.95 J	ND	ND	0.3 J	0.43 J	0.50 J
1,2-Dichloropropane	1	ND	ND	ND	ND	ND	ND
cis-1,3-Dichloropropene ¹	1	ND	ND	ND	ND	ND	ND
trans-1,3-Dichloropropene ¹	1	ND	ND	ND	ND	ND	ND
1,3-Dichloropropene (cis and trans)	1	NA	NA	NA	NA	NA	NA
1,4-Dioxane	10**	ND	ND	ND	ND	ND	ND
Ethylbenzene	700	15.2	0.24 J	ND	9.1	ND	0.42 J
Trichlorotrifluoromethane (Freon 113)	100*	ND	ND	ND	ND	ND	ND
2-Hexanone	300**	ND	ND	ND	ND	ND	ND
Isopropylbenzene	700	ND	ND	ND	1.1 J	ND	ND
Methyl Acetate	7000	ND	ND	ND	ND	ND	ND
Methylcyclohexane	100*	2.3 J	ND	ND	4.2 J	ND	0.54 J
Methyl Tert Butyl Ether	70	ND	ND	ND	0.23 J	ND	ND
4-Methyl-2-pentanone (MIBK)	100*	ND	ND	ND	ND	ND	ND
Methylene chloride	3	ND	ND	ND	ND	ND	ND
Styrene	100	ND	ND	ND	ND	ND	ND
1,1,2,2-Tetrachloroethane	1	ND	ND	ND	ND	ND	ND
Tetrachloroethylene	1	0.34 J	0.43 J	ND	ND	ND	0.49 J
Toluene	600	1.3	0.52 J	ND	1.5	ND	0.3 J
1,2,3-Trichlorobenzene	100*	ND	ND	ND	ND	ND	ND
1,2,4-Trichlorobenzene	9	ND	ND	ND	ND	ND	ND
1,1,1-Trichloroethane	30	ND	ND	ND	ND	ND	ND
1,1,2-Trichloroethane	3	ND	ND	ND	ND	ND	ND
Trichloroethylene	1	45.6	1.1	1.8	2.8	20.4	36.8
Trichlorofluoromethane (Freon 11)	2000	ND	ND	ND	ND	ND	ND
Vinyl chloride	1	3.5	ND	ND	0.78 J	0.52 J	33.5
m,p-Xylene ²	1000	19.4	0.99 J	ND	20.8	ND	0.76 J
o-Xylene ²	1000	2.1	0.67 J	ND	6.8	ND	0.33 J
Xylenes (total)	1000	21.4	1.7	ND	27.7	ND	1.1
Total Targeted VOCs		131.1	31.6	4.4	27.3	3.0	46.7
Total THCs	600				116 J	0	0
Total VOCs		131	32	4	27	3	47

* = Inform Capable Value

** = Inform Specific Value

ND = Not Detected

NA = Not Analyzed

GWQS = NJDEP Ground Water Quality Standard

¹ GWQS not available; GWQS for 1,3-Dichloropropene (cis and trans) assumed for cis- and trans- individually.

² GWQS not available. GWQS for Xylenes (total) assumed for m,p-Xylene and o-Xylene.

(F) = Filtered sample

Bold = Concentration exceeds GWQS.

J = estimated concentration

Table XBI
Base Neutrals (BNs) and Acid Extractables (AEs) in Ground Water
Fregans Automotive - West Orange, New Jersey
Page 4 of 8

TRC Sample No.: TW-1		YW-2	YW-3	YW-4	YW-5
Date Sampled: 08/03/12		08/03/12	08/03/12	08/03/12	08/03/12
Lab Sample No.: JB12914-10		JB12914-11	JB12914-12	JB12914-13	JB12914-14
Laboratory: Acculab		Acculab	Acculab	Acculab	Acculab
BNs & AEs (ppb)	GWQS				
2-Chlorophenol	40	ND	ND	ND	ND
4-Chloro-2-methylphenol	700*	ND	ND	ND	ND
2,4-Dichlorophenol	20	ND	ND	ND	ND
2,4-Dimethylphenol	700	ND	ND	ND	ND
2,4-Dinitrophenol	40	ND	ND	ND	ND
4,6-Dinitro-2-cresol	1**	ND	ND	ND	ND
2-Methylphenol	5*	ND	ND	ND	ND
3,4,5-Trichlorophenol	5*	ND	ND	ND	ND
2-Nitrophenol	700*	ND	ND	ND	ND
4-Nitrophenol	700*	ND	ND	ND	ND
2-Nitrophenol	0.3	ND	ND	ND	ND
Phenol	2000	ND	ND	ND	ND
2,4,5-Trichlorophenol	700	ND	ND	ND	ND
2,4,6-Trichlorophenol	20	ND	ND	ND	ND
Acenaphthene	400	ND	ND	ND	ND
Acenaphthylene	700*	ND	ND	ND	ND
Acenaphthene	700	ND	ND	ND	ND
Acenaphthene	700*	ND	ND	ND	ND
Acenaphthene	3	ND	ND	ND	ND
Acenaphthene	0.7	ND	ND	ND	ND
Acenaphthene	0.1	ND	ND	ND	ND
Acenaphthene	0.2	ND	ND	ND	ND
Acenaphthene	700*	ND	ND	ND	ND
Acenaphthene	0.5	ND	ND	ND	ND
Acenaphthene	100*	ND	ND	ND	ND
Acenaphthene	100	ND	ND	ND	ND
Acenaphthene	400	ND	ND	ND	ND
Acenaphthene	700*	ND	ND	ND	ND
Acenaphthene	4.8	ND	ND	ND	ND
Acenaphthene	600	ND	ND	ND	ND
Acenaphthene	30	ND	ND	ND	ND
Acenaphthene	700*	ND	ND	ND	ND
Acenaphthene	5000**	ND	ND	ND	ND
Acenaphthene	5	ND	ND	ND	ND
Acenaphthene	700*	ND	ND	ND	ND
Acenaphthene	7	ND	ND	ND	ND
Acenaphthene	300	ND	ND	ND	ND
Acenaphthene	100*	ND	ND	ND	ND
Acenaphthene	70	ND	ND	ND	ND
Acenaphthene	70	ND	ND	ND	ND
Acenaphthene	30	ND	ND	ND	ND
Acenaphthene	0.3	ND	ND	ND	ND
Acenaphthene	700*	ND	ND	ND	ND
Acenaphthene	700	ND	ND	ND	ND
Acenaphthene	100	ND	ND	ND	ND
Acenaphthene	4000	ND	ND	ND	ND
Acenaphthene	700**	ND	ND	ND	ND
Acenaphthene	3	ND	ND	ND	ND
Acenaphthene	300	ND	ND	ND	ND
Acenaphthene	300	ND	ND	ND	ND
Acenaphthene	0.02	ND	ND	ND	ND
Acenaphthene	7	ND	ND	ND	ND
Acenaphthene	40	ND	ND	ND	ND
Acenaphthene	7	ND	ND	ND	ND
Acenaphthene	0.2	ND	ND	ND	ND
Acenaphthene	40	ND	ND	ND	ND
Acenaphthene	30**	ND	ND	ND	ND
Acenaphthene	700*	ND	ND	ND	ND
Acenaphthene	700*	ND	ND	ND	ND
Acenaphthene	700*	ND	ND	ND	ND
Acenaphthene	700*	ND	ND	ND	ND
Acenaphthene	300	0.27	ND	ND	ND
Acenaphthene	8	ND	ND	ND	ND
Acenaphthene	10	ND	ND	ND	ND
Acenaphthene	10	ND	ND	ND	ND
Acenaphthene	100*	ND	ND	ND	ND
Acenaphthene	200*	ND	ND	ND	ND
Acenaphthene	700*	ND	ND	ND	ND
Acenaphthene	200	ND	ND	ND	ND
Acenaphthene	4.9	ND	ND	ND	ND
Acenaphthene	300	ND	ND	ND	ND
Acenaphthene	3	ND	ND	ND	ND

* = Informational Concentration Value
 ** = Informational Concentration Value
 ND = Not Detected
 NA = Not Analyzed
 GWQS = NJDEP Ground Water Quality Standard
 * GWQS not available, GWQS for 1,3-Dioxane = Concentration exceeds GWQS.
 † = Estimated concentration

Table XIV
Polycyclic Aromatic Hydrocarbons (PAHs) in Ground Water
Frigans Automotive - West Orange, New Jersey
Page 5 of 9

TRC Sample No.:		TW-1	TW-2	TW-3	TW-4	TW-5
Date Sampled:		08/03/12	08/03/12	08/03/12	08/03/12	08/03/12
Lab Sample No.:		JB121914-10	JB12914-14	JB12914-11	JB12914-12	JB12914-13
Laboratory:		Acclutest	Acclutest	Acclutest	Acclutest	Acclutest
PAHs (ppb)	GWQS					
Acenaphthene	400	ND	ND	ND	ND	ND
Acenaphthylene	100*	ND	ND	ND	ND	ND
Anthracene	2000	ND	ND	ND	ND	ND
Benzo(a)anthracene	0.1	ND	ND	ND	ND	ND
Benzo(a)pyrene	0.1	ND	ND	ND	ND	ND
Benzo(b)fluoranthene	0.2	ND	ND	ND	ND	ND
Benzo(b,k,l)perylene	100*	ND	ND	ND	ND	ND
Benzo(k)fluoranthene	0.5	ND	ND	ND	ND	ND
Chrysene	5	ND	ND	ND	ND	ND
Dibenz(a,h)anthracene	0.3	ND	ND	ND	ND	ND
Fluoranthene	300	ND	ND	ND	ND	ND
Indene(1,2,3-cd)pyrene	0.2	ND	ND	ND	ND	ND
Naphthalene	300	0.27	ND	ND	ND	0.76
Phenanthrene	100*	ND	ND	ND	ND	ND
Pyrene	200	ND	ND	ND	ND	ND

Table XV
Metals (TAL) in Ground Water
Fragans Automotive - West Orange, New Jersey
6 of 9

TRC Sample No.:		TW-1		TW-2		TW-3		TW-4		TW-5		TW-6		TW-7	
Date Sampled:		08/03/12		08/03/12		08/03/12		11/09/12		08/03/12		11/09/12		11/09/12	
Lab Sample No.:		JB121914-10		JB121914-14		JB121914-11		JB121914-12		JB121914-13		JB121914-13		JB121914-13	
Laboratory:		Accutest		Accutest		Accutest		Accutest		Accutest		Accutest		Accutest	
TAL Metals (ppb)	GWQS	17800	120000 b	5210	19800	NA	NA	NA	17800	NA	NA	NA	NA	NA	NA
Aluminum	200	<6.0	<12 b	<6.0	<6.0	NA	NA	NA	<6.0	NA	NA	NA	NA	NA	NA
Antimony	6	2.1	159 b	14.4	26.6	NA	NA	NA	10.9	NA	NA	NA	NA	NA	NA
Arsenic	3	488	4370 b	247	587	NA	NA	NA	780	NA	NA	NA	NA	NA	NA
Barium	6000	1.6	8.8 b	<1.0	2.8	NA	NA	NA	1.4	NA	NA	NA	NA	NA	NA
Beryllium	1	6.5	<6.0 b	<3.0	<3.0	NA	NA	NA	<3.0	NA	NA	NA	NA	NA	NA
Cadmium	4	38600	66900 b	31800	61000	NA	NA	NA	110000	NA	NA	NA	NA	NA	NA
Chromium Total	70	41.9	277 b	10.4	51	NA	NA	NA	44.4	NA	NA	NA	NA	NA	NA
Cobalt	100**	<5.0	<100 b	<5.0	<5.0	NA	NA	NA	<5.0	NA	NA	NA	NA	NA	NA
Copper	1300	213	522 b	14.2	212	NA	NA	NA	121	NA	NA	NA	NA	NA	NA
Iron	300	23400	143000 g	10700	34900	NA	NA	NA	33200	NA	NA	NA	NA	NA	NA
Lead	5	226	630 b	5.3	143	NA	NA	NA	29.6	NA	NA	NA	NA	NA	NA
Magnesium	—	6200	21500 b	10700	15600	NA	NA	NA	15800	NA	NA	NA	NA	NA	NA
Manganese	50	365	1850 b	463	862	NA	NA	NA	2670	NA	NA	NA	NA	NA	NA
Mercury	2	215 b	251 b	<0.40 b	220 b	301 g	<0.20	<0.20	13.7 b	16 g	<0.20	<0.20	22.71 B	<0.20	<0.20
Nickel	100	53.6	162 b	10.3	43.7	NA	NA	NA	38.2	NA	NA	NA	NA	NA	NA
Phosphorus	—	<10000	<20000 b	<10000	<10000	NA	NA	NA	<10000	NA	NA	NA	NA	NA	NA
Selenium	40	30.1	37.4 b	<10	<10	NA	NA	NA	<10	NA	NA	NA	NA	NA	NA
Silver	40	<10	<20 b	<10	<10	NA	NA	NA	<10	NA	NA	NA	NA	NA	NA
Sodium	50000	<10000	<20000 b	18000	<10000	NA	NA	NA	40700	NA	NA	NA	NA	NA	NA
Thallium	2	<2.0	<8.0 b	<2.0	<2.0	NA	NA	NA	<2.0	NA	NA	NA	NA	NA	NA
Vanadium	—	58.7	271 b	<50	72	NA	NA	NA	62.3	NA	NA	NA	NA	NA	NA
Zinc	2000	461	498 b	32.7	167	NA	NA	NA	122	NA	NA	NA	NA	NA	NA

** = Interim Specific Value
 ND = Not Detected
 NA = Not Analyzed
 GWQS = NJDEP Ground Water Quality
 Standard
 (a) Elevated sample detection limit due
 to difficult sample matrix
 (b) Elevated detection limit due to
 dilution required for high interfering
 element
 Bold = Concentration exceeds GWQS
 : = estimated concentration

Table XV
Metals (TAL) in Ground Water
Fregans Automotive - West Orange, New Jersey
7 of 9

TRC Sample No.:		MW-1	MW-1 (F)	MW-2	MW-2 (F)	MW-3	MW-3 (F)
Date Sampled:		09/16/13	09/16/13	09/16/13	09/16/13	09/16/13	09/16/13
Lab Sample No.:		JB47585-2	JB47585-2F	JB47585-1	JB47585-1F	JB47585-3	JB47585-3F
Laboratory:		Acquest	Acquest	Acquest	Acquest	Acquest	Acquest
TAL Metal (ppb)	GWQS						
Aluminum	200	<200	<200	254	<200	301	<200
Antimony	5	<6.0	<6.0	<6.0	<6.0	<6.0	<6.0
Arsenic	3	<3.0	<3.0	7.4	7.2	<3.0	<3.0
Barium	6000	<200	<200	<200	<200	<200	<200
Beryllium	1	<1.0	<1.0	<1.0	<1.0	<1.0	<1.0
Cadmium	4	<3.0	<3.0	<3.0	<3.0	<3.0	<3.0
Calcium	—	32500	35500	46100	50900	38500	40700
Chromium, Total	70	<10	<10	<10	<10	<10	<10
Cobalt	100**	<50	<50	<50	<50	<50	<50
Copper	1300	<10	<10	<10	<10	<10	<10
Iron	300	139	<100	2700	2050	451	<100
Lead	5	<3.0	<3.0	<3.0	<3.0	<3.0	<3.0
Magnesium	—	5540	5790	6490	7050	5430	5950
Manganese	50	24.4	26.3	315	333	116	128
Mercury	2	<0.20	<0.20	<0.20	<0.20	0.38	<0.20
Nickel	100	24.5	26.7	<10	<10	<10	<10
Potassium	—	<10000	<10000	<10000	<10000	<10000	<10000
Selenium	40	<10	<10	<10	<10	<10	<10
Silver	40	<10	<10	<10	<10	<10	<10
Sodium	50000	<10000	<10000	11300	12400	<10000	<10000
Thallium	2	<2.0	<2.0	<2.0	<2.0	<2.0	<2.0
Vanadium	—	<50	<50	<50	<50	<50	<50
Zinc	2000	256	274	24.2	<20	38.7	40

** = Interim Specific Value.
 ND = Not Detected
 NA = Not Analyzed
 GWQS = NJDEP Ground Water Quality Standard
 (a) Elevated sample detection limit due to difficult sample matrix.
 (b) Elevated detection limit due to dilution required for high interfering element
 Bold = Concentration exceeds GWQS.
 J = estimated concentration

Table XVI
Polychlorinated Biphenyls (PCBs) in Ground Water
Frigans Automotive - West Orange, New Jersey
Page 8 of 9

TRC Sample No.:		TW-1		TW-2		TW-3		TW-4		TW-5	
Date Sampled:		08/03/12		08/03/12		08/03/12		08/03/12		08/03/12	
Lab Sample No.:		JB121814-10		JB12914-14		JB12814-11		JB12814-12		JB12814-13	
Laboratory:		Accutest		Accutest		Accutest		Accutest		Accutest	
PCBs (ppb)		GWQS									
Aroclor 1016	—	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND
Aroclor 1221	—	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND
Aroclor 1232	—	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND
Aroclor 1242	—	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND
Aroclor 1248	—	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND
Aroclor 1254	—	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND
Aroclor 1260	—	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND
Aroclor 1262	—	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND
Aroclor 1268	—	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND
Total PCBs	0.5	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND

Table XVII
Pesticides and Herbicides In Ground Water
Fregans Automotive - West Orange, New Jersey
Page 9 of 9

TRC Sample No.:		TW-1	TW-2	TW-3	TW-4	TW-5
Date Sampled:		08/03/12	08/03/12	08/03/12	08/03/12	08/03/12
Lab Sample No.:		JB12914-10	JB12914-14	JB12914-11	JB12914-12	JB12914-13
Laboratory:		Accutest	Accutest	Accutest	Accutest	Accutest
Pesticides (ppb)	GWCS					
Aldrin	0.04	ND	ND	ND	ND	ND
alpha-BHC	0.02	ND	ND	ND	ND	ND
beta-BHC	0.04	ND	ND	ND	ND	ND
delta-BHC	100*	ND	ND	ND	ND	ND
gamma-BHC (Lindane)	0.03	ND	ND	ND	ND	ND
alpha-Chlordane	100*	ND	ND	ND	ND	ND
gamma-Chlordane	100*	ND	ND	ND	ND	ND
Chlordane	0.5	NA	NA	NA	NA	NA
Dieldrin	0.03	ND	ND	ND	ND	ND
4,4'-DDD	0.1	ND	ND	ND	ND	ND
4,4'-DDE	0.1	ND	ND	ND	ND	ND
4,4'-DDT	0.1	ND	ND	ND	ND	ND
Endrin	2	ND	ND	ND	ND	ND
Endrin ketone	100*	NA	NA	NA	NA	NA
Endosulfan sulfate	40	ND	ND	ND	ND	ND
Endrin aldehyde	100*	ND	ND	ND	ND	ND
Endosulfan-I	40	ND	ND	ND	ND	ND
Endosulfan-II	40	ND	ND	ND	ND	ND
Heptachlor	0.05	ND	ND	ND	ND	ND
Heptachlor epoxide	0.2	ND	ND	ND	ND	ND
Methoxychlor	40	ND	ND	ND	ND	ND
Toxaphene	2	ND	ND	ND	ND	ND

APPENDIX A

Soil Boring and Temporary Well Logs

CTRO Environmental Corporation 57 E. Willow Street, Millburn, NJ 07041 (973) 564-5006				TEMPORARY WELL AND SOIL BORING LOG		WELL NUMBER 2(1)/TW-3	
PROJECT NAME: Fregan's Automotive				LOCATION: West Orange, NJ			
PROJECT NO.: 2894-195119				CONTRACTOR: SET			
SAMPLER TYPE/DIA.: Macrocore/2"				TYPE OF WELL: Temporary			
DEPTH TO BEDROCK: 10.5 feet				DRILLING METHOD: Direct Push			
TOTAL DEPTH DRILLED: 11.75 feet				BIT TYPE: NA			
START DATE: 08/03/12				FINISH DATE: 08/03/12			
DRILLER: S. Weigand				LOGGED BY: J. Morris			

DEPTH FROM SURFACE (FEET)	BLOW COUNT PER 6 IN.	RECOVER Y (INCHES)	PID (ppm)	SAMPLE DESIGNATION	WELL DIAGRAM	UNITED	LITHOLOGIC CLASSIFICATION AND COMMENTS
0							Unpaved.
1		42	ND	2(2)/8.0-8.5			0.0 to 0.5' - Dark brown, fine to medium SAND, some silt, trace fine gravel.
2			ND				
3			ND				
4			ND				
5			ND				
6		28	ND				6.0 to 10.0' - Light brown to brown SILT and CLAY.
7			ND				
8			ND				
9			ND				
10			ND				
							End of Boring 10 feet.

CASING TYPE/DIAMETER (IN.) INNER: <u>PVC/1</u> OUTER: <u>N/A</u>		STATIC WATER LEVEL: _____ feet below surface DEPTH WATER ENCOUNTERED: _____ feet below surface	
SCREENED OR OPEN INTERVAL: <u>0.75 - 10</u> (FEET BELOW SURFACE)		MEASURING POINT ELEVATION: <u>NA</u> ft. a.s.l. GROUND SURFACE ELEVATION: <u>NA</u> ft. a.s.l.	

TRC Environmental Corporation 57 E. Willow Street, Millburn, NJ 07041 (973) 684-6006					TEMPORARY WELL AND SOIL BORING LOG		WELL NUMBER 3(1)/TW-4		
PROJECT NAME: Fegan's Automotive					LOCATION: West Orange, NJ				
PROJECT NO.: 2894-195119					CONTRACTOR: SET				
SAMPLER TYPE/DIA.: Macrocore/2"					TYPE OF WELL: Temporary				
DEPTH TO BEDROCK: 10.5 feet					DRILLING METHOD: Direct Push				
TOTAL DEPTH DRILLED: 11.75 feet					BIT TYPE: NA				
					START DATE: 08/03/12 FINISH DATE: 08/03/12 DRILLER: S. Welgand LOGGED BY: J. Morris				

DEPTH FROM SURFACE (FEET)	BLOW COUNT PER 6 IN.	RECOVER Y (INCHES)	PID (ppm)	SAMPLE DESIGNATION	WELL DIAGRAM	UNIFIED	LITHOLOGIC CLASSIFICATION AND COMMENTS
0				3(1)/0.0-0.5			Unpaved.
1			ND				0.0 to 5.5' - Brown to dark brown, fine to medium SAND, some coarse sand, trace silt; fill material.
2			ND				
3		30	ND				
4			ND	3(1)/3.5-4.0			
5			ND				
6			ND				5.5 to 14.0' - Brown to grayish-brown SILT and CLAY.
7			ND				
8		36	ND				
9			ND				
10			ND				
11			ND				
12			ND				
13		20	ND				14.0 to 15.0' - Reddish-brown SILT and CLAY, little fine to medium gravel.
14			ND				
15			ND				

CASING TYPE/DIAMETER (IN.) INNER: <u>PVC/1</u> OUTER: <u>N/A</u>	STATIC WATER LEVEL: _____ feet below surface DEPTH WATER ENCOUNTERED: _____ feet below surface
SCREENED OR OPEN INTERVAL: <u>0.75 - 10</u> (FEET BELOW SURFACE)	MEASURING POINT ELEVATION: <u>NA</u> ft. msl GROUND SURFACE ELEVATION: <u>NA</u> ft. msl

Environmental Corporation 57 E. Willow Street, Millburn, NJ 07041 (973) 584-8008				TEMPORARY WELL AND SOIL BORING LOG		WELL NUMBER 5(1)/TW-1	
PROJECT NAME: Fegan's Automotive				LOCATION: West Orange, NJ			
PROJECT NO.: 2894-195119				CONTRACTOR: SET			
SAMPLER TYPE/DIA: Macrocore/2"				TYPE OF WELL: Temporary		START DATE: 08/03/12	
DEPTH TO BEDROCK: 10.5 feet				DRILLING METHOD: Direct Push		FINISH DATE: 08/03/12	
TOTAL DEPTH DRILLED: 11.75 feet				BIT TYPE: NA		DRILLER: S. Weigand LOGGED BY: J. Morris	

DEPTH FROM SURFACE (FEET)	BLOW COUNT PER 6 IN.	RECOVER Y (INCHES)	PID (ppm)	SAMPLE DESIGNATION	WELL DIAGRAM	UNITED	LITHOLOGIC CLASSIFICATION AND COMMENTS
0							Unpaved.
1			ND				0.0 to 0.5' - Dark brown, fine to medium SAND, little silt, trace fine gravel and coarse sand.
2			ND				0.5 to 6.0' - Brown to dark brown, fine to medium SAND, some silt, little coarse sand; fill material.
3		32	ND				
4			59.5	5(1)/3.0-3.5			
5			58.3				
6			ND				
7			ND				
8			ND				6.0 to 14.0' - Brown to gray-brown SILT and CLAY.
9		30	ND				
10			ND				
11			ND				
12			ND				
13		28	ND				
14			ND				
			ND				Well Construction Details
			ND				+0.5 to 0.75 ft. below surface - 1" diameter PVC riser
			ND				0.75 to 14 ft. below surface - 1" diameter 0.01 slot PVC screen

CASING TYPE/DIAMETER (IN.) INNER: <u>PVC/1</u> OUTER: <u>N/A</u>		STATIC WATER LEVEL: _____ feet below surface	
SCREENED OR OPEN INTERVAL: <u>0.75 - 14</u> (FEET BELOW SURFACE)		DEPTH WATER ENCOUNTERED: <u>8</u> feet below surface	
		MEASURING POINT ELEVATION: <u>NA</u> ft. MSL	
		GROUND SURFACE ELEVATION: <u>NA</u> ft. MSL	

[illegible]

Environmental Corporation 57 E. Willow Street, Millburn, NJ 07041 (973) 564-6006					TEMPORARY WELL AND SOIL BORING LOG		WELL NUMBER 5(3)/TW-2	
PROJECT NAME: Fregan's Automotive					LOCATION: West Orange, NJ			
PROJECT NO.: 2894-195119					CONTRACTOR: SET			
SAMPLER TYPE/DIA: Macrocore/2"					TYPE OF WELL: Temporary			
DEPTH TO BEDROCK: 10.5 feet					DRILLING METHOD: Direct Push			
TOTAL DEPTH DRILLED: 11.75 feet					BIT TYPE: NA			
					START DATE: 08/03/12 FINISH DATE: 08/03/12 DRILLER: S. Weigand LOGGED BY: J. Morris			

DEPTH FROM SURFACE (FEET)	BLOW COUNT PER 8 IN.	RECOVERY (INCHES)	PID (ppm)	SAMPLE DESIGNATION	WELL DIAGRAM	UNITED	LITHOLOGIC CLASSIFICATION AND COMMENTS
0							Unpaved.
1			ND				0.0 to 0.5' - Dark brown, fine to medium SAND, some silt, trace coarse sand and fine gravel.
2			ND				0.5 to 6.0' - Brown to dark brown, fine to medium SAND and SILT, some coarse sand, little fine gravel; fill like, intermittent asphalt like material and reddish brown fragments.
3			ND	5(3)/1.5-2.0			
4			ND				
5			ND				
6			ND				
7			ND				
8			ND				
9			ND				
10			ND				
11			ND				
12			ND				
13			ND				
14							<u>Well Construction Details</u> +0.5 to 0.75 ft. below surface - 1" diameter PVC riser 0.75 to 13 ft. below surface - 1" diameter 0.01 slot PVC screen

CASING TYPE/DIAMETER (IN.) INNER: PVC/1 OUTER: N/A		STATIC WATER LEVEL: _____ feet below surface	
		DEPTH WATER ENCOUNTERED: _____ feet below surface	
SCREENED OR OPEN INTERVAL: 0.75 - 13 (FEET BELOW SURFACE)		MEASURING POINT ELEVATION: NA ft. msl GROUND SURFACE ELEVATION: NA ft. msl	

C TRC

57 E. Willow Street, Millburn, NJ 07041 (973) 664-6006

SOIL BORING LOG

BORING NUMBER

5(4)

PROJECT NAME: Fregan's Automotive **LOCATION:** West Orange, NJ

PROJECT NO.: 2894-195119 CONTRACTOR: SET

DATE DRILLED: 08/03/12

SAMPLER TYPE/ID: Macrocore/2"

DEPTH TO WATER: Not Encountered

DRILLER: S. Weigand

BORING METHOD: Direct Push

TOTAL DEPTH DRILLED: 5 Feet

LOGGED BY: J. Morris

[illegible]

TRC Environmental Corporation 57 E. Willow Street, Millburn, NJ 07041 (973) 584-8006					WELL LOG		WELL NUMBER TW-5	
PROJECT NAME: Fregan's Automotive LOCATION: West Orange, NJ					START DATE: 08/03/12 FINISH DATE: 08/03/12 DRILLER: S. Weigand LOGGED BY: J. Morris			
PROJECT NO.: 2894-195119 CONTRACTOR: SET								
SAMPLER TYPE/DIA: Macrocore/2" TYPE OF WELL: Temporary DEPTH TO BEDROCK: 10.6 feet DRILLING METHOD: Direct Push TOTAL DEPTH DRILLED: 11.75 feet BIT TYPE: NA								
DEPTH FROM SURFACE (FEET)	BLOW COUNT PER 6 IN.	RECOVER Y (INCHES)	PID (ppm)	SAMPLE DESIGNATION	WELL DIAGRAM	UNIFIED	LITHOLOGIC CLASSIFICATION AND COMMENTS	
0							0.0 to 0.5' - Dark brown, fine to medium SAND, some medium gravel, trace silt. 0.5 to 1.0' - Brown, fine to coarse SAND, some fine to medium gravel. 1.0 to 2.5' - Reddish-brown, fine to medium SAND, some fine gravel; brick like. 2.5 to 3.5' - Concrete like fragments. 3.5 to 5.0' - Brown, fine to medium SAND, some fine gravel, trace silt. 5.5 to 14.0' - Brown to grayish-brown SILT and CLAY. 14.0 to 15.0' - Reddish-brown SILT and CLAY, little fine to medium gravel.	
1		44	ND					
2			ND					
3			ND					
4			ND					
5			ND					
6		31	ND					
7			ND					
8			ND					
9			ND					
10			ND					
11		27	ND					
12			ND					
13			ND					
14			ND					
15			ND					
CASING TYPE/DIAMETER (IN.): INNER: 1 OUTER: NA					STATIC WATER LEVEL: _____ feet below surface DEPTH WATER ENCOUNTERED: _____ feet below surface			
SCREENED OR OPEN INTERVAL: 0.75-15 (FEET BELOW SURFACE)					MEASURING POINT ELEVATION: _____ ft., msl GROUND SURFACE ELEVATION: _____ ft., msl			

TRC Environmental Corporation 57 E. Willow Street, Millburn, NJ 07041 (973) 554-8006					WELL LOG		WELL NUMBER TW-7	
PROJECT NAME: Fegan's Automotive					LOCATION: West Orange, NJ			
PROJECT NO.: 2894-195119					CONTRACTOR: SET			
SAMPLER TYPE/DIA.: Mac/core/2"					TYPE OF WELL: Temporary			
DEPTH TO BEDROCK: 10.5 feet					DRILLING METHOD: Direct Push			
TOTAL DEPTH DRILLED: 11.75 feet					BIT TYPE: NA			
START DATE: 11/09/12 FINISH DATE: 11/09/12 DRILLER: S. Weigand LOGGED BY: K. Riller								

DEPTH FROM SURFACE (FEET)	BLOW COUNT PER 6 IN.	RECOVERY (INCHES)	PID (ppm)	SAMPLE DESIGNATION	WELL DIAGRAM	UNIFIED	LITHOLOGIC CLASSIFICATION AND COMMENTS
0							Unpaved.
1							0.0 to 0.5' - Dark brown, fine to medium SAND, some silt, trace fine gravel.
2							0.5 to 6.0' - Brown to dark brown, fine to medium SAND and SILT, some coarse sand and fine gravel: fill material.
3							
4							
5							
6							6.0 to 14.0' - Brown to gray-brown SILT and CLAY.
7							
8							
9							
10							
11							
12							
13							
14							
15							<u>Well Construction Details</u> ±0.5 to 0.75 ft. below surface - 1" diameter PVC riser 0.75 to 14 ft. below surface - 1" diameter 0.01 slot PVC screen

CASING TYPE/DIAMETER (IN.) INNER: <u>1</u> OUTER: <u>NA</u>	STATIC WATER LEVEL: _____ feet below surface DEPTH WATER ENCOUNTERED: _____ feet below surface
SCREENED OR OPEN INTERVAL: <u>0.75 - 14.0</u> (FEET BELOW SURFACE)	MEASURING POINT ELEVATION: _____ ft., msl GROUND SURFACE ELEVATION: _____ ft., msl

From: Paul Grygiel <PGrygiel@ppgplanners.com>

To: Shirleymbishop <Shirleymbishop@aol.com>; JSayers <JSayers@westorange.org>; JGross <JGross@westorange.org>

Cc: rtrenk <rtrenk@trenklawfirm.com>; MMoon <MMoon@trenklawfirm.com>

Subject: RE: Valley Road Residential and Fair Share Plan and Spending Plan

Date: Thu, Feb 23, 2017 2:04 pm

My best guess as to Planning Board reaction: ambivalent to positive. They recently reviewed the redevelopment plan for this area and seemed to be interested in development moving forward on the Harvard Press and Selecto-Flash sites. I don't believe they have any preference as to whether affordable units are located there or in the Edison redevelopment.

I will work with the Planning Board secretary and chairman to be ready to take action at their April 5th meeting. I would suggest having the draft amendment ready for distribution to the Board and public review before March 17th, so we have adequate time to notice the County and neighboring municipalities. Thanks.

Paul Grygiel, AICP, PP / Principal

PHILLIPS PREISS GRYGIEL LLC / Planning & Real Estate Consultants

33-41 Newark Street, Third Floor, Suite D / Hoboken, NJ 07030

Phone 201.420.6262 / Fax 420.6222 / pgrygiel@ppgplanners.com

From: Shirleymbishop@westorange.org [mailto:Shirleymbishop@aol.com]

Sent: Thursday, February 23, 2017 3:41 PM

To: JGross@westorange.org; JSayers@westorange.org; Paul Grygiel <PGrygiel@ppgplanners.com>

Cc: rtrenk@trenklawfirm.com; MMoon@trenklawfirm.com

Subject: Valley Road Residential and Fair Share Plan and Spending Plan

Hello;

As you are aware, Joe Alpert is requesting that \$3M be committed in a spending plan as a bridge loan for his Valley Road Residential project until Prism reimburses.

In order to have that money in the spending plan, his project must be in the Fair Share Plan (FSP).

As a result, there has to be an amendment to the FSP.

I am preparing a draft amendment for your review.

The amendment to the FSP must be adopted by the planning board with 10 days notice to the surrounding towns and a copy to the Essex County Planning Board.

FSHC and the Court Master must receive copies also.

Any idea as to how this proposed amendment will be received by the planning board?

Positive/negative/ ambivalent???

I am looking at the April 5 planning board meeting/.

The May planning board meeting is too late for the May 2 application deadline so April 5 is do or die.

The March 1 planning board meeting is too soon what with the 10 day notice.

After the planning board adopts the amendment to the FSP, then the Council by Resolution endorses the amended FSP.

I see this occurring at the April 18 Council meeting.

As to amending the spending plan, I have to do a full blown one with projections of development fees to 2025.

Do you have any idea as to what development fees I should project each year through 2025?
is \$100,000 a year too little or too much?

As you know, the 2.5% non-residential fee is mandatory.

I will also need specific information for an amended spending plan from John such as:

actual development fees collected through December 2016

actual interest earned through 2016

housing activity expenditures through 2016

administrative expenditures through 2016

affordability assistance expenditures through 2016

All of the above should be in the CTM system.

I see the spending plan being adopted by Resolution at the April 18 Council meeting also.

Any questions , I am in the office today and can be reached by cell phone tomorrow: 609 865-0458.

Nothing is simple and FSHC is the wild card in all of this!

I have no idea what Kevin will do, if anything.

Thank you.

Shirley

Shirley M. Bishop, P.P., LLC
100 Overlook Center, Floor 2
Princeton, NJ 08540

Office: 8:30- 5p.m.: 609 844-7720

After 5 p.m. : 609 375-2358

Fax : 609 844-7722

EXHIBIT C

Valley Road Residential Project Description

The Valley Road Residential project will create 100 units of new mixed-income multifamily, rental housing for families.

The Valley Road Residential project will be located at 22-24 Central Avenue in the City of West Orange in Essex County. Development of the project will contribute to the other revitalization initiatives underway in the surrounding area including the opening and beautification of the East Branch of the Rahway River and redevelopment of the Valley neighborhood as a vibrant mixed-use residential neighborhood and arts district. The site is also ideally situated three blocks from the Highland Rail Station.

The Alpert Group LLC is the developer and property manager for the Valley Road Residential project. The Alpert Group, LLC is a third generation, family owned and operated full-service real estate management and development company based in Fort Lee. Since it's founding over 40 years ago, the company has developed over 3,000 units in new construction and adaptive reuse housing projects. Currently, The Alpert Group owns and manages a portfolio of over 2,500 units. The Alpert Group has extensive experience working with the requirements of municipal, state, and federal affordable housing programs such as local Affordable Housing Trust Funds, HOME, Section 8 Rehabilitation, and the low income housing tax credit program.

Other development team members for the Valley Road Residential Project include Kitchen Associates (Architect), Brach Eichler (Attorney), and Monarch Housing Associates (Housing Development Consultant). The project general contractor will be selected through a bidding process.

The Valley Road Residential Project will entail the adaptive re-use of a vacant light industrial site into 100 high-quality apartments. The housing will be in a newly constructed 5-story building. The development will offer a wide range of apartment types to accommodate singles and families including: 33 one-bedroom units; 58 two-bedroom units; 8 three-bedroom units; and 1 two-bedroom superintendent's unit. All apartments will have private kitchens and bathrooms, Energy Star appliances, and window blinds. The development will include on-site parking, elevator service, community room space, common laundry facilities, security features, and offices for property management functions.

The Valley Road Residential project is a mixed-income family project which will serve a wide range of households. Of the 100 units in the project, 48 units will be reserved for households with incomes of 60% AMI or less, 7 units will be reserved for households with incomes of 30% AMI or less and 44 units will be offered as market-rate housing, and 1 unit will be a superintendent's unit.

A construction start is planned for January 2018 with lease-up of units beginning in January 2019.



3 - CENTRAL AVE.



2 - WATERWAY



1 - CENTRAL AVE.



6 - MITCHELL ST.



5 - MITCHELL ST.



4 - SOUTH JEFFERSON ST.



7 - MITCHELL ST.



KEY PLAN

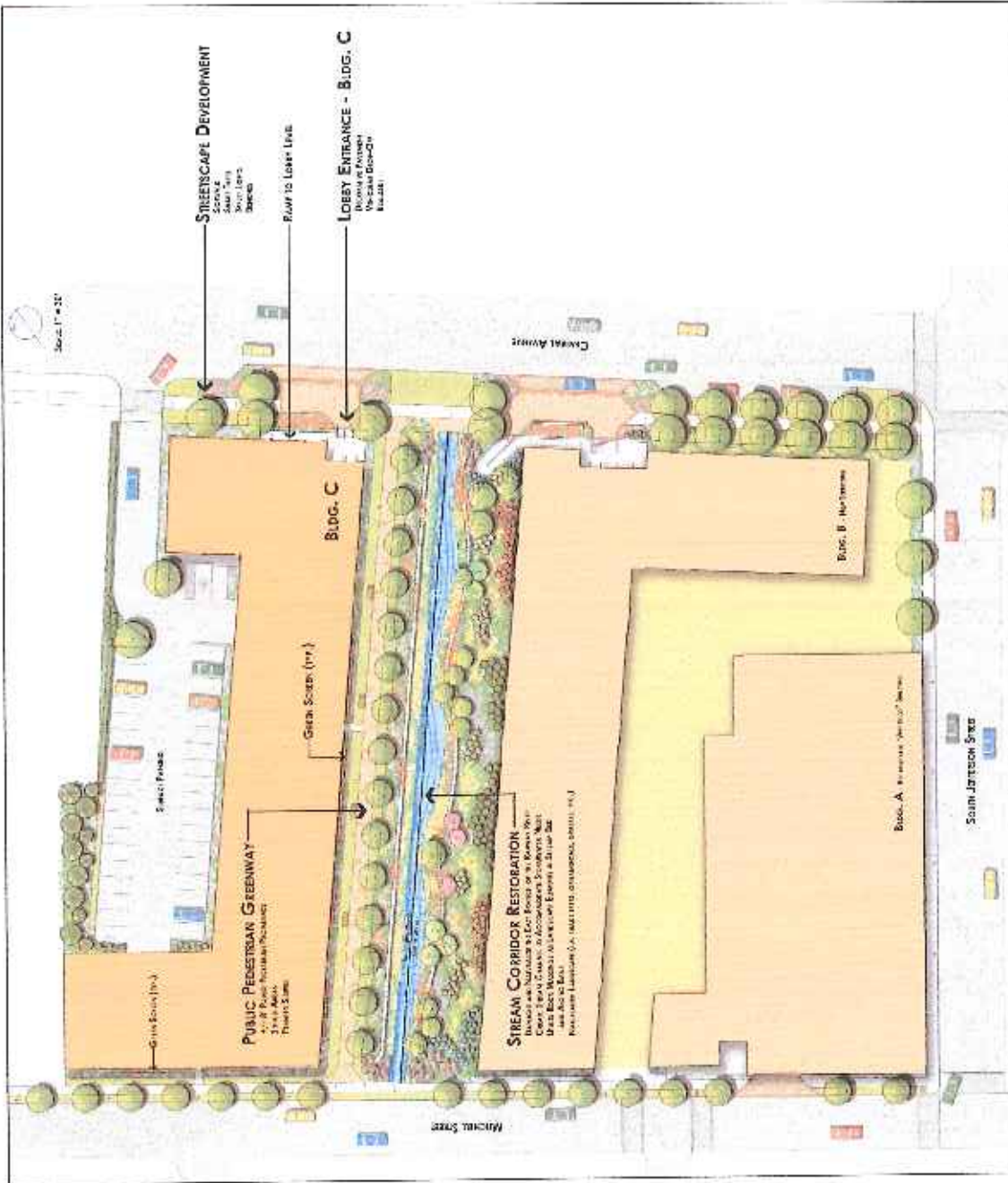
SITE PHOTOS



STREAM CORRIDOR - EXISTING



STREAM CORRIDOR - FUTURE



SITE PLAN

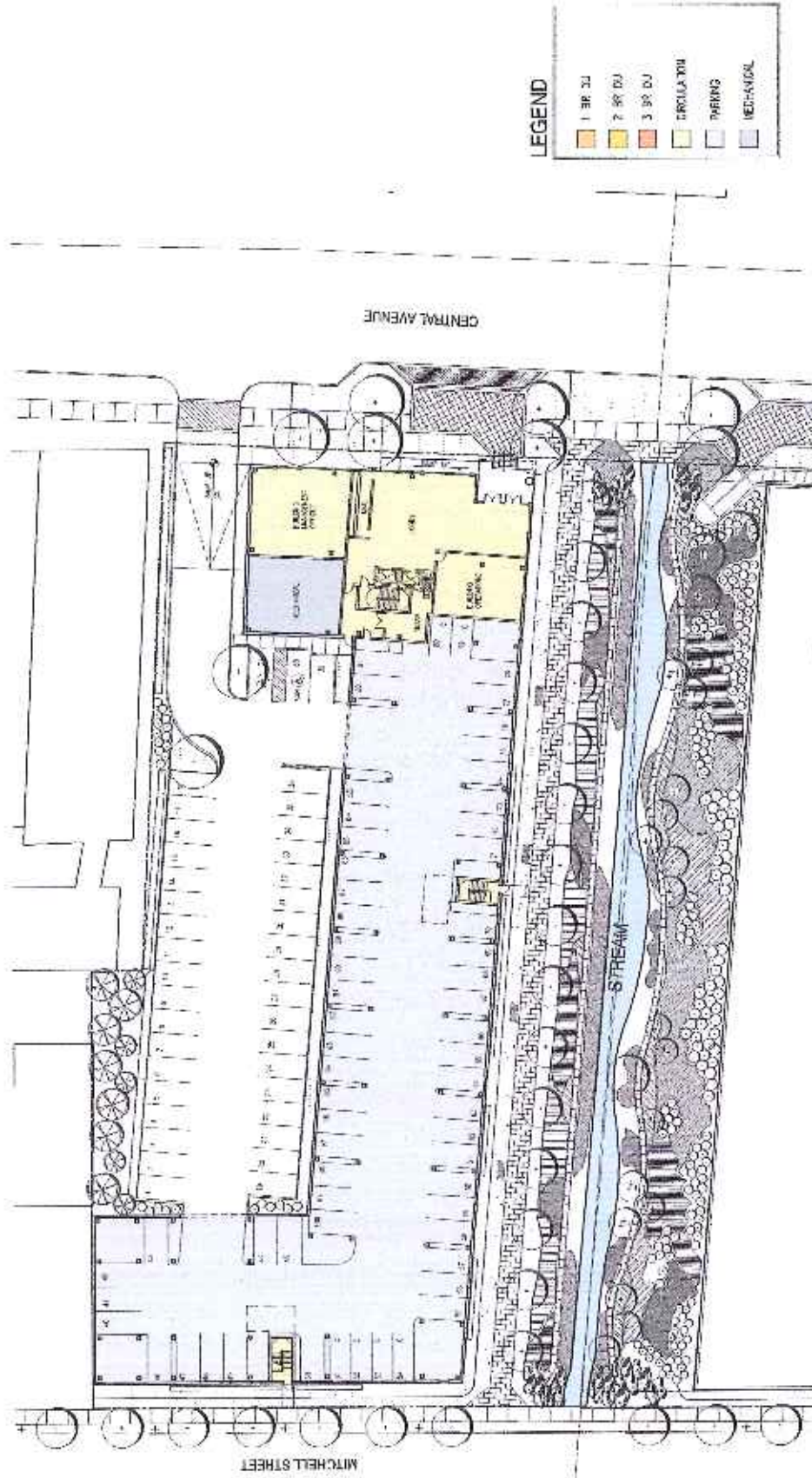
HARVARD PRINTING COMPANY SITE

WEST ORANGE, NEW JERSEY





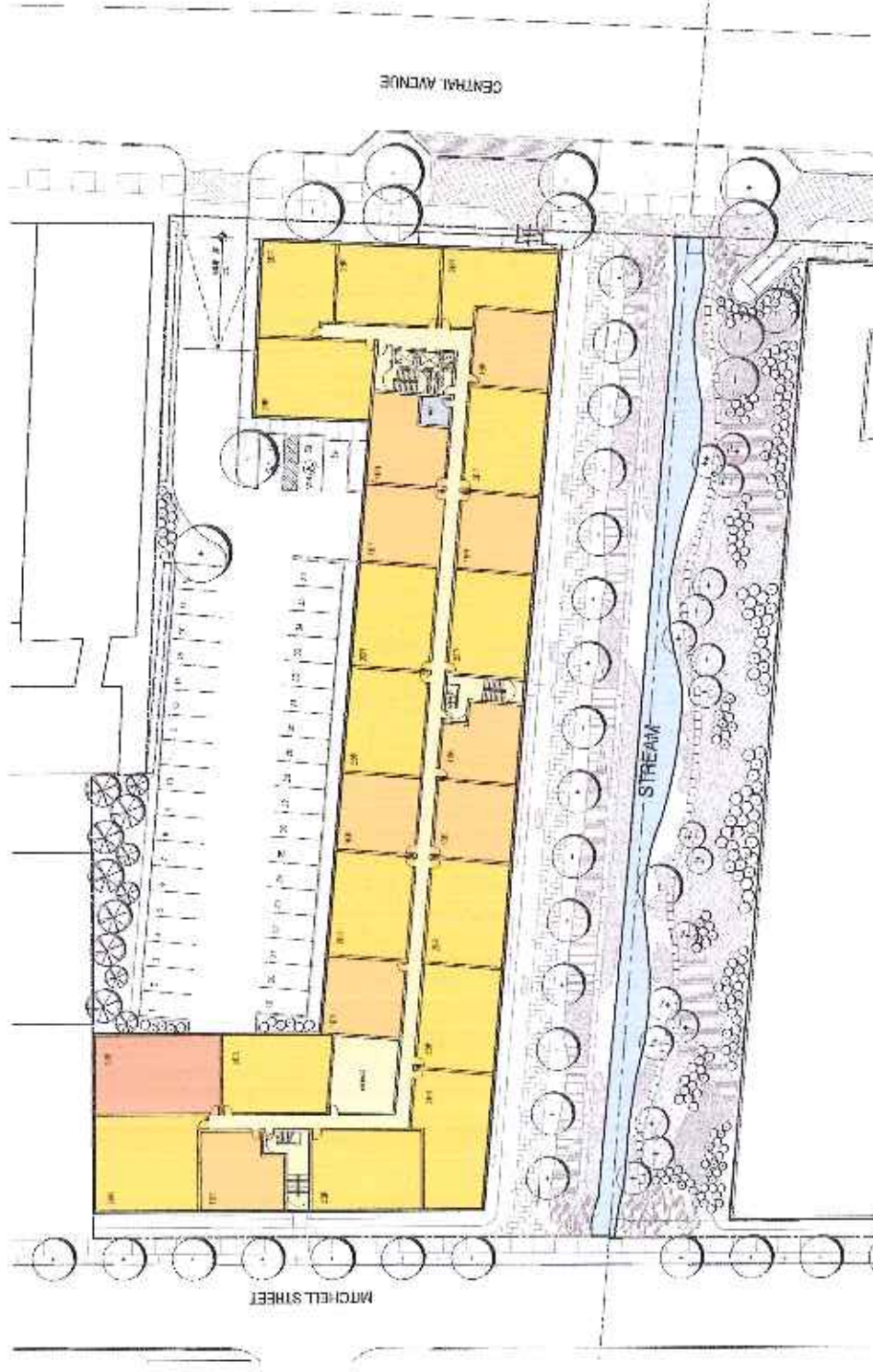
VIEW FROM CENTRAL AVENUE



LEGEND

- 1 BR. 20
- 2 BR. 20
- 3 BR. 20
- CIRCULAR
- PARKING
- MECHANICAL

GROUND LEVEL



SECOND LEVEL

FINISH	0'-0"
17th FLOOR	17'-0"
16th FLOOR	16'-0"
15th FLOOR	15'-0"
14th FLOOR	14'-0"
13th FLOOR	13'-0"
12th FLOOR	12'-0"
11th FLOOR	11'-0"
10th FLOOR	10'-0"
9th FLOOR	9'-0"
8th FLOOR	8'-0"
7th FLOOR	7'-0"
6th FLOOR	6'-0"
5th FLOOR	5'-0"
4th FLOOR	4'-0"
3rd FLOOR	3'-0"
2nd FLOOR	2'-0"
1st FLOOR	1'-0"
GROUND	0'-0"
FINISH	0'-0"



MITCHELL STREET ELEVATION

CENTRAL AVENUE ELEVATION



FINISH	0'-0"
17th FLOOR	17'-0"
16th FLOOR	16'-0"
15th FLOOR	15'-0"
14th FLOOR	14'-0"
13th FLOOR	13'-0"
12th FLOOR	12'-0"
11th FLOOR	11'-0"
10th FLOOR	10'-0"
9th FLOOR	9'-0"
8th FLOOR	8'-0"
7th FLOOR	7'-0"
6th FLOOR	6'-0"
5th FLOOR	5'-0"
4th FLOOR	4'-0"
3rd FLOOR	3'-0"
2nd FLOOR	2'-0"
1st FLOOR	1'-0"
GROUND	0'-0"
FINISH	0'-0"



STREAM CORRIDOR ELEVATION



Exhibit 12:

Project Schedule

Construction Loan Closing	1/18
Construction Commencement	1/18
Construction Completion	1/19

SCHEDULE 10-A: PROJECT DESCRIPTION

*Low - Rise (1 - 3), Mid/Hi - Rise (4 + stories), Townhouse or Semi-detached

** 40-60 set-aside means 40% or more of the residential units will be restricted and occupied by households whose income is 40% or less than the area median income.
 *** 20-50 set-aside means 20% or more of the residential units will be rent restricted and occupied by households whose income is 50% or less of area median income.

SCHEDULE 10-B: EST. DEVELOPMENT COSTS AND CAPITAL REQUIREMENTS

Indorsement	HMFA#	
Commitment	Prepared by:	
Re-Commitment	Reviewed by:	
Bond Sale	(Director of Technical Services)	Sp. Nds. #
Closing	If Applicable:	
	(Director of MF Programs & Credit)	Date
	Director of Special Needs:	Date

1. SOURCES OF FUNDS DURING CONSTRUCTION:

		Y or N or G	
a) Conventional Construction Loan - Note I			\$ 7,350,000
b) Conventional Construction Loan Note II			\$ 9,205,000
c) Municipal Affordable Housing Trust Fund	\$3,000,000	N	\$ 3,000,000
d) LIHTC	\$15,416,569	N	\$ 3,852,887
e) Seller Note	\$1,773,984	N	\$ 1,773,984
f)			\$
g)			\$
h) Deferred Developer's Fee			\$ 3,498,400
TOTAL SOURCES OF CONSTRUCTION FUNDS:			\$ 28,680,271

2. USES OF FUNDS DURING CONSTRUCTION:

A. ACQUISITION COSTS:		% of Const Cost OR Cost/Unit
a) Land	(at \$ per Acre)	
b) Building Acquisition	Should be between \$15,000 & \$25,000 per unit	\$ 960,000
c) Relocation		\$ 960,000
d) Other:		\$19,250
Total Acquisition as a percent of Total Project Costs:		6.60%
		\$ 5,100
		1,925,000
B. CONSTRUCTION COSTS		
a) Demolition		\$
b) Off-site Improvements		\$ 18,726,000
c) Residential Structures		NO- Prevailing wage
d) Community Service Facility		
e) Environmental Clearances		
f) Surety & Bonding	should be between .75% and 2% of Construction Costs	
g) Building Permits		258,390
h) Garage Parking	garage should be approx \$15,000/space; parking lot around \$700/space	75,000
i) General Requirements	should be about 6% of construction costs	
j) Contractor Overhead & Profit	should not exceed 8% of construction costs - usually 2% for Overhead & 6% for Profit	
k) Fire Suppression System		
l) Green Features (for Solar and LEED Certification costs)		
m) Other		
Total Const't Costs as a percent of Total Project Costs:		68.63%
		\$ 19,059,390
C. DEVELOPERS FEE		
14.53% HMFA Policy is that the Developer fee is earned as a percentage of construction completion.		\$ 3,498,400
D. CONTINGENCY		
Non-Deferred Amt.: \$1,877,197 @ 7.85%		
a) Third Costs	5.000% 5% for New Construction & 10% for Rehabilitation	\$ 952,970
b) Soft Costs	2.000% should be a Maximum of 5%	\$ 53,545
		\$ 1,006,515
E. PROFESSIONAL SERVICES		
a) Appraisal & Market Study		\$ 15,000
b) Architect		\$ 363,825
c) Engineer		\$ 239,330
d) Attorney		\$ 603,155
e) Cost Certification/Audit		\$ 200,000
f) Environmental Consultant		\$ 20,000
g) Testing Engineer		\$ 20,000
h) Geotechnical Engineering Report		\$ 25,000
i) Surveyor		\$ 10,000
j) Professional Planner		\$ 25,000
k) Energy Star Rater		\$ 50,000
Total Professional Fees as a % of Total Project Costs:		3.31%
		\$ 25,000
F. PRE-OPERATIONAL EXPENSES *		
* Non-eligible costs in TC basis		
a) Operator fees (pre-construction completion) *	Should not exceed \$250 per unit	\$ 100,000
b) Advertising and Promotion (pre-construction completion) *		
c) Staffing and Start-up Supplies (pre-construction completion) *		
d) Other: * marketing and lease up		

e) Other: * **Total Pre-Opt Costs as a % of Total Project Costs:** 0.34% 100,000

G. CARRYING AND FINANCING COSTS DURING CONSTRUCTION

(percentage of total development costs)

5.51%

a) Interest @	4.9419 % for (15 mos.) on \$	9,933,000	613,595
b) R.B. Tax \$	(per annum) x	1.00 Yrs.	100,000
c) Insurance \$	(per annum) x	1.00 Yrs.	150,000
d) Title Insurance and Recording Expenses			37,500
e) Utility Connection Fees			
f) Points to reduce HMFA Servicing Fees (cont'd & perm only)	2%	on \$	16,555,000
g) Other lender fees (Cont'd & Perm Only)		\$	311,100
h) HMFA Constr. Loan Serv. Fee	0.50 % for (12 mos.) on	16,555,000	82,775
i) Other financing and site plan fees			2,500
j) Tax Credit Fees	If the HMFA will be selling Bonds for the project either before or during the		164,796
k) Negative Arbitrage (if Bonds are sold during Construction)	time the Development is under construction, these costs		(ESTIMATE)
l) Syndication Asset Management Fee	should be accounted for during the construction period.		(ESTIMATE)
m) Municipal Escrows			50,000
n) Furniture, Fixtures & Equipment (F F & E)			75,000
o) CDBG FMR (1% Fee)	1% on \$		1,607,266
p) Paystach and Performance Bond, 30% Warranty Bond or 10% Letter of Credit			

II. Working Capital Reserve

Total Carrying/Fin. Costs as % of Total Project Costs: 5.51%

- a) Debt Service & Operating Expenses (MF guidelines and/or 1YR for TF units)
b) Rental Agent Rent-up Fee (during Rent-up)
c) Advertising and Promotion (during Rent-up)

I. Other Escrows

- a) Insurance (1 YR. If the total # of TF units is greater than 50% of the total # of units, if less than 50% MF guidelines)
b) Taxes (1 YR. If the total # of TF units is greater than 50% of the total # of units, if less than 50% MF guidelines)
c) Debt Service Payment & Servicing Fee for 1 Month
d) Mortgage Insurance Premium (MIP) 1 year plus 3 months
e) Repair & Replacement Reserves (\$2,000/unit or \$1,000/bed)- N/A if MF Financing is used
f) Operating Deficit Reserve
g) Sp. Nds. Housing Trust Fund Escrow for Annual Expenses - Trust Fund Only
h) Other:
i) Other:
j) Other:
k) Other:

Total Escrows as a % of Total Project Costs: 1.70%

3. USES OF FUNDS DURING CONSTRUCTION:

4. BALANCE OF FUNDS NEEDED FOR CONSTRUCTION (average / shortage):

5. SOURCES OF FUNDS FOR PERMANENT FUNDING:

a) LIHTC		\$	2,179,184
b)		\$	
c)		\$	
d)		\$	
e)		\$	
f)		\$	
g)		\$	
h)		\$	
TOTAL SOURCES FOR PERMANENT FUNDING:			\$ 2,179,184

6. USES OF FUNDS FOR PERMANENT CLOSING:

A. DEVELOPER'S FEE:

B. CONSTRUCTION LOAN PAYOFF

C. Enterprise Operating Reser (ESTIMATE)

D. Cost of Insurance * (ESTIMATE)

E. Tax Credit Fees

F. Other:

* Non-eligible costs in TC basis

Total Costs at Perm. Closing as % of Total Project Costs: 1.04%

7. USES OF FUNDS FOR PERMANENT CLOSING

8. BALANCE NEEDED TO CLOSE (average / shortage):

9. TOTAL PROJECT COSTS

10. MAXIMUM MORTGAGE LOAN

11. 55% of Basis Test:

Mortgage Loan as a % of Total Project Costs:		25.20%
Aggregate Basis:	\$	28,440,580
55% of Basis (estimated):		15,642,319
Less 1st Mfg., 1st Note:		7,350,000
Equals 1st. Mfg., 2nd Note Needed:		8,292,319

Check each line item for Eligibility

12. REPAYMENT OF SECOND NOTE (IF APPLICABLE)

Interest @	2.60%	(9) mos.	Principal \$	9,205,000	\$	9,384,498	LIHTC Equity
					\$		
			Total \$	9,384,498	Total \$	9,384,498	
					\$	0	

By: _____
(Developer or Authorized Signatory)

By: _____
NHMFA Executive Director or Designee

SCHEDULE 10-C: OPERATING EXPENSES

Sponsoring Entity: _____
Dev. Name: Valley Road Mixed Income

HMF# _____
Prepared by: _____
Reviewed by: _____
Director of Property Management

Sp. Nds.# _____
03/06/17
Date

I. ADMINISTRATIVE EXPENSE

Stationery & Suppl.	2,000
Telephone	6,000
Dues & Sub.	300
Postage	800
Insp. & Other Fees	2,500
Advertising	3,000
Legal Services	3,500
Auditing (Year End)	11,300
Misc. Adm. Expenses	3,680
Other:	
Bookkeeping/Accounting and/or Computer Charges	7,620
Other:	
TOTAL \$	40,500

II. SALARIES & RELATED CHARGES

	# of Employees	Total Wages inc. benefits
Superintendent	1.00	45,000
Janitorial	1.00	25,000
Grounds & Landscaping		
Security		
Other: Transportation & Recreation		
Site Office & Admin	1.00	40,000
Maintenance		
Other Salaries: Supportive Services		
Empl. Benefits		27,500
Empl. Payroll Taxes		11,000
Worker's Comp.		2,200
Other:		
TOTAL \$	3.00	150,700

III. MAINTENANCE AND REPAIRS

Masonry	1,000
Carpentry	1,000
Plumbing	2,000
Electrical	1,400
Kitchen Equipment	
Elevator	
Windows & Glass	1,000
Vehicles & Equip.	
Snow Removal	6,000
Grounds & Landscaping	6,000
Paint & Dec. Supl.	5,000
Small Equip. & Tools	3,000
Joint, Sup. & Tools	3,000
HVAC Supplies	1,000
Misc. Maint. Suppl.	3,880
Other:	3,720
TOTAL \$	37,000

IV. MAINTENANCE CONTRACTS

Security	5,000
Elevator	7,000
Rubbish Removal	
Heating & AC Maint.	4,500
Grounds, Parking & Landscaping	10,000
Externalsing	5,000
Cyclical Apt. Painting	15,000
Other:	
TOTAL \$	46,500

V. UTILITY EXPENSE

Water Charges	25,000
Sewer Charges	20,000
Electricity	45,000
Gas	
Fuel	
Less Solar Energy Savings	
TOTAL \$	90,000

VI. REAL ESTATE TAX CALCULATION FOR TAX ABATEMENT

Gross Rents	\$	1,309,433
Less Vacancy	(-)	91,660
Less Utilities (if applicable)	(-)	
Gross Sheltered Rents	\$	1,217,773
x Rate	x	10.00 %
Real Estate Taxes	\$	121,777

OR

ACTUAL TAXES
IF NO P.I.T.O.T.

SCHEDULE 10-D : ANTICIPATED GROSS RENTS

Mortgage Amount: 7,350,000
Mortgage Interest Rate: 4.95 %
Term (years): 30 Yrs. The Interest rate has been reduced by: basis points as the Cost-of-Issuance is being paid out-of-pocket by the sponsor.
Amortization (Y,S,M): M
FMR Area: Essex
FMR per Month (2013):
HIMFA #: Prepared by: Reviewed by:
Sp. Nbr. #: 03/06/17
Date:

Studio/ENT. Apt. per month
1 BR Unit per month
2 BR Unit per month
3 BR Unit per month
4 BR Unit per month
5 BR Unit per month

Date of Income Limits Chart Used:
Date of Utility Chart Used:

Rental Subsidy Per Unit:
Studio/ENT. Apt. per month
1 BR Unit per month
2 BR Unit per month
3 BR Unit per month
4 BR Unit per month
5 BR Unit per month

ANTICIPATED GROSS RENTS

	No. of Bedrooms	No. of Units	Target ** Occupancy	Tenant's Gross Rent	Square Feet of Individual Units	Allowance for Tenant Paid Utilities***	Net Rent	Monthly	Annual
List the Units With & Without Subsidy:	1 BR Unit	1	Very Low 30%	504	835	137	367	367	4,404
	2 BR Unit	5	Very Low 30%	606	1,090	177	429	2,145	25,740
	3 BR Unit	1	Very Low 30%	699	1,225	218	481	481	5,772
For those with Subsidy only list the actual rent they will pay.	1 BR Unit	10	Low 57.5%	967	835	137	830	8,300	99,600
	2 BR Unit	31	Low 57.5%	1,162	1,090	177	985	30,535	366,420
	3 BR Unit	7	Low 57.5%	1,341	1,225	218	1,123	7,861	94,332
	1 BR Unit	22	Market	1,193	835		1,193	26,246	314,952
	2 BR Unit	22	Market	1,463	1,090		1,463	32,186	386,232
Subsidy per Unit					Monthly Subsidy				
Super's Apt *	2 BR Unit	1	N/A						

TOTALS: 100 Units Total Subsidy/ Yr. 108,121
SN Units
SN Beds

Anticipated Annual Gross Rents 1,297,452

- * Indicate on a separate line which apartment is for the Superintendent. If it's rent-free, put \$0 in the Rent column.
- ** Indicate "Very Low", "Low", "Mod" or "Mkt" AND the percentage of median income.
Very Low Income - 30% or less of median income
Low Income - 30% to 50% of median income
Moderate Income - 50% to 80% of median income
Market Income - 80%+ of median income
- *** NOTE: For Underwriting Purposes Only, Target Occupancy is based on (1) person per Bedroom. Where tenants pay their own utilities, a "utility allowance" must be subtracted from the maximum chargeable rent when determining their rental charge.

NOTE: The percentage listed in this section is merely the percentage of the Gross Rent as to the applicable Area Median Income.

EQUIPMENT AND SERVICES

(a) Equipment:	(b) Services:	Gas, Electric or Oil	Paid by Tenant
Ranges	Heat	elec	yes
Refrigerator	Hot Water	elec	yes
Air Conditioning	Cooking	elec	yes
Laundry Facilities	Air Conditioning	elec	yes
Disposal	Household Electric	elec	yes
Dishwasher	Water		no
Carpet	Sewer		no
Drapes	Parking		no
Swimming Pool	Other:		
Tennis Court			
Other:			

COMMERCIAL SPACE

(Include all utility costs associated with the commercial space in your description)

Sponsoring Entity: _____

Dev. Name: Valley Road Mixed Income

IDMFA# _____

Prepared by: _____

Reviewed by: _____

(Director of Property Management - Expenses Only)

Sp. Nds. # _____

03/06/17

Date

RENTAL INCOME

Apartment Rents _____
Vacancy Loss (7.00 %) _____
NET APT. RENTS \$ 1,297,452
90,822
1,306,630

Commercial Income _____ per Sq. Ft.
Garage & Parking _____ per Sq. Ft.
Commercial Vacancy _____ %
NET COMMERCIAL RENTALS _____
TOTAL RENTAL SUBSIDY \$ _____
Less Vacancy on the Subsidy _____ %
TOTAL RENTAL INCOME \$ _____

OTHER INCOME

Laundry Machines _____
Less Vacancy 7.00% \$ 11,981
TOTAL OTHER INCOME \$ 839
11,142

TOTAL REVENUE

\$ 1,217,773

EXPENSES

Administrative (Schedule I) \$ 40,500
Salaries (Schedule II) 150,700
Maint. & Repairs (Schedule III) 37,000
Maint. Contracts (Schedule IV) 46,500
Utilities (Schedule V) 90,000
Management Fee 38.22 per unit* 45,869
Supportive Services _____ %
PILOT (Schedule VI) \$23 & \$30 per bed for Trust Fund units per year
Insurance \$550 per Unit 121,777
Reserve for Repair and Replacement \$300 per unit 55,000 2-Story & below - \$500; 3-Story & above - \$550
\$300 per bed 30,000 *** Should be \$450 per unit or \$225 per bed for TF units

TOTAL EXPENSES

\$ 617,346

NET OPERATING INCOME

\$ 600,426

DEBT SERVICE - IF AMORTIZING LOAN

1. Principal and Interest
2. Mortg & Bond Serv Fee 0.40 %
3. MIP _____ %

\$ 470,785
29,400

AGENCY DEBT SERVICE

\$ 500,185

DEBT SERVICE ON OTHER
MORTGAGE LOANS (GROUND LEASE)

\$ _____

TOTAL DEBT SERVICE

\$ 500,185

NET INCOME

\$ 100,241

Less Return on Equity (_____ % on \$ 17,353,741) - \$ _____

Project Profit/(Loss)

\$ 100,241

CHECK "X" THE APPROPRIATE LOAN TYPE IN THE CORRECT BOX BELOW

ENTER SOURCE OF LOAN

"X" Enter % for each loan

"X"

SNHTF	X	1%
Simple Interest Rate: _____		
TV Cash Flow Payment: _____		

SECOND MORTGAGE: X

Interest Rate: #NUM!	TERM (YRS)	180
2nd Mortgage Amount:	\$550,000	
MIP: _____ %	MIP Payment: _____	
Mortgage P & I: _____	Total Payment: _____	

		NET OPERATING INCOME	
DSR -	TOTAL AGENCY DEBT SERVICE (incl. Sprr Needs Funds)	-	1.20

DEBT SERVICE RATIO CALCULATION for 1st Mortgage :

		NET OPERATING INCOME	
DSR -	AGENCY DEBT SERVICE (1st Mtg)	-	1.20041

New Mortgage
Amount

7,350,000

PROJECTIONS		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13	Year 14
RENTAL INCOME															
Assessment: Rents		1,344,072	1,354,394	1,426,926	1,468,704	1,572,755	1,598,149	1,604,832	1,652,039	1,753,708	1,860,510	1,806,520	1,860,510	1,916,325	1,973,875
Less: Vacancy rates		-51,085	-55,305	-59,613	-102,809	-106,944	-109,070	-112,492	-115,773	-122,786	-133,226	-126,642	-133,226	-134,343	-138,412
NET RENT, RENTS		1,249,987	1,287,487	1,326,111	1,365,895	1,465,811	1,449,077	1,462,540	1,537,326	1,630,949	1,730,274	1,679,878	1,730,274	1,782,985	1,835,463
Commercial Income															
Garage & Parking	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less: Commercial vacancy	0.20	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NET COMMERCIAL RENTALS															
TOTAL RENTAL INCOME		1,249,987	1,287,487	1,326,111	1,365,895	1,465,811	1,449,077	1,462,540	1,537,326	1,630,949	1,730,274	1,679,878	1,730,274	1,782,985	1,835,463
TOTAL RENTAL SURPLUS															
Laundry Vacancies	11,581	0	12,463	12,955	13,477	14,016	14,575	15,160	15,766	16,397	17,052	17,735	18,444	19,182	19,948
Less: Vacancy on the Surplus	7	538	372	497	643	801	969	1,150	1,344	1,551	1,771	2,004	2,235	2,462	2,685
TOTAL OTHER INCOME		11,742	11,588	12,051	12,533	13,033	13,556	14,059	14,662	15,249	15,899	16,493	17,152	17,839	18,552
TOTAL REVENUE		1,261,729	1,299,074	1,338,163	1,378,428	1,479,845	1,462,634	1,505,548	1,551,988	1,646,338	1,747,427	1,696,371	1,747,427	1,800,824	1,854,000
Yearly Per Unit Cost															
OPERATING EXPENSES															
Administrative	\$405	40,500	42,120	43,635	45,557	47,379	49,274	51,245	53,295	55,427	57,644	59,950	62,345	64,822	67,485
Salaries and Benefits	\$1,507	150,700	156,726	162,997	169,517	176,286	183,350	190,694	198,311	206,243	214,493	223,073	231,996	241,278	250,927
Maintenance & Repairs	\$370	37,000	38,460	40,216	42,200	44,285	46,476	48,837	51,369	53,983	56,784	59,681	62,673	65,764	68,958
Maintenance Contracts	\$465	46,500	48,260	50,264	52,308	54,399	56,574	58,837	61,191	63,638	66,184	68,831	71,585	74,449	77,426
Utilities	\$500	50,000	52,000	54,000	56,000	58,000	60,000	62,000	64,000	66,000	68,000	70,000	72,000	74,000	76,000
Management Fee	36.22	45,969	47,245	48,662	50,222	51,828	53,475	55,173	56,913	58,705	60,549	62,444	64,393	66,398	68,460
PILOT air Handling	0.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Insurance	\$1,251	125,100	129,907	134,816	139,843	144,991	150,263	155,665	161,199	166,869	172,671	178,613	184,703	190,942	197,330
Resident Services	\$530	53,000	55,200	57,400	59,600	61,800	64,000	66,200	68,400	70,600	72,800	75,000	77,200	79,400	81,600
Replacement Reserves															
Supplies Services	\$0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL EXPENSES		621,802	643,841	666,428	689,671	714,505	740,387	766,488	793,319	821,333	849,745	878,540	907,745	937,354	967,372
Total Per Unit Cost		9,217	9,436	9,654	9,871	10,089	10,307	10,525	10,743	10,961	11,179	11,397	11,615	11,833	12,051
Expense/Income Ratio		0.49	0.50	0.50	0.50	0.50	0.51	0.51	0.51	0.51	0.52	0.52	0.52	0.53	0.53
INCOME AVAILABLE FOR DEBT		639,447	655,432	671,738	688,357	705,300	722,656	740,459	758,690	777,331	796,491	816,131	835,862	855,982	876,588
Amount Debt Service/Net Mortgage															
Debt Service-2nd New		555,938	565,988	576,038	586,088	596,138	606,188	616,238	626,288	636,338	646,388	656,438	666,488	676,538	686,588
Total Debt Service		555,938	565,988	576,038	586,088	596,138	606,188	616,238	626,288	636,338	646,388	656,438	666,488	676,538	686,588
Debt Service Ratio		1.13	1.16	1.21	1.24	1.27	1.30	1.33	1.36	1.39	1.43	1.46	1.50	1.53	1.57
Debt from Conditions and Reserve		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CASH FLOW AFTER AMORT. DEBT SERVICE		63,459	93,446	115,748	132,369	149,312	166,576	184,171	202,382	220,343	239,027	257,843	277,094	296,680	316,511

RESOLUTION

WHEREAS, the following charitable organization(s) have applied for a Raffle License which raffle is to be conducted within the Township of West Orange,

NOW THEREFORE, BE IT RESOLVED by the Township Council of *the Township of West Orange, that the Municipal Clerk is hereby authorized to* issue a license to conduct a raffle by the following organization (s) at the place (s) and time(s) set opposite their respective name(s):

<u>Organization</u>	<u>Date of Event</u>	<u>Place</u>	<u>RL No.</u>
Daughters of Israel Inc Off Prem Merch	May 22, 2017	25 Prospect Avenue	7383
RAS Our Lady of Lourdes 7384 Off Prem Merch	June 17, 2017	1 Eagle Rock Avenue	
Foundation at NJIT Off Prem 50/50	November 10, 2017	757 Eagle Rock Avenue	7385
North Essex Chamber of Commerce Foundation Inc. Tricky Tray	April 3, 2017	111 Prospect Avenue	7386
St. Peters Nursery School On Prem 50/50	April 28, 2017	653 Eagle Rock Avenue	7387
St. Peters Nursery School Tricky Tray	April 28, 2017	653 Eagle Rock Avenue	7388
Minette Grosso McKenna Angel Foundation Inc. On Prem Merch	May 7, 2017	25 Prospect Avenue	7389
PTA Gregory School On Prem 50/50	June 10, 2017	301 Gregory Avenue	7390
Jersey Battered Women's Service, Inc. Tricky Tray	May 22, 2017	757 Eagle Rock Avenue	7391
PTA Pleasantdale Off Prem Merch	May 17, 2017	555 Pleasant Valley Way	7392
Friends of West Orange Public Library Inc.	April 30, 2017	46 Mt. Pleasant Avenue	7393

On Premise Merch

Friends of West Orange Public Library Inc. On Premise 50/50	April 30, 2017	46 Mt. Pleasant Avenue	7394
Jersey Battered Women's Service, Inc. On Prem 50/50	May 22, 2017	757 Eagle Rock Avenue	7395
PTA Roosevelt Middle School On Prem 50/50	May 3, 2017 and May 9, 2017	36 Gilbert Place	7396

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

Joe Krakoviak, Council President

Adopted: April 25, 2017

RESOLUTION

WHEREAS, NICHOLAS MILOSCIA, JR., is the owner of the single family dwelling at 2A Hooper Avenue (Block 154.20, Lot 1) and

WHEREAS, NICHOLAS MILOSCIA, JR., is an honorably discharged veteran who has been certified as one hundred (100%) totally disabled veteran entitled to exemption from real estate taxes pursuant to N.J.S. 54: 4-3.30 et seq; and

WHEREAS, NICHOLAS MILOSCIA, JR., has been granted total exemption from real estate taxes for year 2017; and

WHEREAS, NICHOLAS MILOSCIA JR., has paid real estate taxes for the period January 27, 2017 to date ; and

WHEREAS, there is a request from the Tax Assessor that NICHOLAS MILOSCIA, JR. be refunded all real estate taxes paid in the year 2017; and

WHEREAS, the Tax Collector has advised that NICHOLAS MILOSCIA, JR. is due and owing a refund for 2017 in the sum of \$1,935.34; and

WHEREAS, this Township Council desires to refund all paid real estate taxes to NICHOLAS MILOSCIA, JR. for the year 2017.

NOW THEREFORE BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that NICHOLAS MILOSCIA, JR. be granted exemption from real estate taxes, as a totally disabled veteran, for tax year 2017, pursuant to N.J.S. 54: 4-3.30 et seq.

BE IT FURTHER RESOLVED that the Tax Assessor and Tax Collector adjust their records to reflect the aforementioned grant of exemption.

BE IT FURTHER RESOLVED that the Tax Collector refund the sum of \$1935.34 to NICHOLAS MILOSCIA, JR. which sum represents real estate taxes paid for tax year 2017.

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

Joe Krakoviak
Council President

Adopted: April 25, 2017

I hereby certify funds are available from Account No.: _____

John O. Gross, Chief Financial Officer

RESOLUTION

WHEREAS, EDMONT D'ASCOLI, is the owner of the single family dwelling at 58 Oak Avenue (Block 161.01, Lot 15) and

WHEREAS, EDMONT D'ASCOLI, is an honorably discharged veteran who has been certified as one hundred (100%) totally disabled veteran entitled to exemption from real estate taxes pursuant to N.J.S. 54: 4-3.30 et seq; and

WHEREAS, EDMONT D'ASCOLI, has been granted total exemption from real estate taxes for year 2017; and

WHEREAS, EDMONT D'ASCOLI, has paid real estate taxes for the period January 1, 2017 to date ; and

WHEREAS, there is a request from the Tax Assessor that EDMONT D'ASCOLI, be refunded all real estate taxes paid in the year 2017; and

WHEREAS, the Tax Collector has advised that EDMONT D'ASCOLI is due and owing a refund for 2017 in the sum of \$3,510; and

WHEREAS, this Township Council desires to refund all paid real estate taxes to EDMONT D'ASCOLI for the year 2017.

NOW THEREFORE BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that EDMONT D'ASCOLI be granted exemption from real estate taxes, as a totally disabled veteran, for tax year 2017, pursuant to N.J.S. 54: 4-3.30 et seq.

BE IT FURTHER RESOLVED that the Tax Assessor and Tax Collector adjust their records to reflect the aforementioned grant of exemption.

BE IT FURTHER RESOLVED THAT THE Tax Collector refund the sum of \$3,510 to EDMONT D'ASCOLI which sum represents real estate taxes paid for tax year 2017.

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

Joe Krakoviak
Council President

Adopted: April 25, 2017

I hereby certify funds are available from Account No.: _____

John O. Gross, Chief Financial Officer

MUNICIPAL BUDGET NOTICE

Section 1.

Municipal Budget of the Township of West Orange, County of Essex for the Fiscal Year 2017.

Be it resolved, that the following statements of revenues and appropriations shall constitute the Municipal Budget for the year 2017.

Be It Further Resolved, that said Budget be published in the West Orange Chronicle

In the issue of May 4th, 2017.

The Governing Body of the Township of West Orange, does hereby approve the following as the Budget for the year 2017.

RECORDED VOTE

(Insert last name)

Ayes



Nays



Abstained



Absent



Notice is hereby given that the Budget and Tax Resolution was approved by the Governing Body of the Township of West Orange, County of Essex, on May 23rd, 2017.

A Hearing on the Budget and Tax Resolution will be held at 66 Main Street, West Orange NJ, Council Chambers, on May 23rd, 2017 at

7:00 o'clock (A.M.) (P.M.) at which time and place objections to said Budget and Tax Resolution for the year may be presented by taxpayers or other interested persons. (Cross out one)

**RESOLUTION TO PROVIDE PROPERTY TAX PAYERS THE
TAX RELIEF BENEFITS OFFERED BY N.J.S.A. 40A:4-41(c)(2)**

WHEREAS, N.J.S.A. 40A:4-41(c)(2) states that if tax appeal judgments of the county tax board pursuant to R.S.54:3-21 et seq., or the State tax court pursuant to R.S.54:48-1 et seq., result in tax reductions for the previous fiscal year, the governing body of the municipality may elect to calculate the current year reserve for uncollected taxes by reducing the certified tax levy of the prior year by the amount of the tax levy adjustments resulting from those judgments, and

WHEREAS, N.J.S.A. 40A:4-41(c)(2) states that the election of this choice shall be made by resolution, approved by a majority vote of the full membership of the governing body prior to the introduction of the annual budget pursuant to N.J.S.40A:4-5; and

WHEREAS, the Township of West Orange's adjusted Tax Levy in 2016 was \$217,9321,158.80; and

WHEREAS, during 2016 the Township of West Orange Tax Levy was reduced by \$263,775.51 in 2016 tax appeals; and

WHEREAS, approval of this resolution may provide Township taxpayers an additional \$260,015.85 in tax relief; and

WHEREAS, the Township of West Orange desires to provide its property tax payers the tax relief benefit offered by N.J.S.A. 40A:4-41 (c)(2),

NOW THEREFORE, BE IT RESOLVED that the Township of West Orange does here elect to calculate the current year reserve for uncollected taxes by reducing the certified tax levy of the prior year by the amount of the tax levy adjustments resulting from those judgments.

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

Joe Krakoviak
Council President

Adopted: April 25, 2017

RESOLUTION

WHEREAS, the Township of West Orange (the “Township”) requires the retention of a company to perform Emergency Transport Third Party Billing Services (“Third Party Billing”); and

WHEREAS, the current contract for Third Party Billing has expired and a new contract for Third Party Billing (the “Contract”) is required; and

WHEREAS, on April 9, 2013, the Township adopted Resolution 74-13 to authorize the use of competitive contracting in lieu of bidding; and

WHEREAS, on March 16, 2017, the Township advertised its Request for Proposal for Third Party Billing; and

WHEREAS, on April 4, 2017, the Township received proposals from:

DM Medical Billings
88 S. Lakeview Drive
Gibbsboro, NJ 08026

Revenue Guard
50 Route 9, North
Morganville, NJ 07751,

WHEREAS, pursuant to N.J.A.C. 5:34-4.3(c)(2), the Township formed an evaluation committee review and score the proposals; and

WHEREAS, the members of the committee inadvertently commenced the review of the proposals prior to execution of the certification of non-conflict of interest in violation of N.J.A.C. 5:34-4.3(f); and

WHEREAS, the Township must, therefore, reject all proposals received and re-advertise for proposals to correct the procedural defect.

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the proposals for the Third Party Billing contract are hereby rejected in conformance with the Local Public Contracts Law; and it is further

RESOLVED, that the Purchasing Agent of the Township of West Orange is authorized to re-advertise for proposals for the Contract; and it is further

RESOLVED, that the Township is authorized to continue to utilize Competitive Contracting in Lieu of Public Bidding pursuant to N.J.S.A. 40A:11-4.1(f) for a second time.

Karen J. Carnevale
Township Clerk

Joe Krakoviak
Council President

Adopted: April 25, 2017

RESOLUTION
ABANDONED CAR AUCTION

Vehicles in violation, accidents, and/or abandoned will be towed off the street by a licensed Towing Company designated by the Township. The Township is authorized to sell at Public Auction unclaimed vehicles pursuant to State and Local Laws.

BE IT RESOLVED, by the Township Council of the Township of West Orange that the following recovered motor vehicles will be sold at Public Auction as described below:

The Purchasing Agent is hereby authorized to sell seven (7) transferable vehicle title(s) in the manner set forth in N.J.S.A. 39:10A-1 and N.J.S.A. 40A:14-157. Date and time of sale is scheduled for Tuesday May 09, 2017 at 2:00 PM in following location:

Twin Towing
1 Lakeside Avenue
West Orange, NJ 07052

The Purchasing Agent is hereby authorized to sell five (5) transferable vehicle title(s) in the manner set forth in N.J.S.A. 39:10A-1 and N.J.S.A. 40A:14-157. Date and time of sale is scheduled for Tuesday May 09, 2017 at 3:00 PM in following location:

Select Towing
52 Washington Street
West Orange, NJ 07052

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

Joe Krakoviak
Council President

Adopted: April 25, 2017

ABANDONED CAR AUCTION NOTICE

In accordance with N.J.S.A. 39:10A-1 and N.J.S.A. 40A:14-157 the Township of West Orange will hold for sale at public auction on Tuesday May 09, 2017 at 2:00 pm prevailing time, the vehicles listed below. Sale will be held and vehicles may be inspected at Twin Towing, Inc., 1 Lakeside Avenue, West Orange, NJ 07052.

<u>YEAR</u>	<u>MAKE</u>	<u>VEHICLE ID</u>
2000	CHE	1GCCS1956Y8209364
2004	VW	3VWSE69M94M077498
2004	HON	2HGES16574H577555
2000	DOD	1B4HS28N1YF118802
1995	NIS	1N4AB41D1SC751316
1996	HON	1HGCD5635TA152646
2005	DOD	1D4GP24R45B247518

In accordance with N.J.S.A. 39:10A-1 and N.J.S.A. 40A:14-157 the Township of West Orange will hold for sale at public auction on Tuesday May 09, 2017 at 3:00 pm prevailing time, the vehicles listed below. Sale will be held and vehicles may be inspected at Select Towing, 52 Washington Street, West Orange, NJ 07052.

<u>YEAR</u>	<u>MAKE</u>	<u>VEHICLE ID</u>
2000	DOD	1B4HS28N8YF193612
2013	NIS	1N6AF0LY8DN102088
2001	BUI	2G4WB52K811206958
2004	NIS	1N4BA41E84C854719
2001	MER	1MEFM55S91A603044

All of the above vehicles shall be sold as transferable titles. Sales are subject to payment of all accumulated towing and storage charges. A 25% deposit will be required in cash and the balance payable in payable in 24 hrs. Vehicles will be removed from the storage premises at buyer's expense within 48 hours of the sale date.

Anne DeSantis
Purchasing Agent

RESOLUTION

WHEREAS, the Township of West Orange (the “Township”) owns and maintains an outdoor pool facility, which includes locker room facilities, at the Ginny Duenkel Pool Complex, located at 60 ½ Cherry Street in the Township (the “Pool Facilities”); and

WHEREAS, the Montclair YMCA has for many years used the Pool Facilities during limited hours for youth swim practices and for competitive swimming programs; and

WHEREAS, the Montclair YMCA has once again requested to use the Pool Facilities for youth swim practices during the summer 2017 season, generally between the hours of 6:00 A.M. and 7:45 A.M. on weekdays from approximately May 1, 2017 through August 31, 2017; and

WHEREAS, the Montclair YMCA has agreed to use the Pool Facilities in exchange for the payment of an hourly rental fee, plus payment of various costs and expenses, pursuant to other terms and conditions set forth in the License Agreement annexed hereto as Attachment “A”; and

WHEREAS, the Montclair YMCA has agreed that its use of the Pool Facilities will not conflict with the Township’s uses; and

WHEREAS, the Montclair YMCA has agreed to comply with all pool regulations and all applicable laws;

NOW, BE IT HEREBY RESOLVED, BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Mayor be and hereby is authorized to enter into the annexed License Agreement for the Montclair YMCA’s limited use of Pool Facilities and the Municipal Clerk shall be authorized to attest to the Mayor’s signature; and be it further

RESOLVED, that the entry of the License Agreement shall be subject to the Licensee's providing proof of adequate insurance with the Township named as an additional insured, subject to approval of the Law Department, prior to the use of the Pool Facilities.

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

Joe Krakoviak,
Council President

Adopted: April 25, 2017

***LICENSE AGREEMENT FOR
LIMITED USE OF POOL FACILITIES***

THIS AGREEMENT, effective May __, 2017 upon full execution by all parties, between:

Township of West Orange, as Licensor ("Township" or "Licensor")

and

The Montclair YMCA, as Licensee ("Montclair Y" or "Licensee")

WHEREAS, the Montclair Y runs a competitive swimming program in the summer and requires pool time for the same; and

WHEREAS, the Township owns a certain outdoor pool and surrounding facility in the Township located at 60½ Cherry Street, West Orange, New Jersey ("Pool Facility").

WHEREAS, the Montclair Y is desirous of using West Orange's outdoor swimming pool and changing room facilities;

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, the parties hereto agree as follows:

1. **License Date and Effective Date of Agreement.** This License is made with an effective date of May 1, 2017 ("Effective Date"). This Agreement shall not be effective until the Township receives a copy of this Agreement executed by the President of the Board of Trustees or Executive Director of Licensee and the required insurance certificate approved by the Township Attorney along with a Resolution evidencing approval by the Licensor's Township Council.

2. **Description of Agreement Premises.** The premises licensed by Township to Licensee includes the pool and locker rooms located at 60 ½ Cherry Street in the Township of West Orange, New Jersey ("Premises").

3. **Term.** The term of this License shall be for four (4) months, beginning on May 1, 2017 through August 31, 2017. The Director of Recreation reserves the right to terminate this contract at any time at his/her sole discretion.

4. **Licensee's Use.** Licensee shall use the Premises for swim practices and not for any other use. The hours of use will be 6:00 a.m. until approximately 7:45 a.m. Monday through Friday beginning no earlier than May 1 and ending no later than August 31 Assigned days and hours are subject to change during the period of this agreement if West Orange activities mandate such change. In the event of a conflict with a Township activity where pool and changing room use is required, the Township shall contact the

Senior Aquatics Director of the Montclair Y and notify the Licensee of the unavailability of the premises as soon as the conflict is evident. No alternate arrangements need be made.

5. **Fee and Insurance.** A fee shall be payable in the amount of \$65.00 per hour of actual use. If the Township is required to hire a manager or other authorized individual, the Licensee shall pay those additional expenses. Licensee agrees to maintain public liability insurance naming itself and Township as named insured in an amount not less than one million (\$1,000,000) dollars per occurrence and two million (\$2,000,000) dollars in the aggregate. The Montclair Y shall carry liability insurance with a minimum combined single limit of One Million (\$1,000,000.00) dollars for bodily injury and property damage. The Montclair Y shall provide the original of a Certificate of Insurance to this effect upon signing this agreement. Further, the Montclair Y represents that all participants and staff have additional medical insurance and emergency room coverage under a policy provided through United States Swimming (liability amount of \$10,000,000.00) and will provide a copy of that documentation included with this signed agreement. The policy expiration dates shall be no earlier than August 31, 2017.

6. **Indemnification.** Licensee shall indemnify and hold harmless Licensor including attorney's fees and expenses from any claims arising from Licensee's use of the Premises.

7. **Usage.** Licensee shall comply with all state and local laws, regulations, codes and ordinances. In addition, Licensee shall comply with all Township pool rules as shall be promulgated from time to time by the Township. Licensee hereby acknowledges receipt and full understanding of all current pool rules.

8. **Hours of Licensee Use.** Licensee shall be permitted to use the Premises during the hours of 6:00 a.m. until 7:45 a.m. Monday through Friday during the term set forth above. Any other hours of use shall be subject to prior written request and approval by the Township in its sole discretion. Licensee may not use the Premises at any time without the Licensor's authorized representative present.

9. **Licensee's Care.** Licensee will commit no act of waste, will take good care of the Premises, and will comply with all laws, regulations, rules, and orders of any federal, state, or local government agencies or departments. Licensee will do nothing that may potentially increase the cost of Township's fire or public liability insurance.

10. **Staffing/Supervision & Safety:** Licensee shall provide a certified swim coach (USAS) for all competitive swimming activities and shall also provide a certified pool manager (CPO) to properly open the pool and assure its safety for participants. It shall be the responsibility of the Licensee to ensure the safety of its staff and all participants and to ensure that all staff and participants are properly trained in safety and health procedures and concerns. The Licensee shall immediately report any incidents to West Orange in writing, shall provide the Township with a written incident report, and shall fully cooperate with the Township in all regards. The Licensee shall assume all liabilities of injuries resulting from swim team related activities. All of Licensee's

employees, agents and representatives shall be free of any criminal charge or conviction having any impact upon their ability to work with or be in the vicinity of minors.

11. **Lifeguard:** A fully certified lifeguard shall be present at all times. The Licensee will pay all costs for providing the lifeguard and shall reimburse West Orange for the utilization of a West Orange staff lifeguard.

12. **Repairs.** Township will make all necessary repairs to the Premises at Township's expense except when the repairs are caused by the misuse or neglect by Licensee or by persons under Licensee's control or on the Premises at Licensee's invitation, in which even, Licensee shall make those repairs at Licensee's own expense. Licensee shall surrender the Premises in the same condition as they were at beginning of the term, reasonable wear and tear excepted.

13. **Improvements.** Licensee shall not cause any improvements, renovations or other work to be done at the Premises. All of Licensee's personal property shall be removed by Licensee on a daily basis upon the completion of Licensee's hours of use hereunder.

14. **Abandoned Property.** All of Licensee's property remaining on the Premises shall be deemed abandoned and the sole property of the Township.

15. **Payment.** An initial payment of \$2,000 shall be due to the Township by no later than May 31, 2017. The remaining balance, the amount of which will be presented to the Licensee by the Township by no later than September 15, 2017, shall be due to the Township by no later than October 15, 2017.

16. **Services.** The Township shall provide no services for Licensee's use except as specifically provided herein. Licensee agrees to place all garbage in a designated area. Township agrees to maintain the electrical, plumbing, HVAC and structural systems on the Premises.

17. **Damage to Building.** If the Premises are damaged by fire or any other cause, then Township may, give Licensee notice of election to terminate this Agreement.

18. **Township May Terminate.** If Licensee defaults in the performance of any covenant or condition of this Agreement, Township may, on written notice to Licensee terminate this Agreement.

19. **Notices.** Any notice by either party to the other shall be in writing and shall be deemed to be properly given only if delivered personally, telecopied, or mailed by registered or certified mail, return receipt requested, addressed (a) if to Licensee, at the above indicated location; (b) if to Township, at Township's address set out in this Agreement; or (c) at such addresses as Licensee or Township from time to time may designate in writing. Notice shall be deemed to have been given upon delivery if delivered personally, and if mailed, upon the third day after the date of mailing.

20. **Township's Right to Inspect Premises.** Township may enter the premises at any time without notice to Licensee to inspect the premises or make those repairs, replacements, and additions to the Premises as Township deems necessary or desirable. Licensee shall have no claim or cause of action against Township solely for entering the premises in accordance with the Paragraph.

21. **Interruption of Services or of Occupancy.** Interruption or curtailment of any service maintained on the Premises if caused by strikes, mechanical difficulties, or any other causes beyond Township's control shall not entitle Licensee to any claim against Township or to any abatement in rent, nor shall they constitute constructive or partial eviction.

22. **Elements of Construction Eviction.** Licensee shall not be entitled to claim a constructive eviction from the Premises.

23. **No Representations.** Neither party has made any representations or promises, other than those contained in this Agreement or in some further writing signed by the party making the representation or promise.

24. **Covenant of Quiet Enjoyment.** Township covenants that as long as Licensee pays the rent and any additional rent required under this Agreement and performs Licensee's covenants, Licensee shall peaceably and quietly have, hold, and enjoy the premises for the term provided, subject to the provisions of this Agreement.

25. **Waiver of Jury Trial.** To the extent waiver is permitted by law, the parties waive trial by jury in any action or proceeding brought in connection with this Agreement or the premises.

26. **Captions.** The captions in this Agreement are included for convenience only and shall not be taken into consideration in any construction or interpretation of this Agreement or any of its provisions.

27. **No Assignment.** The Licensee is not permitted to assign sublet or transfer any aspect of this Agreement, in whole or in part, to any entity or person.

28. **Agreement Binding on Successors, Representatives, and Assigns.** The provisions of this Agreement shall apply to, bind, and inure to the benefit of Township and Licensee, their successors, legal representatives, and assigns.

29. **Entire Agreement:** This Agreement may not be modified except by written agreement signed by both of the parties hereto.

IN WITNESS WHEREOF, the parties have hereunto executed this Agreement.

MONTCLAIR YMCA

Dated: _____

Signed: _____

TOWNSHIP OF WEST ORANGE

Dated:_____

Signed: _____

4852-2104-3491, v. 1

BOND ORDINANCE PROVIDING FOR VARIOUS CAPITAL IMPROVEMENTS IN AND BY THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, NEW JERSEY, APPROPRIATING \$8,990,546 THEREFOR AND AUTHORIZING THE ISSUANCE OF \$8,560,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF.

BE IT ORDAINED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, NEW JERSEY (not less than two-thirds of all members thereof affirmatively concurring) AS FOLLOWS:

Section 1. The several improvements described in Section 3 of this bond ordinance are hereby respectively authorized to be undertaken by the Township of West Orange, in the County of Essex, New Jersey (the "Township") as general improvements. For the several improvements or purposes described in Section 3, there are hereby appropriated the respective sums of money therein stated as the appropriation made for each improvement or purpose, such sums amounting in the aggregate to \$8,990,546, and further including the aggregate sum of \$430,546 as the several down payments for the improvements or purposes required by the Local Bond Law. The down payments have been made available by virtue of provision for down payment or for capital improvement purposes in one or more previously adopted budgets.

Section 2. In order to finance the cost of the several improvements or purposes not covered by application of the several down payments, negotiable bonds are hereby authorized to be issued in the principal amount of \$8,560,000 pursuant to the

Local Bond Law. In anticipation of the issuance of the bonds, negotiable bond anticipation notes are hereby authorized to be issued pursuant to and within the limitations prescribed by the Local Bond Law.

Section 3. The several improvements hereby authorized and the several purposes for which the bonds are to be issued, the estimated cost of each improvement and the appropriation therefor, the estimated maximum amount of bonds or notes to be issued for each improvement and the period of usefulness of each improvement are as follows:

<u>Purpose</u>	<u>Appropriation & Estimated Cost</u>	<u>Estimated Maximum Amount of Bonds & Notes</u>	<u>Period of Usefulness</u>
a) Improvement of Township buildings by the renovation, alteration, improvement or major repair of the Township's fire stations and library including site work	\$685,673	\$653,000	20 years
b) Technology equipment upgrade consisting of acquisition and installation of copy machines, a server and software and camera system major repair	\$163,873	\$156,000	5 years
c) Park and recreation improvements	\$275,000	\$261,000	15 years
d) Improvement of Township roads involving reconstruction, milling, paving, curbing, aprons, drainage, repainting of traffic stripes and markings, replacement of signs and shade tree planting along	\$5,186,000	\$4,939,000	15 years

<u>Purpose</u>	<u>Appropriation & Estimated Cost</u>	<u>Estimated Maximum Amount of Bonds & Notes</u>	<u>Period of Usefulness</u>
Lower Winding Way, Curtis Avenue, Garfield Avenue, Upper Mellon Avenue and Cleveland Terrace to Hoover Avenue as needed and other roads similarly in need of improvement			
e) Improvement of sanitary sewer system involving upgrade of Old Short Hills Road pump station and Dogwood pump station and Wheeler Street and Northfield Avenue sewer line replacement	\$775,000	\$738,000	25 years
f) Underground storage tank removal at Firehouse No. 4 and UST site remediation	\$300,000	\$285,000	25 years
g) Acquisition of vehicles and equipment consisting of street sweepers, trucks with plows and 4 wheel drive vehicles	\$1,105,000	\$1,052,000	5 years
h) Acquisition of replacement fire engine with equipment	<u>\$500,000</u>	<u>\$476,000</u>	10 years
TOTALS:	<u>\$8,990,546</u>	<u>\$8,560,000</u>	

The improvements described above include all work and **cost** necessary therefore or incidental thereto. The total costs of the projects for which appropriations are set forth herein may include grant funds otherwise appropriated by the Township. The excess of the appropriation made for each of the improvements or purposes aforesaid over the

estimated maximum amount of bonds or notes to be issued therefor, as above stated, is the amount of the down payment for each purpose.

Section 4. All bond anticipation notes issued hereunder shall mature at such times as may be determined by the chief financial officer; provided that no bond anticipation note shall mature later than one year from its date. The bond anticipation notes shall bear interest at such rate or rates and be in such form as may be determined by the chief financial officer. The chief financial officer shall determine all matters in connection with bond anticipation notes issued pursuant to this bond ordinance, and the chief financial officer's signature upon the bond anticipation notes shall be conclusive evidence as to all such determinations. All bond anticipation notes issued hereunder may be renewed from time to time subject to the provisions of the Local Bond Law. The chief financial officer is hereby authorized to sell part or all of the bond anticipation notes from time to time at public or private sale and to deliver them to the purchasers thereof upon receipt of payment of the purchase price plus accrued interest from their dates to the date of delivery thereof. The chief financial officer is directed to report in writing to the governing body at the meeting next succeeding the date when any sale or delivery of the bond anticipation notes pursuant to this bond ordinance is made. Such report must include the amount, the description, the interest rate and the maturity schedule of the bond anticipation notes sold, the price obtained and the name of the purchaser.

Section 5. The Township hereby certifies that it has adopted a capital budget or a temporary capital budget, as applicable. The capital or temporary capital budget of the Township is hereby amended to conform with the provisions of this bond ordinance to the extent of any inconsistency herewith. To the extent that the purposes authorized herein are inconsistent with the adopted capital or temporary capital budget, a revised

capital or temporary capital budget has been filed with the Division of Local Government Services.

Section 6. The following additional matters are hereby determined, declared, recited and stated:

(a) The improvements or purposes described in Section 3 of this bond ordinance are not current expenses. They are all improvements or purposes that the Township may lawfully undertake as general improvements, and no part of the cost thereof has been or shall be specially assessed on property specially benefitted thereby.

(b) The average period of usefulness, computed on the basis of the respective amounts of obligations authorized for each purpose and the reasonable life thereof within the limitations of the Local Bond Law, is 14.88 years.

(c) The Supplemental Debt Statement required by the Local Bond Law has been duly prepared and filed in the office of the Clerk, and a complete executed duplicate thereof has been filed in the office of the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey. Such statement shows that the gross debt of the Township as defined in the Local Bond Law is increased by the authorization of the bonds and notes provided in this bond ordinance by \$8,560,000, and the obligations authorized herein will be within all debt limitations prescribed by that Law.

(d) An aggregate amount not exceeding \$1,798,109 for items of expense listed in and permitted under N.J.S.A. 40A:2-20 is included in the estimated cost indicated herein for the purposes or improvements.

Section 7. The Township hereby makes the following covenants and declarations with respect to obligations determined to be issued by the Chief Financial Officer on a tax-exempt basis. The Township hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on the obligations, including, if necessary, the requirement to rebate all net investment earnings on the gross proceeds above the yield on the obligations. The Chief Financial Officer is hereby authorized to act on behalf of the Township to deem the obligations authorized herein as bank qualified for the purposes of Section 265 of the Code, when appropriate. The Township hereby declares the intent of the Township to issue bonds or bond anticipation notes in the amount authorized in Section 2 of this bond ordinance and to use the proceeds to pay or reimburse expenditures for the costs of the purposes described in Section 3 of this bond ordinance. This Section 7 is a declaration of intent within the meaning and for purposes of Treasury Regulations §1.150-2 or any successor provisions of federal income tax law.

Section 8. The chief financial officer of the Township is hereby authorized to prepare and to update from time to time as necessary a financial disclosure document to be distributed in connection with the sale of obligations of the Township and to execute such disclosure document on behalf of the Township. The chief financial officer is further authorized to enter into the appropriate undertaking to provide secondary market disclosure on behalf of the Township pursuant to Rule 15c2-12 of the Securities and Exchange Commission (the "Rule") for the benefit of holders and beneficial owners of obligations of the Township and to amend such undertaking from time to time in connection with any change in law, or interpretation thereof, provided such undertaking

is and continues to be, in the opinion of a nationally recognized bond counsel, consistent with the requirements of the Rule. In the event that the Township fails to comply with its undertaking, the Township shall not be liable for any monetary damages, and the remedy shall be limited to specific performance of the undertaking.

Section 9. The full faith and credit of the Township are hereby pledged to the punctual payment of the principal of and the interest on the obligations authorized by this bond ordinance. The obligations shall be direct, unlimited obligations of the Township, and the Township shall be obligated to levy *ad valorem* taxes upon all the taxable real property within the Township for the payment of the obligations and the interest thereon without limitation of rate or amount.

Section 10. This bond ordinance shall take effect 20 days after the first publication thereof after final adoption, as provided by the Local Bond Law.

**CALENDAR YEAR 2017 ORDINANCE
TO EXCEED THE MUNICIPAL BUDGET APPROPRIATION LIMITS
AND TO ESTABLISH A CAP BANK
(N.J.S.A. 40A: 4-45.14)**

WHEREAS, the Local Government Cap Law, N.J.S.A. 40A: 4-45.1 et seq., provides that in the preparation of its annual budget, a municipality shall limit any increase in said budget to 0.5% unless authorized by ordinance to increase it to 3.5% over the previous year's final appropriations, subject to certain exceptions; and,

WHEREAS, N.J.S.A. 40A: 4-45.15a provides that a municipality may, when authorized by ordinance, appropriate the difference between the amount of its actual final appropriation and the 3.5% percentage rate as an exception to its final appropriations in either of the next two succeeding years; and,

WHEREAS, the Township Council of the Township of West Orange in the County of Essex finds it advisable and necessary to increase its CY 2017 budget by up to 3.5% over the previous year's final appropriations, in the interest of promoting the health, safety and welfare of the citizens; and,

WHEREAS, the Township of West Orange hereby determines that a 3.5% increase in the budget for said year, amounting to \$1,800,724.20 in excess of the increase in final appropriations otherwise permitted by the Local Government Cap Law, is advisable and necessary; and,

WHEREAS, the Township of West Orange hereby determines that any amount authorized hereinabove that is not appropriated as part of the final budget, shall be retained as an exception to final appropriation in either of the next two succeeding years.

NOW THEREFORE BE IT ORDAINED, by the Township Council of the Township of West Orange, in the County of Essex, a majority of the full authorized membership of this governing body affirmatively concurring, that, in the CY 2016 budget year, the final appropriations of the Township of West Orange shall, in accordance with this ordinance and N.J.S.A. 40A: 4-45.14, be increased by 3.5%, amounting to \$1,800,724.20 and that the CY 2017 municipal budget for the Township of West Orange be approved and adopted in accordance with this ordinance; and,

BE IT FURTHER ORDAINED, that any amount authorized hereinabove that is not appropriated as part of the final budget shall be retained as an exception to final appropriation in either of the next two succeeding years; and,

BE IT FURTHER ORDAINED, that a certified copy of this ordinance as introduced be filed with the Director of the Division of Local Government Services within 5 days of introduction; and,

BE IT FURTHER ORDAINED, that a certified copy of this ordinance upon adoption, with the recorded vote included thereon, be filed with said Director within 5 days after such adoption.

This ordinance shall take effect after its final passage and publication in accordance with the law.

Joe Krakoviak
Council President

Robert D. Parisi, Mayor

Karen J. Carnevale
Municipal Clerk

Introduced: April 25, 2017

Adopted: May 22, 2014

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

Joe Krakoviak, Council President

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

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

Introduced: April 25, 2017

Adopted: May 9, 2017

LEGISLATIVE HISTORY

Correct Title of Deputy Registrar/Keyboarding Clerk 3

Add Title - Code Enforcement Officer Trainee

Add Title - Code Enforcement Officer

Add Title - Returning Retiree/Any Full Time Position, Part Time

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							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
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							
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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

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>
	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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

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>
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490

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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

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>
	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
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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

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>
	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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

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>
	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
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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

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>
	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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

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>
	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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

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>
	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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

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>
	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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

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>
	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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

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>
	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

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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

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>
	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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

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>
	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							
<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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

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>
	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
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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

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>
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

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>
	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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

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>
	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
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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

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>
	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
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

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>
	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
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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

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>
	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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

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>
	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
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
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

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>
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
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
			-	-	-		
Returning Retiree/Any Full Time Position, Part Time							
	1/1/2016	12/31/2016	15,000	15,000	15,000	0	AU11060

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>
	1/1/2017	12/31/2017	15,000	15,000	15,000	0	AU11060
			-	-	-		
			-	-	-		
			-	-	-		
			-	-	-		
			-	-	-		
			-	-	-		

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							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
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	78,598	9,649	6	TS10005
	1/1/2017	12/31/2017	21,120	80,170	9,842	6	TS10005
Assistant Supervisor							
	1/1/2016	12/31/2016	20,706	78,598	9,649	6	TS10010
	1/1/2017	12/31/2017	21,120	80,170	9,842	6	TS10010
Assistant Supervisor Public Works							
	1/1/2016	12/31/2016	20,706	78,598	9,649	6	TS10020
	1/1/2017	12/31/2017	21,120	80,170	9,842	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	20,706	78,598	9,649	6	TS10040
	1/1/2017	12/31/2017	21,120	80,170	9,842	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	78,598	9,649	6	TS10005
	1/1/2017	12/31/2017	21,120	80,170	9,842	6	TS10005
Assistant Supervisor							
	1/1/2016	12/31/2016	20,706	78,598	9,649	6	TS10010
	1/1/2017	12/31/2017	21,120	80,170	9,842	6	TS10010
Assistant Supervisor Public Works							
	1/1/2016	12/31/2016	20,706	78,598	9,649	6	TS10020
	1/1/2017	12/31/2017	21,120	80,170	9,842	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	20,706	78,598	9,649	6	TS10040
	1/1/2017	12/31/2017	21,120	80,170	9,842	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							
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
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							
<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
			-	-	-		
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							
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
			-	-	-		
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