

1. Conference Meeting Agenda

Documents:

[CA11.21.17.DOC](#)

2. Public Meeting Agenda

Documents:

[PM 11.21.17.PDF](#)

3. Resolution(S)

3.I. 233-17

Documents:

[233-17 ACCRUED LEAVE RESOLUTION 11.21.17.PDF](#)

3.II. 234-17

Documents:

[234-17 DUPLICATE PAYMENT RESOLUTION 4TH2017_.PDF](#)

3.III. 235-17

Documents:

[235-17 INREASING CAP ON FEES FOR CONFIDENTIAL PERSONNEL INVESTIGATION.PDF](#)

3.IV. 236-17

Documents:

[236-17 AUTHORIZING AGREEMENT WITH EXTRA DUTY SOLUTIONS FOR EXTRA DUTY SERVICES MANAGEMENT.PDF](#)
[236-17 EVALUATION REPORT - CONTRACT FOR EXTRA DUTY MANAGEMENT SERVICES.PDF](#)
[236-17 EXHIBIT-AGREEMENT WITH EXTRA DUTY SOLUTIONS FOR EXTRA DUTY MANAGEMENT SERVICES.PDF](#)

3.V. 237-17

Documents:

[237-17 RAFFLE LICENSES 11.21.17.PDF](#)

3.VI. 238-17

Documents:

[238-17 AUTHORIZING SANTA CLAUS BY HELICOPTER.PDF](#)

3.VII. 239-17 REMOVED

3.VIII. 240-17

Documents:

[240-17 AUTHORIZING RETENTION OF MATRIX TO PERFORM
GEOPHYSICAL INVESTIGATION FOR 665 EAGLE ROCK AVENUE.PDF](#)
[240-17 EXHIBITS-RETENTION OF MATRIX TO PERFORM GEOPHYSICAL
TESTING ON 665 EAGLE ROCK AVENUE.PDF](#)

3.IX. 241-17 REMOVED

3.X. 242-17 REMOVED

3.XI. 243-17

Documents:

[243-17 ABANDONED CAR AUCTION 12052017.PDF](#)

3.XII. 244-17

Documents:

[244-17 AUTHORIZING EXECUTION OF LICENSE AND INDEMNIFICATION
AGREEMENT WITH CLARA MASS FOR USE OF SPACE AT POLICE
SUBSTATION AS PART O~.PDF](#)
[244-17 EXHIBIT.PDF](#)

3.XIII. 245-17

Documents:

[245-17 EXECUTIVE SESSION 11.21.17.PDF](#)

4. Ordinance(S) On Second And Final Reading

4.I. 2429-17

Documents:

[2529-17 WEST ORANGE 2017 TAX APPEAL REFUNDING BOND
ORDINANCE.PDF](#)

4.II. 2530-17

Documents:

[2530-17 SALARY ORDINANCE 10.24.17.PDF](#)

4.III. 2531-17

Documents:

[2531-17 ACCRUED LEAVE ORDINANCE.PDF](#)

5. Ordinances On First Reading

5.I. 2532-17

Documents:

[2532-17ORDINANCE REGARDING RULES FOR THE TOWNSHIP OF WEST ORANGE SKATE PARK.PDF](#)

5.II. 2533-17

Documents:

[2533-17 - HANDICAPPED SPACES 82 VALLEY WAY 24 PARK TERRACE 110817.PDF](#)

5.III. 2534-17

Documents:

[2534-17 - PLEASANT VALLEY WAY SCHOOL ZONE 2.PDF](#)
[2534-17 ATTACHMENTS.PDF](#)

COUNCIL COMMITTEE CONFERENCE MEETING

AGENDA-Revised

Council Chambers – 66 Main Street, West Orange, NJ

November 21, 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

- **Presentation: Mayors 5K Run Check-NOCC & Downtown West Orange Alliance**
- **Mayor's Proclamation: Pancreatic Cancer Awareness Month**
- **Update: Perry Bashkoff**
- **Update: Redevelopment – Jack Sayers**
- **Council Liaison Announcements**

7:00 P.M.

- **Public Meeting**

PUBLIC MEETING AGENDA-AMENDED

**Township of West Orange
66 Main Street – 7:00 p.m.
November 21, 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 October 24, 2017

5. *Report of Township Officers – Municipal Court September and October 2017

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

6. *Bills

7. *Resolutions

- a. 233-17 Resolution Authorizing Special Emergency Notes in the Amount of \$1,200,000 to Fund a Special Emergency Appropriation for the Payment of Severance Liabilities Resulting from Accrued Leave in Connection with the Layoff or Retirement of Employees (Gross)
- b. 234-17 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)
- c. 235-17 Resolution Authorizing an Increase of the Cap on Fees to \$5,391.20 for the Retention of Mr. Richard Bauch, Esq. Porzio, Bromberg and Newman to Serve as an Independent Investigator for the Purpose of Conducting a Confidential Personnel Investigation (Legal-Moon)
- d. 236-17 Resolution Authorizing a Contract for Extra Duty Management Services for the West Orange Police Department to Hart Halsey, LLC d/b/a Extra Duty Management (EDS), 101 Merritt Boulevard, Suite 21, Trumbull, Connecticut 06611 (Legal-Moon)
- e. 237 Resolution Authorizing the Issuance of Raffle Licenses (Clerk)

- f. 238-17 Resolution Stating No Objection to the Montclair Golf Club at Rock Spring's Issuance of a License for Use of A Helicopter to Deliver Santa Claus (Clerk)
This resolution would state that the Township Council does not object to the Montclair Golf Club at Rock Spring's application for a temporary license to the New Jersey Department of Transportation. A temporary license is needed in order for the Rock Spring Club to have a helicopter land at the club property to deliver Santa Claus to club members and their guests in attendance for a holiday celebration on December 17, 2017 at approximately 1:30 p.m.
- g. REMOVED
- h. 240-17 Resolution Authorizing the Township to Retain Matrix New World to Perform Geophysical Testing on the Property Located at 665 Eagle Rock Avenue as Part of the Township's Due Diligence Prior to Closing on the Purchase of the Property at a Cost of \$2,270 (Legal-moon)
- i. REMOVED
- j. REMOVED
- k. 243-17 Resolution Authorizing an Abandoned Car Auction (DeSantis)
- l. 244-17 Resolution authorizing the Execution of a License and Hold Harmless Agreement with Clara Maas to Utilize Space at a West Orange Police Substation as Part of Their Crisis Intervention Program (Legal-Moon)
- m. 245-17 Resolution Authorizing an Executive Session to Discuss a Matter of Personnel with Regard to Resolution 235-17 (Trenk)

8. Ordinances on Second and Final Reading

- a. 2529-17 Refunding Bond Ordinance Providing Funding for an Emergency Appropriation for Payment of Amounts Owed to Others for Taxes Levied in and by the Township of West Orange, in the County of Essex, New Jersey, Appropriating \$3,200,000 Therefor and Authorizing the Issuance of \$3,200,000 Bonds or Notes of the Township for Financing the Cost Thereof (Gross)
- b. 2530-17 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 the Employee's Status as a Township Employee and Under the Guidelines of the New Jersey Department of Personnel (Gross)
- c. 2531-17 An Ordinance Authorizing Special Emergency Appropriation Pursuant to NJSA 40A:4053 for Severance Liabilities Resulting from Accrued Leave in Connection with the Layoff or Retirement of Employees (Gross)

9. Ordinances on First Reading

- a. 2532-17 An Ordinance Establishing Chapter 23, Sections 5 of the Revised General Ordinances of the Township of West Orange (Township of West Orange Skate Park) (Legal-Moon)

- b. 2533-17 An Ordinance Amending and Supplementing Chapter 7, Traffic, Subsection 7-32.2, Restricted Parking Zones, of the Revised General Ordinances of the Township of West Orange – Handicapped Parking Spaces-82 Valley Way and 24 Park Terrace (Lepore)
- c. 2534-17 An Ordinance Amending and Supplementing Chapter 7, Traffic, Subsection 7-29.1, Speed Limits in General and Subsection 7-33, School Zones, of the Revised General Ordinances of the Township of West Orange (Lepore)

10. Pending Matters/New Matters/Council Discussion

11. ABC Hearing-None

12. Adjournment

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

Agenda is subject to change.

RESOLUTION

AUTHORIZING SPECIAL EMERGENCY NOTES IN THE AMOUNT OF \$1,200,000 TO FUND A SPECIAL EMERGENCY APPROPRIATION FOR THE PAYMENT OF SEVERANCE LIABILITIES RESULTING FROM ACCRUED LEAVE IN CONNECTION WITH THE LAYOFF OR RETIREMENT OF EMPLOYEES

WHEREAS, an ordinance 2531-17 has been adopted pursuant to N.J.S.A. 40A:4-53 creating a special emergency appropriation of \$1,200,000.00 to meet certain expenses to be incurred for severance liabilities resulting from accrued leave in connection with the layoff or retirement of employees;

NOW, THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, NEW JERSEY (not less than two thirds of all the members, thereof, affirmatively concurring) that in accordance with N.J.S.A. 40A:4-55:

1. The sum of \$1,200,000.00 has heretofore and is hereby appropriated for severance liabilities resulting from accrued leave in connection with the layoff or retirement of employees and shall be deemed a special emergency appropriation as defined and provided for in N.J.S.A. 40A 4-53.
2. An emergency note or notes are hereby authorized pursuant to N.J.S.A. 40A:4-55(b) in an amount not in excess of 1,200,000.00, the amount appropriated by the Ordinance stated above.
3. The note or notes may be renewed from time to time but at least 1/5 of all such notes and renewals thereof, shall mature and be paid in each years so that all such notes and renewals shall have matured and be paid no later than the last day of the fifth fiscal year following the date of adoption of this resolution. All notes issued hereunder shall bear interest at such rate or rates as may be determined by the chief financial officer. The notes shall be in the form determined by the chief financial officer and the chief financial officer's signature upon the notes shall be conclusive as to such determination.
4. The chief financial officer is hereby authorized and directed to determine all matters in connection with the notes not determined by this or a subsequent resolution and the chief financial officer's signature upon the notes shall be conclusive as to such determination.
5. The chief financial officer is hereby authorized to sell the notes and any renewals thereof from time to time at public or private sale in such amounts as such officer may determine at not less than par and to deliver the same from time to time to the purchasers thereof upon receipt of payment of the purchase price plus accrued interest from their dates to the date of delivery thereof and payment therefor.
6. All notes issued pursuant to this resolution shall be executed by the chief financial officer and the Mayor and shall be under the seal of the Township and attested by the Clerk of

the Township. Such officers are hereby authorized to execute and deliver all documents necessary or convenient in connection with the issuance, sale and delivery of the notes.

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

8. The Chief Financial Officer of the Township is hereby authorized to prepare and to update from time to time as necessary a financial disclosure document to be distributed in connection with the sale of obligations of the Township and to execute such disclosure document on behalf of the Township. The Chief Financial Officer is further authorized to enter into the appropriate undertaking to provide secondary market disclosure on behalf of the Township pursuant to Rule 15c2-12 of the Securities and Exchange Commission (the "Rule") for the benefit of holders and beneficial owners of obligations of the Township and to amend such undertaking from time to time in connection with any change in law, or interpretation thereof, provided such undertaking is and continues to be, in the opinion of a nationally recognized bond counsel, consistent with the requirements of the Rule. In the event that the Township fails to comply with its undertaking, the Township shall not be liable for any monetary damages, and the remedy shall be limited to specific performance of the undertaking.

9. Any note issued pursuant to this resolution shall be a general obligation of the Township. The full faith and credit of the Township are hereby pledged to the punctual payment of the principal of and the interest on the notes authorized herein and, unless otherwise paid or payment is provided for, an amount sufficient for such payment shall be inserted in the budget and a tax sufficient to provide for the payment thereof shall be levied and collected.

10. The chief financial officer is authorized and directed to report in writing to this governing body at the meeting next succeeding the date when any sale or delivery of the notes pursuant to this resolution is made, such report to include the amount, description, interest rate and maturity of the notes sold, the price obtained and the name of the purchaser.

11. Unless Special Emergency Notes are issued pursuant to this resolution, the special emergency appropriation shall be funded from surplus funds and be provided for in succeeding annual budgets by the inclusion of at least 1/5 of the amount appropriated pursuant to N.J.S.A. 40A:4-55(c).

12. A copy of this resolution as adopted shall be filed with the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey.

13. This resolution shall take effect once the Ordinance takes effect in accordance with applicable law.

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

Joe Krakoviak
Council President

Adopted: November 21, 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 fourth 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 & Address</u>	<u>Amount</u>
113	297	Title Masters, LLC 203 South Ave East, 2 nd Floor Westfield, NJ 07090	\$2,343.00
155.22	42.01 C0129	Vested Land Services, LLC 165 Passaic Avenue, Suite 101 Fairfield, NJ 07004	\$3,938.64
159.07	37.09	Title Source Attn: Cheyenne Hubbard First National Building, 12 th Floor West 662 Woodward Detroit, MI 48226	\$3,570.00
164.03	9	123 Title Agency, LLC 30 B Vreeland Road Florham Park, NJ 07932	\$3,145.00
165.03	8	Title Experts 1547 Lindy Terrace Union, NJ 07083	\$3,847.00
171.03	8	Noble Title Agency, LLC 1130 Route 202 South, Ste 203-204 Raritan, NJ 08869	\$2,041.00

176.07	8	Evident Title Agency, LLC	\$2,239.00
		874 Pompton Ave, Suite B2	
		Cedar Grove, NJ 07009	
		TOTAL :	\$ 21,123.64

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

Joe Krakoviak
Council President

Adopted: November 21, 2017

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

John Gross, Chief Financial Officer

RESOLUTION

WHEREAS, on or about May 17, 2017, an employee filed a Notice of Tort Claim (the "Notice") with the Township of West Orange (the "Township"); and

WHEREAS, the Notice asserted claims which required an independent investigation; and

WHEREAS, on June 27, 2017, the Township adopted Resolution 143-17 authorizing the retention of Richard Bauch, Esq. of Porzio, Bromberg and Newman to serve as an Independent Investigator for the purpose of conducting a confidential personnel investigation; and

WHEREAS, Resolution 143-17 capped fees at \$2,500 and anticipated that the investigation would take approximately ten (10) hours; and

WHEREAS, the scheduling and expanded scope of the investigation exceeded the anticipated time required to perform the investigation as previously submitted to the Township Council.

NOW, BE IT HEREBY RESOLVED, by the Township Council of the Township of West Orange that the Law Department be and is hereby authorized to increase the cap on fees for the retention of Mr. Bauch is increased to \$5,391.20; and

BE IT FURTHER RESOLVED that a copy of this Resolution shall be made available during normal business hours in the Clerk's Office.

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

Joe Krakoviak,
Council President

Adopted: November 21, 2017

RESOLUTION

WHEREAS, on August 15, 2017, the Township Council adopted Resolution #176-17 authorizing the use of competitive contracting pursuant to N.J.S.A. 40A:11-4.3 of the Local Public Contracts Law ("LPCL") for the procurement of a Contract for Extra Duty Management Services for the West Orange Police Department; and

WHEREAS, on August 17, 2017, the Township issued and advertised a Request for Competitive Contracting Proposals for Extra Duty Management Services (the "RFP"); and

WHEREAS, on or about September 1, 2017, the Township received a proposal from Hart Halsey, LLC, doing business as Extra Duty Solutions ("EDS") with offices at 101 Merritt Boulevard, Suite 21 in Trumbull, Connecticut 06611 in response to the RFP; and

WHEREAS, EDS's proposal (the "EDS Proposal") provided for its administrative fee to be charged to vendors/parties utilizing extra duty services from the West Orange Police Department; and

WHEREAS, pursuant to the LPCL and the New Jersey Administrative Code, the Township formed an evaluation committee (the "Evaluation Committee") to review and score the EDS Proposal; and

WHEREAS, the Evaluation Committee has recommended that the Township award the Contract for Extra Duty Management Services to EDS as set forth within its Evaluation Report; and

WHEREAS, the EDS has agreed to the terms set forth in this proposed Agreement annexed hereto as Exhibit "**A.**"

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 Contract for Extra Duty Management Services for the West Orange Police Department annexed hereto as Exhibit "**A.**;" and

BE IT FURTHER RESOLVED that the Clerk be and is hereby authorized to attest to the
Mayors signature; and

BE IT FURTHER RESOLVED that a copy of this Resolution shall be made available
during normal business hours in the Clerk's Office.

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

Joe Krakoviak,
Council President

Adopted: November 21, 2017

TOWNSHIP OF WEST ORANGE

COMPETITIVE CONTRACT REPORT

FOR EXTRA DUTY MANAGEMENT SERVICES

Overview

Individuals and companies often hire police officers of the West Orange Police Department (the "WOPD") to work extra duty details in an assortment of contexts, including off duty security work, off duty traffic detail and other types of extra duty work. The management of these extra duty details was previously performed through the West Orange Police Department. The Township of West Orange (the "Township") seeks to retain a vendor to manage and coordinate these Extra Duty Services on behalf of the West Orange Police Department, including managing the assignment of off duty officers and processing of payments to the off-duty officers.

The Management of Extra Duty Services is not an enumerated category of contract authorized for award through the competitive contracting process under the Local Public Contracts Law (the "LPCL"). However, N.J.S.A. 40A:11-4.1(k) provides that:

Notwithstanding the provisions of any law, rule or regulation to the contrary, competitive contracting may be used by local contracting units in lieu of public bidding for procurement of specialized goods and services the price of which exceeds the bid threshold, for the following purposes:

k. The operation, management or administration of other services, with the approval of the Director of the Division of Local Government Services.

Pursuant to that provision of the LPCL, on June 12, 2017, the Township sent a letter to the Division of Local Government Services (the "DLGS") to request authorization to utilize competitive contracting for the review, scoring and award of a Contract for Extra Duty Management Services (the "Contract"). By letter dated July 12, 2017, Paul Urbish, Esq. of the DLGS issued a letter granting the Township's request to utilize competitive contracting to award the Contract.

On August 15, 2017, the Township Council adopted Resolution #176-17 authorizing the use of competitive contracting pursuant to N.J.S.A. 40A:11-4.3 for the procurement of a Contract for Extra Duty Management Services.

On August 17, 2017, the Township issued and advertised a Request for Competitive Contracting Proposals for Extra Duty Management Services (the "RFP"). The RFP required that each proposal contain a term for thirty-six (36) months with a possible two-year extension. The RFP further advised prospective vendors that the vendor would be paid through the charge to customers of an administration fee based on a percentage of the amount for the Extra Duty Services.

On September 6, 2017, the Township received one (1) proposal from:

1. Extra Duty Solutions (“EDS”)
101 Merritt Blvd., Suite 21
Trumbull, CT 06611

Pursuant to the Local Public Contracts Law and the New Jersey Administrative Code, the Township created an Evaluation Committee (the “Committee”) to establish weighted criteria for the evaluation of proposals and evaluate and score the proposals. The Committee was composed of:

John O. Gross, Chief Financial Officer for the Township of West Orange
John Buoye, Deputy Chief of the West Orange Police Department
Anne DeSantis, Qualified Purchasing Agent for the Township of West Orange

Each member of the committee reviewed and executed a Certification of Non-Conflict of Interest (the “Certifications”) pursuant to N.J.A.C. 5:34-4.3(f).

On September 14, 2017, the Committee met wherein they submitted the Certifications and received copies of EDS’s Proposal and scoring sheets to evaluate the proposal.

The Process

Prior to the evaluation of the proposals, the Committee established weighted criteria for the evaluation of proposals as follows:

A. Technical Criteria – 30%

	Score
Type of Billing Software	
Website Access	
Can Township interface with software?	

B. Management Criteria – 30%

	Score
Vendor’s ability to execute services (1) Engaging outside companies, (2) providing a liason . . . etc.	
Reporting Methods	
Can Vendor provide training?	
Does Vendor have qualified & sufficient personnel?	
Did Vendor meet mandatory submission forms?	

Does the Vendor carry adequate insurance coverage?	
Can vendor carry the credit risk?	

C. Experience Criteria – 25%

	Score
Experience with 3 governmental or non profit units within 7 years.	
Did vendor supply references?	
Is vendor licensed to do business in State of NJ?	

D. Cost Criteria – 15%

	Score
Is cost proposal most advantageous to the Township?	
Vendor will fund escrow account?	

Each evaluator was to provide a scoring in each category on a scale of 1 through 5 to determine the base score for each category with 1 representing Poor or Unsatisfactory, 2 representing Weak/Below Average, 3 representing Average or Satisfactory, 4 representing Good/Above Average, and 5 representing Excellent.

Evaluation/Scoring

Each member of the Committee separately evaluated and scored the EDS Proposal. The following represents the cumulative score of the Committee.

A. Technical Criteria – 30%

	Score
Type of Billing Software	14 out of 15
Website Access	15 out of 15
Can Township interface with software?	15 out of 15

B. Management Criteria – 30%

	Score
Vendor's ability to execute services (1) Engaging outside companies, (2) providing a liason . . . etc.	15 out of 15
Reporting Methods	15 out of 15
Can Vendor provide training?	14 out of 15
Does Vendor have qualified & sufficient personnel?	14 out of 15
Did Vendor meet mandatory submission forms?	15 out of 15
Does the Vendor carry adequate insurance coverage?	15 out of 15
Can vendor carry the credit risk?	15 out of 15

C. Experience Criteria – 25%

	Score
Experience with 3 governmental or non profit units within 7 years.	15 out of 15
Did vendor supply references?	15 out of 15
Is vendor licensed to do business in State of NJ?	15 out of 15

D. Cost Criteria – 15%

	Score
Is cost proposal most advantageous to the Township?	14 out of 15
Vendor will fund escrow account?	15 out of 15

Conclusion/Recommendation

The Committee recommends that the Contract for Extra Duty Management Services be awarded to Extra Duty Solutions for a thirty-six (36) month term with a possible two-year extension.

Exhibit “A”

AGREEMENT FOR EXTRA DUTY MANAGEMENT SERVICES FOR THE WEST ORANGE POLICE DEPARTMENT

THIS AGREEMENT made and entered into on this 28 day of October, 2017 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the "**TOWNSHIP**", party of the first part, and **HART HALSEY, LLC**, a Connecticut limited liability company doing business as **EXTRA DUTY SOLUTIONS** with offices 101 Merritt Boulevard, Suite 21 in Trumbull, Connecticut 06611, hereinafter referred to as "**EDS**", party of the second part.

WITNESSETH THAT:

WHEREAS, on August 15, 2017, the Township Council adopted Resolution #176-17 authorizing the use of competitive contracting pursuant to N.J.S.A. 40A:11-4.3 for the procurement of a Contract for Extra Duty Management Services for the West Orange Police Department; and

WHEREAS, on August 17, 2017, the Township issued and advertised a Request for Competitive Contracting Proposals for Extra Duty Management Services (the "RFP"), annexed hereto as Exhibit "**A**;" and

WHEREAS, on or about September 1, 2017, EDS submitted a proposal (the "Proposal") for award of the Contract for Extra Duty Management Services, annexed hereto as Exhibit "**B**," including Section 3 of the Proposal captioned "Pricing" whereby EDS set forth the following pricing schedule and administrative fee:

<u>WOPD¹ charge</u>	<u>EDS admin fee</u>
Officer \$28/hour	\$4.00
Officer \$41 /hour	\$4.10
Officer \$75/hour	\$6.38
Officer \$90/hour	\$7.65
Cruisers per hour	\$0.43

¹ "WOPD" means the "West Orange Police Department."

These fees are charged to the vendor (contractor/client).

[No fees shall be charged] to the West Orange Police Department or Township of West Orange at any time, including during the implementation and training period.

Clients who wish to pay via credit card may be assessed an additional fee (assessed on the total invoiced amount). We typically do not assess this fee, but have in cases when a client wishes to pay large or last minute invoices via credit card.

and

WHEREAS, the Township formed an evaluation committee (the "Evaluation Committee") to review all proposals received in response to its RFP; and

WHEREAS, the Evaluation Committee has recommended that the Township award the Contract for Extra Duty Management Services to EDS.

WHEREAS, the Township and EDS have agreed to the terms set forth in this Agreement.

NOW, THEREFORE, in consideration of the mutual promises, terms and conditions hereinafter set forth, the parties hereto agree as follows:

1. **INCORPORATION BY REFERENCE TO RFP AND PROPOSAL.** EDS hereby agrees to provide the services and other covenants set forth in the Township's RFP, annexed hereto as Exhibit "A," and set forth in its Proposal, annexed hereto as Exhibit "B." In the event that a conflict or inconsistency exists between the RFP and the Proposal, the RFP shall govern unless the Township provides written notice to EDS that a provision of the Proposal shall govern over the provision in the RFP.

2. **TERM.** This Agreement shall commence on November 1, 2017 and continue for a period of thirty-six (36) months (the "Initial Term"). The Township will have to option of extending the term of this Agreement for an additional twenty-four (24) months (the "Extension"). Unless the Township provides notice to EDS to the contrary, the Extension shall automatically commence upon the end of the Initial Term. Consistent with the RFP, the

Township may, at any time during the term of this Agreement, terminate the Agreement by providing thirty (30) days written notice to EDS.

3. **PRICING.** EDS shall be entitled to the fees consistent with and set forth in Section 3 of the Proposal.

4. **ENTIRE AGREEMENT.** This Agreement and exhibits hereto constitutes the entire agreement between the parties. To the extent any of the terms in this Agreement conflict with any previous agreement or contract between the parties, the terms of this Agreement prevail. No variations or modifications of or amendments to the terms of this Agreement shall be binding unless reduced to writing and signed by the parties hereto and approved by the Township Council.

5. **CONSTRUCTION.** The laws of the State of New Jersey shall govern the interpretation, construction and performance of this Agreement. The parties agree that any and all disputes that arise under this Agreement will fall within the jurisdiction of the Superior Court of the State of New Jersey with venue in Essex County, New Jersey.

6. **CAPTIONS.** The captions preceding the paragraphs of this Agreement are intended only as a matter of convenience for reference and in no way define, limit or describe the scope of this Agreement or the intent of any provision hereof.

7. **NOTICES.** All notices required to be given pursuant to this Agreement shall be sent by certified mail, return receipt requested, or by any overnight delivery service to the parties at the following addresses:

A. If to the Township, at their address set forth in the heading to this Agreement to the attention of the Business Administrator, with a copy to Richard D. Trenk, Esq., Trenk, DiPasquale, Della Fera & Sodono, P.C., 347 Mt. Pleasant Avenue, West Orange, New Jersey 07052.

B. If to the EDS, at their address set forth in the heading to this Agreement to the attention of Rich Milliman, EDS, 101 Merritt Blvd, Trumbull CT 06611

C. Any party may change the notice address by written notice to the other party.

8. **REMEDIES.** The parties agree that if EDS defaults on its obligations under this Agreement, the Township shall have the right to exercise any or all of the remedies enumerated in Section VII of the RFP captioned "Termination of Contract."

9. **INDEMNIFICATION.** In addition, the parties agree that any or all of the provisions, including, but not limited to the indemnification provision apply to this Agreement.

10. **SEVERABILITY.** The terms, conditions, covenants and provisions of this Agreement shall be deemed to be severable. If any clause or provision herein contained shall be determined to be invalid or unenforceable by a court of competent jurisdiction or by operation of applicable law, the same shall be deemed to be severable and shall not affect the validity of any other clause or provision of this Agreement and such other clauses and provisions shall remain in full force and effect.

11. **GENDER.** As used in this Agreement, the masculine gender shall include the feminine or neuter genders, the neuter gender shall include the masculine or feminine genders, the singular shall include the plural and the plural shall include the singular, wherever appropriate to the context.

12. **MISCELLANEOUS.**

A. Each person signing this Agreement warrants that he/she has fully authority to execute this Agreement and bind the party on whose behalf he/she has signed to the terms hereof.

B. This Agreement may be executed in two or more counterparts, and when all counterparts have been executed, each executed counterpart will have the force and effect of the original. Each party to this Agreement may sign and deliver to the other party(ies) a facsimile copy of this Agreement, in counterparts, or with a conformed signature of EDS with the

same effect as if each party had signed and delivered to the other party(ies) an original of the same document.

C. This Agreement shall not bind the Township until and unless approved and authorized by the Township Council and executed by the Mayor.

IN WITNESS WHEREOF, the parties have set their hands and seals the day and year first above written.

TOWNSHIP OF WEST ORANGE

ATTEST:

KAREN J. CARNEVALE, R.M.C

By: _____
ROBERT D. PARISI, MAYOR

WITNESS:

HART HALSEY, LLC

Lucas Schellack

By: _____
Rich Milliman, CEO

Exhibit “A”

**TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY**

Request for Bids

2017 Contract for Extra Duty Management Services

Bid Submission Date:
Wednesday September 6, 2017

**11:00 AM
Prevailing Time**

**TOWNSHIP OF WEST ORANGE * 66 MAIN STREET * WEST ORANGE, NJ 07052
(973) 325-4056**

ADVERTISEMENT

NOTICE OF COMPETITIVE CONTRACT RFP

The Township of West Orange is soliciting proposals through the competitive contracting process in accordance with N.J.S.A. 40A:11-4.1, et seq. for the followings services:

2017 Extra Duty Management Services

Proposal forms may be obtained in person at the Township of West Orange, 66 Main Street, Purchasing Room 111, County of Essex, West Orange, NJ 07052, Monday to Friday during regular business hours 8:30 a.m. to 4:30 p.m. or by emailing adesantis@westorange.org.

All proposal addenda will be issued on the Township Website www.westorange.org. All interested respondents should check the website from now through bid opening. It is the sole responsibility of the respondent to be knowledgeable of all addenda related to this procurement.

Sealed proposals clearly marked with the title of project and name and address of party making submission, addressed to the West Orange Township Purchasing Department will be received by mail, or hand delivery, at the Municipal Building, 66 Main Street, West Orange, NJ 07052 on or before September 6, 2017 at 11:00 AM and will be publicly opened and read at that time in the Council Chambers on the same day. No bids received after that time will be considered.

Bidders are required to comply with the Affirmative Action requirements of N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27 and have a New Jersey Business Registration Certificate P.L. 2004, c.57 and comply with Local Unit Pay to Play Law P.L. 2004, c.19.

Anne DeSantis
Purchasing Agent

SUBMISSION OF PROPOSALS

1. Sealed bid shall be received by the contracting unit, Township of West Orange, Essex County, New Jersey (hereinafter referred to as "TOWNSHIP") in accordance with public advertisement as required by law, with a copy of said notice being attached hereto and made a part of these specifications.
2. Sealed bid will be received by the designated representative at the time and place stated in the Notice to Bidders, and at such time and place will be publicly opened and read aloud.
3. Submit the bid in a sealed envelope addressed to the:
 - Township of West Orange,
66 Main St., West Orange, NJ 07052
Attn: Anne DeSantis, Purchasing Agent, Room 111
 - Bearing the name and address of the vendor written on the face of the envelope.
 - Clearly marked "PROPOSAL" with the contract title/''.
4. It is the vendor's responsibility to see that proposals are presented to the TOWNSHIP on the time and at the place designated. Bids may be hand delivered or mailed; however, the TOWNSHIP disclaims any responsibility for a bid forwarded by regular or overnight mail. If the bid is sent by express mail service, the above address must also appear on the outside of the express mail envelope. Bids received after the designated time will be returned unopened.
5. Sealed bids forwarded to the TOWNSHIP before the time of opening may be withdrawn with a written request and evidence showing that the individual is or represents the principal or principals involved in the proposal. Once proposals are opened, they shall remain firm for a period of sixty (60) calendar days.
6. All prices and amounts must be written in ink or preferably machine-printed.
 - a. Bids containing any conditions, omissions, unexplained erasures or alterations, items not called for in the proposal form, attachment of additive information not required by the specifications, or irregularities of any kind, may be rejected by the TOWNSHIP. Any changes, whiteouts, strikeouts, etc. in the proposal must be initialed in ink by the person signing the proposal.
7. Each bid form must give the full business address, business phone, fax, e-mail if available, and the contact person of the bid. An authorized representative must sign your submission as follows:

- a. Bids by partnerships must furnish the full name of all partners and must be signed in the partnership name by one of the members of the partnership or by an authorized representative, followed by the signature and designation of the person signing.
- b. Bids by corporations must be signed in the legal name of the corporation, followed by the name of the State in which incorporated and must contain the signature and designation of the president, secretary or other person authorized to bind the corporation in the matter.
- c. The proprietor shall sign proposals by sole-proprietorship.

III. INTERPRETATION AND ADDENDA

- 1. The vendor understands and agrees that its proposal is submitted based on the specifications prepared by the TOWNSHIP. The vendor accepts the obligation to become familiar with these specifications.
- 2. Vendors shall examine the specifications and related proposal documents with care and observe all their requirements. Ambiguities, errors, or omissions noted by vendors should be reported promptly in writing to the appropriate official. Any prospective vendor who wishes to challenge a proposal specification shall file such challenges in writing with the contracting agent no less than three business days prior to the opening of the proposals. Challenges filed after that time will not be considered and having no impact on the contracting unit or the award of the contract pursuant to N.J.S.A. 40A:11-13. In the event the vendor fails to notify the TOWNSHIP of such ambiguities, errors, or omissions, the vendor will be bound by the requirements of the specifications and the vendor's submitted proposal.
- 3. No oral interpretation and or clarification of the meaning of the specifications for any goods and services will be made. Such request shall be in writing, addressed to the TOWNSHIP'S representative stipulated in the specification. In order to be given consideration, a written request must be received at least seven (7) business days prior to the date fixed for the opening of the proposal for goods and services.
 - a. All interpretations, clarifications and any supplemental instructions will be in the form of written addenda to the specifications, and will be distributed to all prospective vendors, in accordance with N.J.S.A. 40A:11-23. All addenda so issued shall become part of the specification and proposal documents, and shall be acknowledged by the vendor in the proposal. The TOWNSHIP'S interpretations or corrections thereof shall be final.

- b. When issuing addenda, the TOWNSHIP shall provide required notice prior to the official receipt of proposals to any person who has submitted a proposal or 5 who has received a proposal package pursuant to N.J.S.A. 40A:11-23c.1.

4. Discrepancies in Proposals.

If the amount shown in words and its equivalent in figures do not agree, the written words shall be binding. Ditto marks are not considered writing or printing and shall not be used. In the event that there is a discrepancy between the unit prices and the extended totals, the unit prices shall prevail. In the event that there is an error of the summation of the extended totals, the computation by the TOWNSHIP of the extended totals shall govern.

IV. INSURANCE AND INDEMNIFICATION

1. Insurances.

Both parties specifically agree to maintain adequate insurance coverage for the services in this Agreement.

- a) At all times during performance of the Services, Company shall secure and maintain in effect insurance to protect the Township and the Company from and against all claims, damages, losses, and expenses arising out of or resulting from the performance of this Contract. Company shall provide and maintain in force insurance in limits no less than that stated below, as applicable.
- b) Commercial Liability Insurance. Before this Contract is fully executed by the parties, Company shall provide the Township with a certificate of insurance as proof of commercial liability insurance with a minimum liability limit of Two Million Dollars (\$2,000,000.00) per occurrence combined single limit bodily injury and property damage, and Three Million Dollars (\$3,000,000.00) general aggregate. The certificate shall clearly state who the provider is, the coverage amount, the policy number, and when the policy and provisions provided are in effect. Said policy shall be in effect for the duration of this Contract. The insurance shall be with an insurance company or companies rated A-VII or higher in Best's.
- c) Professional Liability Insurance. Before this Contract is fully executed by the parties, Company shall provide the Township with a certificate of insurance as evidence of Professional Errors and Omissions Liability Insurance with coverage of at least Two Million Dollars (\$2,000,000.00) per occurrence and an annual aggregate limit of at least Three Million Dollars (\$3,000,000.00). The certificate shall clearly state who the provider is, the amount of coverage, the policy number, and when the policy and

provisions provided are in effect. The insurance shall be with an insurance company or companies rated A-VII or higher in Best's Guide.

- d) Township employees will not be covered under the Company's workers compensation insurance.

2. Indemnification.

Successful vendor shall indemnify and hold harmless the TOWNSHIP from all claims, suits or actions and damages or costs of every name and description to which the TOWNSHIP may be subjected or put by reason of injury to the person or property of another, or the property of the TOWNSHIP, resulting from negligent acts or omissions on the part of the vendor, the vendor's agents, servants or subcontractors in the delivery of goods and services, or in the performance of the work under the contract.

V. STATUTORY AND OTHER REQUIREMENTS.

The following are mandatory requirements of this proposal and contract.

1. Mandatory Affirmative Action Certification.

No firm may be issued a contract unless it complies with the affirmative action provisions of N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27-1 et seq. The following information summarizes the full, required regulatory text, which is included as Exhibit A of this proposal specification.

Goods and Services (including professional services) Contracts:

Each contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

- a. A photocopy of a valid letter that the contractor is operating under an existing Federally approved or sanctioned Affirmative Action program (good for one year from the date of the letter), or
- b. A photocopy of a Certificate of Employee Information Report approval, issued in accordance with N.J.A.C. 17:27-4; or
- c. A photocopy of an Employee Information Report (Form AA302) provided by the State of New Jersey, Division of Contract Compliance & Equal Employment Opportunity and distributed to the public agency to be completed by the contractor in accordance with N.J.A.C. 17:27-4.

3. Stockholder Disclosure.

Vendors shall submit a statement setting forth the names and addresses of all stockholders in the corporation or partnership who own ten (10) percent or more of its stock of any class, or of all individual partners in the partnership who own a ten percent or greater interest therein. The included Statement of Stockholder Disclosure shall be completed and attached to the bid. This requirement applies to all forms of corporations and partnerships, including, but not limited to, limited partnerships, limited liability partnerships and Subchapter S corporations. Failure to submit a stockholder disclosure document shall result in rejection of the proposal.

4. Proof of Business Registration.

N.J.S.A. 52:32-44 requires that each vendor (contractor) submit proof of business registration with the proposal. Proof of registration shall be a copy of the vendor's Business Registration Certificate (BRC). A BRC is obtained from the State of New Jersey, Division of Revenue. Information on obtaining a BRC is available on the internet at: www.state.nj.us/treasury/revenue/gettingregistered.htm#busentity or call the Division of Revenue at (609) 292-1730. N.J.S.A. 52:32-44 imposes the following requirements on contractors and all subcontractors that knowingly provide goods or perform services for a contractor fulfilling this contract:

- a. The contractor shall provide written notice to its subcontractors and suppliers to submit proof of business registration to the contractor;
- b. Prior to receipt of final payment from a contracting agency, a contractor must submit to the contracting agency an accurate list of all subcontractors or attest that none was used;
- c. During the term of this contract, the contractor and its affiliates shall collect and remit, and shall notify all subcontractors and their affiliates that they must collect and remit to the Director, New Jersey Division of Taxation, the use tax due pursuant to the Sales and Use Tax Act, (N.J.S.A. 54:32B-1 et seq.) on all sales of tangible personal property delivered into this State.

A contractor, subcontractor or supplier who fails to provide proof of business registration or provides false business registration information shall be liable to a penalty of \$25 for each day of violation, not to exceed \$50,000 for each business registration not properly provided or maintained under a contract with a contracting agency. Information on the law and its requirements is available by calling (609) 292-1730.

5. Non-Collusion Affidavit

The Affidavit shall be properly executed and submitted with the proposal.

6. Iranian Disclosure Statement

7. Receipt of addenda form

VI. METHOD OF EVALUATION

The Township may establish an evaluation committee to evaluate and score the proposals submitted by the vendors.

Evaluation Criteria

The contract will be awarded to the vendor that best meets the Township's needs. The following criteria shall be used for evaluating the proposals under the Competitive Contracting process:

A. Technical Criteria –

Evidence software is compliant with all applicable State of New Jersey and Federal regulations and laws.

Evidence of capacity to provide the services within time frame proposed by the Township.

B. Management Criteria –

Vendor's prior experience reflect the type of services required under this RFP.

Qualifications of vendor's staff to effectively perform the services required under this RFP.

Vendor's references.

Do the vendor's references provide positive testimony regarding the success of the vendor in collecting outstanding debts and obligations?

Information vendor provides detailing information concerning workflow and turnaround time from initial receipt of data to receipt of payment?

History of vendor's percentage of collection in terms of dollars and claims?

Does vendor meet experience requirements stipulated in this RFP?

C. Cost Criteria –

Does the vendor's cost proposal provide the best economic advantage to the Township?

VII. TERMINATION OF CONTRACT

1. If, though any cause, the successful vendor shall fail to fulfill in a timely and proper manner obligations under this contract or if the contractor shall violate any of the requirements of the notice to the contractor of such termination and specifying the effective date of termination. Such termination shall relieve the Township of any obligation for balances to the contractor of any sum or sums set forth in the contract. Township will pay only for goods and services accepted prior to termination.
2. Notwithstanding the above, the contractor shall not be relieved of liability to the TOWNSHIP for damages sustained by the TOWNSHIP by virtue of any breach of the contract by the contractor and the TOWNSHIP may withhold any payments to the contractor for the purpose of compensation until such time as the exact amount of the damage due the TOWNSHIP from the contractor is determined.
3. The contractor agrees to indemnify and hold the TOWNSHIP harmless from any liability to subcontractors/suppliers concerning payment for work performed or goods supplied arising out of the lawful termination of the contract by the TOWNSHIP under this provision.
4. In case of default by the successful vendor, the TOWNSHIP may procure the goods and services from other sources and hold the successful vendor responsible for any excess cost.
5. Continuation of the terms of this contract beyond the fiscal year is contingent on availability of funds in the following year's budget. In the event of unavailability of such funds, the TOWNSHIP reserves the right to cancel this contract.
6. ACQUISITION, MERGER, SALE AND/OR TRANSFER OF BUSINESS, ETC. It is understood by all parties that if, during the life of the contract, the contractor disposes of his/her business concern by acquisition, merger, sale and/or transfer or by any means convey his/her interest(s) to another party, all obligations are transferred to that new party. In this event, the new Township(s) will be required to submit all documentation/legal instruments that were required in the original proposal/contract. Any change shall be approved by the TOWNSHIP.
7. The contractor will not assign any interest in the contract and shall not transfer any interest in the same without the prior written consent of the TOWNSHIP.

VIII. PAYMENT

1. No payment will be made unless duly authorized by the TOWNSHIP'S authorized representative and accompanied by proper documentation.
2. Payment will be made in accordance with the TOWNSHIP'S policy and procedures.

IX. CONTRACT TERM

This contract shall begin following date of award thirty six (36) months. The Township reserves the right to renew this contract for an additional two years not too exceed five (5) years. Renewal shall be enacted by the recommendation of Business Administrator with the approval of the West Orange Township.

The TOWNSHIP'S representative shall provide a written intent to extend the agreement. The same conditions shall prevail. The price (if applicable) shall only be adjusted as per the State established index rate. Any contract resulting from this proposal shall be subject to the availability and appropriation of sufficient funds annually.

The Township of West Orange may, at any time during the contract period, terminate the contract by giving thirty (30) days' notice in writing to the Vendor.

Scope of Services

The Township desires to retain a Company to provide certain services to the Township on the terms and conditions set forth as follows:

2. Administrative Services.

- a) Subject to the terms and conditions below, the Township is looking to award a contract to a vendor to administrate the Township's extra duty program. This will entail:
 - I. Engaging with individuals and representatives of companies, organizations and institutions who wish to hire officers to work extra duty details (hereinafter "Customers") via phone, website interaction or email to explain program rules and rates, vet new customers per department's guidelines, execute the new customer process, receive requests for extra duty details, confirm extra duty details and to gather and communicate any related pertinent information and feedback.
 - II. Scheduling extra duty details with department personnel in a manner consistent with department rules. Communicate as needed with department personnel to confirm detail assignment scheduling and details worked.
 - III. Invoicing Customers and following-up on invoice collections in a manner agreed upon with department leadership.
 - IV. Manage officer payment process in conjunction with the Township's existing pay roll system. Company will provide payroll files and direct deposit payments to the Township on a bi-weekly basis in conjunction with Township's existing pay roll process.
 - V. Pay to the Township within direct deposit payments detailed in Section 1.IV, any Township administrative fees at a level specified by the Township and then collect from the Customer.
 - VI. Manage the feedback loop i.e. initiate and field feedback from customers (good and bad) then share with the appropriate parties in a timely manner
 - VII. Provide department leadership with appropriate reporting and transparency into the program on an on-going basis.

- VIII. Accept all Customer credit risk and finance, at sole cost to the Company, all financing “float” costs associated with invoicing Customers. Invoice remittance timing will not effect the time of pay roll and administrative fee payments Company must pay Township under Sections 1.IV and 1.V. See appendix A for operational details.
- IX. Company will fund an escrow account in such amounts as specified in Appendix A. The Township may utilize these funds to pay any and all salaries due to its employees and/or administrative fees due to the Township on an accrual basis, pursuant to any extra duty details worked by the Township’s employees.

3. Term

The term of the engagement shall commence on the Effective Date and continue for three years. The Township will have an option of renewing the agreement for an additional two years.

4. Payment and Invoicing Terms.

In consideration for any and all services which the Company shall render to the Township pursuant to this Agreement, the Company shall charge the Customer an administration fee of \$ ____ / ____% per hour/billing.

5. Standard of Care

- a) The Company warrants that services shall be performed by personnel possessing competency consistent with applicable industry standards.
- b) Manner of performance by Company
 - I. Company shall work closely with Township's personnel to the extent required and, if necessitated by the nature of the services under the Agreement. Company agrees to use its best reasonable efforts in its performance and agrees that completion of the services within the agreed upon time period is an essential term of this Agreement. Township will provide reasonable working space and access to Township's facility as may be reasonably required for the performance of such services. Company shall make available to Township periodically upon request, work products and other information as may be necessary to enable Township to verify that Company is proceeding in accordance with any general specifications.

- II. While at the facilities of Township, Company and its staff shall observe and follow the work rules, policies and standards of Township including but not limited to Township's rules, policies and standards relating to security of and access to Township's facilities; telephone information and intellectual property.
- III. Company shall appoint a member of its staff to be the single primary responsible individual for delivering Company's services to Township under this Agreement.
- IV. Company shall keep complete and systematic records of all services purchased by Township. Such records shall include any records relevant to any costs, expenses, or payments incurred or made by Company on behalf of Township, any financial records, procedures and such other documentation pertaining to Company's performance under this Agreement. Company shall preserve all such records for the longest of the following two periods: (i) a term of 5 years after termination of this Agreement or (ii) in accordance with the record retention period mandated by any applicable law. In the event that a legal matter arises requiring preservation of certain records, Company shall suspend destruction of such records as requested by Township or any governmental body. During the term of this Agreement and, thereafter, in accordance with the applicable record retention period, Township shall have the right to inspect, copy and audit those records identified in this Section 4.b.iv during regular business hours. This right shall include, but not be limited to, the right to inspect, copy and audit any records that may pertain to invoice records, contracts with third parties, payments relating to this agreement, and correspondence.

APPENDIX A: FINANCIAL RISK MITIGATION

All credit-worthy customers are to be offered net 45 payment terms on all extra duty details. Company accepts credit risk on all such customers and finances the financial float associated with payment terms.

Company has the right to deem particular customers non-credit-worthy and require pre-payment from such customers. Company agrees to not designate any customer as non-credit-worthy, which has been a recurring customer, in consistent good standing, with the Township's extra duty program for at least one year, and/or is publically traded. Company further agrees to inform Township prior to designating any individual customer non-credit-worthy.

Customers deemed to be non-credit-worthy, and customers wishing not to be invoiced for serviced rendered, will have the option of pre-paying via check, credit card, or escrow account. Company may impose a 3% financing fee for any credit card payments.

Company will fund an escrow account in such amounts sufficient to cover any and all salaries due to its employees and/or administrative fees due to the Township on an accrual basis for a two week period, not less than seventy six thousand dollars (\$76,000.00).

BIDDER'S CHECK LIST Mandatory Items

- * Business Registration Certification _____
- * Stockholders Disclosure
Statement _____
- * Affirmative Action Compliance
Notice _____
- * Iranian Disclosure Form _____
- * Non Collusion Affidavit _____
- * Proposal Form _____
- * Receipt of Addenda _____

Please provide one additional copy of your proposal.

PROPOSAL

TO THE TOWNSHIP COUNCIL, TOWNSHIP OF WEST ORANGE, NEW JERSEY

Dear Council Members:

In accordance with and subject to all stipulations, conditions, requirements, and instructions to bidders, specifications so far as they relate to this proposal are made part of it, submit a bid from:

COMPANY
NAME _____

ADDRESS _____

DATE _____

PHONE _____

BY _____
(Signature and Title of Officer of Company authorized to execute a contract)

BUSINESS REGISTRATION CERTIFICATE

IMPORTANT NOTICE

Effective September 1, 2004, the State has expanded its Contractor Registration Program to local Government contracts, P.L. 2004, c57. All business organizations that do business with a local government agency are required to be registered with the State. The business must provide proof of that registration to the local government agency before that local government agency can enter into a contract with the business. A copy of the Business Registration Certificate shall be provided at the time any bid or RFP is submitted; failure to do so is a fatal defect that cannot be cured. A copy of the Business Registration Certificate must also be on file before any purchase order/voucher or other contracting document can be issued.

Contractors are responsible for notifying subcontractors.

Further information and registration can be obtained online from the NJ Treasury, Division of Revenue or by calling (609) 292-1730.

P.L. 1999 Chapter 238. The Public Works Contractor Registration Act specifies that no contractor or subcontractor shall bid on or engage in any contract (or part thereof) for public work which is subject to the provisions of the "New Jersey Prevailing Wage Act", P.L. 1963 C. 150 (c. 34:11-56.25 et seq.) for the construction, reconstruction, demolition, alteration, repair, or maintenance of a public building regularly open to and used by the general public or public institution, and includes any subcontractor or lower tier subcontractor of a contractor unless they are registered with the Commissioner of Labor.

STOCKHOLDER DISCLOSURE CERTIFICATION

This Statement Shall Be Included with Bid Submission:

Name of Business _____

☐ I certify that the list below contains the names and home addresses of all stockholders holding 10% or more of the issued and outstanding stock of the undersigned.

OR

☐ I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned.

Check the box that represents the type of business organization:

☐ Partnership ☐ Corporation ☐ Sole Proprietorship
☐ Limited Partnership ☐ Limited Liability Corporation ☐ Limited Liability Partnership
☐ Subchapter S Corporation

Sign and notarize the form below and if necessary, complete the stockholder list below.
Stockholders:

Name: _____	Name: _____
Home Address: _____	Home Address: _____
_____	_____

Name: _____	Name: _____
Home Address: _____	Home Address: _____
_____	_____

(Affiant)

(Print name & title of affiant) (Corporate Seal)

NOTARY PUBLIC

Sworn before me this ____ day of _____ 2017

Signature of Notary Public My
Commission Expires:

SCHEDULE A

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE

N.J.S.A. 10:5-31 et seq. (P.L. 1975, C. 127) -- N.J.A.C. 17:27 -- GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

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

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

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

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to make good faith efforts to employ minority and women workers consistent with the applicable county employment goals established in accordance with N.J.A.C. 17:27-5.2, or a binding determination of the applicable county employment goals determined by the Division, pursuant to N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

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

In conforming with the applicable employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA302

The contractor and its subcontractors shall furnish such reports or other documents to the Div. of Contract Compliance & BEO as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Div. of Contract Compliance & EEO for conducting a compliance investigation pursuant to Subchapter 10 of the Administrative Code at N.J.A.C. 17:27.

REQUIRED EVIDENCE

AFFIRMATIVE ACTION REGULATIONS N.J. S.A. 10:5-31, et seq. (N.J.A.C. 17:27)

If awarded a contract, the Bidder will be required to comply with the requirements of N.J.S.A. 10:531, *et seq.*, and N.J.A.C. 17:27. Within five (5) days after receipt of the notification of intent to award the contract, the Bidder shall present one of the following:

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or
2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or
3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

The Bidder must submit no later than three (3) days after the signing of the Contract an Initial Project Manning Table consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-7.

Bidders are referred to the Bidder's Information Section of the Bid Packet for a further description of the above requirements.

NO BIDDER MAY BE ISSUED A CONTRACT UNLESS THEY COMPLY WITH THE AFFIRMATIVE ACTION REGULATIONS OF N.J.S.A. 10:5-31, et seq.

The following questions must be answered by all Bidders:

1. Do you have a federally-approved or sanctioned Affirmative Action Program?

Yes _____ (If yes, submit a copy of such approval.) No

2. Do you have a State Certificate of Employee Information Report approval?

Yes _____ {If yes, submit a copy of such approval.) No

The undersigned Bidder certifies that he is aware of the commitment to comply with the requirements of N.J.S.A. 10:5-31, *et seq.*, and agrees to furnish the required documentation pursuant to the law.

COMPANY: _____ NAME: _____

SIGNATURE: _____ TITLE: _____

NOTE: A bid must be rejected as non-responsive if a Bidder fails to comply with requirements of N.J.S.A. 10:5-31, et seq., within the time frame stipulated.

AMERICANS WITH DISABILITIES ACT OF 1990 Equal Opportunity for Individuals with Disability

The contractor and the Township of West Orange, (hereafter "owner") do hereby agree that the provisions of Title 11 of the Americans With Disabilities Act of 1990 (the "Act") (42 U.S.C. S121 01 et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, and activities provided or made available by public entities, and the rules and regulations promulgated pursuant there unto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the owner pursuant to this contract, the contractor agrees that the performance shall be in strict compliance with the Act. In the event that the contractor, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the contractor shall defend the owner in any action or administrative proceeding commenced pursuant to this Act. The contractor shall indemnify, protect, and save harmless the owner, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind or nature arising out of or claimed to arise out of the alleged violation. The contractor shall, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the owner's grievance procedure, the contractor agrees to abide by any decision of the owner which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the owner, or if the owner incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the contractor shall satisfy and discharge the same at its own expense.

The owner shall, as soon as practicable after a claim has been made against it, give written notice thereof to the contractor along with full and complete particulars of the claim, If any action or administrative proceeding is brought against the owner or any of its agents, servants, and employees, the owner shall expeditiously forward or have forwarded to the contractor every demand, complaint, notice, summons, pleading, or other process received by the owner or its representatives.

It is expressly agreed and understood that any approval by the owner of the services provided by the contractor pursuant to this contract will not relieve the contractor of the obligation to comply with the Act and to defend, indemnify, protect, and save harmless the owner pursuant to this paragraph.

It is further agreed and understood that the owner assumes no obligation to indemnify or save harmless the contractor, its agents, servants, employees and subcontractors for any claim which may arise out of their performance of this Agreement. Furthermore, the contractor expressly understands and agrees that the provisions of this indemnification clause shall in no way limit the contractor's obligations assumed in this Agreement, nor shall they be construed to relieve the contractor from any liability, nor preclude the owner from taking any other actions available to it under any other provisions of the Agreement or otherwise at law.

AFFIDAVIT OF NON-COLLUSION

The undersigned bidder of full age, being duly sworn according to law depose and hereby specifically certifies that:

A. To the best of the bidder's knowledge and belief, the annexed bid proposal for this project has not been prepared in collusion with any other bidder of like item or services and the prices, discounts, terms and conditions thereof have not been directly or indirectly communicated by or on behalf of the bidder to any person other than the recipient of the bid and will not be communicated to any person prior to the official opening of the bid.

B. The bidder fully understands that no premiums, rebates, or gratuities are permitted either with, prior to, or after signing of contract. Any violation will result in cancellation and removal from the bid list.

C. The bidder further certifies that the undersigned has the necessary authority, to sign this stipulation stating that the bidder has not entered into any agreement, or otherwise taken any action in restraint of free competitive bidding in connection with this bid.

All references to the bidder are understood to include the undersigned and all principals, partners and officers of the bidder.

Dated:

(Signature)

(Name and Title)

(Company Name)

(Address)

(City, State, Zip Code)

(Corporate Seal)

Subscribed and sworn to before me
this _____ day of _____, 2017

Notary Public of the State of New Jersey _____

My Commission expires

TOWNSHIP OF WEST ORANGE

DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN

Proposer: _____

Pursuant to Public Law 2012, c. 25, any person or entity that submits a bid or proposal or otherwise proposes to enter into or renew a contract must complete the certification below to attest, under penalty of perjury, that the person or entity, or one of the person or entity's parents, subsidiaries, or affiliates, is not identified on a list created and maintained by the New Jersey Department of the Treasury as a person or entity engaging in investment activities in Iran. If the Director finds a person or entity to be in violation of the principles which are the subject of this law, s/he shall take action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring, declaring the party in default and seeking debarment or suspension of the person or entity.

I certify, pursuant to Public Law 2012, c. 25, that the person or entity listed above for which I am authorized to submit a proposal: Must check appropriate boxes

- ☐ Is not providing goods or services of \$20,000,000 or more in the energy sector of Iran, including a person or entity that provides oil or liquefied natural gas tankers, or products used to construct or maintain pipelines used to transport oil or liquefied natural gas, for the energy sector of Iran, and
- ☐ Is not a financial institution that extends \$20,000,000 or more in credit to another person or entity, for 45 days, or more, if that person or entity will use the credit to provide goods or services in the energy sector in Iran.

In the event that a person or entity is unable to make the above certification because it or one of its parents, subsidiaries, or affiliates has engaged in the above referenced activities, a detailed, accurate and precise description of the activities must be provided in part 2 below to the New Jersey Turnpike Authority under penalty of perjury. Failure to provide such will result in the proposal being rendered as non-responsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

Part 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN
You must provide a detailed, accurate and precise description of the activities of the proposer, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the boxes below.

Name: _____	Relationship to Proposer: _____
Description of Activities: _____	
Duration of Engagement: _____	Anticipated Cessation Date: _____
Proposer Contact Name: _____	Contact Phone Number: _____

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above referenced person or entity. I acknowledge that the Township of West Orange, State of New Jersey is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of

this certification through the completion of any contracts with the Township to notify the Township in writing of any changes to the answers of information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the Township of West Orange, State of New Jersey and that the Township at its option may declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print): _____ Signature: _____

Title: _____ Date: _____

VENDOR INFORMATION

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

Name of Business: _____
Print

Name of Contact Person: _____
Print

Correspondence Address (including zip code):

Purchase Order Address (including zip code):

Payment Address (including zip code):

Telephone Number: _____

Fax Number: _____

E-mail Address _____

Employer I.D. or S.S. # _____

TOWNSHIP OF WEST ORANGE

ACKNOWLEDGMENT OF RECEIPT OF ADDENDA

The undersigned Bidder hereby acknowledges receipt of the following addenda:
Please assign the number, date and initial.

Addendum Number
Receipt

Dated

Acknowledge
(Initial)

☐ No addenda was received.

Acknowledged for: _____
(Company Name)

By: _____
(Signature of Authorized Representative)

Name: _____
(Print)

Title: _____

Date: _____

Exhibit “B”



101 Merritt Blvd
Suite 21
Trumbull CT 06611

September 1, 2017

Ms. Anne DeSantis, Purchasing Agent
Township of West Orange
66 Main St
West Orange, NJ 07052

Dear Ms. DeSantis:

Thank you for the opportunity to submit the enclosed proposal for the off duty police management system.

Per our Qualifications (section 1) and Program Description (section 2), we are confident of our ability to provide a seamless and hassle-free solution for the administration of the law enforcement extra duty program. Our solution will encompass client interaction, communicating and scheduling extra duty details among the officers, client invoicing and collections, and officer payment through the Township. All aspects of our solution will be consistent with the rules and approach the Township and West Orange Police Department require we take. Our approach will also alleviate all financial risk from the Township and come at no cost to the Township.

I will be your single point of contact during the solicitation process. Please do not hesitate to reach out to me directly at 203-216-9742 or RMilliman@ExtraDutySolutions.com.

Thank you in advance for your time and consideration.

Sincerely,

Rich Milliman
CEO
Extra Duty Solutions

Section 1: Qualifications

Extra Duty Solutions administers extra duty programs for law enforcement agencies. We currently administer the extra duty programs for fourteen (16) agencies in New Jersey, Massachusetts, North Carolina, Florida and Washington state. We start with agency 17 in Arizona on 9/18.

Additionally, we are currently awaiting start dates from a number of other departments in Florida, North Carolina, New Jersey and Ohio.

Prior to serving law enforcement agencies, we managed extra duty programs for large, corporate clients including Marriott, Starwood, Ryder, Aon, MasterCard among others. It was through serving the corporate client needs we realized the administrative need in the law enforcement world. Once we initiated service for law enforcement agencies, we exited the corporate side of the business in order to avoid the conflicts of (see Appendix D for more details).

Our capabilities and resources include the following:

- Fully staffed account management teams. We will assign a full-time account manager to West Orange as well as at least one assistant account manager. In addition, we have 24/7/365 coverage for night, weekend and last-minute calls. Night and weekend calls go to our W2 employees – either in our Connecticut (headquarters) or Florida operation centers.
- Highly flexible software which enables us to offer a customized solution to West Orange. No two of our clients have the same rules and procedures, yet we handle each client's needs without issue. Whether you wish to communicate details to officers once a week, once a day, as they come in, via email/text, or online without individual notifications – we can accommodate. Likewise with scheduling officers for details – whether you wish to use a first-come-first-served approach, a point system, a system based on extra duty hours worked or number of extra duty jobs worked in a specified time period, or by tenure, a combination of these or some other way entirely – we can accommodate. Similarly for reporting, feedback and other aspects of the program – we administer your rules, rates and desired operational procedures.
- We have ample financial backing to manage any level of financial float West Orange clients would require.
- We can accommodate a wide variety of customer interaction and payment methods. Customers can call (24/7) to schedule/modify/cancel details.

Customers can pay us in accordance with your wishes. We can handle pre-payment only for all or for certain customers. Such customers can pay via an escrow account, overnight check, credit card, wire transfer or e-check – even via Walmart electronic transfers. We typically invoice customers, however, and finance the float and accept the credit risk. In so doing, we eliminate the program financial risk for the Township of West Orange.

- We have a proven officer payment process within which we can provide payroll files in conjunction with aggregate pay period deposits into West Orange's bank account. On a cadence consistent with West Orange's active duty pay cycle, we will provide pay roll files and pay deposits. Please see Appendix B for an example payroll file template.

We invite you to converse with any and all of our law enforcement references. We administer the extra duty programs at each of the departments listed in Appendix C.

Resumes of individuals who will work with West Orange can be found in appendix A:

Rich Milliman. The CEO of Extra Duty Solutions will be the single point of escalation and relationship management with West Orange. Rich will be the lead point of contact during the solicitation process, as well as through the on-boarding process should be move forward together.

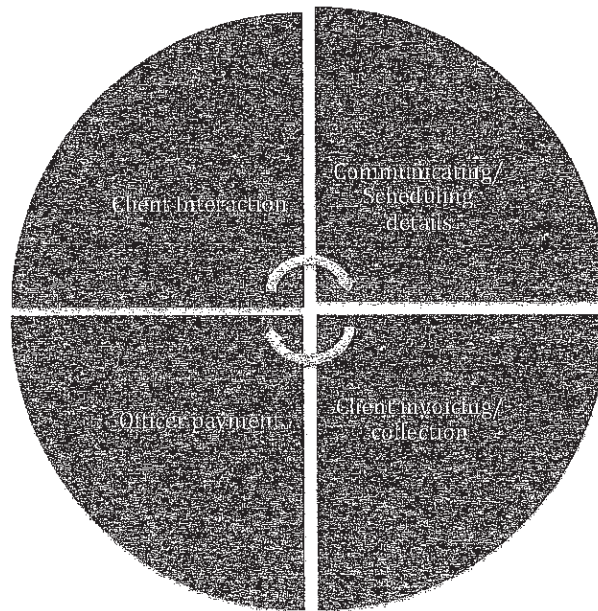
Adam Bryan, Head of Operations. Adam will oversee the West Orange account management team. He will engage during the on-boarding process to ensure West Orange's rule, rates and processes are properly reflected in our administration of the program. After on-boarding is complete, Adam will ensure the account management team is providing a high level of customer service to the officers and customers.

We have included the resumes of two of our recent account management team hires as examples of the typical backgrounds we seek in this area.

Section 2: Program Description and Method of Approach

Program Design

Our program template is divided into four quadrants:



- ***Client Interaction***

We will assign a local West Orange phone number to be the single number both extra duty customers of the West Orange Police Department (WOPD) and West Orange officers to utilize. We can also use a local number you already have in place. This number will be answered by a live person who is an employee of EDS and is located in the United States 24/7/365. During normal working hours calls will be directly routed to our West Orange account manager or assistant account managers. Off-hour calls are handled by a team of general account managers.

When a client calls the West Orange extra duty phone number, they are immediately connected with the West Orange account manager, or assistant account manager, if the primary manager is on another client call. Before the call is answered, the WOPD rates and rules automatically appear on the computer screen of the manager receiving the call. 94% of our client calls are answered within 3 rings.

Account managers can answer the client calls in any manner the WOPD desires – for example, “Extra Duty Solutions”, “West Orange extra duty desk”, etc.

Since the account managers have WOPD rates and rules as well as the WOPD extra duty schedule on their screens during all calls, most client requests are handled on one call. If a situation arises on a client call in which the account manager feels the need to engage the WOPD directly, the account manager would reach out to our WOPD liaison. The liaison acts as our main point-of-contact into the WOPD for any questions regarding extra duty requests. Examples of when our account managers have reached out to our existing liaisons include:

- To determine the number of officers required for a 5K race a charity is planning
- To determine if it was permissible for an officer to work an extra duty detail in a hotel lobby which contained an open doorway to an adjacent pub/restaurant which serves liquor.
- To determine if a client's request for two officers for a traffic control detail was sufficient given the detail location was within a school zone.

The liaison also keeps us informed of which officers are able to work extra duty. For example, new officers completing a probationary period, officers entering or exiting the light duty list, officers subject to disciplinary action, etc.

Recurring clients can have direct access to our software which will enable them to request new details, modify existing details, or cancel details without needing to call. They would simply logon to their client portal and make the request. The West Orange account manager is then automatically informed of the request. In many cases, clients get to know and form a first-name-basis working relationship with their account manager. Thus, many requests transpire between clients and account management via direct email.

Embedded below are example screen shots from our client portal:

expectations, we can seamlessly manage that process. New clients will be guided to a portal in our website within which they can access any needed documents to review, sign, and save. All such agreements can then be transferred to WOPD on rolling or batch cadence consistent with your preference. The same document management process can be enacted each year if client agreements need to be executed on an annual basis.

Communicating/ Scheduling Details: The Officer Portal

The scheduling aspect of the extra duty program entails the communication of the details to the officers and the actual assignment (scheduling) of officers into their chosen details. Both of these activities involve the usage of the officer portal.

Each officer will receive access to our officer portal – an area within our software which shows which details officers have previously worked, details which officers are scheduled to work, and details which are available to officers. Officers receive a logon and set their own password to access the officer portal. The portal can be accessed from any online device including laptops, android phones, iphones, ipads, etc.

In addition to information regarding details, the officer portal enables officers to:

- Create a profile which includes how they wish to be communicated with (email, text, or both), their mailing address, and any other pertinent information which is relevant for scheduling or payment purposes. The fields within the profile will be customized to WOPDs specific needs. Fields which should be defined not by the officer, but by department-provided information will be populated by us. For example, an officer's tenure, whether or not an officer is K9 certified, whether or not an officer has been certified to work extra duty at a local hospital, etc.
- Verify extra duty hours worked. Officers can logon to their portals to verify they have arrived at an extra duty detail and that they have departed a detail. We can customize this feature so officers verify their hours after working details, or real-time. If the real-time option is desired by WOPD, officers not verifying they have arrived at an extra duty detail site within 15 minutes of the scheduled start time will receive automated emails/texts to verify they are working the detail. Likewise, our account team will receive real-time notifications of a potential no-show to trigger them into calling the scheduled officer (if desired by WOPD) and, if need be, attempt to attain

another officer to work the detail. The same process can be followed upon completion of an extra duty detail. The officer "signs out" of the detail on his or her portal to verify completion of the detail. If an officer states the start and/or end time of the detail was different than the scheduled time, he or she is required to explain the difference within the portal.

- Transfer extra duty details. If WOPD allows transfers, officers can transfer details they have previously signed-up for either to other individual officers (by name) or to any other officer available and interested in accepting the detail. Again, the transfer feature is customizable and can be enacted or disabled in accordance with WOPDs wishes.
- Communicate available and unavailable times which they can work extra duty details. An officer can "opt-in" or "opt-out" of specific times on individual days, or on a recurring basis. For example, an officer can state she is only available for work extra duty details Tuesdays 6am – 11pm or Fridays 8am – 11pm on an on-going basis. Such an officer will only receive communications regarding details within those time frames. Another officer, who previously noted he was available to work any Monday, may note in his portal that next Monday he is unavailable to work. That officer will not be bothered with detail communications for that specific Monday. Likewise, an officer can input a vacation week, or any other times which he or she will or will not be available for extra duty.
- Review their extra duty calendars. Officers can view all details worked, scheduled and available via an easy-to-use calendar. Officers can quickly review the last month, current month, next four weeks, year-to-date, or any custom date-range they define.

Below are select screen shots of the officer portal:

SAYREVILLE POLICE DEPARTMENT
OFFICER SIGN-IN

ID or Badge #

Password

SIGN IN

EMAIL PASSWORD

[Go to Customer Login](#)



Welcome, Steven



DASHBOARD

JOB HISTORY

AVAILABLE JOBS

MY CALENDAR

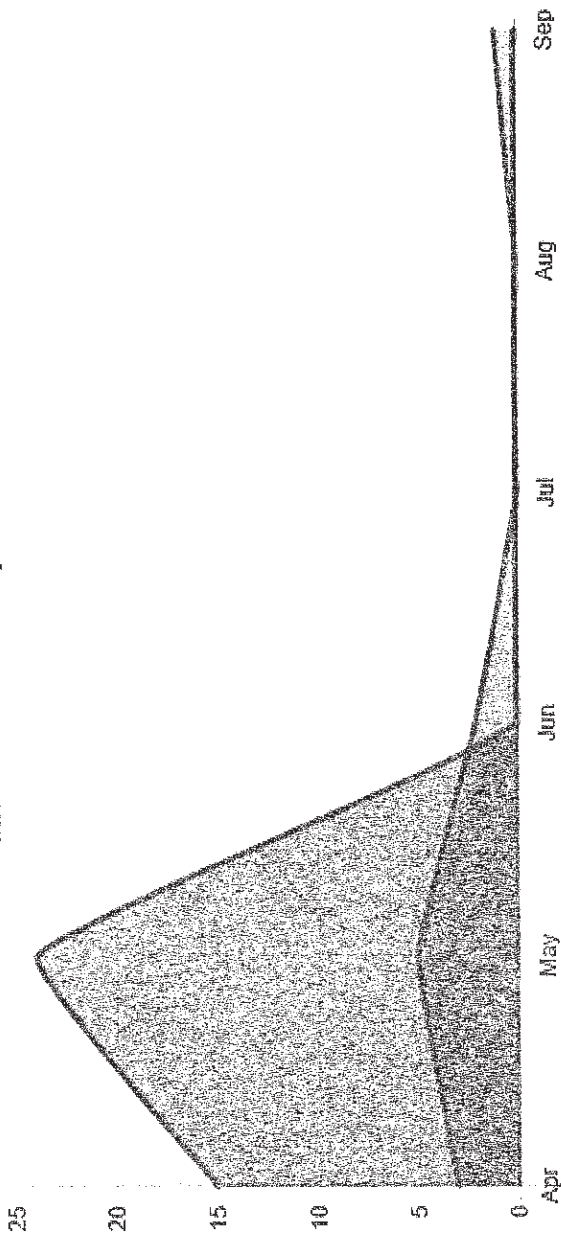
MY ACCOUNT

SIGN OUT

XTRA DUTY



Hours Worked Jobs Worked



MY CALENDAR

HOME MY CALENDAR

September 30, 2016 - September 30, 2016

NEW AVAILABLE TIME

NEW UNAVAILABLE TIME

Today

09/30/2016

09/30/2016

Tomorrow

Next Week

Next 4 Weeks

This Month

Next Month

Custom Range

APPLY

CANCEL

Sep 2016

Oct 2016

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

MAY

5

2016

THURSDAY

STARTS: 0800

ENDS: 1600

TOTAL HOURS:

8.00

PAID ON:

AMOUNT PAID:

\$256.00

EMPLOYER:

National Grid

JOB NAME:

Work Crew on Plantation Drive

LOCATION:

Corner of Plantation & Palm St.

NOTES:

VIEW DETAILS

MAY

3

2016

TUESDAY

STARTS: 1800

ENDS: 2300

TOTAL HOURS:

5.00

PAID ON:

AMOUNT PAID:

\$160.00

EMPLOYER:

Cincinnati Reds

JOB NAME:

Reds Game 5/3/2016

LOCATION:

Great American Ballpark - Gate C

NOTES:

VIEW DETAILS

AVAILABLE JOBS

HOME AVAILABLE JOBS

September 30, 2016 - October 6, 2016

APPROVED EMPLOYERS



MONDAY

STARTS: 0730

ENDS: 1130

EMPLOYER:

B&W Construction Co

JOB NAME:

53 Pulaski Ave

LOCATION:

53 Pulaski Ave

JOB TYPE:

Detail

AVAILABLE UNTIL:

10/1/16 10:30

NOTE:

Cruiser Needed

REQUEST

VIEW DETAILS

Check In

Your job on Thursday, September 29 for National Grid at 100 Newhood Rd starts at 0700

☐ I did not work this job

TIME:

7:00

Change Time if needed and Click below

NOTE:

CHECK IN

Communicating Details

We will communicate new details in a manner consistent with WOPD desires. The various ways we communicate details for our existing clients include:

- Email/texting details to officers on a rolling basis as they are requested by clients. Here again, only officers who are able and qualified to work on specific details will receive such notifications. An officer not certified to work at the hospital, or on vacation next week, will not receive notification for any hospital details or any details occurring next week. Details will also appear in officer portals in conjunction with being emailed/texted out.
- Email/text details to officers in a batch mode – the same time each day or the same time each week.
- Populate the details in officer portals but do not send out email/text notifications.
- In the event of emergency and last-minute details, or last-minute cancelations by officers scheduled to work details, we have the ability to “blast out” details. In this situation, all officers will receive emails/texts of an immediate need. Officers who have noted in their portals they are unavailable to work at the time of the need can be exempt from the notification.
- Finally, if you prefer we assign details based on availability, we would not communicate the details or populate them in the officer portals at all.

Scheduling Details

We will schedule or “award” details in a manner consistent with WOPD desires. Each law enforcement agency we serve has a unique way of awarding details. There are many ways we can distribute details; here are some common examples of our scheduling algorithms:

- First-come-first-serve. Whichever officer signs up for a detail first, gets the detail.
- By tenure: Details are offered to higher tenured officers initially, those which are unfilled after some pre-determined amount of time are then made available to a less tenured group – and so on down the tenure line.
- By a point system. Officers are assigned points in some determined fashion. For example, one point for each extra duty hour worked since January 1, or one point for each extra duty dollar earned this quarter, etc.

Details are then “open” for some amount of time while officers can indicate, via their portals, which details they are interested in. The officer with the lowest points indicating interest in a detail is awarded the detail. For example, a detail available for next week may be “open” for three days in officers’ portals. During that three-day period, 12 officers might indicate interest. The detail is awarded to the officer with the lowest points among those 12.

Additionally, we have the ability to adapt our scheduling method for environments which utilize internal coordinators. If WOPD has individual officers who currently and will continue to manage the relationships and define the schedules of individual clients, we can work within such a process. We can also limit coordinator control to just client relationship management, or relationship management and officer certification. A coordinator controlling officer certification has the ability to define which officers are and are not permitted to work their client’s details – but not necessarily the ability to actually award specific client details to individual officers.

We can also employ more than one scheduling methodology simultaneously. For example, a given month’s recurring security details might be awarded on the 10th day of the prior month in a first come first served basis, but roadjobs requested on an on-going basis might be awarded nightly using a pointsystem.

Regardless of the scheduling algorithm chosen by WOPD, we have the ability to override it in the event of emergency or last minute officer cancelation situations. In such situations, we can use the “blast out” method of communication with either a first-come-first-served or short timeframe (15 or 30 minutes typically) open-period award process.

Client Invoicing / Collection

We will invoice and collect payments from all clients. We will finance the associated float and accept all credit risk. For clients which the WOPD requires pre-payment or clients who are deemed not credit-worthy, we can accept hard or e-checks in advance of details, credit card payments, or set up escrow accounts for recurring clients.

Officer Payment

We will provide West Orange with a payroll file, in a file format and form which is acceptable to the West Orange finance team. This file will be provided once for each pay cycle and in accordance with the finance team's timing needs. On the same day, we will deposit the total amount due to cover officer payments and any administrative fees due to West Orange into a bank account of West Orange's choosing.

Implementation, Reporting, Support and Training, other considerations

Implementation

Should we be chosen to be WOPDs extra duty administrator, we would conduct a "knowledge transfer" meeting at no cost to West Orange. This meeting typically lasts 1 – 3 hours depending on the complexity of the extra duty program. This meeting would be conducted in-person at the WOPD. The meeting end-product is our thorough understanding of how WOPD leadership wants the extra duty program to be operationalized: rules, procedures, rates, etc. Within this meeting we will:

- Identify who, within WOPD, will have full transparency into the extra duty program via the administrator site (full detail calendar, financial visibility, officer schedules, etc.) and who will have partial transparency. For example, WOPD leadership may want the traffic Sergeant to have visibility into all traffic-related details, clients and the subset of officers who work such details, but not transparency into non-traffic details. Similarly, if WOPD employs internal detail coordinators, those individuals may have visibility into "their" clients and details, etc.
- Receive the WOPD roster, pertinent officer-level information required to award details (who is K9 certified, who is permitted to work various detail-types and/or at specific clients, etc.), liaison name, and any other personnel information required. For example, if WOPD requires city permitting for certain types of details, we will understand who we interact with for that purpose and the procedure entailed.
- All program rules: client cancelation policies, minimum hours per detail, detail types requiring multiple officers or certain ranks, off-limit detail types and/or clients, when to reach out to neighboring agencies to fill unfilled details and which agencies, officer cancelation policies and reporting needs, etc.
- All program rates: base rates, specialty rates by rank, hour of week, long details, national holidays, multiple-officer details, city- or school-details, etc.
- Reporting wants and requirements of WOPD leadership and sub-groups.

Once the knowledge transfer meeting is complete, we customize our infrastructure to meet the specific requirements of WOPD and are then ready to conduct training and client outreach. The infrastructure customization process takes two weeks.

Support and Training

One to two weeks before we initiate program administration, we would conduct training and on-boarding. At no cost to the city of West Orange, during this period we would:

- Conduct live group training for officers on use of the officer portal. We typically do this in conjunction with roll call meetings, but are happy to do a larger auditorium or training room session if preferred. Note the portal is extremely easy to use and new officers who have joined our client agencies staffs have all been able to utilize the portal without any formal training.

We provide each officer with a business card containing the single phone number and email address they will need to reach the account manager and account team.

- Hold "office hours" in which officers can interact with us in a one-on-one setting. These interactions can range from asking questions about direct deposit to specific, individual questions officers would rather ask in a one-on-one setting.
- Conduct in-person client outreach. For larger and recurring clients, we will physically meet with to introduce our firm, understand their individual requirements and concerns, initiate the vendor set-up process for invoicing purposes and answer any questions. For smaller and one-off clients, we will send out a letter, jointly written with WOPD leadership, to introduce our services and the account manager.

Reporting

Our infrastructure entails numerous base reports along with countless methods to customize these reports. Reporting covers all aspects of the extra duty program including:

- client lists, client activity, billing, receivable aging
- officer detail history, officer cancelation, no-show, late-show, detail transfer, potential rule violation (i.e., double-booking active/off duty, working an excessive number of hours in a day or week, etc.), payments, car and mileage fees
- detail scheduling, both historically and forward looking, by any time period

The knowledge transfer meeting will include a review of available reporting options. For most of our clients, we provide a weekly "report pack" which is emailed to department leadership. Beyond that, our account managers generate on-the-fly reports as needed at the request of our liaisons. Additionally, WOPD leadership will have the ability to generate any reports they want at any time via a logon into our reporting module.

Three example reports can be viewed in Appendix B.

Section 3: Pricing

Our pricing for this engagement is:

<u>WOPD charge</u>	<u>EDS admin fee</u>
Officer \$28/hour	\$4.00
Officer \$41/hour	\$4.10
Officer \$75/hour	\$6.38
Officer \$90/hour	\$7.65
Cruisers per hour	\$.43

These fees are charged to the vendor (contractor/client).

We do not charge any fee to the West Orange Police Department or Township of West Orange at any time, including during the implementation and training period.

Clients who wish to pay via credit card may be assessed an additional fee (assessed on the total invoiced amount). We typically do not assess this fee, but have in cases when a client wishes to pay large or last minute invoices via credit card.

APPENDIX A: RESUMES

PROFESSIONAL EXPERIENCE

HART HALSEY / EXTRA DUTY SOLUTIONS Trumbull, CT

9/2014-present

CEO

HH/EDS works with law enforcement agencies themselves to administer extra duty programs. HH/EDS helps law enforcement agencies focus on community safety by relieving the administrative burden associated with extra duty programs.

BRIDGEWATER ASSOCIATES Westport, CT

6/2008-1/2013

Bridgewater is the world's largest institutional hedge fund with approximately \$130B under management and a staff of over 1300.

COO, Back Office

2010-2013

- Member of leadership team outsourcing core operations, technology and accounting areas to BNYMellon (aimed at saving \$140M+ over initial 2 years). Considered the most complex, groundbreaking outsourcing in the hedge fund industry.
- Responsible for all non-BAU activities and projects across the back office including management of all client-/ compliance-initiated change requirements.
- Co-manage operations, technology, fund accounting, counterparty relations, budgeting/planning, security and risk management back office departments with executive from BNYMellon (outsourcer).

Head of Risk Management

2009-2010

- Initiated and led firm-wide risk management practice including an extensive fraud audit to assess the security of client funds and remediate areas of concern. Resulted in significant reduction in firm-wide risk and increased security (as assessed by Ernst & Young) from the highest organizational levels through the minute details of monetary movements and client sensitive information.

Senior Management Advisor

2008-2009

- Reporting directly to Founder/CEO Ray Dalio, worked with Bridgewater's senior management team to address the most pressing problems facing the company. Some results include:
 - significant labor efficiencies across the back office operations (collateral, consistency of procedures across asset classes, counterparty interactions, etc.)
 - Greatly enhance physical security of senior staff and VIP visitors.
 - elimination of recurring errors in client accounting (NAV calculations and reconciliations with custodians/ administrators), and client service (client communication preparation).
 - more throughput and fulfillment in HR recruiting; more thorough compliance (SAS 70 quality and process).
- Initiated, designed and implementation of firm-wide expenditure and vendor management process which directly reduced firm-wide vendor expenditures by 25% by attaining superior rates/terms and eliminating waste.

Group President/ Chief Operating Officer

IIR is a \$700M privately held family office holding company which operates seminar, management consulting, training and conference businesses worldwide.

- Managed 5 companies and 2 back office locations totaling 450 staff and \$210M in revenue.
- Moved an acquisition from an annual loss of \$5M to a profit of \$4.4M by greatly reducing costs and streamlining processes.
- Implemented a cross-company benchmarking process which led to utilizing significantly lower labor costs on major client engagements and more optimally deploying and sharing I.T. resources.
- Eliminated several negative-margin offerings while increasing revenue at a 14% annualized growth rate.
- Assisted in the sale of IIR to UK-based Informa in late 2005.

JOBDIRECT Stamford, CT**5/2001-9/2002****Chief Executive Officer and President**

JobDirect was the college recruiting subsidiary of **Korn/ Ferry International**, a publicly traded global executive search firm.

- Recommended and oversaw complete shutdown of company after results of two months of analysis were presented to and approved by Korn/Ferry's board and CEO.
- Merged front-end sales and account management into another Korn/Ferry subsidiary; back-end staff functions into Korn/Ferry corporate departments. Sold off unneeded assets and managed the closure of the legal entity including lease terminations, severance allocations and client contracts.

BANK ONE (JP Morgan Chase) – FirstUSA Credit Card Division Wilmington, DE**2/1998-5/2001****Senior Vice President, Portfolio Management**

2000-2001

Line management responsibility for \$250 million in earnings; \$30 billion in new balances. Responsible for all balance build, sales and usage, rewards and alliances, and retention marketing initiatives and programs.

- Beat 2000 YTD earnings goal by 18%. 2001 plan showed an 18% increase in top line growth with a 26% decrease in expenses.
- Managed staff of 615 including marketing, finance and call center operations personnel.

Senior Vice President, Retention Marketing and Operations

1999-

2000

Line responsibility for \$75 million in earnings; \$10 billion in new balances. Responsible for 20 marketing and finance personnel and 3 call centers housing 500 phone reps and 50 management staff. 4% professional staff attrition (compared to 20% company wide).

- Exceeded 1999 earnings forecast by 26%, beating 1998 earnings by 110%.
- Initiated alliance marketing programs with AOL, Ebay, and HomeDepot.
- Awarded "key performer" award - 2/00; rated "outstanding" on '98 and '99 performance reviews.

Senior Vice President, Competitive and Market Intelligence

1998-

1999

Grew department of 3 people to 30 in 9 months. 3% staff attrition.

- Introduced sophisticated market research techniques to FirstUSA and Firstcard.
- Developed competitive tracking databases and intranet allowing FirstUSA to track and predict mail volume, price and creative testing, and credit policies of specific competitors.

McKINSEY AND COMPANY Atlanta, GA; Los Angeles, C

9/1992-12/1997

Engagement Manager

1995-1997

Associate

1993-1994

Marketing Science Specialist

1992

Created and implemented marketing and operation strategies for a wide range of clients. International experience in Brazil, Canada and several European countries. Non-client activities included designing and conducting training / recruiting programs and teaching in McKinsey's mini-MBA program. Spent 1997 onsite at LRW managing the market research firm's alliance with McKinsey. Selected engagements:

- Developed a penetration strategy targeting high net worth prospects for a Brazilian private bank.
- Created a European market expansion strategy for a personal computer manufacturer.
- Determined a telecommunication firm's expected market share decrease resulting from deregulation.
- Defined and segmented the commercial market for advanced telecommunications equipment.
- Redesigned the product development process for a telecommunications firm, which led to a 50 percent decrease in time to market and a 60 percent decrease in person-days required.
- Developed a market strategy for a highly specialized private school increasing enrollment 15 percent.
- Reconfigured a building products distribution network yielding 30% lower costs with no revenue loss.
- Completed a five-month new product development process for an electric utility. This involved segmenting the business and consumer markets and leading ideation sessions.
- Defined the informational and skill set needs for the deregulated affiliate of an electric utility.
- Created a repositioning strategy for a toy store retailchain.

INFORMATION RESOURCES, INC. Chicago, IL

5/1991-9/1992

Associate Director, Product Development

Created mathematical models using panel and scanner data to analyze and devise market strategies. Worked with several leading packaged goods companies (i.e., Kraft, Procter and Gamble, Ocean Spray, Quaker, James River, Conagra, Tropicana, Lever Brothers, S.C. Johnson, etc.). Managed a department of three statisticians.

- Developed a generalizable system of models to forecast seasonal effects on sales of packaged goods.
- Developed price and promotion analysis models that generated over \$1 million of sales in year one.
- Determined the effectiveness of manufacturers offering price rollbacks to retailers. Results convinced a major consumer packaged goods manufacturer to eliminate all price rollbacks.

DDB NEEDHAM WORLDWIDE, INC. Chicago, IL

5/1988-5/1991

Associate (part-time 88-90 during graduate studies, full-time 91), Strategic Planning Department

Responsible for comprehensive strategic analysis of market and internal client data. Reviewed and devised strategic direction based on data analysis.

- Analyzed demographic trends that drove positioning for Sea World Parks.
- Defined possible image options for the positioning of Bud Dry Beer.
- Determined the viability of brand extensions for General Mills.
- Analyzed household buying habits for Disney movie videos.

NCR CORPORATION Dayton, OH

7/1985-9/1987

Systems Analyst

1986-1987

Programmer/ Analyst

1986

Programmer

1985

Analyzed, designed, and implemented business and computer information systems. Considerable interaction with finance, accounting, marketing and production. NCR top performer award Q4, 1986 (awarded to top 2 percent of professional staff). Promoted as rapidly as NCR regulations would allow.

CORPORATE BOARDS

Verde Inc. 1999-2002

Falck Medical, Inc 2005-2007

EDUCATION

THE UNIVERSITY OF CHICAGO

Chicago, IL

Graduate School of Business

Ph.D. - all but dissertation 1991

M.B.A. 1990

Majors: marketing and behavioral decision-making

Awarded full stipend and fellowship for Ph.D. studies

New business plan reviewer for Arthur D. Little Co.

Research Assistant in Center for Decision Research

Perceived Risk Attitudes: Relating Risk Perception to Risky Choice written with Elke U. Weber; *Management Science*, Vol. 43, No. 2, February 1997; winner of The Decision Analysis Society 1999 publication award

SYRACUSE UNIVERSITY

Syracuse, NY

Crouse-Hinds School of Management

B.S. business administration 1985

Majors: statistics and management information systems

General Electric summer intern, crew team

Mensa member

Adam M. Bryan
101 Merritt Blvd Suite 209
Trumbull, CT 06611
ABryan@ExtraDutySolutions.com
(203) 892-0766

Objective

Administer world-class extra duty law enforcement programs to effectively mitigate key risks to the company's people, property, products and information

Experience

1/2015 – Present **Hart Halsey / Extra Duty Solutions** Westport, CT

Head of Operations

- Responsible to ensure excellent service delivery to all Extra Duty Solution clients
- Design and implement extra duty law enforcement programs to mitigate risks faced in corporate environments
- Work closely with Police Departments and Sheriff Offices throughout the country to staff a wide variety of engagements ranging from multiple Officer recurring details to last minute, one-off type details
- Hire, train, and manage key personnel who administer extra duty law enforcement programs for our valued clients
- Ensure the Extra Duty Solutions Call Center is effectively resolving our client's needs in a timely and professional manner

4/2014 – 12/2014 **Alliance Building Services** New York, NY

Vice President, Security

- Develop business through various sales and marketing channels to seek clients looking to secure their people, property, and products
- Responsible for designing, implementing, and managing customized security officer programs that meet the goals of our clients
- Hire, Train, and Manage Account Managers at client accounts under my responsibility
- Manage the Quality Assurance program at client accounts to ensure the security personnel are performing up to contract standards
- Provide Security SME experience to clients during build outs, emergency situations and other situations where an elevated knowledge of physical security is needed

9/2012 – 3/2014 **Endo International** Huntsville, AL

Director, Security Operations

- Senior most security executive for a \$15+ billion pharmaceutical firm
- Hire, train and manage the company's security management team
- Responsible for all aspects of security operations including security personnel and security systems for the firm's two pharmaceutical manufacturing plants in Huntsville, AL and Charlotte, NC
- Manage the investigations team whose work ranges from investigating thefts of DEA scheduled controlled products to employee relations issues
- Manage the \$8 million annual security budget
- Responsible for developing and managing fail over events and the BCP during an emergency situation
- Liaison with local and state law enforcement and federal agencies i.e. DEA, FDA, and FBI
- Manage the firm's supply chain security team
- Act as point of contact for all Security emergencies

7/2010 – 9/2012 **Bridgewater Associates LP** Westport, CT

Security Operations Manager

- Responsible for over 100 contract security officers working over 5,000 hours per week at 7 locations for the largest hedge fund in the world
- Responsible for the Security Operations Center personnel and security systems
- Responsible for the firm's life safety program, including fire safety and the employer sponsored CPR/First Aid/AED training program.
- Manage security at over 50 large events per year
- Develop, implement and audit post orders, training programs, and various logs to secure the people and property of the firm
- Ensured data centers and BCP facilities were secure at all times through initial design phase to ongoing security management
- Perform complex investigations related to personnel issues and theft
- Liaison with local, state and federal officials

10/2008 – 7/2010

Securitas Security Services USA

Westport, CT

Account Manager – Bridgewater Associates

- Developed security guard program from the ground up
- Ensure the goals of the client security program are met
- Manage 1200-1400 hours per week of guarding operations at multiple sites
- Manage a staff of over 35 Security Officers
- Liaison between client management and contract security company
- Responsible for the Access Control System, CCTV, and employee badging process
- Monitor Security Officer performance through consistent feedback, ongoing training and auditing.

12/2007-10/2008

Securitas Security Services USA

Stamford, CT

Field Service Manager

- Manage 8500+ hours per week of guarding operations at multiple sites.
- Supervise a staff of over 300 Security Officers.
- Ensure that service expectations are being met through regular contact with clients.
- Evaluate service quality and initiate corrective action in a timely manner.
- Coach employees and carry out disciplinary actions, as necessary.
- Write and review Post Orders. Communicates requirements and changes to affected personnel. Ensure Post Orders are being followed.
- Carry out administrative procedures in support of Branch operations.

3/2007 – 12/2007

Securitas Security Services USA

Stamford, CT

Scheduling Manager

- Managed, established, maintained and reviewed schedules.
- Minimized avoidable overtime through effective scheduling strategies.
- Ensured accurate timekeeping, payroll, and billing data is posted in SAFES.
- Coordinated the daily schedules, on-site training, schedule changes and on call Security Officers.
- Maintained records of Security Officer qualifications, certifications, and training.
- Assisted in screening, interviews, discipline, and training Security Officers.

Education

Pennsylvania State University
Bachelor of Science, Organizational Leadership

Volunteer

ASIS Pharmaceutical Security Council Vice Chairman – 2014-Present
ASIS Pharmaceutical Security Council Member – 2012-Present

Adam R Bogdan

162 Stoneleigh Square • Fairfield, CT 06825 | Phone • 203-434-0875 | Email • AdamBogdan87@gmail.com

SUMMARY

Experienced account and security manager, currently responsible for oversight and execution of day-to-day operations and activity for a law enforcement business process administrator.

EXPERIENCE

Extra Duty Solutions – Trumbull, CT
2016 – present

July

Account Manager

- Engage with customers on matters related to extra duty details: new detail capture, change and cancelation requests, officer feedback.
- Work with finance to manage customer payments and invoicing flow.
- Set-up and manage call routing tracks across account managers to ensure customer calls are routed correctly at different times of the day and night.
- Ensure details are scheduled properly relative to department rules.

Securitas Security Services – Stamford, CT
July 2010 – July 2016
Bridgewater Associates (client of Securitas)

Account Manager, December 2014 - Present

Manager, Security Operations Center, December 2013 – December 2014

Security Supervisor November 2011 – December 2013

Security Officer, July 2010 – November 2011

- Responsible for oversight and execution of a \$3.5 million security account including the day-to-day physical security operations and managing of the client's Security Operations Center.
- Manage and maintain budget and payroll for entire security account.
- Design security policies and procedures, alarm response protocols, security system drawings, and access card guidelines.
- Audit security technology and physical security systems, and recommend changes and updates to management.

- Develop and manage procedures for emergency response and crisis management, physical security, information protection, incident management, and investigation units.
- Act as the point of contact for all facilities emergencies across the entire Bridgewater account.
- Responsible for coordinating and managing fail over events and the BCP during an emergency situation.
- Manage and supervise a team of 10 supervisors and 100 officers across seven locations in CT and NY.
- Develop and implement security testing and auditing programs across the entire Bridgewater account.
- Create and develop a training program, new hire training tracker, and training matrix appropriate for Bridgewater, in regards to security officers and security supervisors across the entire portfolio.
- Host company-wide training programs on security policies and procedures.
- Manage staff schedule of more than 3000 hours per week, for all shifts and events to minimize overtime costs.

PROFICIENCIES

- Working knowledge of security technology and systems to include: CCTV/Access Control, C-Cure 9000, Victor Management Software, Integral Software.
- Investigative procedures.
- Staffing and scheduling.
- Budget management.
- Proficient in Microsoft Office and Microsoft SharePoint.

EDUCATION

Southern New Hampshire University – Hooksett, NH
Master of Science in Justice Studies, 2013 – 3.97 GPA

- Graduate Certificate in Public Administration
- Graduate courses related to security management, police administration, and correctional management

University of Connecticut – Storrs, CT
Bachelor of Arts in General Studies, 2010

- Focus in Society and Justice

Professional Experience

Extra Duty Solutions

Account Manager (August 2016 – present)

- Manage customer and officer interactions via phone, web and in-person
- Manage junior account managers coordinating extra duty details
- Implement new customer on-boarding program
- Manage exhibit and conference sales efforts

Canon USA

Physical Security Coordinator (December 2013 – August 2016)

- Manage the day to day operations in the Security Operations Center at Canon USA Headquarters
- Ensure all Access Control and Security Systems are running and functioning correctly nation wide
- Develop and implement Security policies and procedures nation wide
- Train and manage SOC Operators nation wide
- Lead role in internal investigations
- Conduct Audits on all security personnel responsibilities
- Assist in security project management for all new and existing locations

Securitas Security Services, USA for Bridgewater Associates, L.P. (November 2008-December 2013)

Assistant Physical Security Account Manager (January 2010 - 2013)

- Filled the role of the Account Manager in his absence
- Trained and managed Supervisors in the Security Operation Center
- Supervised Security Officers over six individual campuses
- Hired and terminated Security Officers not meeting the standards set forth by Bridgewater and/or Securitas
- Managed Security Officer coverage - 2,500 + hours per week
- Developed and implemented security officer policies and procedures
- Managed Employee Request System
 - Processed requests for campus access and clearances for all employees and consultants
 - Internal investigations
 - Security extra coverage requests
 - Access control report requests

Physical Security Supervisor (August 2009 – January 2010)

- Managed 16 Security Officers across six campuses
- Security Officer payroll
- Ensuring all security officer responsibilities are thoroughly completed
- Handle and/or escalate issues that arise on shifts

Security Officer (November 2008-August 2009)

- Building tours

- Completed all required logs
- Secure Bridgewater's intellectual and physical property

Alfonse Campo, M.D., LLC (October 2007 - November 2008)

Office Manager

- New patient on-boarding
- Scheduling appointments
- Billing
- Insurance Authorizations
- Receiving and returning patient phone calls

Auto Pro Detailing, LLC (July 2006-October 2007)

Co-Owner

- Detailed vehicles for private and commercial accounts
- Business book-keeping and payroll

Skills Summary

Expertise in:

- | | |
|--------------------------------------|--------------------------|
| - Certified Advanced Systems Manager | - Integral Remote Viewer |
| - Ccure900 | - DS Control Point |
| - Victor Unified Client | - OnSSi |
| - VMS | |
| - Passagepoint | |

Education

NORWALK COMMUNITY COLLEGE - Norwalk, CT

- Completed 35 College Credits

FAIRFIELD WARDE HIGH SCHOOL - Fairfield, CT

- High School Diploma, 2005

APPENDIX B: EXAMPLE REPORTS

Badge Number	Officer Name	Customer	Job Date	Job Hours	Start Time	End Time	Hourly Rate	Total Pay
5641	Bisdee, Cedar	Cummings High School	9/9/2016 18:30	3	7:00:00 PM	10:00:00 PM	\$ 25.00	\$ 75.00
5641	Bisdee, Cedar	St. Mark's Church	9/11/2016 8:30	4	8:30:00 AM	12:30:00 PM	\$ 25.00	\$ 100.00
5641	Bisdee, Cedar	Main Street Live Cruise Event	9/10/2016 18:00	4	6:00:00 PM	10:00:00 PM	\$ 25.00	\$ 100.00
5609	Cornet, Michael	Main Street Live Cruise Event	9/10/2016 18:00	4	6:00:00 PM	10:00:00 PM	\$ 25.00	\$ 100.00
3053	Currie, Bret	Williams High School	9/9/2016 18:30	4	6:30:00 PM	10:30:00 PM	\$ 30.00	\$ 120.00
5316	Doss, Neil	Main Street Live Cruise Event	9/10/2016 18:00	4	6:00:00 PM	10:00:00 PM	\$ 25.00	\$ 100.00
5475	Elliott, Scott	Main Street Live Cruise Event	9/10/2016 18:00	4	6:00:00 PM	10:00:00 PM	\$ 25.00	\$ 100.00
3650	Houck, Andrew	Guzman's Market	9/9/2016 18:15	2	6:15:00 PM	8:15:00 PM	\$ 25.00	\$ 50.00
3650	Houck, Andrew	Guzman's Market	9/6/2016 18:15	2	6:15:00 PM	8:15:00 PM	\$ 25.00	\$ 50.00
5625	Jordan, Danisha	Rusted Bucket Tavern	9/11/2016 13:00	4.5	1:00:00 PM	5:30:00 PM	\$ 30.00	\$ 135.00
4238	King, Kevin	Carousel Cinema	9/9/2016 18:30	5	6:30:00 PM	11:30:00 PM	\$ 25.00	\$ 125.00
4238	King, Kevin	Burlington Royals Baseball	9/6/2016 17:30	3	6:30:00 PM	9:30:00 PM	\$ 30.00	\$ 90.00
4238	King, Kevin	Burlington Royals Baseball	9/5/2016 17:30	3.5	5:30:00 PM	9:00:00 PM	\$ 30.00	\$ 105.00
2752	Laws, Chad	Williams High School	9/9/2016 18:30	5	5:30:00 PM	10:30:00 PM	\$ 25.00	\$ 125.00
4242	Long, Todd	Main Street Live Cruise Event	9/10/2016 18:00	4	6:00:00 PM	10:00:00 PM	\$ 25.00	\$ 100.00
4472	Lowe, William	Williams High School	9/9/2016 18:30	5	5:30:00 PM	10:30:00 PM	\$ 25.00	\$ 125.00
5553	Mabe, Steven	Rusted Bucket Tavern	9/11/2016 13:00	4.5	1:00:00 PM	5:30:00 PM	\$ 30.00	\$ 135.00
5553	Mabe, Steven	St. Mark's Church	9/11/2016 8:30	4	8:30:00 AM	12:30:00 PM	\$ 25.00	\$ 100.00
4608	Marsh, Richard	Carousel Cinema	9/10/2016 18:30	5	6:30:00 PM	11:30:00 PM	\$ 25.00	\$ 125.00
5494	Paschal, Michael	Guzman's Market	9/5/2016 18:15	2	6:15:00 PM	8:15:00 PM	\$ 25.00	\$ 50.00
5494	Paschal, Michael	Guzman's Market	9/7/2016 18:15	2	6:15:00 PM	8:15:00 PM	\$ 25.00	\$ 50.00
4887	Sisk, Kelle	Guzman's Market	9/8/2016 18:15	2	6:15:00 PM	8:15:00 PM	\$ 25.00	\$ 50.00
4607	Smith, Al	Main Street Live Cruise Event	9/10/2016 18:00	4	6:00:00 PM	10:00:00 PM	\$ 25.00	\$ 100.00
2012	Smith, Steve	Guzman's Market	9/11/2016 17:15	2	5:15:00 PM	7:15:00 PM	\$ 25.00	\$ 50.00
5090	Wade, Jerry	Cummings High School	9/6/2016 18:00	2	6:00:00 PM	8:00:00 PM	\$ 25.00	\$ 50.00
5090	Wade, Jerry	Cummings High School	9/9/2016 18:30	4	6:30:00 PM	10:30:00 PM	\$ 25.00	\$ 100.00
2047	Ward, Chuck	Burlington Royals Baseball	9/6/2016 17:30	3.37	6:21:00 PM	9:43:00 PM	\$ 30.00	\$ 101.10
2047	Ward, Chuck	Burlington Royals Baseball	9/5/2016 17:30	3.6	5:30:00 PM	9:06:00 PM	\$ 30.00	\$ 108.00
2047	Ward, Chuck	Cummings High School	9/9/2016 18:30	3.2	6:30:00 PM	9:42:00 PM	\$ 25.00	\$ 80.00
5445	Wright, Nick	Main Street Live Cruise Event	9/10/2016 18:00	4	6:00:00 PM	10:00:00 PM	\$ 25.00	\$ 100.00

EXTRA DUTY SOLUTIONS SAMPLE FEES REPORT

September 7, 2016 --- September 9, 2016

<u>Detail Date</u>	<u>Customer Name</u>	<u>Officer Name</u>	<u>Position</u>	<u>Billed</u>	<u>Rate</u>	<u>Labor</u>	<u>VCR Fee</u>	<u>EDS Fee</u>	<u>Total</u>
9/7/2016	Sample Customer	Sample Officer	Sworn Officer	7.00	\$40.00	\$280.00	\$35.00	\$28.00	\$343.00
9/7/2016	Sample Customer	Sample PSO	PSO	7.00	\$35.00	\$245.00	\$35.00	\$28.00	\$308.00
9/7/2016	Sample Customer	Sample MSO	MSO	9.50	\$25.00	\$237.50	\$47.50	\$38.00	\$323.00
9/7/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	8.50	\$40.00	\$340.00	\$42.50	\$34.00	\$416.50
9/7/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	9.50	\$40.00	\$380.00	\$47.50	\$38.00	\$465.50
9/7/2016	Sample Customer	Sample MSO	MSO	9.00	\$25.00	\$225.00	\$45.00	\$36.00	\$306.00
9/7/2016	Sample Customer	Sample PSO	PSO	9.50	\$35.00	\$332.50	\$47.50	\$38.00	\$418.00
9/7/2016	Sample Customer	Sample PSO	PSO	9.00	\$35.00	\$315.00	\$45.00	\$36.00	\$396.00
9/7/2016	Sample Customer	Sample PSO	PSO	9.00	\$35.00	\$315.00	\$45.00	\$36.00	\$396.00
9/7/2016	Sample Customer	Sample PSO	PSO	9.50	\$35.00	\$332.50	\$47.50	\$38.00	\$418.00
9/7/2016	Sample Customer	Sample PSO	PSO	8.50	\$35.00	\$297.50	\$42.50	\$34.00	\$374.00
9/7/2016	Sample Customer	Sample PSO	PSO	4.00	\$40.00	\$160.00	\$20.00	\$16.00	\$196.00
9/7/2016	Sample Customer	Sample PSO Supervisor	PSO Supervisor	7.00	\$40.00	\$280.00	\$35.00	\$28.00	\$343.00
9/8/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	7.00	\$40.00	\$280.00	\$35.00	\$28.00	\$343.00
9/8/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	7.00	\$40.00	\$280.00	\$35.00	\$28.00	\$343.00
9/8/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	9.50	\$40.00	\$380.00	\$47.50	\$38.00	\$465.50
9/8/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	9.50	\$40.00	\$380.00	\$47.50	\$38.00	\$465.50
9/8/2016	Sample Customer	Sample MSO	MSO	8.50	\$35.00	\$297.50	\$42.50	\$34.00	\$374.00
9/8/2016	Sample Customer	Sample MSO	MSO	9.50	\$25.00	\$237.50	\$47.50	\$38.00	\$323.00
9/8/2016	Sample Customer	Sample MSO	MSO	9.00	\$25.00	\$225.00	\$45.00	\$36.00	\$306.00
9/8/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	9.50	\$40.00	\$380.00	\$47.50	\$38.00	\$465.50
9/8/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	8.50	\$40.00	\$340.00	\$42.50	\$34.00	\$416.50
9/8/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	8.50	\$40.00	\$340.00	\$42.50	\$34.00	\$416.50
9/8/2016	Sample Customer	Sample Sworn Officer	Sworn Officer	5.00	\$40.00	\$200.00	\$25.00	\$20.00	\$245.00
9/8/2016	Sample Customer	Sample Sworn Supervisor	Sworn Officer Supervisor	4.00	\$45.00	\$180.00	\$20.00	\$16.00	\$216.00
9/9/2016	Sample Customer	Sample MSO	MSO	7.00	\$25.00	\$175.00	\$35.00	\$28.00	\$238.00
9/9/2016	Sample Customer	Sample MSO	MSO	8.50	\$25.00	\$212.50	\$42.50	\$34.00	\$289.00
9/9/2016	Sample Customer	Sample PSO	PSO	5.00	\$35.00	\$175.00	\$25.00	\$20.00	\$220.00
9/9/2016	Sample Customer	Sample PSO	PSO	9.50	\$35.00	\$332.50	\$47.50	\$38.00	\$418.00
9/9/2016	Sample Customer	Sample PSO	PSO	9.50	\$35.00	\$332.50	\$47.50	\$38.00	\$418.00
				\$7,750.00	\$1,130.00	\$904.00			
Total								\$9,784.00	

Example Payroll Report

Officer Job & Earnings Totals			
From: 9/1/2016 Through: 9/21/2016			
Emp. #	Name	Tot Hrs	Tot Paid
152	Sample Officer	13.50	\$926.25
159	Sample Officer	12.50	\$828.75
158	Sample Officer	9.50	\$666.25
82	Sample Officer	14.00	\$913.75
142	Sample Officer	19.00	\$1,190.00
121	Sample Officer	56.00	\$3,802.50
143	Sample Officer	7.00	\$455.00
167	Sample Officer	28.50	\$1,868.75
136	Sample Officer	8.50	\$568.75
68	Sample Officer	25.50	\$1,706.25
100	Sample Officer	59.50	\$4,028.75
119	Sample Officer	9.50	\$666.25
86	Sample Officer	14.00	\$910.00
146	Sample Officer	4.00	\$220.00
162	Sample Officer	29.00	\$2,047.50
124	Sample Officer	35.00	\$2,405.00
85	Sample Officer	9.50	\$666.25
108	Sample Officer	15.00	\$975.00
128	Sample Officer	4.00	\$260.00
104	Sample Officer	46.00	\$3,185.00
106	Sample Officer	11.50	\$702.50
88	Sample Officer	13.00	\$877.50
77	Sample Officer	35.50	\$2,421.25
151	Sample Officer	10.50	\$682.50
111	Sample Officer	51.00	\$3,477.50
127	Sample Officer	22.00	\$1,495.00
101	Sample Officer	6.50	\$422.50
105	Sample Officer	8.50	\$568.75
156	Sample Officer	12.50	\$828.75
169	Sample Officer	27.50	\$1,901.25
145	Sample Officer	24.50	\$1,657.50
168	Sample Officer	47.50	\$3,331.25
109	Sample Officer	17.00	\$1,137.50
139	Sample Officer	38.00	\$2,665.00
120	Sample Officer	13.00	\$877.50
98	Sample Officer	6.00	\$390.00
160	Sample Officer	12.50	\$812.50
62	Sample Officer	8.50	\$568.75
130	Sample Officer	30.00	\$2,145.00
163	Sample Officer	32.50	\$2,197.50
149	Sample Officer	9.50	\$666.25

Payroll File

Detail Date	Inv #	Customer Name	Officer Name	Emp #	Worked	Billed	Rate	Labor	Admin Fee	Endor Fee
9/19/2016	100	RJV Construction	Doucette, Leo	Doucette	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74
9/20/2016	100	FED Corp	Doucette, Leo	Doucette	11.50	11.50	\$51.12	\$677.34	\$67.73	\$40.64
9/21/2016	100	RJV Construction	Doucette, Leo	Doucette	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74
9/22/2016	100	RJV Construction	Doucette, Leo	Doucette	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74
9/23/2016	100	RJV Construction	Doucette, Leo	Doucette	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74
9/26/2016	100	RJV Construction	Kavanagh, Paul	1515	8.00	8.00	\$51.12	\$408.96	\$40.90	\$24.54
9/26/2016	100	RJV Construction	Jewell, Brian	4230	8.00	8.00	\$51.12	\$408.96	\$40.90	\$24.54
9/26/2016	100	RJV Construction	Doucette, Leo	Doucette	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74
9/26/2016	100	Town of Endor, DPW	Piers, Kevin	4210	10.00	10.00	\$47.77	\$525.61		
9/26/2016	100	Town of Endor, DPW	Araujo, Robert	1810	9.50	9.50	\$47.77	\$489.68		
9/26/2016	100	Town of Moulton DPW	Grace, Charles	Grace	6.00	6.00	\$45.85	\$366.80		
9/26/2016	100	Verizon	Masella, Frank	4260	7.00	8.00	\$47.77	\$382.19	\$38.22	\$22.93
9/26/2016	100	Verizon	Keefe, Alexander	425	6.50	8.00	\$47.77	\$382.19	\$38.22	\$22.93
9/26/2016	100	W. W. Contracting	Ellis, Brandon	2230	9.00	12.00	\$46.77	\$654.83	\$65.48	\$39.29
9/27/2016	100	Eversource Electric	Tessier, Jonathan	1975	5.50	8.00	\$47.77	\$382.19	\$38.22	\$22.93
9/27/2016	100	RJV Construction	Fay, Erik	4255	7.00	8.00	\$51.12	\$408.96	\$40.90	\$24.54
9/27/2016	100	RJV Construction	Kavanagh, Paul	1515	8.00	8.00	\$51.12	\$408.96	\$40.90	\$24.54
9/27/2016	100	Sheehan Construction	Doucette, Leo	Doucette	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74
9/27/2016	100	Trask Development	Kaiser, Stacy	4320	2.17	4.00	\$47.77	\$191.10	\$19.11	\$11.47
9/27/2016	100	W. W. Contracting	Ramirez, Rodolfo	4360	9.50	12.00	\$46.77	\$654.83	\$65.48	\$39.29
9/28/2016	100	Eversource Electric	Fay, Erik	4255	5.25	8.00	\$47.77	\$382.19	\$38.22	\$22.93
9/28/2016	100	Eversource Gas	Kavanagh, Paul	1515	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74
9/28/2016	100	FED Corp	Grace, Charles	Grace	11.00	11.00	\$51.12	\$639.00	\$63.90	\$38.34
9/29/2016	100	RJV Construction	Doucette, Leo	Doucette	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74
9/29/2016	100	Town of Endor, DPW	Schmidt, James	Schmidt	10.00	10.00	\$46.77	\$514.51		
9/29/2016	100	Eversource Electric	Dionne, Michael	7071	5.00	8.00	\$47.77	\$382.19	\$38.22	\$22.93
9/29/2016	100	Mig Corporation	Grace, Charles	Grace	8.00	8.00	\$51.12	\$408.96	\$40.90	\$24.54
9/29/2016	100	RJV Construction	Doucette, Leo	Doucette	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74
9/29/2016	100	Town of Endor, DPW	Schmidt, James	Schmidt	10.00	10.00	\$46.77	\$514.51		
9/29/2016	100	Town of Endor, DPW	Kaiser, Stacy	4320	10.00	10.00	\$46.77	\$514.51		
9/29/2016	100	Verizon	Fay, Erik	4255	6.50	8.00	\$47.77	\$382.19	\$38.22	\$22.93
9/30/2016	100	Eversource Electric	Ellis, Brandon	2230	3.00	4.00	\$47.77	\$191.10	\$19.11	\$11.47
9/30/2016	100	RJV Construction	Doucette, Leo	Doucette	10.00	10.00	\$51.12	\$562.32	\$56.23	\$33.74
9/30/2016	100	Town of Endor, DPW	Fay, Erik	4255	7.00	8.00	\$47.77	\$382.19		
9/30/2016	100	Town of Endor, DPW	Kaiser, Stacy	4320	10.00	10.00	\$47.77	\$525.51		
9/30/2016	100	W. W. Contracting	Piers, Kevin	4210	7.00	8.00	\$46.77	\$374.19	\$37.42	\$22.45
9/30/2016	100	W. W. Contracting	Araujo, Robert	1810	7.00	8.00	\$47.77	\$382.19	\$38.22	\$22.93
10/1/2016	100	Keefe Commuter Services	Doucette, Leo	Doucette	8.00	8.00	\$51.12	\$408.96	\$40.90	\$24.54
								\$17,967.90	\$1,613.47	\$1,048.10
								\$ 20,629.47 total deposit		

APPENDIX C: CLIENT LIST

<u>Department</u>	<u>State</u>	<u>no. sworn (est)</u>	<u>Start Date with EDS</u>	<u>Primary Contact</u>	<u>Contact Phone</u>
Delray Beach	FL	150	1/25/16	Lt. Mike Moschette	561-243-7827
Ashland	MA	25	5/1/16	Sgt. Ed Burman	508-532-7988
Burlington	NC	180	5/1/16	Capt. Mark Rascoe	336-516-4656
Yakima	WA	140	6/1/16	Capt. Jeff Schneider	509-728-3744
Sayreville	NJ	100	9/1/16	Capt. Daniel Plumacker	732-525-5402
Greeneville	NC	180	12/1/16	Capt. Chris Ivey	252-329-4703
West Orange	NJ	100	12/1/16	Capt. Tim Brennan	973-325-4007
Pinehurst	NC	20	12/1/16	Capt. Ray Evans	910-295-3781
Montclair	NJ	120	2/20/17	Deputy Chief Tracy Frazzano	973-509-7537

South Brunswick	NJ	90	3/10/17	Lt. Laszlo Nyitrai Jr.	732-329-4000 x7488
Little Falls	NJ	40	3/15/17	Officer Alfonso Pinnola	973-256-0200
South River	NJ	50	3/31/17	Sgt. Ed Yorek	732-254-1150 x111
Greensboro	NC	700	4/3/17	Capt. John Thompson	336-373-7543
Eatontown	NJ	40	6/5/17	Ptl. Chris Bartlett	732-389-7830
East Brunswick	NJ	100	8/1/17	Capt. Kevin Zebro	732-390-6977

APPENDIX D: CONFLICT OF INTEREST STATEMENT

As mentioned in Section 1, we started our company by managing the extra duty officer needs of corporations. Once we started administering extra duty programs for law enforcement agencies a few Chiefs questioned what they considered to be a conflict of interest. We then spoke with a CALEA auditor and outside counsel.

Outside counsel crafted an opinion letter in which they identified "meaningful conflicts of interest" and advised us to exit either the corporate or law enforcement side of extra duty administration business.

As a result, we initiated an exit of our corporate business on 9/1/16 and had this exit completed by 12/31/16 with the exception of one corporate client with a single location in Alabama. During this timeframe, all of our corporate clients were transferred to other providers as we terminated our business relationships with them.

Extra Duty Solutions, including its owners, managers, employees, and family members, as a legal entity and as individuals, has absolutely no involvement in or ownership of any security guard business or related business including, but not limited to, businesses which attain or schedule extra duty officers on behalf of corporate clients.

The specific conflicts of interest identified by counsel are as follows:

- The administration company can "double dip". They can charge an administration fee on both the law enforcement side and the company side. In doing so, they earn twice the money for doing the same amount of work, and are unfairly profiting within the local community.
- Client companies often make requests which are in conflict with the manner in which the law enforcement agency wants their program to be administered. For example, a company may request specific officers work their details, or specific types of officers (e.g., friendly, "good with kids",

etc.) whereas the agency wishes to assign details via tenure, or a points system, or some other way to ensure consistency and fairness. The administrator will be tempted to bend or violate the agency rules to ensure their corporate client is happy.

Even if the administrator has no recurring corporate clients in the footprint of the agency, a corporate client could make a request for officers on a one-off basis as a result of a high-risk termination, executive travel, etc. In such a situation the administrator is in the position in which they very much want to keep their corporate client happy and thus fill that detail with an officer they know is reliable and receives positive feedback. Here again, the administrator is conflicted and may bend or violate the rules of the agency's stated process for communicating and scheduling officers so their corporate client gets preferential treatment at the expense of local companies which the administrator is not representing or profiting from.

- Similar to the above point: a corporate client may want an extra duty officer to engage in activities which are in the "gray area": take tickets, access the master key to check the back room, check IDs, ensure bank tellers aren't leaving early, etc. While these are not activities officers should be responsible for, and thus bring legal exposure to their agency, an administrator representing the corporate client will be conflicted and potentially allow such activities - in the absolute worst interest of the agency.
- An administrator who also places individuals other than the agencies active, sworn officers into client details, will be conflicted based on the profit associated with each such individual. For example, if the administrator earns higher margins on armed or unarmed security guards, U.S. or state marshals, Sheriff's deputies, state police, etc. they will be conflicted. A client requesting an extra duty officer may be steered toward a security guard by the administrator depending on the specific margin levels. Again – in the worst interest of the law enforcement agency.

TOWNSHIP REQUIRED DOCUMENTS

PROPOSAL

TO THE TOWNSHIP COUNCIL, TOWNSHIP OF WEST ORANGE, NEW JERSEY

Dear Council Members:

In accordance with and subject to all stipulations, conditions, requirements, and instructions to bidders, specifications so far as they relate to this proposal are made part of it, submit a bid from:

COMPANY NAME ANT HALSEY DBA
EXTRA DUTY SOLUTIONS

ADDRESS 101 MERRITT BLVD #21, TUMBULL NJ 06611

DATE 9/1/17

PHONE 203-216-9742

BY [Signature] CEO
(Signature and Title of Officer of Company authorized to execute a contract)

BUSINESS REGISTRATION CERTIFICATE
IMPORTANT NOTICE

Effective September 1, 2004, the State has expanded its Contractor Registration Program to local Government contracts, P.L. 2004, c57. All business organizations that do business with a local government agency are required to be registered with the State. The business must provide proof of that registration to the local government agency before that local government agency can enter into a contract with the business. A copy of the Business Registration Certificate shall be provided at the time any bid or RFP is submitted; failure to do so is a fatal defect that cannot be cured. A copy of the Business Registration Certificate must also be on file before any purchase order/voucher or other contracting document can be issued.

Contractors are responsible for notifying subcontractors.

Further information and registration can be obtained online from the NJ Treasury, Division of Revenue or by calling (609) 292-1730.

P.L. 1999 Chapter 238. The Public Works Contractor Registration Act specifies that no contractor or subcontractor shall bid on or engage in any contract (or part thereof) for public work which is subject to the provisions of the "New Jersey Prevailing Wage Act", P.L. 1963 C. 150 (c. 34:11-56.25 et seq.) for the construction, reconstruction, demolition, alteration, repair, or maintenance of a public building regularly open to and used by the general public or public institution, and includes any subcontractor or lower tier subcontractor of a contractor unless they are registered with the Commissioner of Labor.

STOCKHOLDER DISCLOSURE CERTIFICATION

This Statement Shall Be Included with Bid Submission:

Name of Business HART HOLSEY DBA EXTRA DUTY SOLUTIONS

☒ I certify that the list below contains the names and home addresses of all stockholders holding 10% or more of the issued and outstanding stock of the undersigned.

OR

☐ I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned.

Check the box that represents the type of business organization:

- ☐ Partnership ☐ Corporation ☐ Sole Proprietorship
☐ Limited Partnership ☒ Limited Liability Corporation ☐ Limited Liability Partnership
☐ Subchapter S Corporation

Sign and notarize the form below and if necessary, complete the stockholder list below.
Stockholders:

Name: RICAR MILLIMAN Name: _____
Home Address: 2 LYONS PHARM RD Home Address: _____
WESTON CT 06893

Name: ADAM ARYAN Name: _____
Home Address: 251 NORTON AVE Home Address: _____
WESTON CT 06460

(Affiant)

(Print name & title of affiant) (Corporate Seal)

NOTARY PUBLIC

Sworn before me this ____ day of _____ 2017

Signature of Notary Public My
Commission Expires:

SCHEDULE A

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE

N.J.S.A. 10:5-31 et seq. (P.L. 1975, C. 127) -- N.J.A.C. 17:27 -- GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

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

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

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

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to make good faith efforts to employ minority and women workers consistent with the applicable county employment goals established in accordance with N.J.A.C. 17:27-5.2, or a binding determination of the applicable county employment goals determined by the Division, pursuant to N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

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

In conforming with the applicable employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA302

The contractor and its subcontractors shall furnish such reports or other documents to the Div. of Contract Compliance & BEO as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Div. of Contract Compliance & EEO for conducting a compliance investigation pursuant to Subchapter 10 of the Administrative Code at N.J.A.C. 17:27.

REQUIRED EVIDENCE

AFFIRMATIVE ACTION REGULATIONS N.J. S.A. 10:5-31, et seq. (N.J.A.C. 17:27)

If awarded a contract, the Bidder will be required to comply with the requirements of N.J.S.A. 10:531, et seq., and N.J.A.C. 17:27. Within five (5) days after receipt of the notification of intent to award the contract, the Bidder shall present one of the following:

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or
2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or
3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

The Bidder must submit no later than three (3) days after the signing of the Contract an Initial Project Manning Table consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-7.

Bidders are referred to the Bidder's Information Section of the Bid Packet for a further description of the above requirements.

NO BIDDER MAY BE ISSUED A CONTRACT UNLESS THEY COMPLY WITH THE AFFIRMATIVE ACTION REGULATIONS OF N.J.S.A. 10:5-31, et seq.

The following questions must be answered by all Bidders:

1. Do you have a federally-approved or sanctioned Affirmative Action Program?
Yes _____ (If yes, submit a copy of such approval.) No ☒
2. Do you have a State Certificate of Employee Information Report approval?
Yes ☒ (If yes, submit a copy of such approval.) No

The undersigned Bidder certifies that he is aware of the commitment to comply with the requirements of N.J.S.A. 10:5-31, et seq., and agrees to furnish the required documentation pursuant to the law.

COMPANY: EXTRA DUTY SOLUTIONS NAME: RICH MILLMAN

SIGNATURE: [Signature] TITLE: CEO

NOTE: A bid must be rejected as non-responsive if a Bidder fails to comply with requirements of N.J.S.A. 10:5-31, et seq., within the time frame stipulated.

AMERICANS WITH DISABILITIES ACT OF 1990 Equal Opportunity for Individuals with Disability

The contractor and the Township of West Orange, (hereafter "owner") do hereby agree that the provisions of Title 11 of the Americans With Disabilities Act of 1990 (the "Act") (42 U.S.C. S121 01 et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, and activities provided or made available by public entities, and the rules and regulations promulgated pursuant there unto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the owner pursuant to this contract, the contractor agrees that the performance shall be in strict compliance with the Act. In the event that the contractor, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the contractor shall defend the owner in any action or administrative proceeding commenced pursuant to this Act. The contractor shall indemnify, protect, and save harmless the owner, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind or nature arising out of or claimed to arise out of the alleged violation. The contractor shall, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the owner's grievance procedure, the contractor agrees to abide by any decision of the owner which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the owner, or if the owner incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the contractor shall satisfy and discharge the same at its own expense.

The owner shall, as soon as practicable after a claim has been made against it, give written notice thereof to the contractor along with full and complete particulars of the claim. If any action or administrative proceeding is brought against the owner or any of its agents, servants, and employees, the owner shall expeditiously forward or have forwarded to the contractor every demand, complaint, notice, summons, pleading, or other process received by the owner or its representatives.

It is expressly agreed and understood that any approval by the owner of the services provided by the contractor pursuant to this contract will not relieve the contractor of the obligation to comply with the Act and to defend, indemnify, protect, and save harmless the owner pursuant to this paragraph.

It is further agreed and understood that the owner assumes no obligation to indemnify or save harmless the contractor, its agents, servants, employees and subcontractors for any claim which may arise out of their performance of this Agreement. Furthermore, the contractor expressly understands and agrees that the provisions of this indemnification clause shall in no way limit the contractor's obligations assumed in this Agreement, nor shall they be construed to relieve the contractor from any liability, nor preclude the owner from taking any other actions available to it under any other provisions of the Agreement or otherwise at law.

AFFIDAVIT OF NON-COLLUSION

The undersigned bidder of full age, being duly sworn according to law depose and hereby specifically certifies that:

A. To the best of the bidder's knowledge and belief, the annexed bid proposal for this project has not been prepared in collusion with any other bidder of like item or services and the prices, discounts, terms and conditions thereof have not been directly or indirectly communicated by or on behalf of the bidder to any person other than the recipient of the bid and will not be communicated to any person prior to the official opening of the bid.

B. The bidder fully understands that no premiums, rebates, or gratuities are permitted either with, prior to, or after signing of contract. Any violation will result in cancellation and removal from the bid list.

C. The bidder further certifies that the undersigned has the necessary authority, to sign this stipulation stating that the bidder has not entered into any agreement, or otherwise taken any action in restraint of free competitive bidding in connection with this bid.

All references to the bidder are understood to include the undersigned and all principals, partners and officers of the bidder.

Dated:

(Signature)

Rich Millman CEO
(Name and Title)
IAAT ASLEY DBA EXTRA DUTY SOLUTIONS
(Company Name)
101 MORRIS BLVD #21
(Address)
(City, State, Zip Code) THUMBALL CT 06611

(Corporate Seal)

Subscribed and sworn to before me
this _____ day of _____, 2017

Notary Public of the State of New Jersey _____

My Commission expires

TOWNSHIP OF WEST ORANGE

DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN

Proposer: Extra Duty Solutions

Pursuant to Public Law 2012, c. 25, any person or entity that submits a bid or proposal or otherwise proposes to enter into or renew a contract must complete the certification below to attest, under penalty of perjury, that the person or entity, or one of the person or entity's parents, subsidiaries, or affiliates, is not identified on a list created and maintained by the New Jersey Department of the Treasury as a person or entity engaging in investment activities in Iran. If the Director finds a person or entity to be in violation of the principles which are the subject of this law, s/he shall take action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring, declaring the party in default and seeking debarment or suspension of the person or entity.

I certify, pursuant to Public Law 2012, c. 25, that the person or entity listed above for which I am authorized to submit a proposal: Must check appropriate boxes

- ☒ Is not providing goods or services of \$20,000,000 or more in the energy sector of Iran, including a person or entity that provides oil or liquefied natural gas tankers, or products used to construct or maintain pipelines used to transport oil or liquefied natural gas, for the energy sector of Iran, and
- ☒ Is not a financial institution that extends \$20,000,000 or more in credit to another person or entity, for 45 days, or more, if that person or entity will use the credit to provide goods or services in the energy sector in Iran.

In the event that a person or entity is unable to make the above certification because it or one of its parents, subsidiaries, or affiliates has engaged in the above referenced activities, a detailed, accurate and precise description of the activities must be provided in part 2 below to the New Jersey Turnpike Authority under penalty of perjury. Failure to provide such will result in the proposal being rendered as non-responsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

Part 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN
You must provide a detailed, accurate and precise description of the activities of the proposer, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the boxes below.

Name: _____	Relationship to Proposer: _____
Description of Activities: _____	
Duration of Engagement: _____	Anticipated Cessation Date: _____
Proposer Contact Name: _____	Contact Phone Number: _____

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above referenced person or entity. I acknowledge that the Township of West Orange, State of New Jersey is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of

this certification through the completion of any contracts with the Township to notify the Township in writing of any changes to the answers of information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the Township of West Orange, State of New Jersey and that the Township at its option may declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print): ALICIA MILLIMAN Signature: [Signature]

Title: CEO Date: 9/1/17

VENDOR INFORMATION

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

Name of Business: HANTR HALSEY LLC DBA EXTRA DUTY SOLUTIONS
Print

Name of Contact Person: RICA MILLMAN
Print

Correspondence Address (including zip code):

101 MERRITT BLVD, STE 21
TRUMBULL CT 06611

Purchase Order Address (including zip code):

SAME

Payment Address (including zip code):

SAME

Telephone Number: 203 216 9742

Fax Number: 203 306 7140

E-mail Address INFO@EXTRADUTYSOLUTIONS.COM

Employer I.D. or S.S. # 47-2058816

Certification 57071

CERTIFICATE OF EMPLOYEE INFORMATION REPORT INITIAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of 15-FEB-2017 to 15-FEB-2024

HART HALSEY LLC, DBA EXTRA DUTY SOLUTIONS
101 MERRITT BLVD., SUITE 21
TRUMBULL CT 06611



Ford M. Scudder

FORD M. SCUDDER
State Treasurer



STATE OF NEW JERSEY BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name:	BRYAN, ADAM M
Trade Name:	EXTRA DUTY SOLUTIONS
Address:	281 NAUGATUCK AVE #5 MILFORD, CT 06460
Certificate Number:	2030229
Effective Date:	March 29, 2016
Date of Issuance:	October 08, 2016

For Office Use Only:

20161008171952855

RESOLUTION

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

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

<u>Organization</u>	<u>Date of Event</u>	<u>Place</u>	<u>RL No.</u>
West Orange Education Foundation Inc. Bingo	November 17, 2017	51 Conforti Avenue Ave.	7438
Cope Center Inc. On Prem Merch	December 7, 2017	350 Mt. Pleasant Ave.	7439
Zonta Charitable Fund Inc. Off Prem Merch	December 18, 2017	560 Northfield Avenue	7440
PTA Roosevelt Middle School Off Prem Merch	December 14, 2017	36 Gilbert Place	7441

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

Joe Krakoviak
Council President

Adopted: November 21, 2017

RESOLUTION

WHEREAS, for many years the Montclair Golf Club at Rock Spring (“the Club”), located at 90 Rock Spring Road, West Orange, New Jersey 07052, has arranged for a small helicopter to land on the grounds of the Club to deliver Santa Claus to Club members and their guests in attendance for a holiday celebration; and

WHEREAS, this year’s annual Santa Claus event is scheduled for **Sunday, December 17, 2017** at approximately 1:30 p.m.; and

WHEREAS, Santa’s reindeer, Rudolph et als., are not available for the trip at this time of year as they must be well-rested in preparation for their big Christmas Eve event; and

WHEREAS, Santa Claus has again graciously managed to make arrangements to travel by small helicopter to attend the Club’s annual holiday celebration; and

WHEREAS, the New Jersey Department of Transportation, Division of Aeronautics, Inspection & Aircraft Operation, not wanting to be Scrooge-like, does permit and has in the past permitted helicopter landings such as these on country club property when approved pursuant to its application process; and

WHEREAS, Dennis Lever, the helicopter pilot and agent for the Club, will prepare the required Application for Temporary Aeronautical Facility License for submission to the New Jersey Department of Transportation, and which must be accompanied by, among other documents and things which the Club will provide, a “letter, statement, or certificate from the appropriate governing body which states there is no objection to the issuance of a temporary license (mandatory for all temps)”; and

WHEREAS, for this event, the appropriate body is the Township Council of the Township of West Orange; and

NOW, BE IT HEREBY RESOLVED, that the Township Council of the Township of West Orange, does and hereby states that it has no objection to the issuance of a Temporary Aeronautical Facility License to the Montclair Golf Club at Rock Spring, located at 90 Rock Spring Road, West Orange, NJ 07052, for the purpose of permitting transportation and delivery of Santa Claus to the Club at approximately 1:30 p.m., on **Sunday, December 17, 2017**, for participation in the Club's traditional Christmas celebration; and it is further

RESOLVED, that this Resolution shall be made available in the Clerk's office for reasonable inspection in accordance with applicable law.

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

Joe Krakoviak
Council President

Adopted: November 21, 2017

RESOLUTION

WHEREAS, on September 5, 2017, the Township Council for the Township of West Orange (the "Township") adopted Resolution 200-17 authorizing the Township to retain Matrix New World at 26 Columbia Turnpike in Florham Park, New Jersey ("Matrix") to prepare a Preliminary Assessment and Phase I Environmental Site Assessment for the real property located on Block 176.03, Lot 10 on the Township of West Orange Tax Map, commonly known as 665 Eagle Rock Avenue or 659 Eagle Rock Avenue as designated by the New Jersey Department of Environmental Protection (the "Property") as part of the Township's due diligence prior to acquisition of the Property; and

WHEREAS, during Matrix's investigation, it discovered Sanborn maps from 1939 and 1951, see Exhibit "A" annexed hereto, showing possible existence of underground storage tanks in the southeast corner of the Property which were not accounted for in the Department of Environmental Protection (the "DEP") records nor the records of the Licensed Site Remediation Professional retained a previous owner of the Property, Exxon Mobile, to remediate the Property; and

WHEREAS, the Township desires to perform Geophysical Testing on the Property to determine whether there are still unaccounted underground storage tanks on the Property as part of its due diligence prior to acquisition of the Property; and

WHEREAS, the Township and the Property owner have agreed to extend the due diligence deadline and closing deadline to allow the Township to perform the Geophysical Testing on the Property as set forth in the November 2, 2017 letter agreement, annexed hereto as Exhibit "B;" and

WHEREAS, Matrix has submitted a proposal to the Township to perform the Geophysical Testing on the Property, annexed hereto as Exhibit "C;" and

WHEREAS, Matrix's proposal fixes the fees and costs for the Geophysical Testing at \$2,270; and

WHEREAS, the price of the proposal falls below the bid threshold thereby exempting the services from the requirements of the Local Public Contracts Law; and

WHEREAS, the terms set forth in Matrix's Proposal are agreeable to the Township.

NOW THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Township be and hereby is authorized to retain Matrix to perform the Geophysical testing on the Property consistent with the Proposal annexed hereto as Exhibit "**C**;" and be it further

RESOLVED, that Mayor is authorized to execute all necessary agreements or documents to retain Matrix consistent with the Proposal annexed hereto as Exhibit "**C**;" and be it further

RESOLVED, that the Municipal Clerk be and is hereby 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 in accordance with applicable law.

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

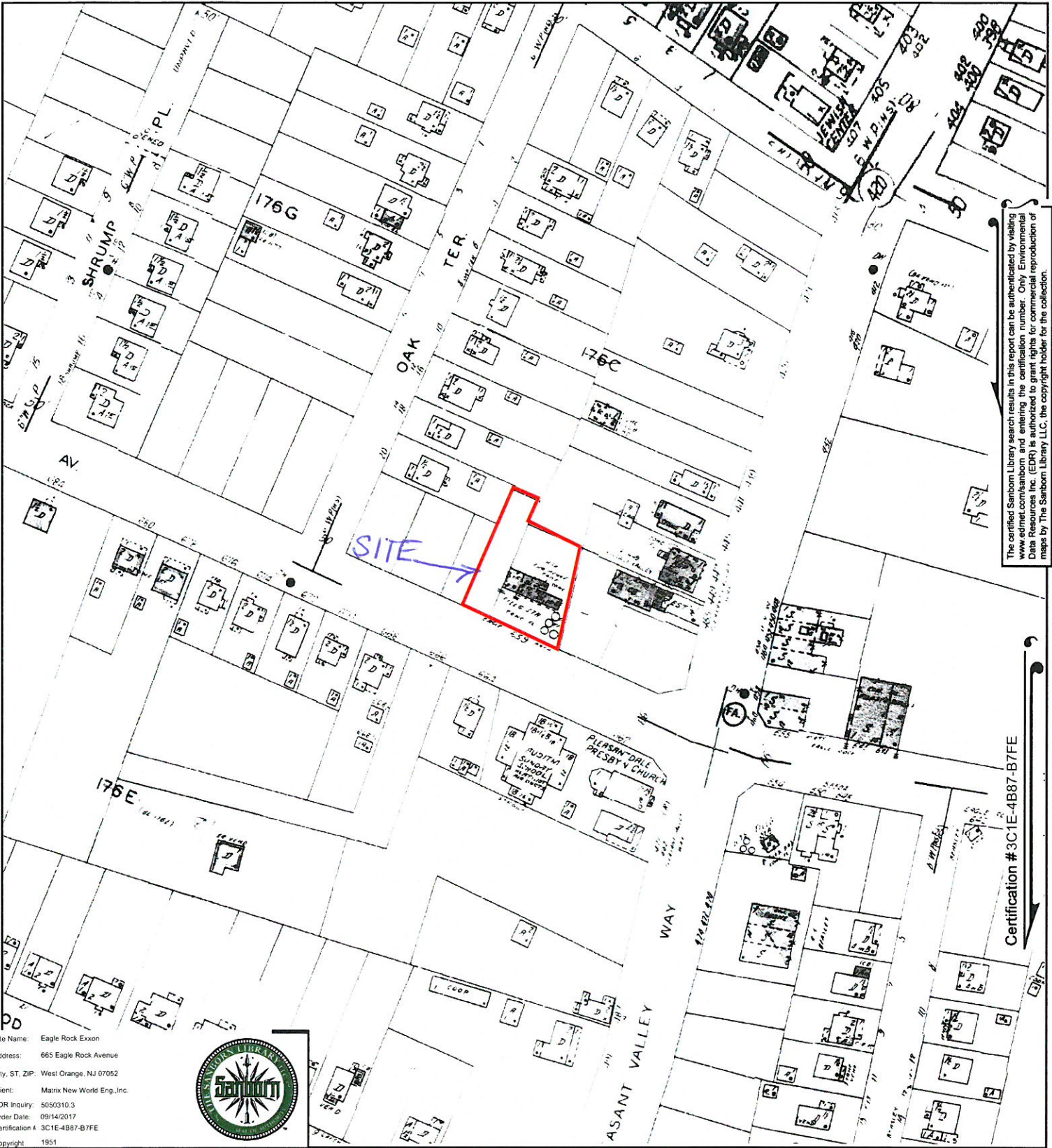
Joe Krakoviak
Council President

Adopted: November 21, 2017

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

John O. Gross, Chief Financial Officer

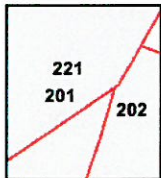
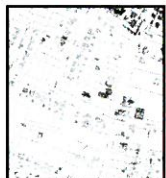
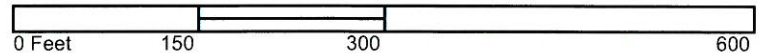
Exhibit “A”



Site Name: Eagle Rock Exxon
 Address: 665 Eagle Rock Avenue
 City, ST, ZIP: West Orange, NJ 07062
 Client: Matrix New World Eng., Inc.
 EDR Inquiry: 5050310.3
 Order Date: 09/14/2017
 Certification #: 3C1E-4B87-B7FE
 Copyright: 1951

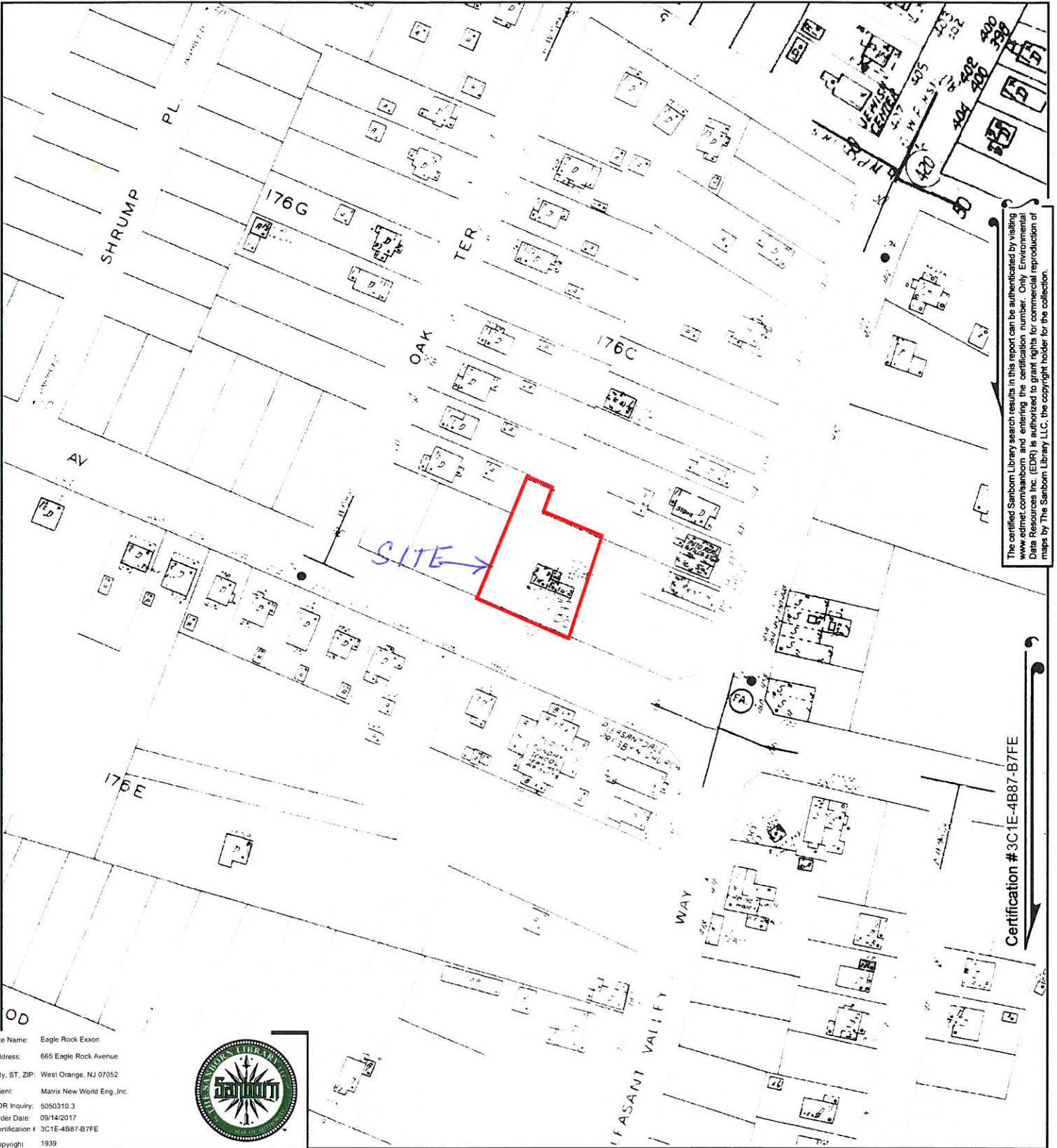


This Certified Sanborn Map combines the following sheets.
 Outlined areas indicate map sheets within the collection.



Volume 1, Sheet 221
 Volume 1, Sheet 202
 Volume 1, Sheet 201

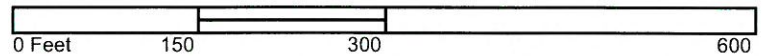




Site Name: Eagle Rock Exxon
 Address: 665 Eagle Rock Avenue
 City, ST, ZIP: West Orange, NJ 07052
 Client: Matrix New World Eng. Inc.
 EDR Inquiry: 5050310.3
 Order Date: 09/14/2017
 Certification #: 3C1E-4B87-B7FE
 Copyright: 1939



This Certified Sanborn Map combines the following sheets.
 Outlined areas indicate map sheets within the collection.



Volume 1, Sheet 202
 Volume 1, Sheet 201



Exhibit “B”



TRENK • DIPASQUALE
DELLA FERA • SODONO, P.C.

Richard D. Trenk
Director
Direct: 973-323-8660
rtrenk@trenklawfirm.com

347 Mt. Pleasant Avenue, Suite 300
West Orange, New Jersey 07052

P: 973-243-8600
F: 973-243-8677

File No. 27-0410

November 2, 2017

Via Email and Overnight Delivery

Daniel Roy, Esq.
2115 Millburn Avenue, Suite L1
Maplewood, NJ 07040

Via Email and Overnight Delivery

Sunny Uberoi
Realty Management Systems LLC
26 South Valley Road
West Orange, NJ 07052

**Re: 665 Eagle Rock Avenue
Township of West Orange Due Diligence
Possible Underground Storage Tanks**

Dear David and Sunny:

This office represents the Township of West Orange (the "Township") with regards to the purchase of the above captioned property (the "Property") pursuant to the Agreement of Sale executed on September 20, 2017 (the "Agreement").

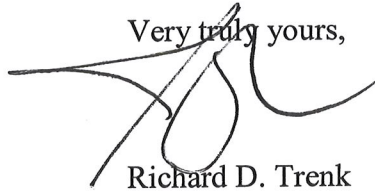
Following up on my call with Sunny on Wednesday, November 1, 2017, this letter shall confirm that Realty Management Systems, LLC (the "Seller") and the Township have agreed to extend the due diligence and option to terminate until December 31, 2017 and the closing date until January 31, 2018 to allow the Township to perform a geophysical investigation (the "Investigation") on the Property and that Seller has agreed to allow access to the property in order to perform the Investigation.

** No drilling or borings will be done without the prior written consent from the owner.*

Daniel Roy, Esq. and Sunny Uberoi
November 2, 2017
Page 2

Please execute the below signature line to acknowledge the Seller's agreement to the extension of the referenced deadlines and authorizing the Township access to the Property. The Township reserves all rights and remedies.

Very truly yours,

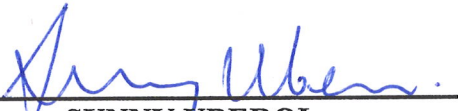


Richard D. Trenk

AGREED TO:

**665 REALTY MANAGEMENT, LLC
SELLER**

BY:



SUNNY UBEROI

Exhibit “C”

Via Email (jsayers@westorange.org)

October 27, 2017

Mr. John K. Sayers, Business Administrator
Township of West Orange, Director of Public Works
66 Main Street
West Orange, New Jersey 07052

**Re: PROPOSAL FOR GEOPHYSICAL INVESTIGATION
FORMER EXXON SERVICE STATION
665 EAGLE ROCK AVENUE
BLOCK 176.03, LOT 10
TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
MATRIX NO. 17-362**

Dear Mr. Sayers:

Matrix New World Engineering, Inc. (Matrix) is pleased to present this proposal to conduct a geophysical investigation in an effort to determine the presence/absence of former underground storage tanks (USTs) identified during the Preliminary Assessment (PA)/Phase I Environmental Site Assessment (ESA) for the above-referenced property. The 0.3-acre vacant property was a former Exxon retail gasoline station (Program Interest No. 007904) that is presently owned by 665 Realty Management, LLC.

SCOPE OF WORK AND COST

Based on Matrix's PA/Phase I ESA, a review of historic Sanborn Fire Insurance Maps identified gasoline tanks in the southeastern corner of the property. Exxon indicated that they have not investigated the potential presence of the USTs. Based on this information, Matrix proposes to conduct a geophysical investigation to assess the potential presence of a UST(s). The investigation will include all accessible areas of the property. A non-intrusive geophysical subsurface investigation will be conducted using ground-penetrating radar (GPR), radio frequency, magnetic (MAG), and electromagnetic (EM) geophysical subsurface delineation techniques. The field work will be completed in one day. The results of the geophysical investigation will be summarized in a letter report.

Matrix will conduct these activities on a fixed fee cost basis in accordance with the attached Terms and Conditions (previously revised for the Township of West Orange) (Attachment 1).

Total Fixed Fee Cost \$2,270.00

ASSUMPTIONS

This proposal is based on the following assumptions:

- Costs assume that the field work will be completed in one day;
- Access to the property will be provided by others;
- All work areas are accessible;

- All work will be completed during normal business hours;
- No intrusive work will be conducted; and
- All work will be conducted in accordance with Matrix's standard terms and conditions (attached).

CLOSING

Separate authorization from the client will be requested prior to commencing services outside the scope of this proposal. All out-of-pocket expenses including, but not limited to, certified mailings, photographs, and special deliveries are considered additional to the proposal items unless specifically noted within the scope of this proposal.

We thank you for the opportunity to be of service to you on this project. Matrix is prepared to implement the described Scope of Work upon receiving a signed copy of this letter and the Terms and Conditions. The return of a signed copy of this letter shall constitute authorization to proceed.

If you have any questions or require any additional information, please feel free to contact us at (973) 240-1800.

Sincerely,



Tamara Grillon
Project Manager



Robert Meisner, P.E., LSRP
Director, LSRP Services

Authorization to Proceed: _____
(Signature)

Date: _____

Copy to: Richard D. Trenk, Esq., Trenk, DiPasquale (via email)
Mark Moon, Esq., Trenk, DiPasquale (via email)
Leonard R. Lepore, P.E., Municipal Engineer (via email)

ATTACHMENT 1
MATRIX'S TERMS AND CONDITIONS

Matrix New World Engineering, Land Surveying and Landscape Architecture, PC
TERMS AND CONDITIONS FOR PROFESSIONAL SERVICES

Section 1: SERVICES

Matrix New World Engineering, Land Surveying and Landscape Architecture, PC (Matrix) agrees to perform the professional services (the "Services") as described in the Proposal incorporated herein by reference for the CLIENT on a best efforts, time and materials basis under the terms and conditions set forth below. Matrix reserves the right to amend the contents of the Proposal, if written authorization is not received within 90 days. These Terms and Conditions together with the Proposal constitute the agreement between Matrix and the CLIENT for the Services (the "Agreement").

Section 2: COMPENSATION

The CLIENT shall be responsible for all costs specifically enumerated in the proposal. For any costs set forth in the proposal as a range, Matrix shall provide CLIENT with an exact cost as soon as it can be estimated.

CLIENT shall also be responsible for any REIMBURSABLE COSTS not specifically set forth in the proposal. REIMBURSABLE COSTS include: out-of-pocket expenses, the cost of which shall be charged at actual cost and shall be itemized and included in the invoice. Typical out-of-pocket expenses shall include, but not be limited to, travel expenses (lodging, meals, etc.), job-related mileage at the prevailing IRS mileage rate, long distance telephone calls, printing and reproduction costs, and survey supplies and materials.

Section 3: CLIENT'S OBLIGATIONS

To assist Matrix in performance of the Services, CLIENT shall provide Matrix with appropriate material, data and information in its possession pertaining to the specific project or activity.

The CLIENT will advise Matrix of the nature and extent of the hazardous waste at the site. If Matrix discovers after it undertakes the Services that the site is of a different nature of hazard as defined by the client, or if unanticipated hazards are presented, the CLIENT and Matrix agree that the scope of services, schedule and estimated budget fee shall be adjusted as needed to complete the work without injury or damage.

Section 4: INVOICE PROCEDURE AND PAYMENT

Matrix will submit invoices to the CLIENT monthly and a final bill upon completion of the Services. Payment is due thirty (30) days from invoice date. CLIENT agrees to pay a finance charge of one and one-half percent (1.5%) per month, or the maximum rate allowed by law on past due accounts. CLIENT will be liable for all court costs, disbursements, and attorney's fees incurred in the collection of any outstanding invoices.

Section 5: OWNERSHIP OF DOCUMENTS

All survey notes, drawings, bills of materials, specifications, blueprints, reports, calculations and all other material prepared in connection with the specific project shall be property of the CLIENT and shall be transferred to the CLIENT upon completion of the project and upon receipt of complete payment for the scope of work outlined in the proposal. Matrix may retain a single copy of such information and documents.

Section 6: CONFIDENTIALITY

Matrix agrees to keep confidential and not to disclose to any person or entity, other than Matrix's employees and subcontractors, without the prior consent of the CLIENT, all data and information not previously known to and generated by Matrix, or furnished to Matrix and marked CONFIDENTIAL by the CLIENT in the course of Matrix's performance hereunder; provided, however, that this provision shall not apply to data which are in the public domain, or were previously known to Matrix, or were acquired by Matrix independently from third parties not under obligation to CLIENT to keep said data and information confidential. CLIENT shall not restrict Matrix from complying with an order to provide information or data when such order is issued by a court, administrative agency or other authority with proper jurisdiction.

The technical and pricing information contained in any proposal submitted by Matrix as to this project, or in the Agreement or any addendum thereto, is to be considered confidential and proprietary, and shall not be released or otherwise made available to any third party without express written consent of Matrix.

Section 7: BURIED UTILITIES

Matrix will conduct the research that in our professional opinion is necessary to locate utility lines and other man-made objects that may exist beneath the sites surface. The CLIENT recognizes that Matrix's research may not identify all subsurface utility lines and man-made objects. Matrix will take reasonable precautions to avoid damage or injury to any subsurface utilities or structures. The CLIENT agrees to hold Matrix harmless and the CLIENT agrees to pay for damages to underground utilities or structures which are not called to Matrix's attention or correctly shown on plans furnished by the CLIENT or third parties.

Section 8: DISCOVERY OF UNANTICIPATED HAZARDOUS MATERIALS

Hazardous materials or certain types of hazardous materials may exist at a site where there is no reason to believe they could or should be present. Matrix and the CLIENT agree that the discovery of unanticipated hazardous materials constitutes a changed condition mandating a renegotiation of the scope of work and compensation for the Services or termination of the Agreement. Matrix agrees to notify the CLIENT as soon as practically possible should unanticipated hazardous materials or suspected hazardous materials be encountered. The CLIENT encourages Matrix to take measures that in Matrix's professional opinion are justified or legally required to preserve and protect the health and safety of Matrix's personnel and the public, and/or the environment, and the CLIENT agrees to compensate Matrix for the additional cost of such work.

In addition, the CLIENT waives any claim against Matrix, and agrees to indemnify, defend and hold Matrix harmless from any claim or liability for injury or loss arising from Matrix's encountering of unanticipated hazardous materials or suspected hazardous materials. The CLIENT also agrees to compensate Matrix for time spent and expenses incurred by Matrix in defense of any such claim, with such compensation to be based upon Matrix's prevailing fee schedule and expense reimbursement policy.

Section 9: STANDARD OF CARE

The Services provided by Matrix under the Agreement will be conducted in a manner consistent with that level of care and skill ordinarily exercised by members of the profession currently practicing in the same locality under similar conditions. No other representation, express or implied, and no warranty or guarantee, in fact or by law, whether of merchantability or fitness for a particular purpose or otherwise, is included or intended in the Agreement, or in any report, opinion, document or otherwise.

The CLIENT recognizes that subsurface conditions may vary from those encountered at the location where, and at the time when, borings, sampling, or testing are performed by Matrix and that the data provided by Matrix are based solely on the information available to Matrix. The CLIENT agrees to indemnify and hold Matrix harmless from and against all claims, damages, losses and expenses arising from the interpretation by others of data provided by Matrix.

Section 10: INDEPENDENT CONTRACTOR

Matrix shall be an independent contractor in performing the Services and shall not act as an agent or employee of the CLIENT. As such, and subject to the terms and conditions hereof, Matrix shall be responsible for its employees, subcontractors, and agents and for their compensation, benefits, contributions, and taxes, if any.

Section 11: JOBSITE HEALTH AND SAFETY

Insofar as jobsite safety is concerned, Matrix is responsible solely for its own employees' and subcontractor's activities on the jobsite, but this shall not be construed to relieve the CLIENT or his contractors from their responsibility for methods of work performance, superintendence, sequencing of construction, or safety in, on or about the jobsite.

Section 12: INSURANCE

Matrix is protected by: 1) Worker's Compensation Insurance as required by applicable law, 2) General Liability and Automobile Liability Insurance (in the amount of \$1,000,000 combined single limit) for bodily injury and property damage, and 3) Professional Liability (Errors & Omissions) with policy limits equal to at least \$1,000,000. Matrix shall provide insurance certificates illustrating the coverage herein defined to the Board prior to commencing work at the site.

Within the limits of said insurance, Matrix agrees to save the CLIENT harmless from and against loss, damage, injury or liability arising from negligent acts or omissions of Matrix, its subcontractors, and their respective employees and agents acting in the course and scope of this project. Matrix shall not be responsible for any loss, damage, or liability arising from any acts by the CLIENT, its agents, staff, and other consultants and subcontractors employed by the Client.

Section 13: INDEMNITY**A. Matrix**

Matrix agrees to indemnify and hold harmless CLIENT from and against any and all losses, damages, liabilities, and expenses (including, but not limited to, legal fees and costs of investigation) to the extent resulting or arising out of negligence or willful misconduct of Matrix or performance of the Services hereunder, provided that such loss, damage, liability or expense is attributable to bodily injury, sickness, disease or death, or to injury to or destruction of tangible property, and not caused in whole or in part by any acts or omissions of the CLIENT, a third party, or anyone directly or indirectly employed by the CLIENT.

B. CLIENT

The CLIENT, agrees to indemnify and hold harmless Matrix from and against any and all losses, damages, liabilities, and expenses (including, but not limited to, legal fees and costs of investigation) to the extent resulting or arising out of negligence or willful misconduct of the CLIENT, or anyone directly or indirectly employed by the CLIENT, or the performance of the CLIENT's obligations under the Agreement, any non-conforming wastes waste(s) or discrepancies in the pertinent manifest(s) as defined by applicable regulations, or an condition existing at the work site(s) prior to the date of the Agreement or caused by anyone directly or indirectly employed by the CLIENT.

Section 14: LIMIT OF LIABILITY

Notwithstanding any other provision contained in the Agreement

- A. In no event shall Matrix, its employees, agents, or sub-contractors be responsible for any incidental, indirect, impact, or consequential damages (including loss of profits), liabilities or expenses incurred by the CLIENT or any third party as a result of Matrix's performance or nonperformance of the Services contracted for herein, and the CLIENT waives all such incidental, indirect, impact, or consequential damages.
- B. The obligations of Matrix under the Agreement are not intended to and shall not be personally binding on, nor shall any resort be had to the private properties of, any of parent or affiliate of Matrix, or any of their respective officers, directors, shareholders, partners, principals, members, managers, beneficiaries, employees or agents.
- C. Matrix's total liability to CLIENT for any and all injuries, claims, losses, expenses or damages whatsoever arising out of, or in any way related to the Agreement from any cause or causes, including but not limited to Matrix's errors, negligence, omissions, strict liability, breach of contract or breach of warranty, shall not exceed the total contract amount for the Services provided by Matrix or the limit of liability provided in our insurance limit of \$10,000,000, whichever is higher.
- D. To the maximum extent permitted by law, the limitations on damages, the releases from liability, the limitations of liability, and the exclusive remedies provisions expressly provided in the Agreement shall apply even in the event of the fault, negligence (in whole or in part), strict liability or breach of contract of Matrix. The remedies provided in the Agreement are exclusive, except that the CLIENT shall in addition have the right to obtain specific performance and all other injunctive relief that may be available. Matrix disclaims, and the CLIENT waives, any implied warranties of merchantability or fitness for a particular purpose with respect to any equipment or other personal property procured by Matrix and provided to the CLIENT as part of any Services.

Section 15: PROJECT DELAYS

If Matrix is delayed at any time in performing the Services for any specific project or activity by an act, failure to act, or neglect of the CLIENT or the CLIENT'S employees or any third parties; by changes in the scope of work; by unforeseen circumstances including delays authorized by the CLIENT and agreed to by Matrix; by acts of force majeure including, without limitation, fires, floods, riots, and strikes; by delays caused by foreign or domestic governmental acts or regulations; or by any cause beyond the reasonable control of Matrix, then the time for completion of the Services shall be extended based upon the impact of the delay. Matrix shall receive an adequate compensation adjustment if the delays caused by any of the above result in changes, require additional services, or result in additional costs to Matrix.

Section 16: ASSIGNMENT

Matrix shall not assign the Agreement in whole or part except that Matrix may use the services of persons and entities not in its employ, when it is appropriate to do so. Such persons and entities include, but are not limited to, surveyors, specialized consultants, drilling contractors, and testing laboratories. Matrix's use of others for additional services shall not be unreasonably restricted by the CLIENT provided Matrix notifies the CLIENT in advance.

Section 17: THIRD PARTY EXCLUSION

The Agreement shall not create any rights or benefits to parties other than the CLIENT and Matrix, except such other rights as may be specifically called herein.

Section 18: SEVERABILITY

If any clause or section of the Agreement shall be deemed void or invalid, such a decision shall only apply to that particular section(s) and shall not render the rest of the Agreement invalid. The balance of the Agreement shall remain in force.

Section 19: TERMINATION

Matrix may terminate the Agreement upon five (5) days' notice if the CLIENT defaults in the payment for the Services or for any other material default by the CLIENT under the Agreement. The CLIENT or Matrix may terminate the Agreement upon fourteen (14) days' notice for any reason which may arise or for no reason. In the event of such termination of the Agreement for any reason which may arise or for no reason, the termination will become effective fourteen (14) calendar days after receipt of the termination notice. Irrespective of which party shall effect termination of the cause therefore, the CLIENT shall within thirty (30) calendar days of termination remunerate Matrix for the Services rendered and costs incurred (including all reimbursable costs hereunder), in accordance with Matrix's prevailing rate schedule.

Section 20: GOVERNING LAW

Unless otherwise provided in an addendum, the law of the State of New Jersey will govern the validity of the Agreement, its interpretation and performance, and remedies for contract breach or contract breach or any other claims related to the Agreement.

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 nine (9) 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 December 5, 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 one (1) 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 December 5, 2017 at 3:00 PM in following location:

Select Towing
52 Washington Street
West Orange, NJ 07052

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

Joe Krakoviak
Council President

Adopted: November 21, 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 December 5, 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>
2002	VW	WVWPD63B52P239895
1996	TOY	4T1BG12K4TU740393
2005	SUZ	KL5JD56Z85K150127
2000	NIS	JN1CA31A0YT032799
2001	HYU	KMHWF25S61A476291
1997	HON	1HGCE6644VA002137
2002	CHR	4C3AG52H02E027465
1996	HON	1HGCD5558TA045495
2005	CHEV	2G1WF52E059103732

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 December 5, 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>
1997	PLY	2P4GP24R7VR281236

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, Clara Maass Medical Center (“CMMC”) has requested that the Township of West Orange (the “Township”) provide space at the P.O. Timothy C. Groves Watching Heights Community Police Substation, 92 Washington Street, West Orange, New Jersey 07052 (the “Substation”) for them to operate their Crisis Intervention Program; and

WHEREAS, the Township believes that the Crisis Intervention Program would be a benefit to the citizens within the Township and the public at large; and

WHEREAS, the Township has agreed to provide space for CMMC at the Substation subject to the License, Hold Harmless and Indemnification Agreement (the “Agreement”) annexed hereto as Exhibit “A.”

NOW THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Township be and hereby is authorized to enter into the Agreement with CMMC annexed hereto as Exhibit “A;” and be it further

RESOLVED, that the Mayor is authorized to execute the Agreement with CMMC annexed hereto as Exhibit “A” on behalf of the Township; and be it further

RESOLVED, that the Municipal Clerk be and is hereby 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 in accordance with applicable law.

Karen Carnevale, R.M.C.
Municipal Clerk

Joe Krakoviak
Council President

Adopted: November 21, 2017

Exhibit “A”

LICENSE, HOLD HARMLESS AND INDEMNIFICATION AGREEMENT

This LICENSE, HOLD HARMLESS AND INDEMNIFICATION AGREEMENT (this "Agreement") is made effective on November ____, 2017 by and between the Clara Maass Medical Center (hereinafter, "CMMC"), located at One Clara Maass Drive, Belleville, New Jersey 07109 and the Township of West Orange (hereinafter the "Township"), located at 66 Main Street., West Orange, New Jersey 07052. CMMC and the Township are sometimes individually referred to as "Party" and collectively referred to as the "Parties".

WHEREAS, CMMC desires to utilize certain space within the West Orange Police Department offices and facilities as part of their Crisis Intervention Program; and

WHEREAS, the Township agrees to allow CMMC to utilize certain space at the West Orange Police Department substation located at the P.O. Timothy C. Groves Watching Heights Community Police Substation, 92 Washington Street, West Orange, New Jersey 07052 (the "Substation").

NOW THEREFORE, in consideration of the mutual covenants and conditions contained herein, CMMC and the Township hereby agree as follows;

TERMS

1. License. The Township agrees to allow CMMC to utilize space at the Substation for the sole purpose of operating CMMC's Crisis Intervention Program. This License shall operate on a month to month basis until and unless either party issues a Notice of Termination on ten (10) days notice. CMMC agrees that its use of the licensed space at the Substation will not disrupt and/or interfere with any West Orange Police Department operations at the Substation.

2. Confidentiality and Non-Disclosure. CMMC agrees that its agents, employees, and/or representatives utilizing the space at the Substation shall not disclose or discuss anything observed or heard related to the West Orange Police Department, including, but not limited to: (i) any information regarding any West Orange Police investigations; (ii) any communications between employees of the West Orange Police Department; and (iii) communications between an employee of the West Orange Police Department and any third parties. Should CMMC, its agents, its employees, and/or its representatives be served a subpoena or order from a court or administrative body of competent jurisdiction seeking disclosure of any information related to communications or observations related to the West Orange Police Department, CMMC shall promptly tender notice of same to the Township.

3. Indemnification and Hold Harmless. CMMC shall fully defend, indemnify, and hold harmless the Township from any and all claims, lawsuits, damages, losses, expenses, demands, causes of action, liability, loss, and/or injury arising from CMMC's use space at the West Orange Police Department Substation and CMMC's operation of its Crisis Intervention Program within the Township, including but not limited to personal injury and/or property damage arising out of the CMMC's operation of its Crisis Intervention Program.

4. Fee and Insurance. No fee shall be due from CMMC to the Township for use of the space at the Substation. CMMC agrees to maintain public liability insurance naming the Township as named insured in an amount not less than one million (\$1,000,000) dollars per occurrence and two million (\$2,000,000) dollars in the aggregate. The license shall not be effective until the Township receives the required proof of insurance. Any failure to timely renew the required insurance shall be deemed a default of this agreement subject to immediate termination.

5. Authority to Enter Agreement. Each Party warrants that the individuals who have signed this Agreement have the actual power, right, and authority to make this Agreement and bind each respective Party.

6. Amendment; Modification. No supplement, modification, or amendment of this Agreement shall be binding unless executed in writing and signed by both Parties.

7. Waiver. No waiver of any default shall constitute a waiver of any other default or breach, whether of the same or other covenant or condition. No waiver, benefit, privilege, or service voluntarily given or performed by a Party shall give the other Party any contractual right by custom, estoppels, or otherwise.

8. Attorneys' Fees and Costs. If any legal action or other proceeding is brought in connection with this Agreement, the successful or prevailing party, if any, shall be entitled to recover reasonable attorneys' fees and other related costs, in addition to any other relief to which that Party is entitled. In the event that it is the subject of dispute, the court or trier of fact who presides over such legal action or proceeding is empowered to determine which Party, if any, is the prevailing party in accordance with this provision.

9. Entire Agreement. This Agreement contains the entire agreement between the Parties related to the matters specified herein, and supersedes any prior oral or written statement or agreements between the Parties related to such matters.

10. Enforceability, Severability, and Reformation. If any provision of this Agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of this Agreement is invalid or

unenforceable, but that by limiting such provision it would become valid and enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited. The intent of the Parties is to provide as broad an indemnification as possible under New Jersey law. In the event that any aspect of this Agreement is deemed unenforceable, the court is empowered to modify this Agreement to give the broadest possible interpretation permitted under New Jersey law.

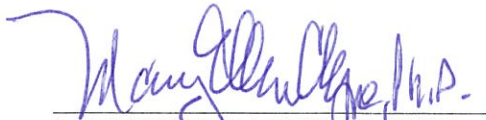
11. Applicable Law. This Agreement shall be governed exclusively by the laws of New Jersey, without regard to conflict of law provisions.

12. Exclusive Venue and Jurisdiction. Any lawsuit or legal proceeding arising out of or relating to this Agreement in any way whatsoever shall be exclusively brought and litigated in the Superior Court of New Jersey, Law Division. Each Party expressly consents and submits to this exclusive jurisdiction and exclusive venue. Each Party waives the right to challenge this jurisdiction and/or venue as improper or inconvenient. Each Party consents to the dismissal of any lawsuit that they bring in any other jurisdiction or venue.

13. Signatures. This Agreement shall be signed on behalf of CMMC by Mary Ellen Clyne, Ph.D., President and CEO, and on behalf of Township of West Orange Mayor Robert D. Parisi and effective as of the date first written above.

CLARA MAASS MEDICAL CENTER

TOWNSHIP OF WEST ORANGE



MARY ELLEN CLYNE, PH.D.
President and CEO

ROBERT D. PARISI
Mayor for the Township of West Orange



LICENSE, HOLD HARMLESS AND INDEMNIFICATION AGREEMENT

This LICENSE, HOLD HARMLESS AND INDEMNIFICATION AGREEMENT (this "Agreement") is made effective on November ____, 2017 by and between the Clara Maass Medical Center (hereinafter, "CMMC"), located at One Clara Maass Drive, Belleville, New Jersey 07109 and the Township of West Orange (hereinafter the "Township"), located at 66 Main Street., West Orange, New Jersey 07052. CMMC and the Township are sometimes individually referred to as "Party" and collectively referred to as the "Parties".

WHEREAS, CMMC desires to utilize certain space within the West Orange Police Department offices and facilities as part of their Crisis Intervention Program; and

WHEREAS, the Township agrees to allow CMMC to utilize certain space at the West Orange Police Department substation located at the P.O. Timothy C. Groves Watching Heights Community Police Substation, 92 Washington Street, West Orange, New Jersey 07052 (the "Substation").

NOW THEREFORE, in consideration of the mutual covenants and conditions contained herein, CMMC and the Township hereby agree as follows;

TERMS

1. License. The Township agrees to allow CMMC to utilize space at the Substation for the sole purpose of operating CMMC's Crisis Intervention Program. This License shall operate on a month to month basis until and unless either party issues a Notice of Termination on ten (10) days notice. CMMC agrees that its use of the licensed space at the Substation will not disrupt and/or interfere with any West Orange Police Department operations at the Substation.

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4. Fee and Insurance. No fee shall be due from CMMC to the Township for use of the space at the Substation. CMMC agrees to maintain public liability insurance naming the Township as named insured in an amount not less than one million (\$1,000,000) dollars per occurrence and two million (\$2,000,000) dollars in the aggregate. The license shall not be effective until the Township receives the required proof of insurance. Any failure to timely renew the required insurance shall be deemed a default of this agreement subject to immediate termination.

5. Authority to Enter Agreement. Each Party warrants that the individuals who have signed this Agreement have the actual power, right, and authority to make this Agreement and bind each respective Party.

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9. Entire Agreement. This Agreement contains the entire agreement between the Parties related to the matters specified herein, and supersedes any prior oral or written statement or agreements between the Parties related to such matters.

10. Enforceability, Severability, and Reformation. If any provision of this Agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of this Agreement is invalid or

unenforceable, but that by limiting such provision it would become valid and enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited. The intent of the Parties is to provide as broad an indemnification as possible under New Jersey law. In the event that any aspect of this Agreement is deemed unenforceable, the court is empowered to modify this Agreement to give the broadest possible interpretation permitted under New Jersey law.

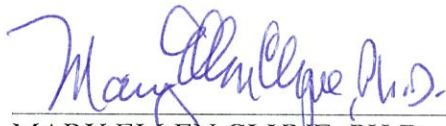
11. Applicable Law. This Agreement shall be governed exclusively by the laws of New Jersey, without regard to conflict of law provisions.

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13. Signatures. This Agreement shall be signed on behalf of CMMC by Mary Ellen Clyne, Ph.D., President and CEO, and on behalf of Township of West Orange Mayor Robert D. Parisi and effective as of the date first written above.

CLARA MAASS MEDICAL CENTER

TOWNSHIP OF WEST ORANGE



MARY ELLEN CLYNE, PH.D.
President and CEO

ROBERT D. PARISI
Mayor for the Township of West Orange

RESOLUTION TO HOLD A CLOSED SESSION

WHEREAS, the Open Public Meetings Act (N.J.S.A. 10:4. et seq.) provides for the exclusion of the public meetings of the governing body during the discussion of certain matters; and

WHEREAS, prior to the exclusion of the public from a meeting of the Township Council it is required that the Council adopt a Resolution stating the general nature of the subject to be discussed and stating as precisely as possible the time when the minutes of the discussion conducted in closed session can be disclosed to the public; and

WHEREAS, this body is about to consider a matter which falls within the purview of N.J.S.A. 10-4-12, and can properly exclude the public from such discussions; now, therefore, be it

BE IT RESOLVED, that the Township Council of the Township of West Orange, now assembled in public session at its regular meeting of **November 21, 2017** enter into a closed session to consider the following matter(s).

- () 1. Discussion of any material, the disclosure of which constitutes an invasion of individual privacy.
- () 2. A collective bargaining agreement or the terms of provisions of same.
- () 3. Techniques or tactic utilized to protect the safety and property of the public provided that their disclosure could impair such protection.
- () 4. An investigation of violations or possible violations of the laws of the State of New Jersey and/or the Township of West Orange Administrative Code.
- () 5. Pending or anticipated litigation or contract negotiation in which this body is or maybe a party.
- () 6. A matter falling within the attorney-client privilege to the extent that confidentiality is required in order for the attorney to exercise his ethical duties to this body.
- (X) 7. Personnel matter(s).**
- () 8. Discussion of any matter which by express provision of Federal law or State statute or rule of Court shall be rendered confidential.
- () 9. Discussion of any matter in which the release of information would impair a right to receive funds from the Government of the United Sates.
- () 10. Discussion of any matter involving the purchase, lease or acquisition of real property with public funds, the setting of banking rates or investment of public funds, where it could adversely affect the public interest if discussion of such matters were disclosed.
- () 11. Deliberations occurring after a public hearing that may result in imposition of a civil penalty or suspension or loss of a license or permit.

More specifically, the Council may discuss in closed session the following topic(s):

Personnel Matter

- a. **235-17 Resolution Authorizing an Increase of the Cap on Fees to \$5,391.20 for the Retention of Mr. Richard Bauch, Esq, Porzio, Bromberg and Newman to Serve as an Independent Investigator for the Purpose of Conducting a Confidential Personnel Investigation (Legal-Moon)**

(the general subject matter(s)) of discussion shall be indicated by a check mark in the appropriate box and shall be more specifically referred to thereafter to the extent such additional disclosure can be made without compromising the need for confidentiality giving rise to the closed session.

IT IS FURTHER RESOLVED that the minutes of said discussion shall be made public as soon as the matter under discussion is no longer of a confidential or sensitive nature such that the public interest will no longer be served by such confidentiality.

The foregoing resolution was duly adopted by the Township Council of the Township of West Orange at a public meeting held on **November 21, 2017**.

Motion:

Second:

Vote

Aye:

Opposed:

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

Joe Krakoviak
Council President

Adopted: November 21, 2017

REFUNDING BOND ORDINANCE PROVIDING FUNDING
FOR AN EMERGENCY APPROPRIATION FOR PAYMENT
OF AMOUNTS OWING TO OTHERS FOR TAXES LEVIED IN
AND BY THE TOWNSHIP OF WEST ORANGE, IN THE
COUNTY OF ESSEX, NEW JERSEY, APPROPRIATING
\$3,200,000 THEREFOR AND AUTHORIZING THE ISSUANCE
OF \$3,200,000 BONDS OR NOTES OF THE TOWNSHIP FOR
FINANCING THE COST THEREOF

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

Section 1. The Township of West Orange, in the County of Essex, New Jersey (the
“Township”) is hereby authorized to fund an emergency appropriation for payment of an
aggregate amount not exceeding \$3,200,000 for amounts owed by the Township to the owners of
various properties for taxes levied in the Township, as more particularly described on the List of
Settled Appeals and available for inspection in the office of the Township Clerk, which list is
hereby incorporated by reference as if set forth at length herein.

Section 2. An aggregate amount not exceeding \$64,000 for items of expense listed in
and permitted under N.J.S.A. 40A:2-51(b) has been included in the aggregate principal amount
of refunding bonds authorized herein.

Section 3. In order to finance the cost of the purpose described in Section 1 hereof, negotiable refunding bonds are hereby authorized to be issued in the principal amount of \$3,200,000 pursuant to the Local Bond Law.

Section 4. In anticipation of the issuance of the refunding bonds, negotiable bond anticipation notes are hereby authorized to be issued pursuant to and within the limitations prescribed by the Local Bond Law. All refunding bond anticipation notes issued hereunder shall mature at such times as may be determined by the Chief Financial Officer, provided that no note shall mature later than one year from its date. The notes shall bear interest at such rate or rates and be in such form as may be determined by the Chief Financial Officer. The Chief Financial Officer shall determine all matters in connection with notes issued pursuant to this ordinance, and the Chief Financial Officer's signature upon the notes shall be conclusive evidence as to all such determinations.

All notes issued hereunder may be renewed from time to time, but all such notes including renewals shall mature and be paid no later than the fifth anniversary of the date of the original notes; provided, however, that no notes shall be renewed beyond the first or any succeeding anniversary date of the original notes unless an amount of such notes, at least equal to the first legally payable installment of the bonds in anticipation of which the notes are issued, determined in accordance with the maturity schedule for the bonds approved by the Local Finance Board, is paid and retired on or before such anniversary date; and provided, further, that the period during which the bond anticipation notes and any renewals thereof and any permanent bonds are outstanding, shall not exceed the period set for the maturity of the bonds by the Local Finance Board.

The Chief Financial Officer is hereby authorized to sell part or all of the notes from time to time at public or private sale and to deliver them to the purchasers thereof upon receipt of payment of the purchase price plus accrued interest from their dates to the date of delivery thereof. The Chief Financial Officer is directed to report in writing to the governing body at the meeting next succeeding the date when any sale or delivery of the notes pursuant to this ordinance is made. Such report must include the amount, the description, the interest rate and the maturity schedule of the notes sold, the price obtained and the name of the purchaser.

Section 5. The Chief Financial Officer of the Township is hereby authorized to prepare and to update from time to time as necessary a financial disclosure document to be distributed in connection with the sale of obligations of the Township and to execute such disclosure document on behalf of the Township. The Chief Financial Officer is further authorized to enter into the appropriate undertaking to provide secondary market disclosure on behalf of the Township pursuant to Rule 15c2-12 of the Securities and Exchange Commission (the “Rule”) for the benefit of holders and beneficial owners of obligations of the Township and to amend such undertaking from time to time in connection with any change in law, or interpretation thereof, provided such undertaking is and continues to be, in the opinion of a nationally recognized bond counsel, consistent with the requirements of the Rule. In the event that the Township fails to comply with its undertaking, the Township shall not be liable for any monetary damages, and the remedy shall be limited to specific performance of the undertaking.

Section 6. The Supplemental Debt Statement required by the Local Bond Law has been duly prepared and filed in the office of the Clerk, and a complete executed duplicate thereof has been filed in the office of the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey. Such statement shows that the

gross debt of the Township as defined in the Local Bond Law is increased by the authorization of the bonds and notes provided in this bond ordinance by \$3,200,000, but that the net debt of the Township determined as provided by the Local Bond Law has not been increased by this refunding bond ordinance. The obligations authorized herein will be within all debt limitations prescribed by that Law.

Section 7. The full faith and credit of the Township are hereby pledged to the punctual payment of the principal of and the interest on the obligations authorized by this bond ordinance. The obligations shall be direct, unlimited obligations of the Township, and the Township shall be obligated to levy ad valorem taxes upon all the taxable real property within the Township for the payment of the obligations and the interest thereon without limitation of rate or amount.

Section 8. A certified copy of this refunding bond ordinance as adopted on first reading has been filed with the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey prior to final adoption, together with a complete statement in the form prescribed by the Director and signed by the Chief Financial Officer of the Township as to the indebtedness to be financed by the issuance of the refunding bonds authorized herein.

Section 9. The Township hereby makes the following covenants and declarations with respect to obligations determined to be issued by the Chief Financial Officer on a tax-exempt basis. The Township hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on the notes, including, if necessary, the requirement to rebate all net investment earnings on the gross proceeds above the yield on the

notes. The Chief Financial Officer is hereby authorized to act on behalf of the Township to deem the obligations authorized herein as bank qualified for the purposes of Section 265 of the Code, when appropriate. The Township hereby declares the intent of the Township to issue bonds or bond anticipation notes in the amount authorized in Section 2 of this bond ordinance and to use the proceeds to pay or reimburse expenditures for the costs of the purposes described in Section 1 of this bond ordinance. This Section 9 is a declaration of intent within the meaning and for purposes of Treasury Regulations §1.150-2 or any successor provisions of federal income tax law.

Section 10. This bond ordinance shall take effect when 20 days have elapsed after the first publication thereof after final adoption and the consent of the Local Finance Board has been endorsed upon a certified copy of this ordinance as finally adopted, as provided by the Local Bond Law.

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

Joe Krakoviak, Council President

Robert D. Parisi, Mayor

Adopted: November 21, 2017

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

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

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

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

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

SECTION 3. All part time employee hourly rates are determined by dividing the Minimum and Maximum rates by the # of annual hours a full time
employee would work for that position using the salaries identified in Section 1 above.

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

SECTION 5. This ordinance and the titles and salary ranges herein provided shall become effective January 1, 2016
and as indicated above in SECTION 1.

SECTION 6. All ordinances and parts of ordinances heretofore enacted which are inconsistent with any provision of this
ordinance are, to the extent of such inconsistency, hereby repealed.

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

ROBERT D. PARISI, MAYOR

JOE KRAKOVIAK, COUNCIL PRESIDENT

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

Introduced: October 24, 2017

Adopted: November 21, 2017

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

LEGISLATIVE HISTORY

Correct Title - Returning Retiree Limited/Any Full Time Position, Part Time
Combine Titles - Fire Deputy Chief with EMT and Fire Official
Combine Titles - Fire Deputy Chief with EMT and OEM Coordinator
Correct - Fire Captain with EMT and Fire Official
Correct - Fire Inspector title to Fire Prevention Specialist

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

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

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470
Keyboarding Clerk 3							
	1/1/2016	12/31/2016	17,600	49,957	5,393	6	AU10480
	1/1/2017	12/31/2017	17,952	50,956	5,501	6	AU10480
Keyboarding Clerk 3/Deputy Registrar							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Laborer 1							
	1/1/2016	12/31/2016	18,635	58,442	6,634	6	AU10500

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	19,008	59,611	6,767	6	AU10500

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470
Keyboarding Clerk 3							
	1/1/2016	12/31/2016	17,600	49,957	5,393	6	AU10480
	1/1/2017	12/31/2017	17,952	50,956	5,501	6	AU10480
Keyboarding Clerk 3/Deputy Registrar							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Laborer 1							
	1/1/2016	12/31/2016	18,635	58,442	6,634	6	AU10500

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	59,611	6,767	6	AU10500
Maintenance Worker 1, Grounds							
	1/1/2016	12/31/2016	10,200	23,604	2,234	6	AU10520
	1/1/2017	12/31/2017	10,404	24,076	2,279	6	AU10520
Mason							
	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10530
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10530
Mechanic							
	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10540
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10540
Mechanic's Helper							
	1/1/2016	12/31/2016	33,168	60,193	4,504	6	AU10550
	1/1/2017	12/31/2017	33,831	61,397	4,594	6	AU10550

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470
Keyboarding Clerk 3							
	1/1/2016	12/31/2016	17,600	49,957	5,393	6	AU10480
	1/1/2017	12/31/2017	17,952	50,956	5,501	6	AU10480
Keyboarding Clerk 3/Deputy Registrar							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Laborer 1							
	1/1/2016	12/31/2016	18,635	58,442	6,634	6	AU10500

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	59,611	6,767	6	AU10500
Maintenance Worker 1, Grounds	1/1/2016	12/31/2016	10,200	23,604	2,234	6	AU10520
	1/1/2017	12/31/2017	10,404	24,076	2,279	6	AU10520
Mason	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10530
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10530
Mechanic	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10540
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10540
Mechanic's Helper	1/1/2016	12/31/2016	33,168	60,193	4,504	6	AU10550
	1/1/2017	12/31/2017	33,831	61,397	4,594	6	AU10550
Municipal Director of Welfare	1/1/2016	12/31/2016	18,635	68,841	8,368	6	AU10560

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

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470
Keyboarding Clerk 3							
	1/1/2016	12/31/2016	17,600	49,957	5,393	6	AU10480
	1/1/2017	12/31/2017	17,952	50,956	5,501	6	AU10480
Keyboarding Clerk 3/Deputy Registrar							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Laborer 1							
	1/1/2016	12/31/2016	18,635	58,442	6,634	6	AU10500

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	59,611	6,767	6	AU10500
Maintenance Worker 1, Grounds	1/1/2016	12/31/2016	10,200	23,604	2,234	6	AU10520
	1/1/2017	12/31/2017	10,404	24,076	2,279	6	AU10520
Mason	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10530
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10530
Mechanic	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10540
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10540
Mechanic's Helper	1/1/2016	12/31/2016	33,168	60,193	4,504	6	AU10550
	1/1/2017	12/31/2017	33,831	61,397	4,594	6	AU10550
Municipal Director of Welfare	1/1/2016	12/31/2016	18,635	68,841	8,368	6	AU10560

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	70,218	8,535	6	AU10560
Municipal Director of Welfare/Senior Citizen Program Aide							
	1/1/2016	12/31/2016	26,400	76,606	8,368	6	AU10570
	1/1/2017	12/31/2017	26,928	78,138	8,535	6	AU10570
Omnibus Operator							
	1/1/2016	12/31/2016	16,565	42,997	4,405	6	AU10590
	1/1/2017	12/31/2017	16,896	43,857	4,493	6	AU10590
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance							
	1/1/2016	12/31/2016	19,671	46,103	4,405	6	AU10600
	1/1/2017	12/31/2017	20,064	47,025	4,493	6	AU10600
Parking Enforcement Officer							
	1/1/2016	12/31/2016	22,611	30,148	1,256	6	AU10610
	1/1/2017	12/31/2017	23,063	30,751	1,281	6	AU10610
Payroll Clerk							
	1/1/2016	12/31/2016	28,988	51,293	3,717	6	AU10620

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	29,568	52,319	3,792	6	AU10620
Personnel Assistant							
	1/1/2016	12/31/2016	18,635	73,232	9,099	6	AU10630
	1/1/2017	12/31/2017	19,008	74,696	9,281	6	AU10630

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470
Keyboarding Clerk 3							
	1/1/2016	12/31/2016	17,600	49,957	5,393	6	AU10480
	1/1/2017	12/31/2017	17,952	50,956	5,501	6	AU10480
Keyboarding Clerk 3/Deputy Registrar							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Laborer 1							
	1/1/2016	12/31/2016	18,635	58,442	6,634	6	AU10500

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	59,611	6,767	6	AU10500
Maintenance Worker 1, Grounds	1/1/2016	12/31/2016	10,200	23,604	2,234	6	AU10520
	1/1/2017	12/31/2017	10,404	24,076	2,279	6	AU10520
Mason	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10530
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10530
Mechanic	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10540
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10540
Mechanic's Helper	1/1/2016	12/31/2016	33,168	60,193	4,504	6	AU10550
	1/1/2017	12/31/2017	33,831	61,397	4,594	6	AU10550
Municipal Director of Welfare	1/1/2016	12/31/2016	18,635	68,841	8,368	6	AU10560

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	70,218	8,535	6	AU10560
Municipal Director of Welfare/Senior Citizen Program Aide							
	1/1/2016	12/31/2016	26,400	76,606	8,368	6	AU10570
	1/1/2017	12/31/2017	26,928	78,138	8,535	6	AU10570
Omnibus Operator							
	1/1/2016	12/31/2016	16,565	42,997	4,405	6	AU10590
	1/1/2017	12/31/2017	16,896	43,857	4,493	6	AU10590
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance							
	1/1/2016	12/31/2016	19,671	46,103	4,405	6	AU10600
	1/1/2017	12/31/2017	20,064	47,025	4,493	6	AU10600
Parking Enforcement Officer							
	1/1/2016	12/31/2016	22,611	30,148	1,256	6	AU10610
	1/1/2017	12/31/2017	23,063	30,751	1,281	6	AU10610
Payroll Clerk							
	1/1/2016	12/31/2016	28,988	51,293	3,717	6	AU10620

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	29,568	52,319	3,792	6	AU10620
Personnel Assistant							
	1/1/2016	12/31/2016	18,635	73,232	9,099	6	AU10630
	1/1/2017	12/31/2017	19,008	74,696	9,281	6	AU10630
Personnel Officer							
	1/1/2016	12/31/2016	18,635	79,383	10,125	6	AU10640
	1/1/2017	12/31/2017	19,008	80,971	10,327	6	AU10640
Planner Trainee							
	1/1/2016	12/31/2016	25,883	51,263	4,230	6	AU10650
	1/1/2017	12/31/2017	26,400	52,288	4,315	6	AU10650
Plumbing Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10660
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10660
Plumbing Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10670

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10670

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470
Keyboarding Clerk 3							
	1/1/2016	12/31/2016	17,600	49,957	5,393	6	AU10480
	1/1/2017	12/31/2017	17,952	50,956	5,501	6	AU10480
Keyboarding Clerk 3/Deputy Registrar							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Laborer 1							
	1/1/2016	12/31/2016	18,635	58,442	6,634	6	AU10500

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	59,611	6,767	6	AU10500
Maintenance Worker 1, Grounds	1/1/2016	12/31/2016	10,200	23,604	2,234	6	AU10520
	1/1/2017	12/31/2017	10,404	24,076	2,279	6	AU10520
Mason	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10530
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10530
Mechanic	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10540
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10540
Mechanic's Helper	1/1/2016	12/31/2016	33,168	60,193	4,504	6	AU10550
	1/1/2017	12/31/2017	33,831	61,397	4,594	6	AU10550
Municipal Director of Welfare	1/1/2016	12/31/2016	18,635	68,841	8,368	6	AU10560

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	70,218	8,535	6	AU10560
Municipal Director of Welfare/Senior Citizen Program Aide							
	1/1/2016	12/31/2016	26,400	76,606	8,368	6	AU10570
	1/1/2017	12/31/2017	26,928	78,138	8,535	6	AU10570
Omnibus Operator							
	1/1/2016	12/31/2016	16,565	42,997	4,405	6	AU10590
	1/1/2017	12/31/2017	16,896	43,857	4,493	6	AU10590
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance							
	1/1/2016	12/31/2016	19,671	46,103	4,405	6	AU10600
	1/1/2017	12/31/2017	20,064	47,025	4,493	6	AU10600
Parking Enforcement Officer							
	1/1/2016	12/31/2016	22,611	30,148	1,256	6	AU10610
	1/1/2017	12/31/2017	23,063	30,751	1,281	6	AU10610
Payroll Clerk							
	1/1/2016	12/31/2016	28,988	51,293	3,717	6	AU10620

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	29,568	52,319	3,792	6	AU10620
Personnel Assistant							
	1/1/2016	12/31/2016	18,635	73,232	9,099	6	AU10630
	1/1/2017	12/31/2017	19,008	74,696	9,281	6	AU10630
Personnel Officer							
	1/1/2016	12/31/2016	18,635	79,383	10,125	6	AU10640
	1/1/2017	12/31/2017	19,008	80,971	10,327	6	AU10640
Planner Trainee							
	1/1/2016	12/31/2016	25,883	51,263	4,230	6	AU10650
	1/1/2017	12/31/2017	26,400	52,288	4,315	6	AU10650
Plumbing Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10660
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10660
Plumbing Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10670

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10670
Principal Account Clerk							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10680
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10680
Principal Account Clerk/DPT/Accounts Payable							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10700
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10700

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470
Keyboarding Clerk 3							
	1/1/2016	12/31/2016	17,600	49,957	5,393	6	AU10480
	1/1/2017	12/31/2017	17,952	50,956	5,501	6	AU10480
Keyboarding Clerk 3/Deputy Registrar							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Laborer 1							
	1/1/2016	12/31/2016	18,635	58,442	6,634	6	AU10500

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	59,611	6,767	6	AU10500
Maintenance Worker 1, Grounds	1/1/2016	12/31/2016	10,200	23,604	2,234	6	AU10520
	1/1/2017	12/31/2017	10,404	24,076	2,279	6	AU10520
Mason	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10530
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10530
Mechanic	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10540
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10540
Mechanic's Helper	1/1/2016	12/31/2016	33,168	60,193	4,504	6	AU10550
	1/1/2017	12/31/2017	33,831	61,397	4,594	6	AU10550
Municipal Director of Welfare	1/1/2016	12/31/2016	18,635	68,841	8,368	6	AU10560

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	70,218	8,535	6	AU10560
Municipal Director of Welfare/Senior Citizen Program Aide							
	1/1/2016	12/31/2016	26,400	76,606	8,368	6	AU10570
	1/1/2017	12/31/2017	26,928	78,138	8,535	6	AU10570
Omnibus Operator							
	1/1/2016	12/31/2016	16,565	42,997	4,405	6	AU10590
	1/1/2017	12/31/2017	16,896	43,857	4,493	6	AU10590
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance							
	1/1/2016	12/31/2016	19,671	46,103	4,405	6	AU10600
	1/1/2017	12/31/2017	20,064	47,025	4,493	6	AU10600
Parking Enforcement Officer							
	1/1/2016	12/31/2016	22,611	30,148	1,256	6	AU10610
	1/1/2017	12/31/2017	23,063	30,751	1,281	6	AU10610
Payroll Clerk							
	1/1/2016	12/31/2016	28,988	51,293	3,717	6	AU10620

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	29,568	52,319	3,792	6	AU10620
Personnel Assistant							
	1/1/2016	12/31/2016	18,635	73,232	9,099	6	AU10630
	1/1/2017	12/31/2017	19,008	74,696	9,281	6	AU10630
Personnel Officer							
	1/1/2016	12/31/2016	18,635	79,383	10,125	6	AU10640
	1/1/2017	12/31/2017	19,008	80,971	10,327	6	AU10640
Planner Trainee							
	1/1/2016	12/31/2016	25,883	51,263	4,230	6	AU10650
	1/1/2017	12/31/2017	26,400	52,288	4,315	6	AU10650
Plumbing Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10660
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10660
Plumbing Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10670

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10670
Principal Account Clerk							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10680
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10680
Principal Account Clerk/DPT/Accounts Payable							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10700
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10700
Public Health Nurse							
	1/1/2016	12/31/2016	18,635	67,570	8,156	6	AU10710
	1/1/2017	12/31/2017	19,008	68,921	8,319	6	AU10710
Public Works Repairer							
	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10720
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10720
Pumping Station Attendant							
	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10730

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10730

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470
Keyboarding Clerk 3							
	1/1/2016	12/31/2016	17,600	49,957	5,393	6	AU10480
	1/1/2017	12/31/2017	17,952	50,956	5,501	6	AU10480
Keyboarding Clerk 3/Deputy Registrar							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Laborer 1							
	1/1/2016	12/31/2016	18,635	58,442	6,634	6	AU10500

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	59,611	6,767	6	AU10500
Maintenance Worker 1, Grounds	1/1/2016	12/31/2016	10,200	23,604	2,234	6	AU10520
	1/1/2017	12/31/2017	10,404	24,076	2,279	6	AU10520
Mason	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10530
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10530
Mechanic	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10540
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10540
Mechanic's Helper	1/1/2016	12/31/2016	33,168	60,193	4,504	6	AU10550
	1/1/2017	12/31/2017	33,831	61,397	4,594	6	AU10550
Municipal Director of Welfare	1/1/2016	12/31/2016	18,635	68,841	8,368	6	AU10560

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	70,218	8,535	6	AU10560
Municipal Director of Welfare/Senior Citizen Program Aide							
	1/1/2016	12/31/2016	26,400	76,606	8,368	6	AU10570
	1/1/2017	12/31/2017	26,928	78,138	8,535	6	AU10570
Omnibus Operator							
	1/1/2016	12/31/2016	16,565	42,997	4,405	6	AU10590
	1/1/2017	12/31/2017	16,896	43,857	4,493	6	AU10590
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance							
	1/1/2016	12/31/2016	19,671	46,103	4,405	6	AU10600
	1/1/2017	12/31/2017	20,064	47,025	4,493	6	AU10600
Parking Enforcement Officer							
	1/1/2016	12/31/2016	22,611	30,148	1,256	6	AU10610
	1/1/2017	12/31/2017	23,063	30,751	1,281	6	AU10610
Payroll Clerk							
	1/1/2016	12/31/2016	28,988	51,293	3,717	6	AU10620

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	29,568	52,319	3,792	6	AU10620
Personnel Assistant							
	1/1/2016	12/31/2016	18,635	73,232	9,099	6	AU10630
	1/1/2017	12/31/2017	19,008	74,696	9,281	6	AU10630
Personnel Officer							
	1/1/2016	12/31/2016	18,635	79,383	10,125	6	AU10640
	1/1/2017	12/31/2017	19,008	80,971	10,327	6	AU10640
Planner Trainee							
	1/1/2016	12/31/2016	25,883	51,263	4,230	6	AU10650
	1/1/2017	12/31/2017	26,400	52,288	4,315	6	AU10650
Plumbing Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10660
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10660
Plumbing Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10670

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10670
Principal Account Clerk							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10680
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10680
Principal Account Clerk/DPT/Accounts Payable							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10700
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10700
Public Health Nurse							
	1/1/2016	12/31/2016	18,635	67,570	8,156	6	AU10710
	1/1/2017	12/31/2017	19,008	68,921	8,319	6	AU10710
Public Works Repairer							
	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10720
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10720
Pumping Station Attendant							
	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10730

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10730
Pumping Station Repairer/Mechanic							
	1/1/2016	12/31/2016	20,706	67,534	7,805	6	AU10750
	1/1/2017	12/31/2017	21,120	68,884	7,961	6	AU10750
Records Support Technician 1							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10760
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10760
Recreation Leader							
	1/1/2016	12/31/2016	10,353	44,138	5,631	6	AU10770
	1/1/2017	12/31/2017	35,021	50,021	2,500	6	AU10770
Recreation Program Coordinator							
	1/1/2016	12/31/2016	10,200	76,952	11,125	6	AU10780
	1/1/2017	12/31/2017	10,404	78,491	11,348	6	AU10780

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470
Keyboarding Clerk 3							
	1/1/2016	12/31/2016	17,600	49,957	5,393	6	AU10480
	1/1/2017	12/31/2017	17,952	50,956	5,501	6	AU10480
Keyboarding Clerk 3/Deputy Registrar							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Laborer 1							
	1/1/2016	12/31/2016	18,635	58,442	6,634	6	AU10500

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	59,611	6,767	6	AU10500
Maintenance Worker 1, Grounds	1/1/2016	12/31/2016	10,200	23,604	2,234	6	AU10520
	1/1/2017	12/31/2017	10,404	24,076	2,279	6	AU10520
Mason	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10530
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10530
Mechanic	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10540
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10540
Mechanic's Helper	1/1/2016	12/31/2016	33,168	60,193	4,504	6	AU10550
	1/1/2017	12/31/2017	33,831	61,397	4,594	6	AU10550
Municipal Director of Welfare	1/1/2016	12/31/2016	18,635	68,841	8,368	6	AU10560

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	70,218	8,535	6	AU10560
Municipal Director of Welfare/Senior Citizen Program Aide							
	1/1/2016	12/31/2016	26,400	76,606	8,368	6	AU10570
	1/1/2017	12/31/2017	26,928	78,138	8,535	6	AU10570
Omnibus Operator							
	1/1/2016	12/31/2016	16,565	42,997	4,405	6	AU10590
	1/1/2017	12/31/2017	16,896	43,857	4,493	6	AU10590
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance							
	1/1/2016	12/31/2016	19,671	46,103	4,405	6	AU10600
	1/1/2017	12/31/2017	20,064	47,025	4,493	6	AU10600
Parking Enforcement Officer							
	1/1/2016	12/31/2016	22,611	30,148	1,256	6	AU10610
	1/1/2017	12/31/2017	23,063	30,751	1,281	6	AU10610
Payroll Clerk							
	1/1/2016	12/31/2016	28,988	51,293	3,717	6	AU10620

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	29,568	52,319	3,792	6	AU10620
Personnel Assistant							
	1/1/2016	12/31/2016	18,635	73,232	9,099	6	AU10630
	1/1/2017	12/31/2017	19,008	74,696	9,281	6	AU10630
Personnel Officer							
	1/1/2016	12/31/2016	18,635	79,383	10,125	6	AU10640
	1/1/2017	12/31/2017	19,008	80,971	10,327	6	AU10640
Planner Trainee							
	1/1/2016	12/31/2016	25,883	51,263	4,230	6	AU10650
	1/1/2017	12/31/2017	26,400	52,288	4,315	6	AU10650
Plumbing Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10660
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10660
Plumbing Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10670

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10670
Principal Account Clerk							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10680
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10680
Principal Account Clerk/DPT/Accounts Payable							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10700
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10700
Public Health Nurse							
	1/1/2016	12/31/2016	18,635	67,570	8,156	6	AU10710
	1/1/2017	12/31/2017	19,008	68,921	8,319	6	AU10710
Public Works Repairer							
	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10720
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10720
Pumping Station Attendant							
	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10730

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10730
Pumping Station Repairer/Mechanic							
	1/1/2016	12/31/2016	20,706	67,534	7,805	6	AU10750
	1/1/2017	12/31/2017	21,120	68,884	7,961	6	AU10750
Records Support Technician 1							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10760
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10760
Recreation Leader							
	1/1/2016	12/31/2016	10,353	44,138	5,631	6	AU10770
	1/1/2017	12/31/2017	35,021	50,021	2,500	6	AU10770
Recreation Program Coordinator							
	1/1/2016	12/31/2016	10,200	76,952	11,125	6	AU10780
	1/1/2017	12/31/2017	10,404	78,491	11,348	6	AU10780
REHS Public Health							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10790

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

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470
Keyboarding Clerk 3							
	1/1/2016	12/31/2016	17,600	49,957	5,393	6	AU10480
	1/1/2017	12/31/2017	17,952	50,956	5,501	6	AU10480
Keyboarding Clerk 3/Deputy Registrar							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Laborer 1							
	1/1/2016	12/31/2016	18,635	58,442	6,634	6	AU10500

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	59,611	6,767	6	AU10500
Maintenance Worker 1, Grounds	1/1/2016	12/31/2016	10,200	23,604	2,234	6	AU10520
	1/1/2017	12/31/2017	10,404	24,076	2,279	6	AU10520
Mason	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10530
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10530
Mechanic	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10540
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10540
Mechanic's Helper	1/1/2016	12/31/2016	33,168	60,193	4,504	6	AU10550
	1/1/2017	12/31/2017	33,831	61,397	4,594	6	AU10550
Municipal Director of Welfare	1/1/2016	12/31/2016	18,635	68,841	8,368	6	AU10560

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	70,218	8,535	6	AU10560
Municipal Director of Welfare/Senior Citizen Program Aide							
	1/1/2016	12/31/2016	26,400	76,606	8,368	6	AU10570
	1/1/2017	12/31/2017	26,928	78,138	8,535	6	AU10570
Omnibus Operator							
	1/1/2016	12/31/2016	16,565	42,997	4,405	6	AU10590
	1/1/2017	12/31/2017	16,896	43,857	4,493	6	AU10590
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance							
	1/1/2016	12/31/2016	19,671	46,103	4,405	6	AU10600
	1/1/2017	12/31/2017	20,064	47,025	4,493	6	AU10600
Parking Enforcement Officer							
	1/1/2016	12/31/2016	22,611	30,148	1,256	6	AU10610
	1/1/2017	12/31/2017	23,063	30,751	1,281	6	AU10610
Payroll Clerk							
	1/1/2016	12/31/2016	28,988	51,293	3,717	6	AU10620

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	29,568	52,319	3,792	6	AU10620
Personnel Assistant							
	1/1/2016	12/31/2016	18,635	73,232	9,099	6	AU10630
	1/1/2017	12/31/2017	19,008	74,696	9,281	6	AU10630
Personnel Officer							
	1/1/2016	12/31/2016	18,635	79,383	10,125	6	AU10640
	1/1/2017	12/31/2017	19,008	80,971	10,327	6	AU10640
Planner Trainee							
	1/1/2016	12/31/2016	25,883	51,263	4,230	6	AU10650
	1/1/2017	12/31/2017	26,400	52,288	4,315	6	AU10650
Plumbing Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10660
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10660
Plumbing Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10670

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10670
Principal Account Clerk							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10680
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10680
Principal Account Clerk/DPT/Accounts Payable							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10700
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10700
Public Health Nurse							
	1/1/2016	12/31/2016	18,635	67,570	8,156	6	AU10710
	1/1/2017	12/31/2017	19,008	68,921	8,319	6	AU10710
Public Works Repairer							
	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10720
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10720
Pumping Station Attendant							
	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10730

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10730
Pumping Station Repairer/Mechanic							
	1/1/2016	12/31/2016	20,706	67,534	7,805	6	AU10750
	1/1/2017	12/31/2017	21,120	68,884	7,961	6	AU10750
Records Support Technician 1							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10760
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10760
Recreation Leader							
	1/1/2016	12/31/2016	10,353	44,138	5,631	6	AU10770
	1/1/2017	12/31/2017	35,021	50,021	2,500	6	AU10770
Recreation Program Coordinator							
	1/1/2016	12/31/2016	10,200	76,952	11,125	6	AU10780
	1/1/2017	12/31/2017	10,404	78,491	11,348	6	AU10780
REHS Public Health							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10790

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10790
REHS Public Health Bilingual							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10800
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10800
REHS Public Health Trainee							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10810
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10810
Secretarial Assistant							
	1/1/2016	12/31/2016	18,635	54,402	5,961	6	AU10820
	1/1/2017	12/31/2017	19,008	55,490	6,080	6	AU10820
Senior Architect							
	1/1/2016	12/31/2016	24,847	106,993	13,691	6	AU10830
	1/1/2017	12/31/2017	25,344	109,133	13,965	6	AU10830
Senior Body & Fender Mechanic							
	1/1/2016	12/31/2016	18,635	76,010	9,562	6	AU10840

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	19,008	77,530	9,754	6	AU10840

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470
Keyboarding Clerk 3							
	1/1/2016	12/31/2016	17,600	49,957	5,393	6	AU10480
	1/1/2017	12/31/2017	17,952	50,956	5,501	6	AU10480
Keyboarding Clerk 3/Deputy Registrar							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Laborer 1							
	1/1/2016	12/31/2016	18,635	58,442	6,634	6	AU10500

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	59,611	6,767	6	AU10500
Maintenance Worker 1, Grounds	1/1/2016	12/31/2016	10,200	23,604	2,234	6	AU10520
	1/1/2017	12/31/2017	10,404	24,076	2,279	6	AU10520
Mason	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10530
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10530
Mechanic	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10540
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10540
Mechanic's Helper	1/1/2016	12/31/2016	33,168	60,193	4,504	6	AU10550
	1/1/2017	12/31/2017	33,831	61,397	4,594	6	AU10550
Municipal Director of Welfare	1/1/2016	12/31/2016	18,635	68,841	8,368	6	AU10560

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	70,218	8,535	6	AU10560
Municipal Director of Welfare/Senior Citizen Program Aide							
	1/1/2016	12/31/2016	26,400	76,606	8,368	6	AU10570
	1/1/2017	12/31/2017	26,928	78,138	8,535	6	AU10570
Omnibus Operator							
	1/1/2016	12/31/2016	16,565	42,997	4,405	6	AU10590
	1/1/2017	12/31/2017	16,896	43,857	4,493	6	AU10590
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance							
	1/1/2016	12/31/2016	19,671	46,103	4,405	6	AU10600
	1/1/2017	12/31/2017	20,064	47,025	4,493	6	AU10600
Parking Enforcement Officer							
	1/1/2016	12/31/2016	22,611	30,148	1,256	6	AU10610
	1/1/2017	12/31/2017	23,063	30,751	1,281	6	AU10610
Payroll Clerk							
	1/1/2016	12/31/2016	28,988	51,293	3,717	6	AU10620

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	29,568	52,319	3,792	6	AU10620
Personnel Assistant							
	1/1/2016	12/31/2016	18,635	73,232	9,099	6	AU10630
	1/1/2017	12/31/2017	19,008	74,696	9,281	6	AU10630
Personnel Officer							
	1/1/2016	12/31/2016	18,635	79,383	10,125	6	AU10640
	1/1/2017	12/31/2017	19,008	80,971	10,327	6	AU10640
Planner Trainee							
	1/1/2016	12/31/2016	25,883	51,263	4,230	6	AU10650
	1/1/2017	12/31/2017	26,400	52,288	4,315	6	AU10650
Plumbing Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10660
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10660
Plumbing Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10670

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10670
Principal Account Clerk							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10680
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10680
Principal Account Clerk/DPT/Accounts Payable							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10700
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10700
Public Health Nurse							
	1/1/2016	12/31/2016	18,635	67,570	8,156	6	AU10710
	1/1/2017	12/31/2017	19,008	68,921	8,319	6	AU10710
Public Works Repairer							
	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10720
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10720
Pumping Station Attendant							
	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10730

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10730
Pumping Station Repairer/Mechanic							
	1/1/2016	12/31/2016	20,706	67,534	7,805	6	AU10750
	1/1/2017	12/31/2017	21,120	68,884	7,961	6	AU10750
Records Support Technician 1							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10760
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10760
Recreation Leader							
	1/1/2016	12/31/2016	10,353	44,138	5,631	6	AU10770
	1/1/2017	12/31/2017	35,021	50,021	2,500	6	AU10770
Recreation Program Coordinator							
	1/1/2016	12/31/2016	10,200	76,952	11,125	6	AU10780
	1/1/2017	12/31/2017	10,404	78,491	11,348	6	AU10780
REHS Public Health							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10790

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10790
REHS Public Health Bilingual							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10800
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10800
REHS Public Health Trainee							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10810
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10810
Secretarial Assistant							
	1/1/2016	12/31/2016	18,635	54,402	5,961	6	AU10820
	1/1/2017	12/31/2017	19,008	55,490	6,080	6	AU10820
Senior Architect							
	1/1/2016	12/31/2016	24,847	106,993	13,691	6	AU10830
	1/1/2017	12/31/2017	25,344	109,133	13,965	6	AU10830
Senior Body & Fender Mechanic							
	1/1/2016	12/31/2016	18,635	76,010	9,562	6	AU10840

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	19,008	77,530	9,754	6	AU10840
Senior Field Rep/Property Improvement							
	1/1/2016	12/31/2016	18,635	70,857	8,704	6	AU10850
	1/1/2017	12/31/2017	19,008	72,274	8,878	6	AU10850
Senior Mason							
	1/1/2016	12/31/2016	18,635	52,918	5,714	6	AU10860
	1/1/2017	12/31/2017	19,008	53,976	5,828	6	AU10860
Senior Mechanic							
	1/1/2016	12/31/2016	18,635	76,010	9,562	6	AU10870
	1/1/2017	12/31/2017	19,008	77,530	9,754	6	AU10870

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470
Keyboarding Clerk 3							
	1/1/2016	12/31/2016	17,600	49,957	5,393	6	AU10480
	1/1/2017	12/31/2017	17,952	50,956	5,501	6	AU10480
Keyboarding Clerk 3/Deputy Registrar							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Laborer 1							
	1/1/2016	12/31/2016	18,635	58,442	6,634	6	AU10500

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	59,611	6,767	6	AU10500
Maintenance Worker 1, Grounds	1/1/2016	12/31/2016	10,200	23,604	2,234	6	AU10520
	1/1/2017	12/31/2017	10,404	24,076	2,279	6	AU10520
Mason	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10530
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10530
Mechanic	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10540
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10540
Mechanic's Helper	1/1/2016	12/31/2016	33,168	60,193	4,504	6	AU10550
	1/1/2017	12/31/2017	33,831	61,397	4,594	6	AU10550
Municipal Director of Welfare	1/1/2016	12/31/2016	18,635	68,841	8,368	6	AU10560

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	70,218	8,535	6	AU10560
Municipal Director of Welfare/Senior Citizen Program Aide							
	1/1/2016	12/31/2016	26,400	76,606	8,368	6	AU10570
	1/1/2017	12/31/2017	26,928	78,138	8,535	6	AU10570
Omnibus Operator							
	1/1/2016	12/31/2016	16,565	42,997	4,405	6	AU10590
	1/1/2017	12/31/2017	16,896	43,857	4,493	6	AU10590
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance							
	1/1/2016	12/31/2016	19,671	46,103	4,405	6	AU10600
	1/1/2017	12/31/2017	20,064	47,025	4,493	6	AU10600
Parking Enforcement Officer							
	1/1/2016	12/31/2016	22,611	30,148	1,256	6	AU10610
	1/1/2017	12/31/2017	23,063	30,751	1,281	6	AU10610
Payroll Clerk							
	1/1/2016	12/31/2016	28,988	51,293	3,717	6	AU10620

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	29,568	52,319	3,792	6	AU10620
Personnel Assistant							
	1/1/2016	12/31/2016	18,635	73,232	9,099	6	AU10630
	1/1/2017	12/31/2017	19,008	74,696	9,281	6	AU10630
Personnel Officer							
	1/1/2016	12/31/2016	18,635	79,383	10,125	6	AU10640
	1/1/2017	12/31/2017	19,008	80,971	10,327	6	AU10640
Planner Trainee							
	1/1/2016	12/31/2016	25,883	51,263	4,230	6	AU10650
	1/1/2017	12/31/2017	26,400	52,288	4,315	6	AU10650
Plumbing Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10660
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10660
Plumbing Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10670

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10670
Principal Account Clerk							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10680
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10680
Principal Account Clerk/DPT/Accounts Payable							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10700
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10700
Public Health Nurse							
	1/1/2016	12/31/2016	18,635	67,570	8,156	6	AU10710
	1/1/2017	12/31/2017	19,008	68,921	8,319	6	AU10710
Public Works Repairer							
	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10720
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10720
Pumping Station Attendant							
	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10730

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10730
Pumping Station Repairer/Mechanic							
	1/1/2016	12/31/2016	20,706	67,534	7,805	6	AU10750
	1/1/2017	12/31/2017	21,120	68,884	7,961	6	AU10750
Records Support Technician 1							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10760
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10760
Recreation Leader							
	1/1/2016	12/31/2016	10,353	44,138	5,631	6	AU10770
	1/1/2017	12/31/2017	35,021	50,021	2,500	6	AU10770
Recreation Program Coordinator							
	1/1/2016	12/31/2016	10,200	76,952	11,125	6	AU10780
	1/1/2017	12/31/2017	10,404	78,491	11,348	6	AU10780
REHS Public Health							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10790

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10790
REHS Public Health Bilingual							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10800
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10800
REHS Public Health Trainee							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10810
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10810
Secretarial Assistant							
	1/1/2016	12/31/2016	18,635	54,402	5,961	6	AU10820
	1/1/2017	12/31/2017	19,008	55,490	6,080	6	AU10820
Senior Architect							
	1/1/2016	12/31/2016	24,847	106,993	13,691	6	AU10830
	1/1/2017	12/31/2017	25,344	109,133	13,965	6	AU10830
Senior Body & Fender Mechanic							
	1/1/2016	12/31/2016	18,635	76,010	9,562	6	AU10840

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	77,530	9,754	6	AU10840
Senior Field Rep/Property Improvement							
	1/1/2016	12/31/2016	18,635	70,857	8,704	6	AU10850
	1/1/2017	12/31/2017	19,008	72,274	8,878	6	AU10850
Senior Mason							
	1/1/2016	12/31/2016	18,635	52,918	5,714	6	AU10860
	1/1/2017	12/31/2017	19,008	53,976	5,828	6	AU10860
Senior Mechanic							
	1/1/2016	12/31/2016	18,635	76,010	9,562	6	AU10870
	1/1/2017	12/31/2017	19,008	77,530	9,754	6	AU10870
Senior Payroll Clerk							
	1/1/2016	12/31/2016	18,635	63,527	7,482	6	AU10880
	1/1/2017	12/31/2017	19,008	64,798	7,632	6	AU10880
Senior Public Health Nurse							
	1/1/2016	12/31/2016	35,475	71,339	5,977	6	AU10900

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	36,184	72,766	6,097	6	AU10900

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470
Keyboarding Clerk 3							
	1/1/2016	12/31/2016	17,600	49,957	5,393	6	AU10480
	1/1/2017	12/31/2017	17,952	50,956	5,501	6	AU10480
Keyboarding Clerk 3/Deputy Registrar							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Laborer 1							
	1/1/2016	12/31/2016	18,635	58,442	6,634	6	AU10500

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	59,611	6,767	6	AU10500
Maintenance Worker 1, Grounds	1/1/2016	12/31/2016	10,200	23,604	2,234	6	AU10520
	1/1/2017	12/31/2017	10,404	24,076	2,279	6	AU10520
Mason	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10530
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10530
Mechanic	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10540
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10540
Mechanic's Helper	1/1/2016	12/31/2016	33,168	60,193	4,504	6	AU10550
	1/1/2017	12/31/2017	33,831	61,397	4,594	6	AU10550
Municipal Director of Welfare	1/1/2016	12/31/2016	18,635	68,841	8,368	6	AU10560

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	70,218	8,535	6	AU10560
Municipal Director of Welfare/Senior Citizen Program Aide							
	1/1/2016	12/31/2016	26,400	76,606	8,368	6	AU10570
	1/1/2017	12/31/2017	26,928	78,138	8,535	6	AU10570
Omnibus Operator							
	1/1/2016	12/31/2016	16,565	42,997	4,405	6	AU10590
	1/1/2017	12/31/2017	16,896	43,857	4,493	6	AU10590
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance							
	1/1/2016	12/31/2016	19,671	46,103	4,405	6	AU10600
	1/1/2017	12/31/2017	20,064	47,025	4,493	6	AU10600
Parking Enforcement Officer							
	1/1/2016	12/31/2016	22,611	30,148	1,256	6	AU10610
	1/1/2017	12/31/2017	23,063	30,751	1,281	6	AU10610
Payroll Clerk							
	1/1/2016	12/31/2016	28,988	51,293	3,717	6	AU10620

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	29,568	52,319	3,792	6	AU10620
Personnel Assistant							
	1/1/2016	12/31/2016	18,635	73,232	9,099	6	AU10630
	1/1/2017	12/31/2017	19,008	74,696	9,281	6	AU10630
Personnel Officer							
	1/1/2016	12/31/2016	18,635	79,383	10,125	6	AU10640
	1/1/2017	12/31/2017	19,008	80,971	10,327	6	AU10640
Planner Trainee							
	1/1/2016	12/31/2016	25,883	51,263	4,230	6	AU10650
	1/1/2017	12/31/2017	26,400	52,288	4,315	6	AU10650
Plumbing Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10660
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10660
Plumbing Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10670

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10670
Principal Account Clerk							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10680
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10680
Principal Account Clerk/DPT/Accounts Payable							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10700
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10700
Public Health Nurse							
	1/1/2016	12/31/2016	18,635	67,570	8,156	6	AU10710
	1/1/2017	12/31/2017	19,008	68,921	8,319	6	AU10710
Public Works Repairer							
	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10720
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10720
Pumping Station Attendant							
	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10730

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10730
Pumping Station Repairer/Mechanic							
	1/1/2016	12/31/2016	20,706	67,534	7,805	6	AU10750
	1/1/2017	12/31/2017	21,120	68,884	7,961	6	AU10750
Records Support Technician 1							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10760
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10760
Recreation Leader							
	1/1/2016	12/31/2016	10,353	44,138	5,631	6	AU10770
	1/1/2017	12/31/2017	35,021	50,021	2,500	6	AU10770
Recreation Program Coordinator							
	1/1/2016	12/31/2016	10,200	76,952	11,125	6	AU10780
	1/1/2017	12/31/2017	10,404	78,491	11,348	6	AU10780
REHS Public Health							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10790

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10790
REHS Public Health Bilingual							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10800
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10800
REHS Public Health Trainee							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10810
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10810
Secretarial Assistant							
	1/1/2016	12/31/2016	18,635	54,402	5,961	6	AU10820
	1/1/2017	12/31/2017	19,008	55,490	6,080	6	AU10820
Senior Architect							
	1/1/2016	12/31/2016	24,847	106,993	13,691	6	AU10830
	1/1/2017	12/31/2017	25,344	109,133	13,965	6	AU10830
Senior Body & Fender Mechanic							
	1/1/2016	12/31/2016	18,635	76,010	9,562	6	AU10840

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	77,530	9,754	6	AU10840
Senior Field Rep/Property Improvement							
	1/1/2016	12/31/2016	18,635	70,857	8,704	6	AU10850
	1/1/2017	12/31/2017	19,008	72,274	8,878	6	AU10850
Senior Mason							
	1/1/2016	12/31/2016	18,635	52,918	5,714	6	AU10860
	1/1/2017	12/31/2017	19,008	53,976	5,828	6	AU10860
Senior Mechanic							
	1/1/2016	12/31/2016	18,635	76,010	9,562	6	AU10870
	1/1/2017	12/31/2017	19,008	77,530	9,754	6	AU10870
Senior Payroll Clerk							
	1/1/2016	12/31/2016	18,635	63,527	7,482	6	AU10880
	1/1/2017	12/31/2017	19,008	64,798	7,632	6	AU10880
Senior Public Health Nurse							
	1/1/2016	12/31/2016	35,475	71,339	5,977	6	AU10900

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	36,184	72,766	6,097	6	AU10900
Senior Public Works Repairer							
	1/1/2016	12/31/2016	18,635	67,035	8,067	6	AU10910
	1/1/2017	12/31/2017	19,008	68,376	8,228	6	AU10910
Senior Public Works Repairer/Parking Meter Collector							
	1/1/2016	12/31/2016	18,635	69,105	8,412	6	AU10920
	1/1/2017	12/31/2017	19,008	70,487	8,580	6	AU10920
Senior Pumping Station Operator							
	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10930
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10930
Senior Pumping Station Repairer/Mechanic							
	1/1/2016	12/31/2016	20,706	60,003	6,550	6	AU10940
	1/1/2017	12/31/2017	21,120	61,204	6,681	6	AU10940

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470
Keyboarding Clerk 3							
	1/1/2016	12/31/2016	17,600	49,957	5,393	6	AU10480
	1/1/2017	12/31/2017	17,952	50,956	5,501	6	AU10480
Keyboarding Clerk 3/Deputy Registrar							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Laborer 1							
	1/1/2016	12/31/2016	18,635	58,442	6,634	6	AU10500

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	59,611	6,767	6	AU10500
Maintenance Worker 1, Grounds	1/1/2016	12/31/2016	10,200	23,604	2,234	6	AU10520
	1/1/2017	12/31/2017	10,404	24,076	2,279	6	AU10520
Mason	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10530
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10530
Mechanic	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10540
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10540
Mechanic's Helper	1/1/2016	12/31/2016	33,168	60,193	4,504	6	AU10550
	1/1/2017	12/31/2017	33,831	61,397	4,594	6	AU10550
Municipal Director of Welfare	1/1/2016	12/31/2016	18,635	68,841	8,368	6	AU10560

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	70,218	8,535	6	AU10560
Municipal Director of Welfare/Senior Citizen Program Aide							
	1/1/2016	12/31/2016	26,400	76,606	8,368	6	AU10570
	1/1/2017	12/31/2017	26,928	78,138	8,535	6	AU10570
Omnibus Operator							
	1/1/2016	12/31/2016	16,565	42,997	4,405	6	AU10590
	1/1/2017	12/31/2017	16,896	43,857	4,493	6	AU10590
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance							
	1/1/2016	12/31/2016	19,671	46,103	4,405	6	AU10600
	1/1/2017	12/31/2017	20,064	47,025	4,493	6	AU10600
Parking Enforcement Officer							
	1/1/2016	12/31/2016	22,611	30,148	1,256	6	AU10610
	1/1/2017	12/31/2017	23,063	30,751	1,281	6	AU10610
Payroll Clerk							
	1/1/2016	12/31/2016	28,988	51,293	3,717	6	AU10620

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	29,568	52,319	3,792	6	AU10620
Personnel Assistant							
	1/1/2016	12/31/2016	18,635	73,232	9,099	6	AU10630
	1/1/2017	12/31/2017	19,008	74,696	9,281	6	AU10630
Personnel Officer							
	1/1/2016	12/31/2016	18,635	79,383	10,125	6	AU10640
	1/1/2017	12/31/2017	19,008	80,971	10,327	6	AU10640
Planner Trainee							
	1/1/2016	12/31/2016	25,883	51,263	4,230	6	AU10650
	1/1/2017	12/31/2017	26,400	52,288	4,315	6	AU10650
Plumbing Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10660
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10660
Plumbing Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10670

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10670
Principal Account Clerk							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10680
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10680
Principal Account Clerk/DPT/Accounts Payable							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10700
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10700
Public Health Nurse							
	1/1/2016	12/31/2016	18,635	67,570	8,156	6	AU10710
	1/1/2017	12/31/2017	19,008	68,921	8,319	6	AU10710
Public Works Repairer							
	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10720
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10720
Pumping Station Attendant							
	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10730

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10730
Pumping Station Repairer/Mechanic							
	1/1/2016	12/31/2016	20,706	67,534	7,805	6	AU10750
	1/1/2017	12/31/2017	21,120	68,884	7,961	6	AU10750
Records Support Technician 1							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10760
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10760
Recreation Leader							
	1/1/2016	12/31/2016	10,353	44,138	5,631	6	AU10770
	1/1/2017	12/31/2017	35,021	50,021	2,500	6	AU10770
Recreation Program Coordinator							
	1/1/2016	12/31/2016	10,200	76,952	11,125	6	AU10780
	1/1/2017	12/31/2017	10,404	78,491	11,348	6	AU10780
REHS Public Health							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10790

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10790
REHS Public Health Bilingual							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10800
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10800
REHS Public Health Trainee							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10810
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10810
Secretarial Assistant							
	1/1/2016	12/31/2016	18,635	54,402	5,961	6	AU10820
	1/1/2017	12/31/2017	19,008	55,490	6,080	6	AU10820
Senior Architect							
	1/1/2016	12/31/2016	24,847	106,993	13,691	6	AU10830
	1/1/2017	12/31/2017	25,344	109,133	13,965	6	AU10830
Senior Body & Fender Mechanic							
	1/1/2016	12/31/2016	18,635	76,010	9,562	6	AU10840

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	77,530	9,754	6	AU10840
Senior Field Rep/Property Improvement							
	1/1/2016	12/31/2016	18,635	70,857	8,704	6	AU10850
	1/1/2017	12/31/2017	19,008	72,274	8,878	6	AU10850
Senior Mason							
	1/1/2016	12/31/2016	18,635	52,918	5,714	6	AU10860
	1/1/2017	12/31/2017	19,008	53,976	5,828	6	AU10860
Senior Mechanic							
	1/1/2016	12/31/2016	18,635	76,010	9,562	6	AU10870
	1/1/2017	12/31/2017	19,008	77,530	9,754	6	AU10870
Senior Payroll Clerk							
	1/1/2016	12/31/2016	18,635	63,527	7,482	6	AU10880
	1/1/2017	12/31/2017	19,008	64,798	7,632	6	AU10880
Senior Public Health Nurse							
	1/1/2016	12/31/2016	35,475	71,339	5,977	6	AU10900

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	36,184	72,766	6,097	6	AU10900
Senior Public Works Repairer							
	1/1/2016	12/31/2016	18,635	67,035	8,067	6	AU10910
	1/1/2017	12/31/2017	19,008	68,376	8,228	6	AU10910
Senior Public Works Repairer/Parking Meter Collector							
	1/1/2016	12/31/2016	18,635	69,105	8,412	6	AU10920
	1/1/2017	12/31/2017	19,008	70,487	8,580	6	AU10920
Senior Pumping Station Operator							
	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10930
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10930
Senior Pumping Station Repairer/Mechanic							
	1/1/2016	12/31/2016	20,706	60,003	6,550	6	AU10940
	1/1/2017	12/31/2017	21,120	61,204	6,681	6	AU10940
Senior REHS Public Health							
	1/1/2016	12/31/2016	20,706	84,887	10,697	6	AU10950

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	21,120	86,585	10,911	6	AU10950
Senior Sanitary Inspector							
	1/1/2016	12/31/2016	20,706	79,502	9,799	6	AU10960
	1/1/2017	12/31/2017	21,120	81,092	9,995	6	AU10960
Sewer Repairer 1							
	1/1/2016	12/31/2016	16,565	64,449	7,981	6	AU10970
	1/1/2017	12/31/2017	16,896	65,738	8,140	6	AU10970
Sewer Repairer 1/Communications Manager							
	1/1/2016	12/31/2016	24,847	72,731	7,981	6	AU10980
	1/1/2017	12/31/2017	25,344	74,185	8,140	6	AU10980

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470
Keyboarding Clerk 3							
	1/1/2016	12/31/2016	17,600	49,957	5,393	6	AU10480
	1/1/2017	12/31/2017	17,952	50,956	5,501	6	AU10480
Keyboarding Clerk 3/Deputy Registrar							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Laborer 1							
	1/1/2016	12/31/2016	18,635	58,442	6,634	6	AU10500

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	59,611	6,767	6	AU10500
Maintenance Worker 1, Grounds	1/1/2016	12/31/2016	10,200	23,604	2,234	6	AU10520
	1/1/2017	12/31/2017	10,404	24,076	2,279	6	AU10520
Mason	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10530
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10530
Mechanic	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10540
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10540
Mechanic's Helper	1/1/2016	12/31/2016	33,168	60,193	4,504	6	AU10550
	1/1/2017	12/31/2017	33,831	61,397	4,594	6	AU10550
Municipal Director of Welfare	1/1/2016	12/31/2016	18,635	68,841	8,368	6	AU10560

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	19,008	70,218	8,535	6	AU10560
Municipal Director of Welfare/Senior Citizen Program Aide							
	1/1/2016	12/31/2016	26,400	76,606	8,368	6	AU10570
	1/1/2017	12/31/2017	26,928	78,138	8,535	6	AU10570
Omnibus Operator							
	1/1/2016	12/31/2016	16,565	42,997	4,405	6	AU10590
	1/1/2017	12/31/2017	16,896	43,857	4,493	6	AU10590
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance							
	1/1/2016	12/31/2016	19,671	46,103	4,405	6	AU10600
	1/1/2017	12/31/2017	20,064	47,025	4,493	6	AU10600
Parking Enforcement Officer							
	1/1/2016	12/31/2016	22,611	30,148	1,256	6	AU10610
	1/1/2017	12/31/2017	23,063	30,751	1,281	6	AU10610
Payroll Clerk							
	1/1/2016	12/31/2016	28,988	51,293	3,717	6	AU10620

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	29,568	52,319	3,792	6	AU10620
Personnel Assistant							
	1/1/2016	12/31/2016	18,635	73,232	9,099	6	AU10630
	1/1/2017	12/31/2017	19,008	74,696	9,281	6	AU10630
Personnel Officer							
	1/1/2016	12/31/2016	18,635	79,383	10,125	6	AU10640
	1/1/2017	12/31/2017	19,008	80,971	10,327	6	AU10640
Planner Trainee							
	1/1/2016	12/31/2016	25,883	51,263	4,230	6	AU10650
	1/1/2017	12/31/2017	26,400	52,288	4,315	6	AU10650
Plumbing Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10660
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10660
Plumbing Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10670

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10670
Principal Account Clerk							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10680
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10680
Principal Account Clerk/DPT/Accounts Payable							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10700
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10700
Public Health Nurse							
	1/1/2016	12/31/2016	18,635	67,570	8,156	6	AU10710
	1/1/2017	12/31/2017	19,008	68,921	8,319	6	AU10710
Public Works Repairer							
	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10720
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10720
Pumping Station Attendant							
	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10730

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10730
Pumping Station Repairer/Mechanic							
	1/1/2016	12/31/2016	20,706	67,534	7,805	6	AU10750
	1/1/2017	12/31/2017	21,120	68,884	7,961	6	AU10750
Records Support Technician 1							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10760
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10760
Recreation Leader							
	1/1/2016	12/31/2016	10,353	44,138	5,631	6	AU10770
	1/1/2017	12/31/2017	35,021	50,021	2,500	6	AU10770
Recreation Program Coordinator							
	1/1/2016	12/31/2016	10,200	76,952	11,125	6	AU10780
	1/1/2017	12/31/2017	10,404	78,491	11,348	6	AU10780
REHS Public Health							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10790

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10790
REHS Public Health Bilingual							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10800
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10800
REHS Public Health Trainee							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10810
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10810
Secretarial Assistant							
	1/1/2016	12/31/2016	18,635	54,402	5,961	6	AU10820
	1/1/2017	12/31/2017	19,008	55,490	6,080	6	AU10820
Senior Architect							
	1/1/2016	12/31/2016	24,847	106,993	13,691	6	AU10830
	1/1/2017	12/31/2017	25,344	109,133	13,965	6	AU10830
Senior Body & Fender Mechanic							
	1/1/2016	12/31/2016	18,635	76,010	9,562	6	AU10840

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	77,530	9,754	6	AU10840
Senior Field Rep/Property Improvement							
	1/1/2016	12/31/2016	18,635	70,857	8,704	6	AU10850
	1/1/2017	12/31/2017	19,008	72,274	8,878	6	AU10850
Senior Mason							
	1/1/2016	12/31/2016	18,635	52,918	5,714	6	AU10860
	1/1/2017	12/31/2017	19,008	53,976	5,828	6	AU10860
Senior Mechanic							
	1/1/2016	12/31/2016	18,635	76,010	9,562	6	AU10870
	1/1/2017	12/31/2017	19,008	77,530	9,754	6	AU10870
Senior Payroll Clerk							
	1/1/2016	12/31/2016	18,635	63,527	7,482	6	AU10880
	1/1/2017	12/31/2017	19,008	64,798	7,632	6	AU10880
Senior Public Health Nurse							
	1/1/2016	12/31/2016	35,475	71,339	5,977	6	AU10900

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	36,184	72,766	6,097	6	AU10900
Senior Public Works Repairer							
	1/1/2016	12/31/2016	18,635	67,035	8,067	6	AU10910
	1/1/2017	12/31/2017	19,008	68,376	8,228	6	AU10910
Senior Public Works Repairer/Parking Meter Collector							
	1/1/2016	12/31/2016	18,635	69,105	8,412	6	AU10920
	1/1/2017	12/31/2017	19,008	70,487	8,580	6	AU10920
Senior Pumping Station Operator							
	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10930
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10930
Senior Pumping Station Repairer/Mechanic							
	1/1/2016	12/31/2016	20,706	60,003	6,550	6	AU10940
	1/1/2017	12/31/2017	21,120	61,204	6,681	6	AU10940
Senior REHS Public Health							
	1/1/2016	12/31/2016	20,706	84,887	10,697	6	AU10950

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	86,585	10,911	6	AU10950
Senior Sanitary Inspector							
	1/1/2016	12/31/2016	20,706	79,502	9,799	6	AU10960
	1/1/2017	12/31/2017	21,120	81,092	9,995	6	AU10960
Sewer Repairer 1							
	1/1/2016	12/31/2016	16,565	64,449	7,981	6	AU10970
	1/1/2017	12/31/2017	16,896	65,738	8,140	6	AU10970
Sewer Repairer 1/Communications Manager							
	1/1/2016	12/31/2016	24,847	72,731	7,981	6	AU10980
	1/1/2017	12/31/2017	25,344	74,185	8,140	6	AU10980
Supervising Electrician							
	1/1/2016	12/31/2016	20,706	72,311	8,601	6	AU10990
	1/1/2017	12/31/2017	21,120	73,757	8,773	6	AU10990
Tax Searcher							
	1/1/2016	12/31/2016	25,883	66,794	6,819	6	AU11010

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	26,400	68,130	6,955	6	AU11010

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470
Keyboarding Clerk 3							
	1/1/2016	12/31/2016	17,600	49,957	5,393	6	AU10480
	1/1/2017	12/31/2017	17,952	50,956	5,501	6	AU10480
Keyboarding Clerk 3/Deputy Registrar							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Laborer 1							
	1/1/2016	12/31/2016	18,635	58,442	6,634	6	AU10500

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	59,611	6,767	6	AU10500
Maintenance Worker 1, Grounds	1/1/2016	12/31/2016	10,200	23,604	2,234	6	AU10520
	1/1/2017	12/31/2017	10,404	24,076	2,279	6	AU10520
Mason	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10530
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10530
Mechanic	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10540
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10540
Mechanic's Helper	1/1/2016	12/31/2016	33,168	60,193	4,504	6	AU10550
	1/1/2017	12/31/2017	33,831	61,397	4,594	6	AU10550
Municipal Director of Welfare	1/1/2016	12/31/2016	18,635	68,841	8,368	6	AU10560

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	70,218	8,535	6	AU10560
Municipal Director of Welfare/Senior Citizen Program Aide							
	1/1/2016	12/31/2016	26,400	76,606	8,368	6	AU10570
	1/1/2017	12/31/2017	26,928	78,138	8,535	6	AU10570
Omnibus Operator							
	1/1/2016	12/31/2016	16,565	42,997	4,405	6	AU10590
	1/1/2017	12/31/2017	16,896	43,857	4,493	6	AU10590
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance							
	1/1/2016	12/31/2016	19,671	46,103	4,405	6	AU10600
	1/1/2017	12/31/2017	20,064	47,025	4,493	6	AU10600
Parking Enforcement Officer							
	1/1/2016	12/31/2016	22,611	30,148	1,256	6	AU10610
	1/1/2017	12/31/2017	23,063	30,751	1,281	6	AU10610
Payroll Clerk							
	1/1/2016	12/31/2016	28,988	51,293	3,717	6	AU10620

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	29,568	52,319	3,792	6	AU10620
Personnel Assistant							
	1/1/2016	12/31/2016	18,635	73,232	9,099	6	AU10630
	1/1/2017	12/31/2017	19,008	74,696	9,281	6	AU10630
Personnel Officer							
	1/1/2016	12/31/2016	18,635	79,383	10,125	6	AU10640
	1/1/2017	12/31/2017	19,008	80,971	10,327	6	AU10640
Planner Trainee							
	1/1/2016	12/31/2016	25,883	51,263	4,230	6	AU10650
	1/1/2017	12/31/2017	26,400	52,288	4,315	6	AU10650
Plumbing Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10660
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10660
Plumbing Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10670

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10670
Principal Account Clerk							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10680
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10680
Principal Account Clerk/DPT/Accounts Payable							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10700
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10700
Public Health Nurse							
	1/1/2016	12/31/2016	18,635	67,570	8,156	6	AU10710
	1/1/2017	12/31/2017	19,008	68,921	8,319	6	AU10710
Public Works Repairer							
	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10720
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10720
Pumping Station Attendant							
	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10730

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10730
Pumping Station Repairer/Mechanic							
	1/1/2016	12/31/2016	20,706	67,534	7,805	6	AU10750
	1/1/2017	12/31/2017	21,120	68,884	7,961	6	AU10750
Records Support Technician 1							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10760
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10760
Recreation Leader							
	1/1/2016	12/31/2016	10,353	44,138	5,631	6	AU10770
	1/1/2017	12/31/2017	35,021	50,021	2,500	6	AU10770
Recreation Program Coordinator							
	1/1/2016	12/31/2016	10,200	76,952	11,125	6	AU10780
	1/1/2017	12/31/2017	10,404	78,491	11,348	6	AU10780
REHS Public Health							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10790

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10790
REHS Public Health Bilingual							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10800
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10800
REHS Public Health Trainee							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10810
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10810
Secretarial Assistant							
	1/1/2016	12/31/2016	18,635	54,402	5,961	6	AU10820
	1/1/2017	12/31/2017	19,008	55,490	6,080	6	AU10820
Senior Architect							
	1/1/2016	12/31/2016	24,847	106,993	13,691	6	AU10830
	1/1/2017	12/31/2017	25,344	109,133	13,965	6	AU10830
Senior Body & Fender Mechanic							
	1/1/2016	12/31/2016	18,635	76,010	9,562	6	AU10840

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	77,530	9,754	6	AU10840
Senior Field Rep/Property Improvement							
	1/1/2016	12/31/2016	18,635	70,857	8,704	6	AU10850
	1/1/2017	12/31/2017	19,008	72,274	8,878	6	AU10850
Senior Mason							
	1/1/2016	12/31/2016	18,635	52,918	5,714	6	AU10860
	1/1/2017	12/31/2017	19,008	53,976	5,828	6	AU10860
Senior Mechanic							
	1/1/2016	12/31/2016	18,635	76,010	9,562	6	AU10870
	1/1/2017	12/31/2017	19,008	77,530	9,754	6	AU10870
Senior Payroll Clerk							
	1/1/2016	12/31/2016	18,635	63,527	7,482	6	AU10880
	1/1/2017	12/31/2017	19,008	64,798	7,632	6	AU10880
Senior Public Health Nurse							
	1/1/2016	12/31/2016	35,475	71,339	5,977	6	AU10900

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	36,184	72,766	6,097	6	AU10900
Senior Public Works Repairer							
	1/1/2016	12/31/2016	18,635	67,035	8,067	6	AU10910
	1/1/2017	12/31/2017	19,008	68,376	8,228	6	AU10910
Senior Public Works Repairer/Parking Meter Collector							
	1/1/2016	12/31/2016	18,635	69,105	8,412	6	AU10920
	1/1/2017	12/31/2017	19,008	70,487	8,580	6	AU10920
Senior Pumping Station Operator							
	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10930
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10930
Senior Pumping Station Repairer/Mechanic							
	1/1/2016	12/31/2016	20,706	60,003	6,550	6	AU10940
	1/1/2017	12/31/2017	21,120	61,204	6,681	6	AU10940
Senior REHS Public Health							
	1/1/2016	12/31/2016	20,706	84,887	10,697	6	AU10950

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	86,585	10,911	6	AU10950
Senior Sanitary Inspector							
	1/1/2016	12/31/2016	20,706	79,502	9,799	6	AU10960
	1/1/2017	12/31/2017	21,120	81,092	9,995	6	AU10960
Sewer Repairer 1							
	1/1/2016	12/31/2016	16,565	64,449	7,981	6	AU10970
	1/1/2017	12/31/2017	16,896	65,738	8,140	6	AU10970
Sewer Repairer 1/Communications Manager							
	1/1/2016	12/31/2016	24,847	72,731	7,981	6	AU10980
	1/1/2017	12/31/2017	25,344	74,185	8,140	6	AU10980
Supervising Electrician							
	1/1/2016	12/31/2016	20,706	72,311	8,601	6	AU10990
	1/1/2017	12/31/2017	21,120	73,757	8,773	6	AU10990
Tax Searcher							
	1/1/2016	12/31/2016	25,883	66,794	6,819	6	AU11010

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>	<u>CODE</u>
	1/1/2017	12/31/2017	26,400	68,130	6,955	6	AU11010
Technical Assistant to the Construction Official							
	1/1/2016	12/31/2016	18,635	59,130	6,749	6	AU11020
	1/1/2017	12/31/2017	19,008	60,313	6,884	6	AU11020
Truck Driver							
	1/1/2016	12/31/2016	18,635	60,193	6,926	6	AU11030
	1/1/2017	12/31/2017	19,008	61,397	7,065	6	AU11030
Violations Clerk							
	1/1/2016	12/31/2016	31,059	60,720	4,943	6	AU11040
	1/1/2017	12/31/2017	31,680	61,934	5,042	6	AU11040

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Chief REHS Public Health/Information Technology							
	1/1/2016	12/31/2016	51,765	94,730	7,161	6	AU10210
	1/1/2017	12/31/2017	52,800	96,625	7,304	6	AU10210
Code Enforcement Officer							
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10344
Code Enforcement Officer Trainee							
	1/1/2017	12/31/2017	21,000	54,000	5,500	6	AU10345
Data Processing Coordinator							
	1/1/2016	12/31/2016	18,635	75,258	9,437	6	AU10230
	1/1/2017	12/31/2017	19,008	76,763	9,626	6	AU10230
Data Processing Technician							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10240
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10240
Deputy Municipal Clerk							
	1/1/2016	12/31/2016	20,706	73,265	8,760	6	AU10250

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	74,730	8,935	6	AU10250
Deputy Municipal Court Administrator							
	1/1/2016	12/31/2016	18,635	75,489	9,476	6	AU10260
	1/1/2017	12/31/2017	19,008	76,999	9,666	6	AU10260
Drafting Technician							
	1/1/2016	12/31/2016	16,565	51,028	5,744	6	AU10270
	1/1/2017	12/31/2017	16,896	52,048	5,859	6	AU10270
Drafting Technician/CAD System Operator/Engineering Aide							
	1/1/2016	12/31/2016	21,741	58,793	6,175	6	AU10280
	1/1/2017	12/31/2017	22,176	59,969	6,299	6	AU10280
Drafting Technician/CAD System Operator							
	1/1/2016	12/31/2016	21,741	56,204	5,744	6	AU10290
	1/1/2017	12/31/2017	22,176	57,328	5,859	6	AU10290
Deputy Registrar/Keyboarding Clerk 3							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Electrical Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10300
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10300
Electrical Sub code Official							
	1/1/2016	12/31/2016	20,706	76,872	9,361	6	AU10310
	1/1/2017	12/31/2017	21,120	78,409	9,548	6	AU10310
Field Representative/Health Education							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10320
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10320
Field Representative/Housing Inspection							
	1/1/2016	12/31/2016	18,635	57,990	6,559	6	AU10330
	1/1/2017	12/31/2017	19,008	59,150	6,690	6	AU10330
Field Representative/Property Improvement							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10340

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10340
Field Representative/Property Improvement Bilingual							
	1/1/2016	12/31/2016	18,635	66,794	8,026	6	AU10350
	1/1/2017	12/31/2017	19,008	68,130	8,187	6	AU10350
Fire Prevention Specialist							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10360
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10360
Fire Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10370
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10370
Garage Attendant							
	1/1/2016	12/31/2016	18,054	46,628	4,762	6	AU10380
	1/1/2017	12/31/2017	18,415	47,560	4,858	6	AU10380
Graduate Nurse, Public Health Nurse							
	1/1/2016	12/31/2016	18,635	64,598	7,661	6	AU10390

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	65,890	7,814	6	AU10390
Health Educator							
	1/1/2016	12/31/2016	18,635	68,875	8,373	6	AU10410
	1/1/2017	12/31/2017	19,008	70,252	8,541	6	AU10410
Housing Assistance Technician							
	1/1/2016	12/31/2016	18,635	80,122	10,248	6	AU10420
	1/1/2017	12/31/2017	19,008	81,724	10,453	6	AU10420
Housing Inspector Trainee							
	1/1/2016	12/31/2016	28,471	57,990	4,920	6	AU10430
	1/1/2017	12/31/2017	29,040	59,150	5,018	6	AU10430
Keyboarding Clerk 1							
	1/1/2016	12/31/2016	16,565	44,085	4,587	6	AU10440
	1/1/2017	12/31/2017	16,896	44,967	4,679	6	AU10440
Keyboarding Clerk 1/Asst. Senior Citizen Program Aide							
	1/1/2016	12/31/2016	21,741	49,261	4,587	6	AU10450

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	22,176	50,246	4,678	6	AU10450
Keyboarding Clerk 2							
	1/1/2016	12/31/2016	17,600	46,255	4,776	6	AU10460
	1/1/2017	12/31/2017	17,952	47,180	4,871	6	AU10460
Keyboarding Clerk 2/Asst. Secretary ABC Board							
	1/1/2016	12/31/2016	18,325	46,980	4,776	6	AU10470
	1/1/2017	12/31/2017	18,691	47,920	4,871	6	AU10470
Keyboarding Clerk 3							
	1/1/2016	12/31/2016	17,600	49,957	5,393	6	AU10480
	1/1/2017	12/31/2017	17,952	50,956	5,501	6	AU10480
Keyboarding Clerk 3/Deputy Registrar							
	1/1/2016	12/31/2016	20,188	52,546	5,393	6	AU10490
	1/1/2017	12/31/2017	20,592	53,597	5,501	6	AU10490
Laborer 1							
	1/1/2016	12/31/2016	18,635	58,442	6,634	6	AU10500

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	59,611	6,767	6	AU10500
Maintenance Worker 1, Grounds	1/1/2016	12/31/2016	10,200	23,604	2,234	6	AU10520
	1/1/2017	12/31/2017	10,404	24,076	2,279	6	AU10520
Mason	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10530
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10530
Mechanic	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10540
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10540
Mechanic's Helper	1/1/2016	12/31/2016	33,168	60,193	4,504	6	AU10550
	1/1/2017	12/31/2017	33,831	61,397	4,594	6	AU10550
Municipal Director of Welfare	1/1/2016	12/31/2016	18,635	68,841	8,368	6	AU10560

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	70,218	8,535	6	AU10560
Municipal Director of Welfare/Senior Citizen Program Aide							
	1/1/2016	12/31/2016	26,400	76,606	8,368	6	AU10570
	1/1/2017	12/31/2017	26,928	78,138	8,535	6	AU10570
Omnibus Operator							
	1/1/2016	12/31/2016	16,565	42,997	4,405	6	AU10590
	1/1/2017	12/31/2017	16,896	43,857	4,493	6	AU10590
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance							
	1/1/2016	12/31/2016	19,671	46,103	4,405	6	AU10600
	1/1/2017	12/31/2017	20,064	47,025	4,493	6	AU10600
Parking Enforcement Officer							
	1/1/2016	12/31/2016	22,611	30,148	1,256	6	AU10610
	1/1/2017	12/31/2017	23,063	30,751	1,281	6	AU10610
Payroll Clerk							
	1/1/2016	12/31/2016	28,988	51,293	3,717	6	AU10620

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	29,568	52,319	3,792	6	AU10620
Personnel Assistant							
	1/1/2016	12/31/2016	18,635	73,232	9,099	6	AU10630
	1/1/2017	12/31/2017	19,008	74,696	9,281	6	AU10630
Personnel Officer							
	1/1/2016	12/31/2016	18,635	79,383	10,125	6	AU10640
	1/1/2017	12/31/2017	19,008	80,971	10,327	6	AU10640
Planner Trainee							
	1/1/2016	12/31/2016	25,883	51,263	4,230	6	AU10650
	1/1/2017	12/31/2017	26,400	52,288	4,315	6	AU10650
Plumbing Inspector							
	1/1/2016	12/31/2016	18,842	66,259	7,903	6	AU10660
	1/1/2017	12/31/2017	19,219	67,584	8,061	6	AU10660
Plumbing Sub code Official							
	1/1/2016	12/31/2016	18,842	75,365	9,420	6	AU10670

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,219	76,872	9,609	6	AU10670
Principal Account Clerk							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10680
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10680
Principal Account Clerk/DPT/Accounts Payable							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU10700
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU10700
Public Health Nurse							
	1/1/2016	12/31/2016	18,635	67,570	8,156	6	AU10710
	1/1/2017	12/31/2017	19,008	68,921	8,319	6	AU10710
Public Works Repairer							
	1/1/2016	12/31/2016	18,635	64,662	7,671	6	AU10720
	1/1/2017	12/31/2017	19,008	65,955	7,825	6	AU10720
Pumping Station Attendant							
	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10730

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10730
Pumping Station Repairer/Mechanic							
	1/1/2016	12/31/2016	20,706	67,534	7,805	6	AU10750
	1/1/2017	12/31/2017	21,120	68,884	7,961	6	AU10750
Records Support Technician 1							
	1/1/2016	12/31/2016	25,883	53,852	4,662	6	AU10760
	1/1/2017	12/31/2017	26,400	54,929	4,755	6	AU10760
Recreation Leader							
	1/1/2016	12/31/2016	10,353	44,138	5,631	6	AU10770
	1/1/2017	12/31/2017	35,021	50,021	2,500	6	AU10770
Recreation Program Coordinator							
	1/1/2016	12/31/2016	10,200	76,952	11,125	6	AU10780
	1/1/2017	12/31/2017	10,404	78,491	11,348	6	AU10780
REHS Public Health							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10790

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10790
REHS Public Health Bilingual							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10800
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10800
REHS Public Health Trainee							
	1/1/2016	12/31/2016	41,412	72,704	5,215	6	AU10810
	1/1/2017	12/31/2017	42,240	74,158	5,320	6	AU10810
Secretarial Assistant							
	1/1/2016	12/31/2016	18,635	54,402	5,961	6	AU10820
	1/1/2017	12/31/2017	19,008	55,490	6,080	6	AU10820
Senior Architect							
	1/1/2016	12/31/2016	24,847	106,993	13,691	6	AU10830
	1/1/2017	12/31/2017	25,344	109,133	13,965	6	AU10830
Senior Body & Fender Mechanic							
	1/1/2016	12/31/2016	18,635	76,010	9,562	6	AU10840

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	19,008	77,530	9,754	6	AU10840
Senior Field Rep/Property Improvement							
	1/1/2016	12/31/2016	18,635	70,857	8,704	6	AU10850
	1/1/2017	12/31/2017	19,008	72,274	8,878	6	AU10850
Senior Mason							
	1/1/2016	12/31/2016	18,635	52,918	5,714	6	AU10860
	1/1/2017	12/31/2017	19,008	53,976	5,828	6	AU10860
Senior Mechanic							
	1/1/2016	12/31/2016	18,635	76,010	9,562	6	AU10870
	1/1/2017	12/31/2017	19,008	77,530	9,754	6	AU10870
Senior Payroll Clerk							
	1/1/2016	12/31/2016	18,635	63,527	7,482	6	AU10880
	1/1/2017	12/31/2017	19,008	64,798	7,632	6	AU10880
Senior Public Health Nurse							
	1/1/2016	12/31/2016	35,475	71,339	5,977	6	AU10900

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	36,184	72,766	6,097	6	AU10900
Senior Public Works Repairer							
	1/1/2016	12/31/2016	18,635	67,035	8,067	6	AU10910
	1/1/2017	12/31/2017	19,008	68,376	8,228	6	AU10910
Senior Public Works Repairer/Parking Meter Collector							
	1/1/2016	12/31/2016	18,635	69,105	8,412	6	AU10920
	1/1/2017	12/31/2017	19,008	70,487	8,580	6	AU10920
Senior Pumping Station Operator							
	1/1/2016	12/31/2016	18,635	68,389	8,292	6	AU10930
	1/1/2017	12/31/2017	19,008	69,757	8,458	6	AU10930
Senior Pumping Station Repairer/Mechanic							
	1/1/2016	12/31/2016	20,706	60,003	6,550	6	AU10940
	1/1/2017	12/31/2017	21,120	61,204	6,681	6	AU10940
Senior REHS Public Health							
	1/1/2016	12/31/2016	20,706	84,887	10,697	6	AU10950

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	21,120	86,585	10,911	6	AU10950
Senior Sanitary Inspector							
	1/1/2016	12/31/2016	20,706	79,502	9,799	6	AU10960
	1/1/2017	12/31/2017	21,120	81,092	9,995	6	AU10960
Sewer Repairer 1							
	1/1/2016	12/31/2016	16,565	64,449	7,981	6	AU10970
	1/1/2017	12/31/2017	16,896	65,738	8,140	6	AU10970
Sewer Repairer 1/Communications Manager							
	1/1/2016	12/31/2016	24,847	72,731	7,981	6	AU10980
	1/1/2017	12/31/2017	25,344	74,185	8,140	6	AU10980
Supervising Electrician							
	1/1/2016	12/31/2016	20,706	72,311	8,601	6	AU10990
	1/1/2017	12/31/2017	21,120	73,757	8,773	6	AU10990
Tax Searcher							
	1/1/2016	12/31/2016	25,883	66,794	6,819	6	AU11010

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	1/1/2017	12/31/2017	26,400	68,130	6,955	6	AU11010
Technical Assistant to the Construction Official							
	1/1/2016	12/31/2016	18,635	59,130	6,749	6	AU11020
	1/1/2017	12/31/2017	19,008	60,313	6,884	6	AU11020
Truck Driver							
	1/1/2016	12/31/2016	18,635	60,193	6,926	6	AU11030
	1/1/2017	12/31/2017	19,008	61,397	7,065	6	AU11030
Violations Clerk							
	1/1/2016	12/31/2016	31,059	60,720	4,943	6	AU11040
	1/1/2017	12/31/2017	31,680	61,934	5,042	6	AU11040
Zoning Officer							
	1/1/2016	12/31/2016	18,635	72,285	8,942	6	AU11050
	1/1/2017	12/31/2017	19,008	73,731	9,120	6	AU11050
			-	-	-		
Returning Retiree Limited/Any Full Time Position, Part Time Hourly Rate as per positions above							
	1/1/2016	12/31/2016	15,000	15,000	15,000	0	AU11060

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

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Assistant 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/Cl			-	-	-		
	1/1/2016	12/31/2016	70,456	113,792	7,223	6	MA10040
	1/1/2017	12/31/2017	71,865	116,068	7,367	6	MA10040
			-	-	-		
Business Administrator							
	1/1/2016	12/31/2016	31,059	161,459	21,733	6	MA10050
	1/1/2017	12/31/2017	31,680	164,688	22,168	6	MA10050
			-	-	-		

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Assistant 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/Chief			-	-	-		
	1/1/2016	12/31/2016	70,456	113,792	7,223	6	MA10040
	1/1/2017	12/31/2017	71,865	116,068	7,367	6	MA10040
			-	-	-		
Business Administrator							
	1/1/2016	12/31/2016	31,059	161,459	21,733	6	MA10050
	1/1/2017	12/31/2017	31,680	164,688	22,168	6	MA10050
			-	-	-		
Business Administrator/Secretary to the Insurance Commission							
	1/1/2016	12/31/2016	33,459	163,859	21,733	6	MA10065
	1/1/2017	12/31/2017	34,080	167,088	22,168	6	MA10065
			-	-	-		
Chief Financial Officer							

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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				
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
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/Chief			-	-	-		
	1/1/2016	12/31/2016	70,456	113,792	7,223	6	MA10040
	1/1/2017	12/31/2017	71,865	116,068	7,367	6	MA10040
			-	-	-		
Business Administrator							
	1/1/2016	12/31/2016	31,059	161,459	21,733	6	MA10050
	1/1/2017	12/31/2017	31,680	164,688	22,168	6	MA10050
			-	-	-		
Business Administrator/Secretary to the Insurance Commission							
	1/1/2016	12/31/2016	33,459	163,859	21,733	6	MA10065
	1/1/2017	12/31/2017	34,080	167,088	22,168	6	MA10065
			-	-	-		
Chief Financial Officer							

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
			-	-	-		
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							

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>
	1/1/2016	12/31/2016	41,412	154,583	18,862	6	MA10140
	1/1/2017	12/31/2017	42,240	157,674	19,239	6	MA10140
			-	-	-		

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Assistant 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/Chief	1/1/2016	12/31/2016	70,456	113,792	7,223	6	MA10040
	1/1/2017	12/31/2017	71,865	116,068	7,367	6	MA10040
			-	-	-		
Business Administrator	1/1/2016	12/31/2016	31,059	161,459	21,733	6	MA10050
	1/1/2017	12/31/2017	31,680	164,688	22,168	6	MA10050
			-	-	-		
Business Administrator/Secretary to the Insurance Commission	1/1/2016	12/31/2016	33,459	163,859	21,733	6	MA10065
	1/1/2017	12/31/2017	34,080	167,088	22,168	6	MA10065
			-	-	-		
Chief Financial Officer							

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
			-	-	-		
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							

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
			-	-	-		
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			-	-	-		

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>
	1/1/2016	12/31/2016	44,363	123,505	13,190	6	MA10210
	1/1/2017	12/31/2017	45,250	125,975	13,454	6	MA10210
			-	-	-		

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Assistant 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/Chief			-	-	-		
	1/1/2016	12/31/2016	70,456	113,792	7,223	6	MA10040
	1/1/2017	12/31/2017	71,865	116,068	7,367	6	MA10040
			-	-	-		
Business Administrator							
	1/1/2016	12/31/2016	31,059	161,459	21,733	6	MA10050
	1/1/2017	12/31/2017	31,680	164,688	22,168	6	MA10050
			-	-	-		
Business Administrator/Secretary to the Insurance Commission							
	1/1/2016	12/31/2016	33,459	163,859	21,733	6	MA10065
	1/1/2017	12/31/2017	34,080	167,088	22,168	6	MA10065
			-	-	-		
Chief Financial Officer							

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
			-	-	-		
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							

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
			-	-	-		
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			-	-	-		

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

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Assistant 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/Chief			-	-	-		
	1/1/2016	12/31/2016	70,456	113,792	7,223	6	MA10040
	1/1/2017	12/31/2017	71,865	116,068	7,367	6	MA10040
			-	-	-		
Business Administrator							
	1/1/2016	12/31/2016	31,059	161,459	21,733	6	MA10050
	1/1/2017	12/31/2017	31,680	164,688	22,168	6	MA10050
			-	-	-		
Business Administrator/Secretary to the Insurance Commission							
	1/1/2016	12/31/2016	33,459	163,859	21,733	6	MA10065
	1/1/2017	12/31/2017	34,080	167,088	22,168	6	MA10065
			-	-	-		
Chief Financial Officer							

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
			-	-	-		
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							

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
			-	-	-		
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			-	-	-		

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

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
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/Chief			-	-	-		
	1/1/2016	12/31/2016	70,456	113,792	7,223	6	MA10040
	1/1/2017	12/31/2017	71,865	116,068	7,367	6	MA10040
			-	-	-		
Business Administrator							
	1/1/2016	12/31/2016	31,059	161,459	21,733	6	MA10050
	1/1/2017	12/31/2017	31,680	164,688	22,168	6	MA10050
			-	-	-		
Business Administrator/Secretary to the Insurance Commission							
	1/1/2016	12/31/2016	33,459	163,859	21,733	6	MA10065
	1/1/2017	12/31/2017	34,080	167,088	22,168	6	MA10065
			-	-	-		
Chief Financial Officer							

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
			-	-	-		
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							

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
			-	-	-		
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			-	-	-		

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

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

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT			- EXEMPT EMPLOYEES				
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Assistant 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/Chief	1/1/2016	12/31/2016	70,456	113,792	7,223	6	MA10040
	1/1/2017	12/31/2017	71,865	116,068	7,367	6	MA10040
			-	-	-		
Business Administrator	1/1/2016	12/31/2016	31,059	161,459	21,733	6	MA10050
	1/1/2017	12/31/2017	31,680	164,688	22,168	6	MA10050
			-	-	-		
Business Administrator/Secretary to the Insurance Commission	1/1/2016	12/31/2016	33,459	163,859	21,733	6	MA10065
	1/1/2017	12/31/2017	34,080	167,088	22,168	6	MA10065
			-	-	-		
Chief Financial Officer							

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
			-	-	-		
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							

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
			-	-	-		
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			-	-	-		

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

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

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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				
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
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/Chief			-	-	-		
	1/1/2016	12/31/2016	70,456	113,792	7,223	6	MA10040
	1/1/2017	12/31/2017	71,865	116,068	7,367	6	MA10040
			-	-	-		
Business Administrator							
	1/1/2016	12/31/2016	31,059	161,459	21,733	6	MA10050
	1/1/2017	12/31/2017	31,680	164,688	22,168	6	MA10050
			-	-	-		
Business Administrator/Secretary to the Insurance Commission							
	1/1/2016	12/31/2016	33,459	163,859	21,733	6	MA10065
	1/1/2017	12/31/2017	34,080	167,088	22,168	6	MA10065
			-	-	-		
Chief Financial Officer							

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
			-	-	-		
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							

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
			-	-	-		
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			-	-	-		

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

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

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
	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
			-	-	-		
Township Attorney			-	-	-		
	1/1/2016	12/31/2016	42,500	42,500	-	0	MA10370
	1/1/2017	12/31/2017	42,500	42,500	-	0	MA10370
			-	-	-		
Township Council			-	-	-		
	1/1/2016	12/31/2016	12,487	12,487	-	0	MA10380
	1/1/2017	12/31/2017	12,487	12,487	-	0	MA10380
			-	-	-		
Township Mayor			-	-	-		
	1/1/2016	12/31/2016	24,971	24,971	-	0	MA10390
	1/1/2017	12/31/2017	24,971	24,971	-	0	MA10390
			-	-	-		
Zoning Officer/Planning Supervisor			-	-	-		
	1/1/2016	12/31/2016	18,635	82,561	10,654	6	MA10400
	1/1/2017	12/31/2017	19,008	84,212	10,867	6	MA10400
			-	-	-		

APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Assistant Supervising Mechanic							
	1/1/2016	12/31/2016	20,706	78,598	9,649	6	TS10005
	1/1/2017	12/31/2017	21,120	80,170	9,842	6	TS10005
Assistant Supervisor							
	1/1/2016	12/31/2016	20,706	78,598	9,649	6	TS10010
	1/1/2017	12/31/2017	21,120	80,170	9,842	6	TS10010
Assistant Supervisor Public Works							
	1/1/2016	12/31/2016	20,706	78,598	9,649	6	TS10020
	1/1/2017	12/31/2017	21,120	80,170	9,842	6	TS10020
Assistant Supervisor of Public Works/Certified Pool Operator							
	1/1/2016	12/31/2016	25,883	82,724	9,474	6	TS10030
	1/1/2017	12/31/2017	26,400	84,378	9,663	6	TS10030
Assistant Supervisor of Public Works/Parking Meter Collector							
	1/1/2016	12/31/2016	20,706	78,598	9,649	6	TS10040
	1/1/2017	12/31/2017	21,120	80,170	9,842	6	TS10040
Supervisor of the Department of Public Works							
	1/1/2016	12/31/2016	20,706	81,387	10,113	6	TS10050

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

APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Assistant Supervising Mechanic							
	1/1/2016	12/31/2016	20,706	78,598	9,649	6	TS10005
	1/1/2017	12/31/2017	21,120	80,170	9,842	6	TS10005
Assistant Supervisor							
	1/1/2016	12/31/2016	20,706	78,598	9,649	6	TS10010
	1/1/2017	12/31/2017	21,120	80,170	9,842	6	TS10010
Assistant Supervisor Public Works							
	1/1/2016	12/31/2016	20,706	78,598	9,649	6	TS10020
	1/1/2017	12/31/2017	21,120	80,170	9,842	6	TS10020
Assistant Supervisor of Public Works/Certified Pool Operator							
	1/1/2016	12/31/2016	25,883	82,724	9,474	6	TS10030
	1/1/2017	12/31/2017	26,400	84,378	9,663	6	TS10030
Assistant Supervisor of Public Works/Parking Meter Collector							
	1/1/2016	12/31/2016	20,706	78,598	9,649	6	TS10040
	1/1/2017	12/31/2017	21,120	80,170	9,842	6	TS10040
Supervisor of the Department of Public Works							
	1/1/2016	12/31/2016	20,706	81,387	10,113	6	TS10050

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

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

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

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

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

APPENDIX 5 - SALARY RANGES - NON UNIFORM TITLES-HOURLY							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Engineering Aide Hourly							
	1/1/2016	12/31/2016	4.00	10.00	-	0	SE10010
	1/1/2017	12/31/2017	4.00	10.00	-	0	SE10010
Life Guard Hourly							
	1/1/2016	12/31/2016	7.50	13.00	-	0	SE10020
	1/1/2017	12/31/2017	7.50	13.00	-	0	SE10020
Park Caretaker Hourly							
	1/1/2016	12/31/2016	7.50	12.00	-	0	SE10030
	1/1/2017	12/31/2017	7.50	12.00	-	0	SE10030
Recreation Leader Hourly							
	1/1/2017	12/31/2017	6.50	27.48	-	0	SE10045
Recreation Supervisor Hourly							
	1/1/2016	12/31/2016	11.50	21.00	-	0	SE10040
	1/1/2017	12/31/2017	11.50	21.00	-	0	SE10040
School Traffic Guard (No Benefits Guard) Hourly							
	1/1/2016	12/31/2016	12.74	20.87	5.38	2	SE10050
	1/1/2017	12/31/2017	12.74	20.87	5.38	2	SE10050
School Traffic Guard (Benefit Guard) Hourly							
	1/1/2016	12/31/2016	16.05	16.05	-	0	SE10060
	1/1/2017	12/31/2017	16.05	16.05	-	0	SE10060

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

APPENDIX 7 - SALARY RANGES - UNIFORM TITLES - FIRE SUPERIORS							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT	STEPS	CODE
Fire Deputy Chief							
	1/1/2016	12/31/2016	113,537	127,851	14,315	1	FS10010
	1/1/2017	12/31/2017	115,807	130,408	14,601	1	FS10010
Fire Deputy Chief with EMT							
	1/1/2016	12/31/2016	116,537	130,851	14,315	1	FS10020E
	1/1/2017	12/31/2017	118,807	133,408	14,601	1	FS10020E
Fire Deputy Chief with EMT and Fire Official							
	1/1/2017	12/31/2017	126,307	140,908	14,601	1	FS10023E
Fire Deputy Chief with EMT and OEM Coordinator							
	1/1/2017	12/31/2017	123,307	137,908	14,601	1	FS10027E
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	109,189	118,277	9,088	1	FS10050E

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

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

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

**AN ORDINANCE AUTHORIZING SPECIAL EMERGENCY
APPROPRIATION PURSUANT TO N.J.S.A. 40A:4-53 FOR
SEVERANCE LIABILITIES RESULTING FROM ACCRUED
LEAVE IN CONNECTION WITH THE LAYOFF OR
RETIREMENT OF EMPLOYEES.**

BE IT ORDAINED by the Governing Body of the Township of West Orange, in the County of Essex, New Jersey that in accordance with N.J.S.A. 40A:4-53:

1. The sum of \$1,200,000.00 is hereby appropriated for severance liabilities resulting from accrued leave in connection with the layoff or retirement of employees and shall be deemed a special emergency appropriation as defined and provided for in N.J.S.A. 40A:4-53.
2. A copy of this ordinance as finally adopted shall be filed with the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey.
3. This ordinance shall take effect as provided by law.

Introduced: October 24, 2017

Adopted: November 21, 2017

Robert D. Parisi
Mayor

Joseph Krakoviak
Council President

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

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

NOTICE

The Ordinance published herewith was introduced and passed upon first reading at a meeting of the Township Council of the Township of West Orange, New Jersey, held on October 24, 2017. It will be further considered for final passage after public hearing thereon at a meeting of said Township Council to be held at the Municipal Building, 66 Main Street, West Orange, New Jersey, in said Township on November 21, 2017 at 7 o'clock p.m. and during the week prior to and up to and including the date of such meeting, copies of said Ordinance will be made available at the Clerk's Office to the members of the general public who shall request the same.

KAREN J. CARNEVALE, R.M.C.
TOWNSHIP CLERK

STATEMENT

THE ORDINANCE PUBLISHED HERewith HAS BEEN FINALLY ADOPTED ON NOVEMBER 21, 2017 AND THE 20-DAY PERIOD OF LIMITATION WITHIN WHICH A SUIT, ACTION OR PROCEEDING QUESTIONING THE VALIDITY OF SUCH ORDINANCE CAN BE COMMENCED, AS PROVIDED IN THE LOCAL BOND LAW, HAS BEGUN TO RUN FROM THE DATE OF THE FIRST PUBLICATION OF THIS STATEMENT.

KAREN J. CARNEVALE, R.M.C.
TOWNSHIP CLERK

Re: TOWNSHIP OF WEST ORANGE

SPECIAL EMERGENCY APPROPRIATION FOR SEVERANCE LIABILITIES RESULTING FROM ACCRUED LEAVE
IN CONNECTION WITH THE LAYOFF OR RETIREMENT OF EMPLOYEES.

N/A Certified copy of the Supplemental Debt Statement prepared as of the date of introduction of the ordinance. This should show filing in the Clerk's office as well as in Trenton.

N/A Down Payment Certificate.

Certified copy of the minutes of the meeting of the Township Council held _____ showing introduction of the ordinance.

Affidavit of Publication in local newspaper following introduction of the ordinance.

Certified copy of the minutes of the meeting of the Township Council held _____ showing public hearing and final adoption of the ordinance.

Affidavit of Publication in local newspaper following final adoption of the ordinance.

Clerk's Certificate executed no sooner than 21 days following final publication of the ordinance.

EXTRACT from the minutes of a Public meeting of the Township Council of the Township of West Orange, in the County of Essex, New Jersey held at the Municipal Building in the Township of West Orange on October 24, 2017 at 7 o'clock p.m.

PRESENT:

ABSENT:

[Attach appropriate minutes hereto]

CERTIFICATE

I, KAREN J. CARNEVALE, Clerk of the Township of West Orange, in the County of Essex, State of New Jersey, HEREBY CERTIFY that the foregoing annexed extract from the minutes of a meeting of the governing body of the Township duly called and held on October 26, 2016 has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of the Township this _____ day of _____, 2017.

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

(SEAL)

EXTRACT from the minutes of a Public meeting of the Township Council of the Township of West Orange, in the County of Essex, New Jersey held at the Municipal Building in the Township of West Orange on November 21, 2017 at 7 o'clock p.m.

PRESENT:

ABSENT:

[Attach appropriate minutes hereto]

CERTIFICATE

I, KAREN J. CARNEVALE, Clerk of the Township of West Orange, in the County of Essex, State of New Jersey, HEREBY CERTIFY that the foregoing annexed extract from the minutes of a meeting of the governing body of the Township duly called and held on November 21, 2017 has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of the Township this _____ day of _____, 2017.

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

(SEAL)

CLERK'S CERTIFICATE

I, KAREN J. CARNEVALE, Municipal Clerk of the Township of West Orange, in the County of Essex, State of New Jersey, HEREBY CERTIFY as follows:

1. I am the duly appointed Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (herein called the "Local Unit"). In this capacity I have the responsibility to maintain the minutes of the meetings of the governing body of the Local Unit and the records relative to all ordinances and resolutions of the Local Unit. The representations made herein are based upon the records of the Local Unit.

2. Attached hereto is a true and complete copy of an ordinance passed by the governing body of the Local Unit on first reading on October 24, 2017 and finally adopted by the governing body on November 21, 2017, and where necessary approved by the Mayor on _____ .

3. On _____ a copy of the ordinance and a notice that copies of the ordinance would be made available to the members of the general public of the municipality who requested copies, up to and including the time of further consideration of the ordinance by the governing body, was posted in the principal municipal building of the Local Unit at the place where public notices are customarily posted. Copies of the ordinance were made available to all who requested them;

4. A certified copy of this ordinance and a copy of the amended capital budget form has been filed with the Director of the Division of Local Government Services.

5. After final passage, the ordinance, a copy of which is attached hereto, was duly published on _____. No protest signed by any person against making the improvement or incurring the indebtedness authorized therein, nor any petition requesting that a referendum vote be taken on the

action proposed in the ordinance has been presented to the governing body or to me or filed in my office within 20 days after the publication or at any other time after the final passage thereof.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of the Township this _____ day of _____, 2017.

Karen J. Carnevale, Municipal Clerk

[SEAL]

**AN ORDINANCE ESTABLISHING CHAPTER 23, SECTION 5 OF THE REVISED
GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE
(TOWNSHIP OF WEST ORANGE SKATE PARK)**

BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY that Chapter 23 of the Revised General Ordinances of the Township of West Orange be and are hereby amended as follows:

I. PURPOSE

The purpose of this Ordinance is to establish rules for the Township of West Orange Skate Park.

II. CHAPTER 23, SECTION 5.1 SHALL BE AND INCORPORATE THE FOLLOWING:

23-5 TOWNSHIP OF WEST ORANGE SKATE PARK

23-5.1 Purpose.

This section establishes a set of rules for the use of the Township of West Orange Skate Park for all persons utilizing the facility.

III. CHAPTER 23, SECTION 5.2 SHALL BE AND INCORPORATE THE FOLLOWING:

23-5.2 Township of West Orange Skate Park Rules and Regulations.

- a. The skate park is a skate at your own risk facility designed for skateboarding only. The skate park will not be supervised and users will skate at their own risk.
- b. The skate park will open, weather permitting, during posted hours only. Monday through Saturday 9:00 am to Sunset and Sundays 10:00 am to Sunset
- c. No skating is permitted when the equipment is wet and/or icy.
- d. All participants under the age of 17 must wear a helmet as mandated by New Jersey state law. Helmets, knee, elbow and wrist pads are strongly recommended for all skaters.
- e. All participants must wear proper footwear and clothing at all times.
- f. Only skaters are allowed in the skate park area. No spectator will be allowed in the skating area.
- g. All participants must skate in such a manner to avoid collision with other skaters.
- h. The use of profanity or abusive language, vandalism, fighting and other aggressive or disruptive behavior will result in the loss of privileges at the skate park.
- i. Graffiti or purposeful defacing of the park and/or equipment will result in prosecution.
- j. No food or drink is permitted inside the skate park.
- k. The use of drugs or alcohol within the skate park is prohibited and will result in prosecution.
- l. Smoking is not permitted in any area of the park.
- m. Pets are not permitted within the skate park.

- n. No organized events of any kind are allowed without the approval of the West Orange Recreation Department.
- o. Skateboarding is discouraged outside the skate park.
- p. All other Township of West Orange Park Rules and Regulations apply.
- q. Failure to abide by these rules and regulations may result in the suspension of an individual's ability to use the skate park or the issuance of a fine by the Township of West Orange.

IV. CHAPTER 23, SECTION 5.3 SHALL BE AND INCORPORATE THE FOLLOWING:

23-5.3 Violations and Penalties

Any person convicted of violating any section this section shall be subject to:

- a. A fine of not less than thirty-five (\$35) dollars and no more than five hundred (\$500) dollars; and
- b. Suspension of the person's ability to the use the Township of West Orange Skate Park.

Any violation of the provision of this section which also violates any other federal, state, or local law shall not preclude prosecution under of those federal, state or local laws.

V. REPEAL OF CONFLICTING ORDINANCES

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

VI. SEVERABILITY

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

VII. EFFECTIVE DATE

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

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

Joe Krakoviak, Council President

Robert D. Parisi
Mayor

Introduced: November 21, 2017

Adopted: December 5, 2017

Legislative History

This Ordinance is intended to create and adopt rules for the use of the Township of West Orange Skate Park.

4839-0531-2597, v. 1

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

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

Section 1. Subsection 7-32.2, Restricted Parking Zones, of the Revised General Ordinances of the Township of West Orange is hereby supplemented and amended as follows (*italic type denotes deletion, bold type denotes addition*):

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

Residence Address	No. of Spaces	Location
82 Valley Way	1	Beginning 25 feet north of the northerly curbline of Maple Street extended and extending 18 feet north.
24 Park Terrace	1	Beginning 373 feet west of the westerly curbline of Main Street extended and extending 22 feet west.

Section 2. If any provision of this Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any other provisions or applications of this

Ordinance that can be given effect without the invalid provision(s) or application(s) and to this end the provisions of this Ordinance are severable.

Section 3. All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

Section 4. This Ordinance shall take effect upon final passage and publication in accordance with law and upon the approval of the New Jersey Department of Transportation if required.

ROBERT D. PARISI, MAYOR

JOE KRAKOVIAK, COUNCIL PRESIDENT

KAREN J. CARNEVALE, R.M.C., MUNICIPAL CLERK

Introduced: November 21, 2017

Adopted: December 5, 2017

LEGISLATIVE HISTORY

This Ordinance is in response to requests from handicapped residents who reside at 82 Valley Way and 24 Park Terrace. By adopting this Ordinance, the Township will establish a handicapped parking stall adjacent to each of these addresses. Such parking stalls are permissible under the laws of New Jersey, and they are designated as Restricted Parking Zones.

**AN ORDINANCE AMENDING AND SUPPLEMENTING
CHAPTER 7, TRAFFIC, SUBSECTION 7-29.1, SPEED LIMITS IN GENERAL,
AND SUBSECTION 7-33, SCHOOL ZONES,
OF THE REVISED GENERAL ORDINANCES OF
THE TOWNSHIP OF WEST ORANGE**

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

Section 1. Subsection 7-29.1, Speed Limits in General, of the Revised General Ordinances of the Township of West Orange is hereby supplemented and amended as follows (*italic type denotes deletion, bold type denotes addition*):

Name of Street	Direction	Speed Limit	Location
<i>Pleasant Valley Way</i>	<i>Both</i>	<i>50 MPH</i>	<i>50 MPH from Northfield Avenue to the center of Cornell Street.</i>
<i>Pleasant Valley Way</i>	<i>Both</i>	<i>45 MPH</i>	<i>45 MPH from the center of Cornell Street to the center of N.J. State Highway Route No. 10 (Mt. Pleasant Ave.).</i>
Pleasant Valley Way	Both	40 MPH	From the center of Northfield Avenue to the center of State Highway No. 10, Mt. Pleasant Avenue, except for a school Speed limit of 25 MPH from 490 feet north of the center of Brook End Drive to 585 feet north of the center of Underwood Drive.

Section 2. Subsection 7-33, School Zones, of the Revised General Ordinance of the Township of West Orange is hereby supplemented and amended as follows (Italic Type denotes deletion, **bold type denotes addition**):

School	Street	Location
Golda Och Academy, Eric F. Ross Upper School Campus	Pleasant Valley Way	From 490 feet north of the center of Brook End Drive to 585 feet north of the center of Underwood Drive.

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

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

Section 5. This Ordinance shall take effect upon final passage and publication in accordance with law and upon the approval by Resolution of the Essex County Board of Chosen Freeholders.

ROBERT D. PARISI, MAYOR

JOE KRAKOVIAK, COUNCIL PRESIDENT

KAREN J. CARNEVALE, R.M.C., MUNICIPAL CLERK

Introduced: November 21, 2017

Adopted: December 5, 2017

LEGISLATIVE HISTORY

This Ordinance amends the speed limit along Pleasant Valley Way between Northfield Avenue and State Highway No. 10, Mt. Pleasant Avenue, to 40 miles per hour. The current speed limit is 50 miles per hour from Northfield Avenue to Cornell Street and 45 miles per hour from Cornell Street to State Highway No. 10. It also establishes a School Zone in the vicinity of the Golda Och Academy located at 1418 Pleasant Valley Way and a School Zone speed limit of 25 miles per hour at the school. The speed limit reduction and school zone speed limit were recommended in a study dated September 20, 2017 prepared by NV5, 7 Campus Drive, Suite 300, Parsippany, N.J. 07054 for the Essex County Division of Engineering.

September 20, 2017

Asif Mahmood
Principal Engineer
Essex County Department of Public Works
Division of Engineering
900 Bloomfield Avenue
Verona, New Jersey, 07044

Re: Speed Study – Pleasant Valley Way (CR 636)
West Orange Township, Essex County, New Jersey

Dear Mr. Mahmood:

As requested, NV5 has performed a series of speed studies on Pleasant Valley Way (CR 636) between Northfield Avenue and NJ Route 10. This letter report represents a summary of our findings.

Pleasant Valley Way (CR 636) is classified as an urban minor arterial and between Northfield Avenue and NJ Route 10. The cross section consists of two lanes in each direction near Northfield Avenue and near NJ Route 10. Between Parson Drive and Brook End Drive, the roadway consists of a single through lane with dedicated turn lanes where appropriate. On street parking is prohibited for the entire corridor length. The current statutory speed limit on Pleasant Valley Way is 50 mph south of Cornell Street (not posted) and posted 45 mph between Cornell Street and NJ Route 10. There is a School Speed when children are present of 25 mph in the vicinity of the West Orange Tennis Club and Golda Och Academy.

To determine the existing speed profile of Pleasant Valley Way, spot speed studies were conducted along the corridor on Wednesday, September 20, 2017 from 9 AM to 12 Noon. Approximately 100 vehicles, traveling at free flow speeds, were recorded at each location. The table below indicates the resulting 85th percentile speeds for each location.

Pleasant Valley Way – Observed 85th Percentile Speeds:

Location	Observed 85th Percentile Speed	
	Northbound	Southbound
Near Rand Drive	45 mph	45 mph
Near Cornell Street	45 mph	49 mph
Near Cedar Avenue	47mph	49.2 mph

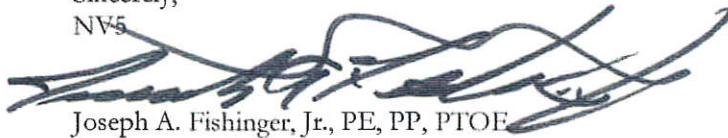
Speed profiles for each of the locations observed are attached. Further review of the speed profiles indicates that the 50th percentile (average) speed for each location is between 40 mph and 45 mph and the 25th percentile speed at each location is between 36.8 and 42 mph. This indicates that the majority of free flow vehicles are traveling the corridor in between 40 and 45 mph.

The MUTCD states that posted speed limits should be within 5 mph of the 85th percentile speed of free flowing traffic. The MUTCD further states that other factors; including road characteristics, presence of shoulders and driveways, pedestrian activity and grade should be considered when setting speed limits. Pleasant Valley Way is on rolling terrain with numerous residential streets and driveways to private homes. The road has narrow striped shoulders and sidewalk is present intermittently along the corridor. Also, as previously noted, a 25 mph school speed limit is in place along the highway.

Based on the observed free flow speeds, a posted speed limit of either 40 or 45 mph is appropriate. Considering the characteristics of the roadway and the adjacent land uses, this office recommends the speed limit for Pleasant Valley Way between Northfield Avenue and NJ Route 10 be revised to 40 mph in both directions for its entire length. The existing 25 mph school zone should remain. Utilizing the 40 mph speed limit in along this corridor sets the speed limit more in context with the characteristics of the roadway, including the limited shoulders and sporadic sidewalks.

Should you have any questions or would like additional information regarding this matter, please do not hesitate to call me.

Sincerely,
NV5



Joseph A. Fishinger, Jr., PE, PP, PTOE
Director, Traffic Engineering

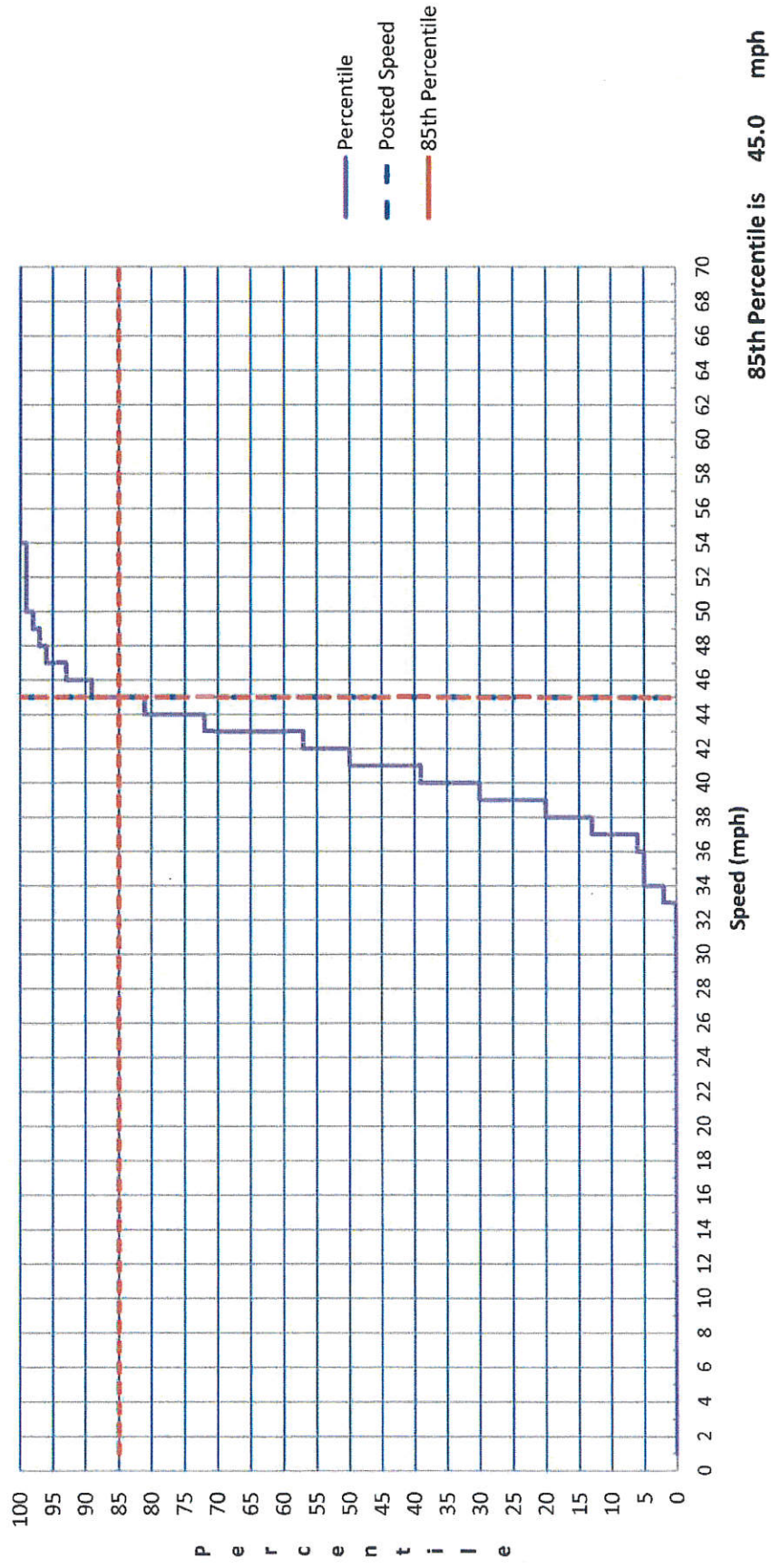
attachments

NV5

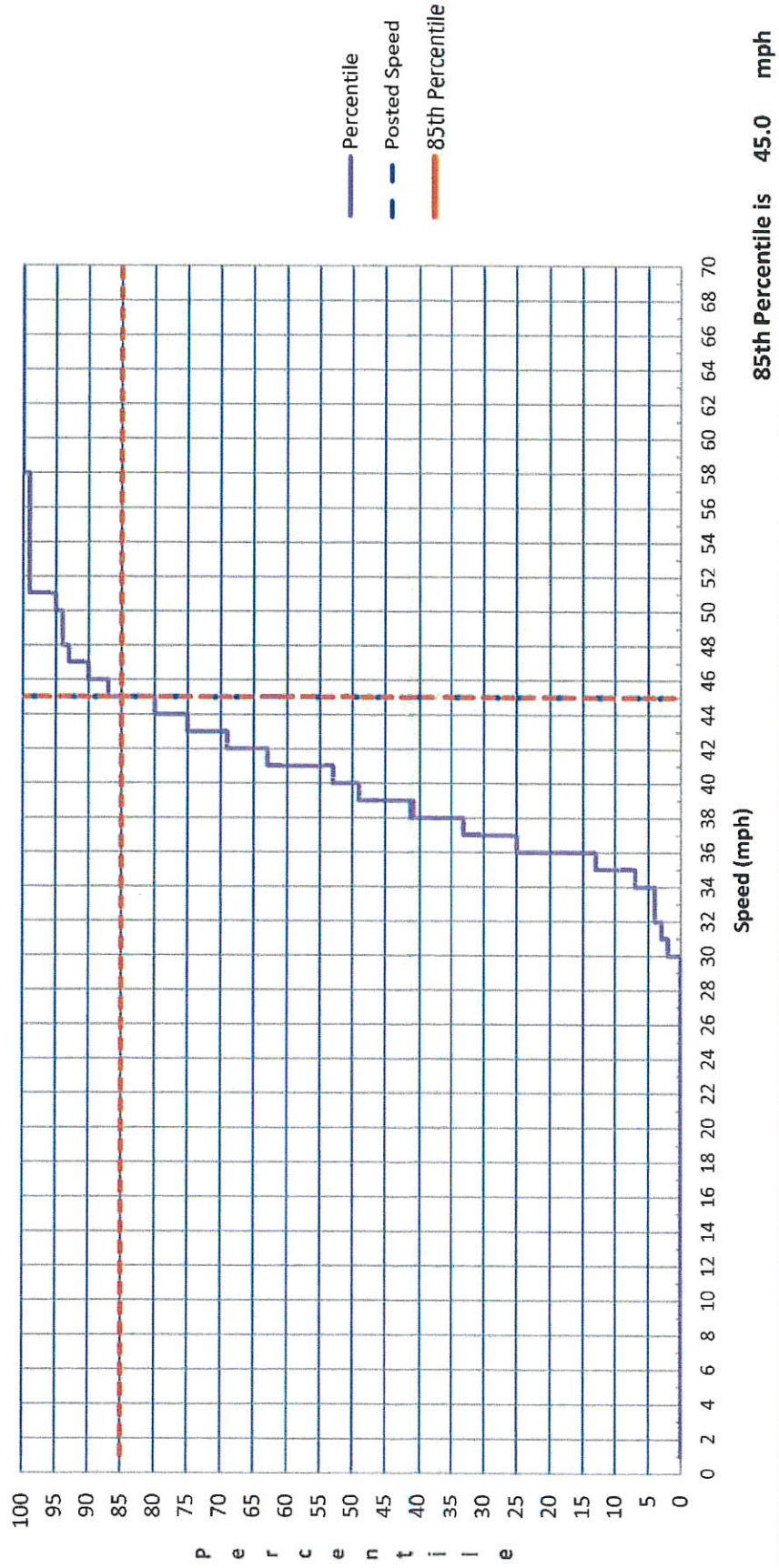
OFFICES NATIONWIDE

CONSTRUCTION QUALITY ASSURANCE • INFRASTRUCTURE • ENERGY • PROGRAM MANAGEMENT • ENVIRONMENTAL

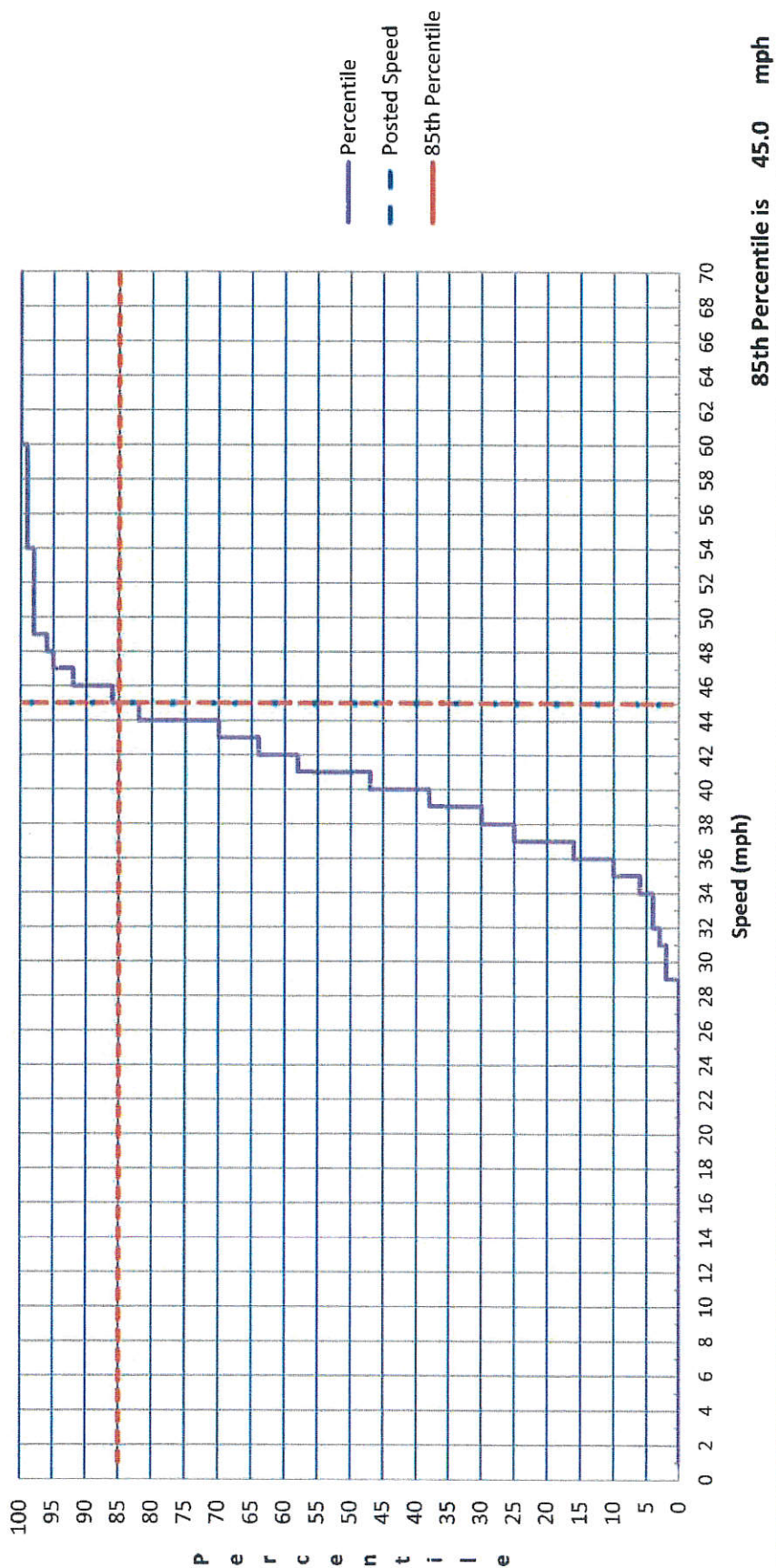
Pleasant Valley Way & Rand Drive (North Bound)



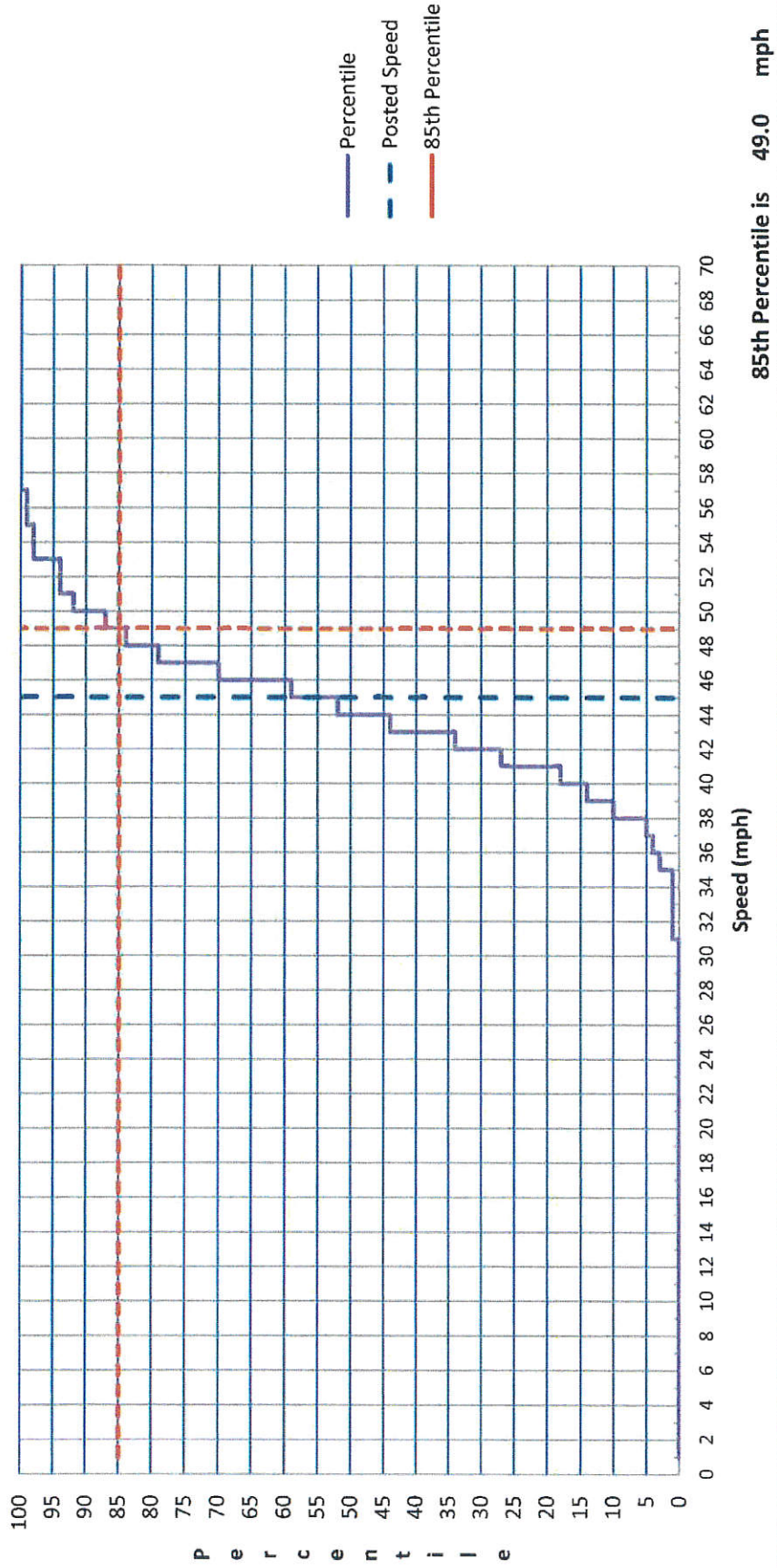
Pleasant Valley Way & Rand Drive (South Bound)



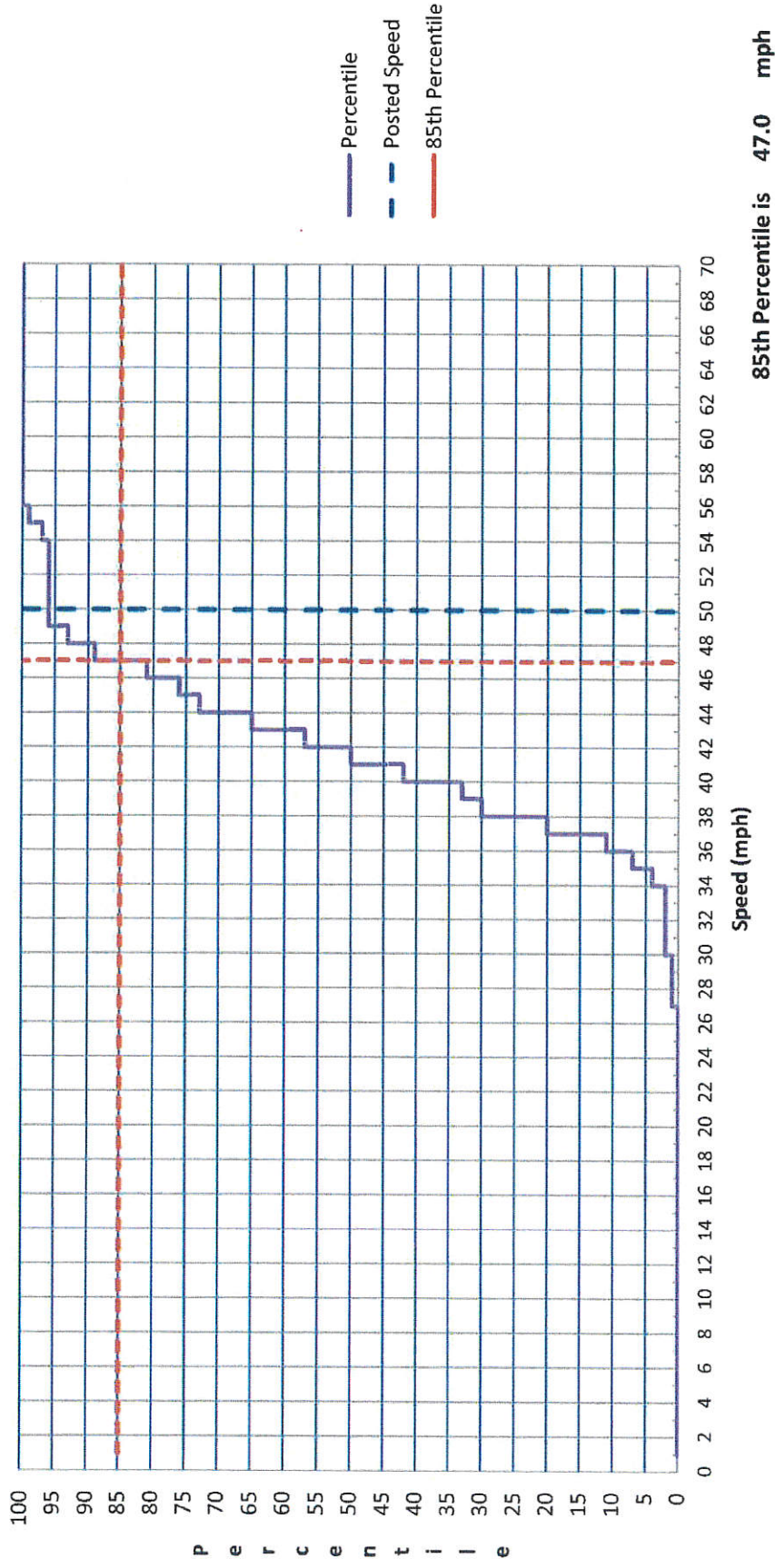
Pleasant Valley Way & Cornell St. (North Bound)



Pleasant Valley Way & Cornell St. (South Bound)



Pleasant Valley Way & Cedar Ave. (North Bound)



Pleasant Valley Way & Cedar Ave. (South Bound)

