

1. Conference Meeting Agenda

Documents:

[CA5.23.17.DOC](#)

2. Public Meeting Agenda

Documents:

[PM 5.23.17 REVISED.PDF](#)

3. Resolution(S)

3.I. 107-17

Documents:

[107-17 AUTHORIZING LICENSE AGREEMENT WITH BNAI SHALOM  
SYNAGOGUE FOR PARKING SPACES - 2017.DOC](#)  
[107-17 EXHIBIT - LICENSE AGREEMENT-BNAI SHALOM SYNAGOGUE.DOC](#)

3.II. 108-17

Documents:

[108-17 - JFP HOUSING LLC RESOLUTION.PDF](#)  
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3.III. 109-17

Documents:

[109-17 AUTHORIZING GRANT APPLICATION FOR RECREATIONAL  
OPPORTUNITIES FOR INDIVUALS WITH DISA.PDF](#)

3.IV. 110-17

Documents:

[110-17 DUPLICATE TAX PAYMENT 5.23.17.PDF](#)

3.V. 111-17

Documents:

[111-17 TAX OVERPAYMENT 5.23.17.PDF](#)

3.VI. 112-17

Documents:

[112-17 TAX COURT OF NEW JERSEY RESOLUTION 5.23.17.PDF](#)  
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3.VII. 113-17 PULLED

3.VIII. 114-17

Documents:

[114-17 AUCTION OF ABANDONED CARS 06062017.PDF](#)

3.IX. 115-17

Documents:

[115-17 AUTHORIZING CONTRACT WITH MILLENIUM STRATEGIES FOR  
TOWNSHIP GRANT WRITER - 2017.DOC](#)  
[115-17 AGREEMENT - MILLENNIUM.PDF](#)

3.X. 116-17 PULLED

3.XI. 117-17

Documents:

[117-17 RESOLUTION TRAFFIC SIGNAL PLEASANT VALLEY WAY AT ALISA  
DRIVE LAKEVIEW DR.PDF](#)  
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3.XII. 118-17

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ADDITIONAL SERVICES WITH MATRIX 4829-9008-5704 V.1.PDF](#)

3.XIII. 119-17

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[119-17 RESOLUTION AUTHORIZING SELF EXAMINATION OF THE  
MUNICIPAL BUDGET.PDF](#)

3.XIV. 120-17

Documents:

[120-17 RESOLUTION TO READ BUDGET BY TITLE.PDF](#)

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3.XVI. 122-17

Documents:

[122-17 RESOLUTION TO ADOPT THE 2017 MUNICIPAL BUDGET.PDF](#)

3.XVII. 123-17

Documents:

[123-17 RESOLUTION - 2016 DEMO STREET SWEEPER 2017.PDF](#)

4. Ordinances On First Reading

4.I. 2510-17

Documents:

[2510-17 ORDINANCE REGARDING MANDATORY DIRECT DEPOSIT 4811-5447-0472 V.1.PDF](#)

4.II. 2511-17 PULLED

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Documents:

[2512-17 ORDINANCE STOP SIGNS FAIRMOUNT AND RAINBOW-PENBRYN 51617.PDF](#)

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Documents:

[2513-17 SALARY ORDINANCE \(VERSION 2017-05-23 \(002\).PDF](#)

5. ABC Matter(S)

5.I. 574-17

Documents:

[574-17 RENEWAL RESOLUTION 2017-18 \(5.23.17\).PDF](#)

## **COUNCIL COMMITTEE CONFERENCE MEETING**

### **AGENDA**

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

**May 23, 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)**

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#### **6:30 P.M**

- **Citation – Older American Month May 2017 (MC)**
- **Update-Redevelopment – Jack Sayers**
- **Council Liaison Announcements**

#### **7:00 P.M.**

- **Public Meeting**

**PUBLIC MEETING AGENDA-Revised**

**Township of West Orange  
66 Main Street – 7:00 p.m.  
May 23, 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 May 9, 2017**
- 5. \*Report of Township Officers- Municipal Court Monthly Report-April 2017 (Bowers)**
- 6. \*Reading of Petitions and Communications and Bids - None**
- 7. \*Bills**

**PUBLIC HEARING on the 2017 Municipal Budget**

- 8. \*Resolutions**
  - a. 107-17 Resolution Authorizing Execution of a License Agreement with B’Nai Shalom Synagogue for the Use of 25 Parking Spaces (Legal-Moon)**
  - b. 108-17 Resolution Authorizing the Substantial Rehabilitation of a Senior and Non-Elderly Disabled Individual’s Housing Project and the Execution of an Agreement for Payments in Lieu of Taxes with the JFP Housing, LLC (Legal-Trenk)**
  - c. 109-17 Resolution Authorizing Grant Application for Recreational Opportunities for Individuals with Disabilities (Rodriguez/Rec)**
  - d. 110-17 Resolution Authorizing the Collector of Taxes to Refund Payment to the Listed Taxpayer Due to an Overpayment of Taxes Due to a Duplicate Payment (Gagliardo)**
  - e. 111-17 Resolution Authorizing the Collector of Taxes to Refund Payment to the Listed Taxpayer Due to an Overpayment of Taxes (Gagliardo)**

f. 112-17 Resolution Authorizing the collector of taxes to rebate payment to the listed taxpayer pursuant to Final Judgement by the Tax Court of New Jersey (Gagliardo)

g. 113-17 PULLED

h. 114-17 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.**

i. 115-17 Resolution Authorizing a Contract with Millennium Strategies, LLC, Caldwell, NJ to Perform Grant Writing Services for the Township (Legal-Moon)

j. 116-17 PULLED

k. 117-17 Traffic Signal Pleasant Valley Way at Alisa Drive/Lakeview Drive ( Lepore)

l. 118-17 Resolution Authorizing the Execution of a Contract Amendment for Additional Testing and Related Activities Required as Part of the Central Valley Redevelopment (Legal-Moon)

m. 119-17 Resolution Authorizing Self Examination of the Municipal Budget (Gross)

n. 120-17 Resolution of the Township of West Orange Resolution to Read the Municipal Budget by Title Only (Gross)

o. 121-17 2017 Resolution to Amend 2017 Municipal Budget #1 (Gross)

p. 122-17 Resolution to Adopt the 2017 Municipal Budget (Gross)

q. 123-17 Resolution Authorizing an Award of Contract to Purchase One (1) 2016 Elgin Broom Bear Street Sweeper to W.E. Timmerman Company, Inc., 3554 Route 22 West, Whitehouse, NJ 08888 in the Amount of \$240,139.00 (DeSantis)

## 9. Ordinances on Second and Final Reading-None

## 10. Ordinances on First Reading

a. 2510-17 An Ordinance Amending Chapter IX to Include Section 3 Re: Mandatory Direct Deposit (Legal-Roglieri)

**This ordinance would amend Chapter 9 to include an entirely new section, entitled Mandatory Direct Deposit. The new ordinance is designed to provide for the mandatory use of direct deposit for all net pay of employees of the Township of West Orange (the "Township"). The use of direct deposit will reduce the costs of employee payroll to the Township's employees. P.L. 2013 c. 28 authorizes local governments to mandate direct deposit for certain governmental employees effective after July 1, 2014 and permits governing bodies to grant exemptions on such terms and conditions as the governing body deems necessary. In order to allow time for implementation of this ordinance, it will be effective as of December 31, 2017.**

b. 2511-17 PULLED

- c. 2512-17 An Ordinance Amending and Supplementing Chapter 7, Traffic, Subsection 7-20, Stop Intersection of the Revised General Ordinances of the Township of West Orange (Lepore)
- d. 2513-17 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)

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

#### **11. ABC Hearing**

- a. 574-17 Hearing on Renewal for Plenary Retail Consumption, Distribution and Club Licenses for the 2017-2018 License Term
- b. Hearing on ABC Charges-License No. 0722-33-045-005 Las Palmeras, Inc. t/a Las Palmeras Restaurant & Bar, 364 Valley Road (Kayser)

#### **13. Adjournment**

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

**Agenda is subject to change.**

**RESOLUTION**

**WHEREAS**, the Township of West Orange (the “Township”) requires the use of certain parking spaces located on the premises at 300 Pleasant Valley Way (the “Property”) owned by B’Nai Shalom Synagogue (“BSS”); and

**WHEREAS**, BSS has agreed to grant the Township a license for use of 25 parking spaces (the “Parking Spaces”) pursuant to a License Agreement (the “Agreement”), annexed hereto as Exhibit “A;”

**WHEREAS**, BSS has agreed to grant the Township a license for the Parking Spaces based upon the terms and conditions set forth in the Agreement.

**NOW, BE IT HEREBY RESOLVED**, by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute the License Agreement, in the form annexed hereto as Exhibit “A” on the terms and conditions set forth therein.

**BE IT FURTHER RESOLVED** that notice of this award shall be available in the Clerk’s Office in accordance with applicable law.

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

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**Joseph Krakoviak,**  
**Council President**

**Adopted: May 23, 2017**

# Exhibit “A”





## RESOLUTION

WHEREAS, JFP Housing LLC (hereinafter referred to as the "Sponsor") proposes the substantial rehabilitation of an one hundred thirty-five (135) unit affordable housing project occupied by senior and non-elderly disabled individuals for a project known as Jewish Federation Plaza, and to be developed and managed by the Jewish Community Housing Corporation of Metropolitan New Jersey (hereinafter referred to as the "Project") pursuant to the provisions of the New Jersey Housing and Mortgage Finance Agency Law of 1983, as amended (N.J.S.A. 55:14K-1 et seq.), the rules promulgated thereunder at N.J.A.C. 5:80-1 et seq., and all applicable guidelines (the foregoing hereinafter referred to as the "HMFA Law") within the Township of West Orange (hereinafter referred to as the "Municipality") on an approximately 4.02 acre site described as Block 165, Lots 15, 18 and 19 as shown on the Official Assessment Map of the Township of West Orange, Essex County, New Jersey and commonly known as Jewish Federation Plaza; and

WHEREAS, the Project will be subject to the HMFA Law and the mortgage and other loan documents executed between the Sponsor and the New Jersey Housing and Mortgage Finance Agency (hereinafter referred to as the "Agency"); and

WHEREAS, pursuant to the HMFA Law, the governing body of the Municipality hereby determines that there is a need for this housing project in the Municipality; and

WHEREAS, the Sponsor has presented to the Municipal Council a revenue projection for the Project which sets forth the anticipated revenue to be received by the Sponsor from the operation of the Project as estimated by the Sponsor and the Agency, a copy of which is attached hereto and made a part hereof as Exhibit "B."

NOW, THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY, THAT:

- (1) The Township Council finds and determines that the proposed Project meets and will continue to meet an existing housing need; and
- (2) The Township Council does hereby adopt this Resolution and make the determination and findings herein contained by virtue of, pursuant to, and in conformity with the provisions of HMFA Law with the intent and purpose that the Agency shall rely thereon in making a mortgage loan to the Sponsor, which shall rehabilitate, own and operate the Project; and
- (3) The Township Council does hereby adopt the within Resolution with the further intent and purpose that from the date of execution of the Agency mortgage, the proposed Project, including both the land and improvements thereon, will be exempt from real property taxation as provided in the HMFA Law, provided that payments in lieu of taxes for municipal services supplied to the Project are made to the Municipality in such amounts and manner set forth in the

Agreement for Payments in Lieu of Taxes attached hereto as Exhibit "A"; and

(4) The Township Council hereby authorizes and directs the Mayor of the Township of West Orange to execute, on behalf of the Municipality, the Agreement for Payments in Lieu of Taxes in substantially the form annexed hereto as Exhibit "A"; and

(5) The Township Council understands and agrees that the revenue projections set forth in Exhibit "B" are estimates and that the actual payments in lieu of taxes to be paid by the Sponsor to the Municipality shall be determined pursuant to the Agreement for Payments in Lieu of Taxes executed between the Sponsor and Municipality.

### **CERTIFICATION**

I hereby certify that I, the undersigned, am the Municipal Clerk of the Township of West Orange, and am duly authorized to certify resolutions adopted by the Township Council at a regular meeting held on the 23th day of May, 2017.

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

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Joe Krakoviak  
Council President

**EXHIBIT A**AGREEMENT FOR PAYMENT IN LIEU OF TAXES

HMFA # \_\_\_\_\_

THIS AGREEMENT, made this \_\_\_\_ day of \_\_\_\_\_, 2017, between JFP Housing LLC, a limited liability company of the State of Delaware, having its principal office at 760 Northfield Avenue; West Orange, New Jersey 07052 (hereinafter the "Sponsor") and the Township of West Orange, a municipal corporation in the County of Essex and State of New Jersey (hereinafter the "Municipality").

WITNESSETH

In consideration of the mutual covenants herein contained and for other good and valuable consideration, it is mutually covenanted and agreed as follows:

1. This Agreement is made pursuant to the authority contained in Section 37 of the New Jersey Housing and Mortgage Finance Agency Law of 1983 (N.J.S.A. 55:14K-1 et seq.) (hereinafter "HMFA Law") and a Resolution of the Council of the Municipality dated May 23, 2017, (the "Resolution") and with the approval of the New Jersey Housing and Mortgage Finance Agency (hereinafter the "Agency"), as required by N.J.S.A. 55:14K-37.

2. The Project is or will be situated on that parcel of land designated as Block 165, Lots 15, 18 and 19 as shown on the Official Assessment Map of the Township of West Orange and more commonly referred to as Jewish Federation Plaza.

3. As of the date the Sponsor executes a first mortgage upon the Project in favor of the Agency (hereinafter referred to as the "Agency Mortgage"), the land and improvements comprising the Project shall be exempt from real property taxes, provided that the Sponsor shall make payments in lieu of taxes to the Municipality as provided hereinafter. The exemption of the Project from real property taxation and the sponsor's obligation to make payments in lieu of taxes shall not extend beyond the date on which the Agency Mortgage is paid in full, which, according to the HMFA Law, may not exceed fifty (50) years.

4. (a) For projects receiving construction and permanent financing from the Agency, the Sponsor shall make payment to the Municipality of an annual service charge in lieu of taxes in such amount as follows:

(1) From the date of the execution of the Agency Mortgage, the Sponsor shall make payment to the Municipality in an annual amount equal to the greater of A) \$60,407; or B) Ten (10.00%) percent of Project Revenues.

(b) As used herein, "Project Revenues" means all rental revenues received from tenants, and shall specifically not include any federal or state rent subsidies, "Utility

Allowances,” or any income derived from the provision of social services such as meals, transportation, or housekeeping.

(c) The amount of payment in lieu of taxes to be paid pursuant to paragraphs (a) or (b) above is calculated in Exhibit "B" attached hereto. It is expressly understood and agreed that the revenue projections provided to the Municipality as set forth in Exhibit "B" and as part of the Sponsor's application for an agreement for payments in lieu of taxes are estimates only. The actual payments in lieu of taxes to be paid by the Sponsor shall be determined pursuant to Section 5 below.

5. (a) Payments by the Sponsor shall be made on a quarterly basis in accordance with bills issued by the Tax Collector of the Municipality in the same manner and on the same dates as real estate taxes are paid to the Municipality and shall be based upon Project Revenues of the previous quarter. From the date of the execution of the Agency Mortgage, and each year thereafter that this Agreement remains in effect, the Sponsor shall submit to the Municipality, within three (3) months following the end of the fiscal year in effect, a certified, audited financial statement of the operation of the Project (the "Audit"), setting forth the Project Revenues and the total payments in lieu of taxes due to the Municipality calculated at the greater of A) \$60,407; or B) Ten (10.00%) percent of Project Revenues as set forth in the Audit (the "Audit Amount"). The Sponsor simultaneously shall pay the difference, if any, between (i) the Audit Amount and (ii) payments made by the Sponsor to the Municipality for the preceding fiscal year. The Municipality may accept any such payment without prejudice to its right to challenge the amount due. In the event that the payments made by the Sponsor for any fiscal year shall exceed the Audit Amount for such fiscal year, the Municipality shall credit the amount of such excess to the account of the Sponsor.

(b) All payments pursuant to this Agreement shall be in lieu of taxes and the Municipality shall have all the rights and remedies of tax enforcement granted to Municipalities by law just as if said payments constituted regular tax obligations on real property within the Municipality. If, however, the Municipality disputes the total amount of the annual payment in lieu of taxes due it, based upon the Audit, it may apply to the Superior Court, Chancery Division for an accounting of the service charge due the Municipality, in accordance with this Agreement and HMFA Law. Any such action must be commenced within one year of the receipt of the Audit by the Municipality.

(c) In the event of any delinquency in the aforesaid payments, the Municipality shall give notice to the Sponsor and NJHMFA in the manner set forth in Section 9(a) below, prior to any legal action being taken.

6. The tax exemption provided herein shall apply only so long as the Sponsor or its successors and assigns and the Project remain subject to the provisions of the HMFA Law and Regulations made thereunder and the supervision of the Agency, but in no event longer than the term of the Agency Mortgage. In the event of (a) a sale, transfer or conveyance of the Project by the Sponsor or (b) a change in the organizational structure of the Sponsor (which shall not include a change in any of the Limited Partners of Sponsor, in which case this Agreement shall remain in full effect), this Agreement shall be assigned to the Sponsor's successor and shall

continue in full force and effect so long as the successor entity qualifies under the HMFA Law or any other state law applicable at the time of the assignment of this Agreement and is obligated under the Agency Mortgage.

7. Upon any termination of such tax exemption, whether by affirmative action of the Sponsor, its successors and assigns, or by virtue of the provisions of the HMFA Law, or any other applicable state law, the Project shall be taxed as omitted property in accordance with the law.

8. The Sponsor, its successors and assigns shall, upon request, permit inspection of property, equipment, buildings and other facilities of the Project and also documents and papers by representatives duly authorized by the Municipality. Any such inspection, examination or audit shall be made during reasonable hours of the business day, in the presence of an officer or agent of the Sponsor or its successors and assigns.

9. Any notice or communication sent by either party to the other hereunder shall be sent by certified mail, return receipt requested, addressed as follows:

(a) When sent by the Municipality to the Sponsor, it shall be addressed to JFP Housing LLC; Attention: Managing Member; 760 Northfield Avenue; West Orange, New Jersey 07052 or to such other address as the Sponsor may hereafter designate in writing and a copy of said notice or communication by the Municipality to the Sponsor shall be sent by the Municipality to the New Jersey Housing and Mortgage Finance Agency, 637 South Clinton Avenue, P.O. Box 18550, Trenton, New Jersey 08650-2085.

(b) When sent by the Sponsor to the Municipality, it shall be addressed to the Township of West Orange; Attention: Mayor; 66 Main Street; West Orange, New Jersey 07052, or to such other address as the Municipality may designate in writing; and a copy of said notice or communication by the Sponsor to the Municipality shall be sent by the Sponsor to the New Jersey Housing and Mortgage Finance Agency, 637 South Clinton Avenue, P.O. Box 18550, Trenton, New Jersey 08650-2085.

10. In the event of a breach of this Agreement by either of the parties hereto or a dispute arising between the parties in reference to the terms and provisions as set forth herein, either party may apply to the Superior Court, Chancery Division, to settle and resolve said dispute in such fashion as will tend to accomplish the purposes of the HMFA Law.

11. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same agreement. It shall not be necessary in making proof of this Agreement to produce or account for more than a sufficient number of counterparts to evidence the execution of this Agreement by each party hereto.

12. This Agreement constitutes the entire agreement of the parties hereto with respect to the matter set forth herein and supercedes any prior understanding or agreement, oral or written with respect to the Project.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date and year first written.

**ATTEST**

**SPONSOR:**

JFP Housing LLC  
By: JFP Housing GP Corp,  
its Managing Member

\_\_\_\_\_

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

**ATTEST**

**MUNICIPALITY:**

Township of West Orange

\_\_\_\_\_

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

By: \_\_\_\_\_  
Robert D. Parisi, Mayor

**EXHIBIT B****FINANCIAL ESTIMATE RELATING TO  
ANNUAL PAYMENTS IN LIEU OF TAXES OF SOBBFH Housing LLC**

With regard to a housing development to be substantially rehabilitated and known as the Jewish Federation Plaza Apartments, located on Block 165, Lots 15, 18 and 19, in the Township of West Orange, County of Essex, and State of New Jersey.

Dated: May 23, 2017

|                                                                                                                  |            |         |
|------------------------------------------------------------------------------------------------------------------|------------|---------|
| Estimated Annual Project Revenues                                                                                | \$         | 588,470 |
| Times                                                                                                            | PILOT Rate | 10.00%  |
| <hr/>                                                                                                            |            |         |
| Year One Municipal Annual Service Charge –<br>Greater of \$60,407 or 10.00% of Estimated Annual Project Revenues | \$         | 60,407  |

Total Number of Units - One hundred thirty-five (135)  
4814-5313-6711, v. 1

**RESOLUTION**

**WHEREAS**, the New Jersey Department of Community of Affairs is making funding available to municipalities and counties through the Recreational Opportunities for Individuals with Disabilities Grant Program (the "ROID Grant Program"); and

**WHEREAS**, the Township of West Orange desires to apply for and obtain a grant from the ROID Grant Program for approximately \$10,000 to carry out an inclusive, buddy project through the Township's Recreation Department to teach individuals with disabilities to swim (the "Program"); and

**WHEREAS**, the proposed project provides a benefit to the residents of the Township of West Orange; and

**WHEREAS**, the Township of West Orange authorizes the expenditure of the required 20% match for this grant opportunity.

**NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE** authorizes the Township's Recreation Department to prepare and submit a grant application to the ROID Grant Program; and be it further

**RESOLVED** that the Township's Recreation Department is granted discretion to accept a lesser or greater amount through a Grant Agreement through the ROID Grant Program; and be it further

**RESOLVED** that the Township's Recreation Department is authorized to expend any funds obtained through the ROID Grant Program pursuant to the terms of the Grant Agreement for use in the Program; and be it further

**RESOLVED** that the Mayor is authorized to execute any Grant Agreement through the ROID Grant Program; and be it further

**RESOLVED** that notice of this resolution shall be published and available in the Clerk's office in accordance with applicable law.

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

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**Joe Krakoviak, Council President**

**Adopted: May 23, 2017**

RESOLUTION AUTHORIZING THE COLLECTOR OF TAXES  
TO REFUND PAYMENT TO THE LISTED TAXPAYER DUE TO A  
OVERPAYMENT OF TAXES DUE TO A DUPLICATE PAYMENT

WHEREAS, certain West Orange property owners or their mortgage company have made a duplicate payment for the second quarter 2017 taxes;

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

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that the Tax Collector and the Treasurer of the Township of West Orange be and they are hereby authorized, empowered and directed to cause to be paid to the taxpayers on the attached list sums in full and final satisfaction of the overpayment of the 2017 taxes.

| <u>Block</u> | <u>Lot</u> | <u>Name &amp; Address</u>                                                             | <u>Amount</u> |
|--------------|------------|---------------------------------------------------------------------------------------|---------------|
| 11           | 27         | Foundation Title<br>214 Highway 18, 3 <sup>rd</sup> Floor<br>East Brunswick, NJ 08816 | \$2,222.00    |
| 86.09        | 9          | Enriqueta Sepulveda<br>17 Brookside Rd<br>West Orange, NJ 07052                       | \$3,486.00    |
| 158.12       | 209        | John Wilson<br>80 Lessing Road<br>West Orange, NJ 07052                               | \$2,977.00    |
| TOTAL:       |            |                                                                                       | \$8,685.00    |

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

\_\_\_\_\_  
Joe Krakoviak  
Council President

Adopted: May 23, 2017

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

\_\_\_\_\_  
John O. Gross, CFO

**111-17**  
**May 23, 2017**

**RESOLUTION AUTHORIZING THE COLLECTOR OF TAXES  
TO REFUND PAYMENT TO THE LISTED TAXPAYER  
DUE TO AN OVERPAYMENT OF TAXES**

WHEREAS, certain West Orange property owners or their mortgage company have made an overpayment for the second quarter 2017 taxes;

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

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that the Tax Collector and the Treasurer of the Township of West Orange be and they are hereby authorized, empowered and directed to cause to be paid to the taxpayers on the attached list sums in full and final satisfaction of the overpayment of the 2017 taxes.

| <u>Block</u> | <u>Lot</u> | <u>Name &amp; Address</u>                                      | <u>Amount</u> |
|--------------|------------|----------------------------------------------------------------|---------------|
| 154.20       | 1          | Nicholas Miloscia<br>2A Hooper Avenue<br>West Orange, NJ 07052 | \$2,903.00    |
| TOTAL:       |            |                                                                | \$2,903.00    |

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

\_\_\_\_\_  
Joe Krakoviak  
Council President

Adopted: May 23, 2017

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

\_\_\_\_\_  
John O. Gross, CFO

112-17  
May 23, 2017

**RESOLUTION AUTHORIZING THE COLLECTOR OF TAXES  
TO REBATE PAYMENT TO THE LISTED TAXPAYER  
PURSUANT TO FINAL JUDGMENT BY THE TAX COURT OF NEW JERSEY**

WHEREAS, final judgment on tax appeals has been rendered by the Tax Court of New Jersey on the petitions of the taxpayers listed on the attached schedule reducing the assessment for the years stated;

WHEREAS, such judgment by merit of N.J.S.A. 54:3-27.2 shall be conclusive and binding upon the municipal assessor and taxing district;

NOW, THEREFORE BE IT RESOLVED by the West Orange Township Council that the Collector of Taxes and Treasurer of West Orange, be and they are hereby authorized, empowered and directed to cause to be paid or applied to the said taxpayers the sums in full and final satisfaction to tax rebates due:

**LIST ATTACHED**

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

\_\_\_\_\_  
Joe Krakoviak  
Council President

Adopted: May 23, 2017

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

\_\_\_\_\_  
John O. Gross, CFO

TAX COURT JUDGMENTS  
112-17

[illegible]

**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 three (3) 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 June 6, 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 three (3) 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 June 6, 2017 at 3:00 PM in following location:

Select Towing  
52 Washington Street  
West Orange, NJ 07052

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

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**Joe Krakoviak**  
**Council President**

**Adopted: May 23, 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 June 6, 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> |
|-------------|-------------|-------------------|
| 2001        | FOR         | 1FAFP56S81A295698 |
| 2006        | CAD         | 1GYEE637460217959 |
| 2006        | HON         | 1HGCM56496A078189 |

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 June 6, 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> |
|-------------|-------------|-------------------|
| 2011        | FOR         | 3FAHP0HA1BR101892 |
| 2004        | FOR         | 1FAFP33Z24W106721 |
| 1995        | OLDS        | 1G3AJ55M3S6422435 |

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") desires to retain the services of a grant writer for the purpose of seeking government and other grants to perform services for the Township; and

**WHEREAS**, the Township issued a request for quotations; and

**WHEREAS**, the Township received two (2) quotations from:

- (i) BRS, Inc. of Medford, New Jersey proposing an agreement combining: (1) a monthly \$500 fee, (2) a per grant fee of \$4,700 for medium grants and \$8,700 for significant grants, and (3) hourly rate for additional services; and
- (ii) Millennium Strategies, LLC of Caldwell, New Jersey at a flat annual rate of \$36,000 per year; and

**WHEREAS**, the Township has reviewed the submissions and determines that Millennium Strategies, LLC best meets the requirements of the Township based upon its experience, employees and expertise which includes current and former municipal and other governmental employees as well its performance with the Township for the past year; and

**WHEREAS**, the proposed quote submitted by Millennium Strategies, LLC fall below the \$40,000 bid threshold requirement allowing the Township to award the contract for grant writing services without public bid.

**NOW HEREBY BE IT RESOLVED, BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**, that the Township Council of the Township of West Orange hereby authorizes the Township to enter into a one-year contract with Millennium Strategies, LLC of Caldwell, New Jersey at a rate of \$3,000 per month or \$36,000, inclusive of all travel

time and expenses with the provision whereby either party may terminate the Contract on 30 days' written notice for the period May 1, 2017 through April 30, 2018;

**NOW HEREBY BE IT RESOLVED, BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE** that a copy of this Resolution shall be advertised in accordance with applicable law.

This Resolution shall be available for inspection in the Clerk's Office during normal business hours in accordance with all applicable statutes.

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

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**Joe Krakoviak**  
**Council President**

**Adopted: May 23, 2017**

# Exhibit “A”

**LETTER AGREEMENT WITH MILLENNIUM STRATEGIES  
FOR GRANT WRITING/ADMINISTRATION/RECOVERY SERVICES**

May 16, 2017

Mr. Ed Farmer  
Millennium Strategies  
60 Roseland Avenue  
Caldwell, New Jersey 07006

Dear Mr. Farmer:

This letter agreement shall constitute the agreement for retention of Millennium Strategies (hereinafter "Millennium"), to provide services to the Township of West Orange ("Township") as its Grant Writer for a period of one (1) year, commencing May 1, 2017 and lasting through April 30, 2018.

The amount to be paid Millennium for such services shall be \$36,000, payable on a monthly basis of \$3,000 per month, commencing as of May 1, 2017. This agreement is subject to cancellation on thirty (30) days' written notice by either the Township or Millennium.

This will confirm that the relationship of the parties shall be that of a part time, **INDEPENDENT CONTRACTOR** and not employer/employee or principal/agent. Millennium shall be solely responsible for its own work hours and daily responsibilities. As an independent contractor, Millennium shall be fully responsible for all obligations to any taxing authority or other governmental entity arising out of this Agreement. Millennium shall receive no monetary or other benefits not specifically enumerated in this agreement

The manner and means of performing all services shall be subject to Millennium's sole control unless otherwise specified in this Agreement. Millennium shall not have the legal authority to bind the Township in contract, debt or otherwise without the prior written consent of the Township.

Millennium's responsibilities shall include, but are not necessarily limited to:

- Providing professional consultations with respect to the study of County, State, Federal, corporate and private aid funds as they relate to the needs of the Township, or as requested by the Township.
- Notifying the Township of all available governmental and non-governmental funding opportunities by providing detailed memoranda of potential funding opportunities that include an explanation as to Millennium's efforts and the Township's responsibilities in order to complete the grant application and produce the best possible presentation for submission.

- Researching, planning, preparing, submitting, proceeding with and following up on all applications and programs for such aid.
- Advising the Township as to all required appropriate legislative support, for all available governmental and non-governmental funding applications.
- Advising the Township as to all requirements and procedures to follow with regards grant administration, including, but not limited to, the overseeing of the disbursement of funds obtained through grant awards to insure that such disbursements meet all of the requisite requirements of the grant award.
- Researching and advising the Township regarding whether its current disbursement of grant funds are being performed consistent with the requirements of the grant funds and also insuring that funds obtained by grant awards are being disbursed and utilized.
- Obtaining "New Grants" on an annual basis of at least the amount paid to Millennium on an annual basis (\$36,000 per year) during the term of this Agreement. New Grants shall mean monies and/or aid not previously received by the Township from particular sources during the prior five (5) years. Millennium agrees that it will continue to provide services beyond the term of this Agreement at no cost until New Grants exceeding the amount received are awarded. This amount specifically excludes all currently existing grants.
- Submitting an annual written report at the conclusion of the term to the Mayor concerning all services rendered and new grants obtained.
- Representing the Township before all appropriate legislative and/or governmental officials and their offices pertaining to grant and funding procurement services undertaken pursuant to this Letter Agreement. This obligation shall include, but not be limited to, other subjective funding opportunities.
- Attending any meetings requested by the Mayor and/or Business Administrator to discuss potential grants and report as to timeframes and deadlines for submission of grant applications, status of grant applications, and areas of available grant funding.
- Attending any public meetings, as requested upon 48 hours notice.

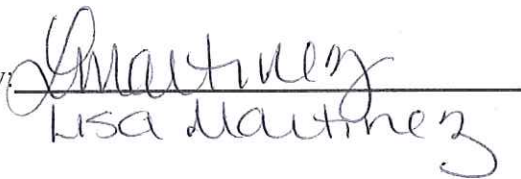
All grant applications are subject to the approval of the Township in its sole discretion, and no grant application shall be submitted without the prior approval of the Township Council.

If the foregoing terms are acceptable, kindly affix your signature below.

WITNESS:

MILLENNIUM STRATEGIES

By:

  
Lisa Martinez

By:

  
ED FARMER

ATTEST:

TOWNSHIP OF WEST ORANGE

\_\_\_\_\_  
KAREN J. CARNEVALE,  
MUNICIPAL CLERK

By:

\_\_\_\_\_  
ROBERT D. PARISI, MAYOR

## RESOLUTION

**WHEREAS**, the Township of West Orange contracted with Hamal Associates, Harold K. Maltz, P.E., 19 Porter Road, West Orange, N.J. to perform a traffic signal warrant study and analysis for the intersection of Pleasant Valley Way, a County Road, with Alisa Drive/Lakeview Drive; and

**WHEREAS**, the study concluded a warrant was met for the installation of a traffic signal at that intersection; and

**WHEREAS**, Essex County Engineering Division reviewed the study and analysis and concurred with its findings and recommendations; and

**WHEREAS**, Essex County requires the Township enter into an Agreement with the County which specifies the obligations of each party with respect to the design, construction and the maintenance of the traffic signal and the cost obligation of each party for the design and construction of the traffic signal which the County will include in its 2018 Capital Improvement Budget; and

**WHEREAS**, the County requires the Township to pay for two thirds of the estimated \$350,000 cost for the design and construction of the traffic signal; and

**WHEREAS**, the West Orange Board of Education expressed a willingness to pay for one third of the project's cost; and

**WHEREAS**, the obligation of the Board of Education to pay for their share of the costs must be specified in a separate cost sharing agreement between the Township of West Orange and the West Orange Board of Education; and

**WHEREAS**, the Township desires to move forward with this project since Alisa Drive provides access and egress to the West Orange High School, the sports facilities at the High School, Degnan Park and the Toby Katz Community Center; and

**WHEREAS**, the Township Council concurs in the foregoing.

**NOW THEREFORE BE IT RESOLVED** by the Township Council of the Township of West Orange that the attached Agreement between the County of Essex and the Township of West Orange which specifies obligations of each party associated with the design, construction and maintenance of a traffic signal at the intersection of Pleasant Valley Way with Alisa Drive/Lakeview Drive including a cost sharing obligation by the Township of two thirds of the project's estimated cost of \$350,00 is approved and the Mayor is authorized to execute the Agreement and the Municipal Clerk attest contingent upon the Township and West Orange Board of Education entering into a separate agreement which obligates the West Orange Board of Education to pay one third of the project cost or one half of the Township's cost obligation.

\_\_\_\_\_  
**KAREN J. CARNEVALE, RMC, MUNICIPAL CLERK**

\_\_\_\_\_  
**JOE KRAKOVIAK, COUNCIL PRESIDENT**

**Adopted: May 23, 2017**

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

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

**TRAFFIC SIGNALIZATION COST SHARING AGREEMENT BETWEEN THE COUNTY OF  
ESSEX AND THE TOWNSHIP OF WEST ORANGE FOR PLEASANT VALLEY WAY AT  
ALISA DRIVE/LAKEVIEW DRIVE**

This Agreement entered into by and between the County of Essex, a body politic and corporate of the State of New Jersey with principal offices at 465 Dr. Martin Luther King, Jr. Boulevard, Newark, NJ 07102 and the Township of West Orange, a municipal corporation of the State of New Jersey with principal offices at 66 Main Street, West Orange, NJ 07052 (hereinafter referred to as the "Township"):

**WHEREAS**, the Township of West Orange performed a traffic signals warrant study and requested traffic signalization at the intersection of Pleasant Valley Way, a County Road, with two Municipal Roads, Alisa Drive and Lakeview Drive; and

**WHEREAS**, the County of Essex Engineering Division and the Township of West Orange Engineering Division determined that such signalization is warranted and appropriate; and

**WHEREAS**, the Township has agreed to reimburse the County of Essex for two-thirds (2/3) of the cost of the design and construction of such signalization under the following conditions: (1) the County of Essex shall manage the bidding and construction; (2) the County of Essex shall assume the up-front cost of such construction; (3) the County of Essex will be responsible for the preparation of contract documents (Plans, Specifications and Engineer's Estimate) in a NJDOT format for the construction of the traffic signal and related roadway improvements; (4) the township shall reimburse the County of Essex for two-thirds (2/3) of the total cost of signalization, which total construction cost is estimated to be \$350,000.00; (5) upon completion of the Project the Design Engineer shall certify completion in conformance with approved contract documents; and (6) upon said Certification, the County of Essex shall operate and maintain the traffic signal;

**NOW, THEREFORE**, it is agreed as follows:

1. In consideration for installation of traffic signalization and related roadway improvements at the intersection of West Orange, New Jersey, the Township shall pay two-thirds (2/3) of the total cost of signalization.
2. Upon certification of completeness by the design engineer the County of Essex shall provide the Township with a statement of such costs and request for payment. Payment shall be made by the Township to the County of Essex within thirty (30) days of receipt of such statement.
3. The County of Essex shall assume all costs for future maintenance of the traffic signal.
4. This Agreement shall become effective upon execution by the parties and upon its approval by the Governing Body of the Township and by the Essex County Board of Chosen Freeholders.

5. This Agreement is contingent upon both the County of Essex and Township of West Orange funding the traffic signal improvement in each of their 2018 Capital Improvement Budgets.

**IN WITNESS WHEREOF**, this Agreement has been signed and sealed by the parties on the dates set forth below.

**ATTEST:**

TOWNSHIP OF WEST ORANGE

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

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

Dated: \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
Deborah Davis Ford  
Clerk of the Board

By: \_\_\_\_\_  
Joseph DiVincenzo, Essex  
County Executive

Dated: \_\_\_\_\_

**RESOLUTION**

**WHEREAS**, pursuant to Resolution 121-16, the Township of West Orange (the “Township”) appointed Matrix New World (“Matrix”) to conduct a Preliminary Assessment and Site Investigation as to the property located at 18 Central Avenue, Block 9, Lot 36, and 4 Tompkins Street, Block 7, Lot 22 on the Tax Map of the Township of West Orange (the “Selecto-Flash Properties”); and

**WHEREAS**, on March 7, 2017, the Township passed resolution 75-17, which authorized an agreement with Matrix to perform the Preliminary Assessment and Site Investigation of the Selecto-Flash Properties; and

**WHEREAS**, based on the initial results of concrete testing additional testing is required as part of the Preliminary Assessment and Site Investigation; and

**WHEREAS**, Matrix has provided a proposed Contract Amendment, annexed hereto as Exhibit “A” for the additional required testing and related activities totaling \$12,190.

**NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**, that the Mayor is hereby authorized to execute the Contract Amendment, annexed hereto as Exhibit “A;” and be it further

**RESOLVED**, that the Township Clerk is authorized to attest to the Mayor’s signature; and be it further

**RESOLVED** that a copy of this resolution shall be made available in the Clerk's Office for reasonable inspection in accordance with applicable law.

\_\_\_\_\_  
**KAREN J. CARNEVALE, RMC, MUNICIPAL CLERK**

\_\_\_\_\_  
**JOE KRAKOVIAK, COUNCIL PRESIDENT**

**Adopted: May 23, 2017**

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

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

**SELF-EXAMINATION OF BUDGET RESOLUTION**

WHEREAS, N.J.S.A. 40A:4-78b has authorized the Local Finance Board to adopt rules that permit municipalities in sound fiscal condition to assume the responsibility, normally granted to the Director of the Division of Local Government Services, of conducting the annual budget examination; and

WHEREAS, N.J.A.C. 5:30-7 was adopted by the Local Finance Board on February 11, 1997; and

WHEREAS, pursuant to N.J.A.C. 5:30-7.2 through 7.5, the Township of West Orange has been declared eligible to participate in the program by the Division of Local Government Services, and the Chief Financial officer has determined that the local government meets the necessary conditions to participate in the program for the 2017 budget year.

NOW THEREFORE BE IT RESOLVED by the governing body of the Township of West Orange that in accordance with N.J.A.C. 5:30-7.6a & 7.6b and based upon the Chief Financial Officer's certification, the governing body has found the budget has met the following requirements:

1. That with reference to the following items, the amounts have been calculated pursuant to law and appropriated as such in the budget:
  - a. Payment of interest and debt redemption charges
  - b. Deferred charges and statutory expenditures
  - c. Cash deficit of preceding year d. Reserve for uncollected taxes
  - e. Other reserves and non-disbursement items
  - f. Any inclusions of amounts required for school purposes.
2. That the provisions relating to limitation on increases of appropriations pursuant to N.J.S.A. 40A:4-45.2 and appropriations for exceptions to limits on appropriations found at N.J.S.A. 40A:4-45.3 et seq., are fully met (complies with CAP law).
3. That the budget is in such form, arrangement, and content as required by the Local Budget Law and N.J.A.C. 5:30-4 and 5:30-5.
4. That pursuant to the Local Budget Law:
  - a. All estimates of revenue are reasonable, accurate and correctly stated,
  - b. Items of appropriation are properly set forth
  - c. In itemization, form, arrangement and content, the budget will permit the exercise of the comptroller function within the municipality.
5. The budget and associated amendments have been introduced and publicly advertised in accordance with the relevant provisions of the Local Budget Law, except that failure to meet the deadlines of N.J.S.A. 40A:4-5 shall not prevent such certification.
6. That all other applicable statutory requirements have been fulfilled.

BE IT FURTHER RESOLVED that a copy of this resolution will be forwarded to the Director of the Division of Local Government Services upon adoption.

Vote recorded as follows:

AYES\_\_\_\_\_

NAY\_\_\_\_\_

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KAREN J. CARNEVALE, RMC, MUNICIPAL CLERK

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JOE KRAKOVIAK, COUNCIL PRESIDENT

**Adopted: May 23, 2017**

**Township of West Orange**  
**Resolution to Read Budget by Title**

**WHEREAS**, N.J.S.A. 40A:4-8 is amended to read as follows:

The public hearing shall be held at the time and place specified in the advertisement thereof, but may be adjourned from time to time until the hearing is closed.

The budget shall be read, at the public hearing in full, or it may be read by its title, if

1. At least one week prior to the date of the hearing and at the hearing, a complete copy of the approved budget,
  - a. shall be made available for public inspection, and
  - b. shall be made available to each person upon request, and
2. The governing body shall, by resolution passed by not less than a majority of the full membership, determine that the budget shall be read by its title and declare that the conditions set forth in subsection 1. of this section have been met.

After closing the hearing, the governing body may adopt the budget, by title without amendments, or may approve amendments as provided in N.J.S.40A:4-9 before adoption.

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

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**Joe Krakoviak, Council President**

**Adopted: May 23, 2017**

|                                                                                          |                                                                                 |                                                                                                |              |              |
|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|--------------|--------------|
| Township of West Orange                                                                  |                                                                                 |                                                                                                |              |              |
|                                                                                          |                                                                                 |                                                                                                |              |              |
| 2017 Budget Amendment #1                                                                 |                                                                                 |                                                                                                |              |              |
|                                                                                          |                                                                                 |                                                                                                |              |              |
|                                                                                          |                                                                                 |                                                                                                |              |              |
| Revenues                                                                                 | Titles                                                                          |                                                                                                | From         | To           |
|                                                                                          |                                                                                 |                                                                                                |              |              |
| 1. Surplus Anticipated                                                                   |                                                                                 |                                                                                                | 3,012,278.52 | 3,022,376.78 |
|                                                                                          | Total Surplus Anticipated                                                       |                                                                                                | 3,012,278.52 | 3,022,376.78 |
| 3. Miscellaneous Revenues - Section F: Special Items of General Revenue Anticipated with |                                                                                 |                                                                                                |              |              |
|                                                                                          | Prior Written Consent of Director of Local Government Services - Public and     |                                                                                                |              |              |
|                                                                                          | Private Revenues Offset with Appropriations:                                    |                                                                                                |              |              |
|                                                                                          | Partners for Health                                                             |                                                                                                | 0.00         | 10,000.00    |
|                                                                                          | N.J. Transportation Trust Fund Authority Act                                    |                                                                                                | 221,000.00   | 0.00         |
|                                                                                          | Recycling Tonnage Grant Appropriated Reserves                                   |                                                                                                | 60,443.18    | 48,705.00    |
|                                                                                          | Drunk Driving Enforcement Fund                                                  |                                                                                                | 0.00         | 18,667.28    |
|                                                                                          | Clean Communities Program Appropriated Reserves                                 |                                                                                                | 78,776.36    | 90,053.54    |
|                                                                                          | Click-It-Or-Ticket                                                              |                                                                                                | 0.00         | 5,500.00     |
|                                                                                          | Municipal Alliance on Alcoholism and Drug Abuse                                 |                                                                                                | 59,800.00    | 59,202.00    |
|                                                                                          | U zdrive, U Text, U Pay                                                         |                                                                                                | 0.00         | 5,500.00     |
|                                                                                          | Body Armor Replacement Fund                                                     |                                                                                                | 13,965.73    | 8,279.27     |
|                                                                                          | Body Armor Replacement Fund Appropriated Reserves                               |                                                                                                | 8,582.64     | 0.00         |
|                                                                                          | Edward Byrne Memorial Justice Assistance Grant Appropriated Reserves            |                                                                                                | 9,934.56     | 0.00         |
|                                                                                          | SAFER Grant Appropriated Reserves                                               |                                                                                                | 10,411.49    | 0.00         |
|                                                                                          | Hazardous Discharge Grant Appropriated Reserves                                 |                                                                                                | 0.09         | 77,238.00    |
|                                                                                          | NJACCCHO Grant                                                                  |                                                                                                | 8,700.00     | 1,450.00     |
|                                                                                          | Body Worn Camera Grant                                                          |                                                                                                | 30,000.00    | 0.00         |
|                                                                                          | ANJEC Grant                                                                     |                                                                                                | 500.00       | 0.00         |
|                                                                                          | ANJEC Grant Appropriated Reserves                                               |                                                                                                | 1,000.00     | 0.00         |
|                                                                                          | Bullet Proof Vest Program Grant                                                 |                                                                                                | 7,303.56     | 4,400.00     |
|                                                                                          | CTTEC Grant Appropriated Reserves                                               |                                                                                                | 42,549.53    | 0.00         |
|                                                                                          | Total Section F: Special Item of General Revenue Anticipated with Prior Written |                                                                                                |              |              |
|                                                                                          | Consent of Director of Local Government Services - Public and Private Revenues  |                                                                                                | 587,657.14   | 378,685.09   |
|                                                                                          |                                                                                 | SUMMARY OF REVENUES                                                                            |              |              |
| 1. Surplus Anticipated (Sheet 4, #1)                                                     |                                                                                 |                                                                                                | 3,012,278.52 | 3,022,376.78 |
| 3. Miscellaneous Revenues:                                                               |                                                                                 |                                                                                                |              |              |
|                                                                                          | Total Section F:                                                                | Special Items of General Revenue Anticipated with Prior Written Consent of                     |              |              |
|                                                                                          |                                                                                 | Director of Local Government Services - Public and Private Revenues Offset with Appropriations | 587,657.14   | 378,685.09   |

|    |                                               |               |               |
|----|-----------------------------------------------|---------------|---------------|
|    | Total Miscellaneous Revenues                  | 19,312,551.79 | 19,103,579.74 |
| 5. | Subtotal General Revenues (Items 1,2,3 and 4) | 24,905,715.07 | 24,706,841.28 |
| 7. | Total General Revenues                        | 79,906,193.96 | 79,707,320.17 |

| Appropriations                                   | Titles                                           |                                        | From          | To            |
|--------------------------------------------------|--------------------------------------------------|----------------------------------------|---------------|---------------|
|                                                  | Central Insurance                                |                                        |               |               |
|                                                  |                                                  | Employee Group Health                  | 13,160,831.74 | 12,916,062.95 |
|                                                  | Total Operations {Item 8(A)} within "CAPS"       |                                        | 56,084,309.55 | 55,839,540.76 |
|                                                  | Total Operations Including Contingent            |                                        | 0.00          | 0.00          |
|                                                  |                                                  | within "CAPS"                          | 56,085,309.55 | 55,840,540.76 |
|                                                  | Detail:                                          |                                        | 0.00          | 0.00          |
|                                                  |                                                  | Other Expenses (Including Contingent)  | 25,516,337.67 | 25,271,568.88 |
| (2) STATUTORY EXPENDITURES:                      |                                                  |                                        |               |               |
|                                                  |                                                  | Public Employees' Retirement System    | 1,014,943.00  | 1,047,790.76  |
|                                                  |                                                  | Police and Firemen's Retirement System | 4,376,544.00  | 4,578,563.29  |
|                                                  |                                                  | Total Deferred Charges and Statutory   | 6,429,466.00  | 6,664,333.05  |
| (H-1) Total General Appropriations for Municipal |                                                  |                                        |               |               |
|                                                  |                                                  | Purposes within "CAPS"                 | 62,514,775.55 | 62,504,873.81 |
| Public and Private Programs Offset by Revenues   |                                                  |                                        |               |               |
|                                                  | U zdrive, U Text, U Pay                          |                                        | 0.00          | 5,500.00      |
|                                                  | Partners for Health                              |                                        | 0.00          | 10,000.00     |
|                                                  | NJ Dept of Environmental Protection              |                                        | 0.00          | 0.00          |
|                                                  |                                                  | Clean Communities Program App Reserves | 78,776.36     | 90,053.54     |
|                                                  | NJ Dept of Solid Waste Administration            |                                        | 0.00          | 0.00          |
|                                                  |                                                  | Recycling Tonnage Grant                | 60,443.18     | 48,705.00     |
|                                                  | CTTEC Grant                                      |                                        | 42,549.53     | 0.00          |
|                                                  | NJACCHO Grant App Res                            |                                        | 8,700.00      | 1,450.00      |
|                                                  | West Orange Municipal Alliance                   |                                        | 59,800.00     | 59,202.00     |
|                                                  | Historical Preservation Grant                    |                                        | 0.00          | 15,000.00     |
|                                                  | SAFER Grant App Res                              |                                        | 10,411.49     | 0.00          |
|                                                  | Hazardous Discharge Grant App Res                |                                        | 0.09          | 77,238.00     |
|                                                  | ANJAC Grant                                      |                                        | 1,500.00      | 0.00          |
|                                                  | Drunk Driving Enforcement Fund                   |                                        | 0.00          | 18,667.28     |
|                                                  | Click-It-Or-Ticket                               |                                        | 0.00          | 5,500.00      |
|                                                  | Body Armor Replacement Fund                      |                                        | 13,965.73     | 8,279.27      |
|                                                  | Body Armor Replacement Fund Approp Reserves      |                                        | 8,582.64      | 0.00          |
|                                                  | Body Worn Camera Grant                           |                                        | 30,000.00     | 0.00          |
|                                                  | Edward Byrne Memorial Justice Assistance App Res |                                        | 9,934.56      | 0.00          |
|                                                  | Bullet Proof Vest Program Grant                  |                                        | 7,303.56      | 4,400.00      |

|                                                     |  |                                        |                                         |               |               |
|-----------------------------------------------------|--|----------------------------------------|-----------------------------------------|---------------|---------------|
| Total Public and Private Programs Offset            |  |                                        |                                         |               |               |
| by Revenue                                          |  |                                        |                                         | 381,771.14    | 393,799.09    |
| Total Operations - Excluded from "CAPS"             |  |                                        |                                         | 5,641,212.60  | 5,653,240.55  |
| Detail:                                             |  |                                        |                                         |               |               |
| Salaries & Wages                                    |  |                                        |                                         | 69,314.46     | 56,432.21     |
| Other Expenses                                      |  |                                        |                                         | 5,571,898.14  | 5,596,808.34  |
| NJDOT - Misc Streets                                |  |                                        |                                         | 0.00          | 221,000.00    |
| Payment of Bond Principal                           |  |                                        |                                         | 4,120,000.00  | 4,140,000.00  |
| Total Municipal Debt Service - Excluded from "CAPS" |  |                                        |                                         | 7,490,454.82  | 7,510,454.82  |
| (H-2) Total General Appropriations for Municipal    |  |                                        |                                         |               |               |
|                                                     |  | Purposes Excluded from "CAPS"          |                                         | 14,504,360.42 | 14,315,388.37 |
| (O) Total General Appropriations - Excluded from    |  |                                        |                                         | 14,504,360.42 | 14,315,388.37 |
| (L) Subtotal General Appropriations                 |  |                                        |                                         | 77,019,135.97 | 76,820,262.18 |
| 9. Total General Appropriations                     |  |                                        |                                         | 79,906,193.96 | 79,707,320.17 |
| (H-1) Total General Appropriations for              |  |                                        |                                         |               |               |
|                                                     |  | Municipal Purposes within "CAPS"       |                                         | 62,514,775.55 | 62,504,873.81 |
| (A)                                                 |  | Operations - Excluded from "CAPS"      |                                         |               |               |
|                                                     |  | Public & Private Progs Offset by Revs. |                                         | 381,771.14    | 393,799.09    |
|                                                     |  |                                        | Total Operations - Excluded from "CAPS" | 5,641,212.60  | 5,653,240.55  |
| (C) Capital Improvements                            |  |                                        |                                         | 721,000.00    | 500,000.00    |
| (D) Municipal Debt Service                          |  |                                        |                                         | 7,490,454.82  | 7,510,454.82  |
| Total General Appropriations                        |  |                                        |                                         | 79,906,193.96 | 79,707,320.17 |

**KAREN J. CARNEVALE, RMC, MUNICIPAL CLERK**

**JOE KRAKOVIAK, COUNCIL PRESIDENT**

**Adopted: May 23, 2017**

SECTION 2 - UPON ADOPTION FOR YEAR 2017

(Only to be included in the Budget as Finally Adopted)

RESOLUTION

Be it Resolved by the Township Council of the Township of West Orange, County of Essex that the budget hereinbefore set forth is hereby adopted and shall constitute an appropriation for the purposes stated of the sums therein set forth as appropriations, and authorization of the amount of

- (a) \$ 52,982,824.98 (Item 2 below) for municipal purposes, and
- (b) \$ 0.00 (Item 3 below) for school purposes in Type I School Districts only (N.J.S. 18A:9-2) to be raised by taxation and,
- (c) \$ 0.00 (Item 4 below) to be added to the certificate of amount to be raised by taxation for local school purposes in Type II School Districts only (N.J.S. 18A:9-3) and certification to the County Board of Taxation of the following summary of general revenues and appropriations.
- (d) \$ 145,460.49 (Sheet 43) Open Space, Recreation, Farmland and Historic Preservation Trust Fund Levy
- (e)\$ 2,017,653.91 (Item 5 below) Minimum Library Levy

RECORDED VOTE  
(Insert last name)

Ayes

\* fill in name

\* fill in name

\* fill in name

\* fill in name

\* fill in name

\* fill in name

\* fill in name

Nays

\* fill in name

\* fill in name

\* fill in name

\* fill in name

\* fill in name

\* fill in name

Abstained

\* fill in name

\* fill in name

\* fill in name

Absent

\* fill in name

\* fill in name

\* fill in name

| 1. General Revenues                                                                                                 |  |        | SUMMARY OF REVENUES |      |               |
|---------------------------------------------------------------------------------------------------------------------|--|--------|---------------------|------|---------------|
| Surplus Anticipated                                                                                                 |  |        | 08-100              | \$   | 3,022,376.78  |
| Miscellaneous Revenues Anticipated                                                                                  |  |        | 13-099              | \$   | 19,103,579.74 |
| Receipts from Delinquent Taxes                                                                                      |  |        | 15-499              | \$   | 2,580,884.76  |
| 2. AMOUNT TO BE RAISED BY TAXATION FOR MUNICIPAL PURPOSES (Item 6(a), Sheet 11)                                     |  |        | 07-190              | \$   | 52,982,824.98 |
| 3. AMOUNT TO BE RAISED BY TAXATION FOR SCHOOLS IN TYPE I SCHOOL DISTRICTS ONLY:                                     |  |        |                     |      |               |
| Item 6, Sheet 42                                                                                                    |  | 07-195 | \$                  | 0.00 |               |
| Item 6(b), sheet 11 (N.J.S. 40A:4-14)                                                                               |  | 07-191 | \$                  | 0.00 |               |
| Total Amount to be Raised by Taxation for Schools in Type I School Districts Only                                   |  |        |                     |      | 0.00          |
| 4. To Be Added TO THE CERTIFICATE FOR AMOUNT TO BE RAISED BY TAXATION FOR SCHOOLS IN TYPE II SCHOOL DISTRICTS ONLY: |  |        |                     |      |               |
| Item 6(b), Sheet 11 (N.J.S. 40A:4-14)                                                                               |  | 07-191 | \$                  | 0.00 |               |
| 5. AMOUNT TO BE RAISED BY TAXATION MINIMUM LIBRARY LEVY                                                             |  |        | 07-192              |      | 2,017,653.91  |
| Total Revenues                                                                                                      |  |        | 13-299              | \$   | 79,707,320.17 |

Sheet 41

Township Of West Orange [Code 0722], Essex County - 2017 Budget

SUMMARY OF APPROPRIATIONS

|                                                                                           |         | 2017             |
|-------------------------------------------------------------------------------------------|---------|------------------|
| 5. GENERAL APPROPRIATIONS                                                                 | xxxxxxx | xxxxxxxxxx.xx    |
| Within "CAPS"                                                                             | xxxxxxx | xxxxxxxxxx.xx    |
| (a&b) Operations Including Contingent                                                     | 34-201  | \$ 55,840,540.76 |
| (e) Deferred Charges and Statutory Expenditures - Municipal                               | 34-209  | \$ 6,664,333.05  |
| (g) Cash Deficit                                                                          | 46-885  | \$ 0.00          |
| Excluded from "CAPS"                                                                      | xxxxxxx | xxxxxxxxxx.xx    |
| (a) Operations - Total Operations Excluded from "CAPS"                                    | 34-305  | \$ 5,653,240.55  |
| (c) Capital Improvements                                                                  | 44-999  | \$ 500,000.00    |
| (d) Municipal Debt Service                                                                | 45-999  | \$ 7,510,454.82  |
| (e) Deferred Charges - Municipal                                                          | 46-999  | \$ 651,693.00    |
| (f) Judgements                                                                            | 37-480  | \$ 0.00          |
| (n) Transferred to Board of Education for Use of Local Schools (N.J.S. 40:48-17.1 & 17.3) | 29-405  | \$ 0.00          |
| (g) Cash Deficit                                                                          | 46-885  | \$ 0.00          |
| (k) For Local District School Purposes                                                    | 29-410  | \$ 0.00          |
| (m) Reserve for Uncollected Taxes (Include Other Reserves if Any)                         | 50-899  | \$ 2,887,057.99  |
| 6. SCHOOL APPROPRIATIONS - TYPE I SCHOOL DISTRICTS ONLY (N.J.S. 40A:4-13)                 | 07-195  | \$ 0.00          |
| Total Appropriations                                                                      | 34-499  | \$ 79,707,320.17 |

It is hereby certified that the within budget is a true copy of the budget finally adopted by resolution of the Governing Body on the 23rd day of May, 2017. It is further certified that each item of revenue and appropriation is set forth in the same amount and by the same title as appeared in the 2017 approved budget and all amendments thereto, if any, which have been previously approved by the Director of Local Government Services.

Certified by me this 23rd day of May, 2017

\_\_\_\_\_, Clerk.

Signature

**RESOLUTION TO AWARD A CONTRACT TO PURCHASE  
ONE (1) STREET SWEEPER DEMONSTRATOR**

**WHEREAS**, the Township of West Orange has advertised for bids, pursuant to the New Jersey Local Public Contracts Law (N. J. S. 40A:11-23) for One (1) 2016 or Newer Demonstrator or Newer Six Wheel Single Engine Mechanical Street Sweeper with Variable Height Side Dump; and

**WHEREAS**, one Company responded at the date, time and place advertised for the opening of said bids; and

**WHEREAS**, said Company known as W.E. Timmerman Co., Inc. has offered a demonstrator 2016 model Elgin Broom Bear with 830 miles of use and immediate availability; and

**WHEREAS**, the Department of Public Works of the Township of West Orange has reviewed the bid received and found this bidder to be both responsive and responsible to the specifications and cost allotted for such equipment; and

**WHEREAS**, the Township Purchasing Agent has reviewed the bid submitted and found it responsive by complying with all the mandatory submissions required by the local public contracts law.

**NOW, THEREFORE BE IT RESOLVED** by the Municipal Council of the Township of West Orange award the purchase of an 2016 Elgin Broom Bear Street Sweeper to W.E. Timmerman Co., Inc., located 3554 Route 22 West, Whitehouse, NJ 08888.

|                          |                    |
|--------------------------|--------------------|
| Purchase Price           | \$259,639.00       |
| Less Optional Trade In   |                    |
| 2003 Broom Bear H-1304-D | <u>- 19,500.00</u> |
| Final Purchase Price     | \$240,139.00       |

**BE IT FURTHER RESOLVED**, that the Purchasing Agent on behalf of the Township of West Orange, is hereby authorized to issue and execute a Purchase Order for the foregoing, with funds certified available by the Chief Financial Officer.

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

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**Joe Krakoviak, Council President**

**Adopted: May 23, 2017**

**I Certify Funds Available: Account # 03-2507-17-0700-020**

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

**AN ORDINANCE AMENDING CHAPTER IX, THE PERSONNEL POLICIES OF THE  
TOWNSHIP OF WEST ORANGE TO INCLUDE SECTION 3, OF THE  
REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE  
(Mandatory Direct Deposit for Municipal Employees)**

**BE IT ORDAINED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY** that Chapter IX of the revised general ordinances of the Township of West Orange be and hereby are supplemented and amended to include Section 3, entitled Mandatory Direct Deposit, as follows:

**I. Purpose**

The purpose of this section is to provide for the mandatory use of direct deposit for all net pay of employees of the Township of West Orange (the "Township"). The use of direct deposit will reduce the costs of employee payroll to the Township's employees. P.L. 2013 c. 28 authorizes local governments to mandate direct deposit for certain governmental employees effective after July 1, 2014 and permits governing bodies to grant exemptions on such terms and conditions as the governing body deems necessary.

**II. Mandatory Direct Deposit**

All full-time and part-time employees and elected public officials who receive compensation from the Township of West Orange are mandated to have direct deposit of their net compensation as of December 31, 2017 in accordance with Chapter 28 P.L. 2013, as defined under N.J.S.A. 52:14-15f(b).

**III. Exemptions**

A. Any employee exempted from mandatory direct deposit in accordance with Chapter 28 P.L. 2013 shall be exempt from the direct deposit mandate.

B. The Township of West Orange Chief Financial Officer may grant exceptions based (i) on the needs of the Township's administration of payroll; and (ii) for good cause to Township employees who make a request, in writing, for an exemption from the direct deposit mandate.

**IV. Severability**

Each subsection, sentence, clause and phrase of this section is declared to be an independent subsection, sentence, clause and phrase. If any portion of this section or its application to any person or circumstances, shall be adjudged or otherwise determined to be invalid, unconstitutional, void, or ineffective for any clause or reason, such determination shall not affect the remaining provisions of this section, and the application of such remaining provisions shall not be affected thereby and shall remain in full force and effect, and to this end, the provisions of this section are severable.

**V. Repealer**

All ordinances or parts of ordinances contrary to or inconsistent with the provisions of this section are hereby repealed to the extent of such conflict or inconsistency.

**VI. Effective Date**

This Ordinance shall take effect as of December 31, 2017.

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**Joe Krakoviak**  
**Council President**

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**Robert D. Parisi, Mayor**

**Introduced: May 23, 2017**

**Adopted: June 13, 2017**

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**Karen J. Carnevale**  
**Municipal Clerk**



**AN ORDINANCE AMENDING AND SUPPLEMENTING**  
**CHAPTER 7, TRAFFIC, SUBSECTION 7-20, STOP INTERSECTION OF**  
**THE REVISED GENERAL ORDINANCES OF**  
**THE TOWNSHIP OF WEST ORANGE**

BE IT ORDAINED, by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey, that both Fairmount Terrace and Rainbow Terrace and Fairmount Terrace and Pen Bryn Road shall be designated as Stop Intersections pursuant to N.J.S.A. 39:4-8(b) under the Municipal Engineer's Certification and License Number GE026706 as follows:

**Section 1.** The Township Council of the Township of West Orange finds it in the interest of public safety to designate both Fairmount Terrace and Rainbow Terrace and Fairmount Terrace and Pen Bryn Road as Stop Intersections pursuant to N.J.S.A.39:4-8(b).

**Section 2.** The Municipal Engineer of the Township of West Orange has submitted and certified all the legislative requirements pursuant to N.J.S.A. 39:4-8(b) and the criteria as set forth by the New Jersey Department of Transportation, Bureau of Traffic Engineering and Investigations have been met.

**Section 3.** Subsection 7-20, Stop Intersections, of the Revised General Ordinances of the Township of West Orange is hereby supplemented and amended as follows pursuant to the provisions of N.J.S.A. 39:4-140 (*italic type denotes deletion, bold type denotes addition*):

Intersection

Stop Signs On:

**Fairmount Terrace and  
Rainbow Terrace**

**Rainbow Terrace**

**Fairmount Terrace and  
Pen Bryn Road**

**Pen Bryn Road**

**Section 4.** If any provisions of this Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any of the provisions or applications of this Ordinance that can be given effect without the valid provision(s) or application and to this end, the provisions of the Ordinance are severable.

**Section 5.** All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

**Section 6.** Unless another penalty is expressly provided by New Jersey Statute, every person convicted of a violation of any provision of this Ordinance or any supplement thereto shall be liable to the penalty of not more than fifty dollars (\$50.00) or imprisonment for a term not to exceed fifteen (15) days or both, as per W.O.R.G.O. Chapter 7-4.2

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**Joe Krakoviak**  
**Council President**

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**Robert D. Parisi, Mayor**

**Introduced: May 23, 2017**

**Adopted: June 13, 2017**

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**Karen J. Carnevale**  
**Municipal Clerk**

### **LEGISLATIVE HISTORY**

The Ordinance, which amends the Traffic Regulations of the Township, designates the intersections of Fairmount Terrace at Rainbow Terrace and Fairmount Terrace at Pen Bryn Road as Stop Intersections with Stop Signs to be placed on Rainbow Terrace and Pen Bryn Road. The intersections are tee intersections. Due to volume of traffic which travels on Fairmount Terrace, the Township's Engineering Division determined that traffic needed to be regulated at these intersections for the safe movement of traffic through them. The Engineering Division recommended designating these intersections as Stop Intersections with Stop Signs on Rainbow Terrace and Pen Bryn Road, the minor streets, to provide for the safe movement of traffic there. Without Stop Signs on Rainbow Terrace and Pen Bryn Road the normal right-of-way rule is not expected to provide reasonably safe operation of these intersections.

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.

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ROBERT D. PARISI, MAYOR

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JOSEPH KRAKOVIAK, COUNCIL PRESIDENT

Introduced: May 23, 2017

Adopted:

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

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Karen J. Carnevale, Municipal, Clerk

## LEGISLATIVE HISTORY

Add Title - Assistant Budget Examiner

| 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     |
|                                                          |             |            |                |                |                  |              |             |

| 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                                 |             |            |                |                |                  |              |             |
|                                                          | 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     |
|                                                          |             |            |                |                |                  |              |             |
| 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     |
|                                                          |             |            |                |                |                  |              |             |

| <u>APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME</u> |             |            |                |                |                  |              |             |
|-----------------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <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 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     |
| 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 |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <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 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 |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <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 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     |
|                                                          |             |            |                |                |                  |              |             |
| 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 |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| 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     |
|                                                          |             |            |                |                |                  |              |             |
| 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 |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| 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     |
|                                                          | 1/1/2017    | 12/31/2017 | 21,120         | 74,730         | 8,935            | 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> |
|                                                          |             |            |                |                |                  |              |             |
| 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     |
|                                                          | 1/1/2017    | 12/31/2017 | 20,592         | 53,597         | 5,501            | 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> |
|                                                          |             |            |                |                |                  |              |             |
| 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 |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Field Representative/Property Improvement                |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 66,794         | 8,026            | 6            | AU10340     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 68,130         | 8,187            | 6            | AU10340     |
|                                                          |             |            |                |                |                  |              |             |
| Field Representative/Property Improvement Bilingual      |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 66,794         | 8,026            | 6            | AU10350     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 68,130         | 8,187            | 6            | AU10350     |
|                                                          |             |            |                |                |                  |              |             |
| Fire Inspector                                           |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,842         | 66,259         | 7,903            | 6            | AU10360     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,219         | 67,584         | 8,061            | 6            | AU10360     |
|                                                          |             |            |                |                |                  |              |             |
| 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 |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Garage Attendant                                         |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,054         | 46,628         | 4,762            | 6            | AU10380     |
|                                                          | 1/1/2017    | 12/31/2017 | 18,415         | 47,560         | 4,858            | 6            | AU10380     |
|                                                          |             |            |                |                |                  |              |             |
| Graduate Nurse, Public Health Nurse                      |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 64,598         | 7,661            | 6            | AU10390     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 65,890         | 7,814            | 6            | AU10390     |
|                                                          |             |            |                |                |                  |              |             |

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

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

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

| <u>APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME</u> |             |            |                |                |                  |              |             |
|-----------------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <u>TITLE</u>                                                    | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                                 |             |            |                |                |                  |              |             |
| Municipal Director of Welfare                                   |             |            |                |                |                  |              |             |
|                                                                 | 1/1/2016    | 12/31/2016 | 18,635         | 68,841         | 8,368            | 6            | AU10560     |
|                                                                 | 1/1/2017    | 12/31/2017 | 19,008         | 70,218         | 8,535            | 6            | AU10560     |
|                                                                 |             |            |                |                |                  |              |             |
| Municipal Director of Welfare/Senior Citizen Program Aide       |             |            |                |                |                  |              |             |
|                                                                 | 1/1/2016    | 12/31/2016 | 26,400         | 76,606         | 8,368            | 6            | AU10570     |
|                                                                 | 1/1/2017    | 12/31/2017 | 26,928         | 78,138         | 8,535            | 6            | AU10570     |
|                                                                 |             |            |                |                |                  |              |             |
| Omnibus Operator                                                |             |            |                |                |                  |              |             |
|                                                                 | 1/1/2016    | 12/31/2016 | 16,565         | 42,997         | 4,405            | 6            | AU10590     |
|                                                                 | 1/1/2017    | 12/31/2017 | 16,896         | 43,857         | 4,493            | 6            | AU10590     |
|                                                                 |             |            |                |                |                  |              |             |

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

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| 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     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,219         | 76,872         | 9,609            | 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> |
|                                                          |             |            |                |                |                  |              |             |
| Principal Account Clerk                                  |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 72,285         | 8,942            | 6            | AU10680     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 73,731         | 9,120            | 6            | AU10680     |
|                                                          |             |            |                |                |                  |              |             |
| Principal Account Clerk/DPT/Accounts Payable             |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 18,635         | 72,285         | 8,942            | 6            | AU10700     |
|                                                          | 1/1/2017    | 12/31/2017 | 19,008         | 73,731         | 9,120            | 6            | AU10700     |
|                                                          |             |            |                |                |                  |              |             |

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

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| 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 |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| REHS Public Health                                       |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 41,412         | 72,704         | 5,215            | 6            | AU10790     |
|                                                          | 1/1/2017    | 12/31/2017 | 42,240         | 74,158         | 5,320            | 6            | AU10790     |
|                                                          |             |            |                |                |                  |              |             |
| REHS Public Health Bilingual                             |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 41,412         | 72,704         | 5,215            | 6            | AU10800     |
|                                                          | 1/1/2017    | 12/31/2017 | 42,240         | 74,158         | 5,320            | 6            | AU10800     |
|                                                          |             |            |                |                |                  |              |             |
| REHS Public Health Trainee                               |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 41,412         | 72,704         | 5,215            | 6            | AU10810     |
|                                                          | 1/1/2017    | 12/31/2017 | 42,240         | 74,158         | 5,320            | 6            | AU10810     |
|                                                          |             |            |                |                |                  |              |             |

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

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

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Senior 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 |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Senior REHS Public Health                                |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 20,706         | 84,887         | 10,697           | 6            | AU10950     |
|                                                          | 1/1/2017    | 12/31/2017 | 21,120         | 86,585         | 10,911           | 6            | AU10950     |
|                                                          |             |            |                |                |                  |              |             |
| Senior Sanitary Inspector                                |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 20,706         | 79,502         | 9,799            | 6            | AU10960     |
|                                                          | 1/1/2017    | 12/31/2017 | 21,120         | 81,092         | 9,995            | 6            | AU10960     |
|                                                          |             |            |                |                |                  |              |             |
| Sewer Repairer 1                                         |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 16,565         | 64,449         | 7,981            | 6            | AU10970     |
|                                                          | 1/1/2017    | 12/31/2017 | 16,896         | 65,738         | 8,140            | 6            | AU10970     |
|                                                          |             |            |                |                |                  |              |             |
| 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 |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| Supervising Electrician                                  |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 20,706         | 72,311         | 8,601            | 6            | AU10990     |
|                                                          | 1/1/2017    | 12/31/2017 | 21,120         | 73,757         | 8,773            | 6            | AU10990     |
|                                                          |             |            |                |                |                  |              |             |
| Tax Searcher                                             |             |            |                |                |                  |              |             |
|                                                          | 1/1/2016    | 12/31/2016 | 25,883         | 66,794         | 6,819            | 6            | AU11010     |
|                                                          | 1/1/2017    | 12/31/2017 | 26,400         | 68,130         | 6,955            | 6            | AU11010     |
|                                                          |             |            |                |                |                  |              |             |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| 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 |             |            |                |                |                  |              |             |
|----------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
|                                                          |             |            |                |                |                  |              |             |
| <u>TITLE</u>                                             | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                          |             |            |                |                |                  |              |             |
| 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     |
|                                                          | 1/1/2017    | 12/31/2017 | 15,000         | 15,000         | 15,000           | 0            | AU11060     |
|                                                          |             |            | -              | -              | -                |              |             |
|                                                          |             |            | -              | -              | -                |              |             |
|                                                          |             |            | -              | -              | -                |              |             |
|                                                          |             |            | -              | -              | -                |              |             |
|                                                          |             |            | -              | -              | -                |              |             |
|                                                          |             |            | -              | -              | -                |              |             |

| 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> |
| Assistant Budget Examiner                                                       |             |            |                |                |                  |              |             |
|                                                                                 | 1/1/2017    | 12/31/2017 | 40,000         | 100,000        | 10,000           | 6            | MA10005     |
|                                                                                 |             |            | -              | -              | -                |              |             |
| 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/C                   |             |            | -              | -              | -                |              |             |
|                                                                                 | 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 |             |            |                |                |                  |              |             |
|---------------------------------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <u>TITLE</u>                                                                    | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
| 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     |
|                                                                                 |             |            | -              | -              | -                |              |             |
| 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 |             |            |                |                |                  |              |             |
|---------------------------------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <u>TITLE</u>                                                                    | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
| 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 |             |            |                |                |                  |              |             |
|---------------------------------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <u>TITLE</u>                                                                    | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
| 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 |             |            |                |                |                  |              |             |
|---------------------------------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <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/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 |             |            |                |                |                  |              |             |
|---------------------------------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <u>TITLE</u>                                                                    | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
| 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     |
|                                                                                 |             |            | -              | -              | -                |              |             |
| 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 |             |            |                |                |                  |              |             |
|---------------------------------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <u>TITLE</u>                                                                    | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
| 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 |             |            |                |                |                  |              |             |
|---------------------------------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <u>TITLE</u>                                                                    | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
| 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     |
|                                                                                 |             |            | -              | -              | -                |              |             |
| 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 |             |            |                |                |                  |              |             |
|---------------------------------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <u>TITLE</u>                                                                    | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
| 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 |             |            |                |                |                  |              |             |
|------------------------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <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 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     |
|                                                                        | 1/1/2017    | 12/31/2017 | 21,120         | 83,015         | 10,316           | 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> |
| 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   |             |            |                |                |                  |              |             |
|-----------------------------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <u>TITLE</u>                                                                | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
| Public 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     |
|                                                                             | 1/1/2017    | 12/31/2017 | 21,120         | 47,967         | 3,356            | 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> |
|                                                                           |             |            |                |                |                  |              |             |
| 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 |             |            |                |                |                  |              |             |
|--------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <u>TITLE</u>                                           | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
| 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     |

| APPENDIX 5 - SALARY RANGES - NON UNIFORM TITLES-HOURLY |             |            |                |                |                  |              |             |
|--------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <u>TITLE</u>                                           | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                        |             |            |                |                |                  |              |             |
|                                                        |             |            |                |                |                  |              |             |
| 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     |

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

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

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

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

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

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

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

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

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

| <u>APPENDIX 8 - SALARY RANGES - UNIFORM TITLES - FIREFIGHTERS</u> |             |            |                |                |                  |              |             |
|-------------------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <u>TITLE</u>                                                      | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
|                                                                   |             |            |                |                |                  |              |             |
| 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    |
|                                                                   |             |            |                |                |                  |              |             |

| <u>APPENDIX 9 - SALARY RANGES - UNIFORM TITLES - POLICE SUPERIORS</u> |             |            |                |                |                  |              |             |
|-----------------------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <u>TITLE</u>                                                          | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
| 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 |             |            |                |                |                  |              |             |
|-------------------------------------------------------|-------------|------------|----------------|----------------|------------------|--------------|-------------|
| <u>TITLE</u>                                          | <u>FROM</u> | <u>TO</u>  | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>INCREMENT</u> | <u>STEPS</u> | <u>CODE</u> |
| 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     |

**RESOLUTION**

**WHEREAS**, unless otherwise noted herein, the holders of alcoholic beverage licenses from the Township of West Orange set forth on Exhibit A attached hereto and made part hereof, have made applications to this Township Council to renew said licenses for the **2017-2018** license term; and

**WHEREAS**, said licenses have paid all license renewal fees and submitted the appropriate application to renew; and

**WHEREAS**, a public hearing was held before this Township Council on **May 23, 2017** and no one appeared in opposition to any license renewal; and

**WHEREAS**, the Council wished to renew each of the following licenses named unless otherwise noted herein.

**NOW, THEREFORE, BE IT RESOLVED** that the Municipal Council of the Township of West Orange wishes to renew the following alcoholic beverage licenses set forth for the **2017-2018** license term:

**0722-31-074-001 W.O. Elks Home Corp. t/a W.O. Elks Home Corp.**

**0722-33-003-003 Dillon Liquors, Inc., t/a Dillons**

**0722-33-004-002 Bow & Arrow Manor, Inc.**

**0722-33-014-005 S.V. Holdings, Inc. t/a Fortissimo**

**0722-33-029-005 Briad Restaurant Group, LLC t/a T.G.I.Friday's**

**0722-33-041-001 Montclair Golf Club**

**0722-33-042-005 Lincoln Highway Industrial Development, LLC t/a The Stone Depot Eats and Drinks**

**0722-33-048-011 Grand Wilshire**

**0722-33-052-003 Pleasantdale Chateau & Conference Center t/a Pleasantdale Chateau**

**0722-33-053-002 Montclair Golf Club d/b/a Montclair Golf Club at Rock Spring**

**0722-33-060-009 Wilshire Hospitality Services II, LLC t/a Wilshire Grand Hotel**

**0722-33-068-016 Wilshire Hospitality Services, LLC t/a Wilshire Catering**

**0722-44-023-003 Dharti, Inc. t/a Brinks Wines & Liquor**

**0722-44-034-008 West Orange News, Inc. t/a Pleasant Valley Food & Spirits**

**0722-44-046-009 E.G. Holding Corp., Inc. t/a Total Wine and More**

**0722-44-047-003 Unique USA, Inc. t/a Party Wines & Liquors**

**0722-44-054-009 Y&R Enterprises, LLC t/a St. Cloud Wine & Liquor**

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**KAREN J. CARNEVALE, RMC**  
**ABC Board Secretary**

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**JOE KRAKOVIAK**  
**Council President/ABC Board member**

**Adopted: May 23, 2017**