

1. Conference Meeting Agenda

Documents:

[CA 11.26.19.PDF](#)

2. Public Meeting Agenda

Documents:

[PM 11.26.19.PDF](#)

3. Resolution(S)

3.I. 277-19

Documents:

[277-19 WEST ORANGE 2019 SEN RESOLUTION SEVERANCE LIABILITIES
NJSA 40A-4-55.PDF](#)

3.II. 278-19

Documents:

[278-19 AUTHORIZING EXECUTION OF AGREEMENT WITH FULLERTON
GROUNDS MAINTENANCE FOR STAGING OF SNOW REMOVAL
EQUIPMENT AT OSPAC.PDF](#)
[278-19 EXHIBIT A - FULLERTON LANDSCAPE.PDF](#)

3.III. 279-19

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[279-19 RESOLUTION RE ZORM 2009 RELEASE OF CASH BOND.PDF](#)

3.IV. 280-19

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[280-19 CDBG REP RESOLUTION 2020.PDF](#)

3.V. 281-19

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[281-19 AUTHORIZING EXTENSION OF CONTRACT WITH TAXSERV -
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[282-19 AUTHORIZING RETENTION OF DEFEO ASSOCIATES TO CONDUCT](#)

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282-19 ATTACHMENT - RETENTION OF DEFEO ASSOCIATES TO
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3.VII. 283-19

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283-19 APPROVING TAX APPEAL SETTLEMENT WITH BLACKBURN
DEVELOPMENT RE BLOCK 164 LOT 1.01 141 OLD SHORT HILLS
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283-19 ATTACHMENT - APPROVING TAX APPEAL SETTLEMENT WITH
BLACKBURN DEVELOPMENT.PDF

3.VIII. 284-19

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284-19 RAFFLE LICENSES 11.26.19.PDF

3.IX. 285-19

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285-19 AUTHORIZING MEMORANDUM OF GRANT AGREEMENT WITH THE
ROTARY CLUB - 2020.PDF
285-19 MEMORANDUM OF GRANT AGREEMENT WITH ROTARY CLUB -
2020.PDF

3.X. 286-19

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286-19 AUTHORIZING PURCHASE OF TWO SERVICE VEHICLES THROUGH
MCCPC 2019.PDF
286-09 EXHIBIT A MCCPC TRUCK PURCHASES 2019.PDF

3.XI. 287-19

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287-19 RESOLUTION USING STATE CONTRACT WITH PASCACK DATA
SERVICES 2019.PDF
287-19 EXHIBIT A DELL PURCHASE THROUGH PASCACK.PDF

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Documents:

288-19 AUTHORIZING PURCHASE OF POLICE VEHICLES THROUGH
CRANFORD COOP 2019.PDF
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3.XIII. 289-19

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3.XIV. 290-19

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290-19 AWARD IMPROVEMENT OF LAIRD DR. LINDSLEY AVE. BRENNAN DR. RIDGEWAY AVE. OLD INDIAN RD.PDF
290-19 AWARD IMPROVEMENT OF LAIRD DR. LINDSLEY AVE. BRENNAN DR. RIDGEWAY AVE. OLD INDIAN RD..PDF

3.XV. 291-19

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291-19 AUTHORIZING MEMORANDUM OF GRANT AGREEMENT WITH THE ROTARY CLUB - 2020.PDF
291-19 MEMORANDUM OF GRANT AGREEMENT WITH ROTARY CLUB - 2020.PDF

3.XVI. 292-19

Documents:

292-19 DOWNTOWN WEST ORANGE ALLIANCE 2020 PROPOSED BUDGET.PDF

3.XVII. 293-19

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293-19 AUTHORIZING MASTER AGREEMENT WITH TOTAL RECORDS INFORMATION MANAGEMENT 4830-3227-6909 V.1.PDF

3.XVIII. 294-19

Documents:

294-19 AUTHORIZING USE OF COMPETITIVE CONTRACTING IN LIEU OF PUBLIC BIDDING FOR AWARD OF CONTRACT FOR FOOD AND BEVERAGE AT ROCK SPRING ~1.PDF

3.XIX. 295-19

Documents:

295-19 AUTHORIZING MEMORANDUM OF AGREEMENT WITH TEAMSTERS 560 TELECOMMUNICATION OPERATORS - 2019.PDF
295-19 EXHIBIT - MEMORANDUM OF AGREEMENT WITH TEAMSTERS 560 TELECOMMUNICATION OPERATORS - 2019.PDF

3.XX. 296-19

Documents:

296-19 AUTHORIZING MEMORANDUM OF AGREEMENT WITH TEAMSTERS 560 DPW SUPERVISORS - 2019.PDF

4. Ordinance(S) On Second And Final Reading

4.I. 2590-19

Documents:

2590-19 WEST ORANGE 1,000,000 SPECIAL EMERGENCY
APPROPRIATION ORDINANCE FOR SEVERANCE LIABILITIES 2019.PDF

4.II. 2591-19

Documents:

2591-19 SALARY ORDINANCE 11.12.19.PDF
2591-19 ATTACHMENT.PDF

5. Ordinance(S) On First Reading

5.I. 2592-19

Documents:

2592-19 AUTHORIZING TOWNSHIP CLERK TO MAINTAIN DATABASE OF
RESIDENTS IN NEED OF SPECIAL ASSISTANCE.PDF

5.II. 2593-19

Documents:

2593-19 ORDINANCE APPROVING FINANCIAL AGREEMENT WITH GREEN
ESSEX PARTNERS URBAN RENEWAL.PDF
2593-19 FINANCIAL AGREEMENT-100 AND 200 EXECUTIVE DRIVE.PDF
2593-19 EXHIBIT 7 TO FA - CERT OF ESTIMATED CONSTRUCTION
COSTS.PDF
2593-19 EXHIBIT 6 TO FA - RENT PROJECTIONS.PDF
2593-19 EXHIBIT 3 TO FA - CERT OF FORMATION.PDF
2593-19 EXHIBIT 2 TO FA - PILOT APPLICATION.PDF
2593-19 EXHIBIT 1 TO FA - METES AND BOUNDS.PDF

5.III. 2594-19

Documents:

2594-19 SALARY STEP GUIDE (VERSION 2019-11-26) - WEBSITE.PDF

Township of West Orange-Revised
CONFERENCE MEETING AGENDA
Council Chambers – 66 Main Street
Tuesday, November 26, 2019

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 September 26, 2018, and published in the West Orange Chronicle on October 4, 2018.

Roll Call – Councilwoman Casalino, Councilman Krakoviak, Councilwoman Matute-Brown, Councilwoman McCartney, Council-President Guarino, Mayor Parisi

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6:30 P.M

Proclamation: Small Business Saturday – November 30, 2019

Recognition of Township Volunteers: Extra Mile Day – November 1, 2019

Update – Redevelopment

Council Liaison Announcements

7:00 P.M.

Public Meeting

PUBLIC MEETING AGENDA-REVISED

**Township of West Orange
66 Main Street – Council Chambers
Tuesday, November 26, 2019**

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 September 26, 2018, and published in the West Orange Chronicle on October 4, 2018.

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 Krakoviak, Councilwoman Matute-Brown, Councilwoman McCartney, Council President Guarino (Mayor Parisi)

- 1. Pledge of Allegiance**
- 2. Public Comment**
- 3. *Consent Agenda**
- 4. *Approval of Minutes of Previous Meeting – Public Meeting and Executive Sessions, November 12, 2019**
- 5. *Report of Township Officers - None**
- 6. *Reading of Petitions and Communications and Bids –None**
- 7. *Bills**
- 8. *Resolutions**
 - a. 277-19 Resolution Authorizing the Issuance of \$1,000,000 Special Emergency Notes for the Payment of Severance Liabilities Resulting from Unanticipated Required Accumulated Absence Payouts in Connection with the Layoff or Retirement of Employees in and By the Township of West Orange, In the County of Essex, New Jersey (Gross) (adopt after Ord. 2590-19 is approved)**
 - b. 278-19 Resolution Authorizing Execution of Agreement with Fullerton Grounds Maintenance for Staging of Snow Removal Equipment at OSPAC (Legal-Moon)**
 - c. 279-19 Resolution Authorizing the Township of West Orange to Execute an Agreement with Zorm 2009, LLC and First Indemnity of American Insurance Company for the Release of Bonds Relating to Old Indian Estates (Legal-Maier)**
 - h. 280-19 Resolution Appointing Leonard R. Lepore and James A. Williams as the Township of West Orange Community Development Representatives to the Essex County Division of Housing and Community for 2020 (Planning)**
 - i. 281-19 Resolution Authorizing the Township to Extend its Current Contract with TaxServ for Private Collection of Municipal Court Debt for an Additional One Year Period (Legal-Moon)**

- j. **282-19** Resolution Authorizing the Retention of DeFeo Associates to Conduct Tree Study Related to West Essex Highlands Property at a Rate of \$10,975 which Amount Shall be Escrowed by West Essex Highlands Before the Study is Performed (Legal-Trenk)
- k. **283-19** Resolution Approving Tax Appeal Settlement with Blackburn Development re Block 164 Lot 1.01 141 Old Short Hills Road (Legal-Trenk)
- l. **284-19** Resolution Authorizing the Issuance of Raffle Licenses (Clerk)
- m. **285-19** Resolution Authorizing the Execution of a Memorandum of Grant Agreement with the Rotary Club where the Township will Provide \$3,800 to the Rotary Club to hold a Holiday Workshop wherein it Will Provide Hot Chocolate and Small Gifts to School Age Children (Legal-Moon)
- n. **286-19** Resolution Authorizing the Purchase of Two Service Vehicles Through the Morris County Cooperative Pricing Council (MCCPC) (DeSantis)
- o. **287-19** Resolution to Authorize the Purchase of Computer Hardware and Software Through Dell NASPO NJ Contract #A89967 (DeSantis)
- p. **288-19** Resolution Authorizing the Purchase of three (3) 2020 Police Interceptor Patrol Vehicles through the Cranford Police Cooperative Contract #47-CPCPS, Item #2 (DeSantis)
- q. **289-19** Resolution Authorizing the Auction of Abandoned Vehicles (DeSantis)
- r. **290-19** Resolution Authorizing a Contract with Reggio Construction, 1575 West Street, Fort Lee, NJ 07024, in the Amount of \$1,005,628.93 for the Improvement of Laird Dr., Lindsley Avenue, Brennan Drive, Ridgeway Avenue and Old Indian Road (Lepore)
- s. **291-19** Duplicate
- t. **292-19** Introduction of the 2020 Downtown West Orange Alliance Budget (Brill)
- u. **293-19** Resolution Authorizing the Township of West Orange to Execute an Agreement with Total Records Information Management, LLC for the Offsite Maintenance and Storage of the Township's Records (Legal-Maier)
- v. **294-19** Resolution Authorizing the Township to Use Competitive Contracting In lieu of Public Bidding for the Award of a Contract to Retain a Vendor to Operate Food and Beverage Concessions at the Rock Spring Golf Course (Legal-Trenk)
- w. **295-19** Resolution Authorizing a Memorandum of Agreement with Teamsters Local 560, Public Safety Communication Operators (Legal-Moon)
- x. **296-19** Resolution Authorizing a Memorandum of Agreement with Teamsters Local 560, Department of Public Work Supervisors (Legal-Moon)

9. Ordinances on Second and Final Reading

- a. **2590-19** Ordinance Authorizing Special Emergency Appropriation Pursuant to N.J.S.A. 40A:4-53 for Severance Liabilities Resulting from Unanticipated Required Accumulated Absence Payouts in Connection with the Layoff or Retirement of Employees (Gross)
- b. **2591-19** An Ordinance Creating a Reclassification and Salary Schedule of Certain Township of West Orange Employees Setting Forth Their Titles, Classification and Salary Ranges and Adopting a Salary Guide and Establishing the Employee's Status as a Township Employee Under the Guidelines of the New Jersey Department of Personnel (Gross)

10. Ordinances on First Reading

- a. **2592-19** An Ordinance Amending Chapter 2, Sections 6.6 and 6.7 and Chapter 15, Section 2.9 of the Revised General Ordinances of the Township of West Orange (Database of Residents in Need of Special Assistance) (Legal-Moon)
- b. **2593-19** An Ordinance of the Township of West Orange, County of Essex, New Jersey Approving an Application for a Long-Term Tax Exemption and Authorizing the Execution of a Financial Agreement with Green Essex Partners Urban Renewal, LLC (Legal-Cofoni)

11. Pending Matters/New Matters/Council Discussion

12. ABC Hearing - None

13. Adjournment

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

Agenda is subject to change.

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 on November 12, 2019 at 7:00 p.m.

PRESENT:

Councilwoman Casalino, Councilman Krakoviak, Councilwoman Matute-Brown, Councilwoman McCartney, Council-President Guarino

ABSENT:

* * * * *

_____ introduced and moved the adoption of the following resolution, and _____ seconded the motion:

RESOLUTION AUTHORIZING THE ISSUANCE OF \$1,000,000 SPECIAL EMERGENCY NOTES FOR THE PAYMENT OF SEVERANCE LIABILITIES RESULTING FROM UNANTICIPATED REQUIRED ACCUMULATED ABSENCE PAYOUTS IN CONNECTION WITH THE LAYOFF OR RETIREMENT OF EMPLOYEES IN AND BY THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, NEW JERSEY

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 members thereof affirmatively concurring) AS FOLLOWS:

Section 1. An ordinance authorizing a special emergency appropriation of \$1,000,000 for the payment of severance liabilities resulting from unanticipated required accumulated absence

payouts in connection with the layoff or retirement of employees has been finally adopted, and a copy thereof has been filed with the Director of Local Government Services.

Section 2. In order to finance the special emergency appropriation described in Section 1 of this resolution, the Township of West Orange, in the County of Essex, New Jersey (the “Township”) is hereby authorized to borrow the sum of \$1,000,000 and to issue its special emergency notes therefor (the “Notes”) in accordance with the Local Budget Law of New Jersey (N.J.S.A. 40A:4-55).

The Notes authorized by this resolution may be issued in amounts and denominations not exceeding in the aggregate the amount of notes authorized herein, as determined by the chief financial officer of the Township pursuant to this resolution.

The Township may finance the special emergency appropriation from surplus funds available or may borrow money in a manner prescribed herein. Where an appropriation is financed from surplus funds available, at least one-fifth of the amount thereof shall be included in each annual budget until the appropriation has been fully provided for.

Section 3. The following matters in connection with the Notes are hereby determined:

(a) All notes issued hereunder and any renewals thereof shall mature at such time as may be determined by the chief financial officer within the limitations of the Local Budget Law, provided, however, that at least one-fifth of all such notes and the renewals thereof shall mature and be paid in each year so that all notes and renewals shall have matured and have been paid not later than the last day of the fifth year following the date of this resolution;

(b) All notes issued hereunder shall bear interest at such rate or rates as may be determined by the chief financial officer; and

(c) 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.

Section 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.

Section 5. The chief financial officer is hereby authorized to sell the Notes 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.

Section 6. Any instrument 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 obligations and, unless otherwise paid or payment 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.

Section 7. The Township hereby makes the following covenants and declarations with respect to Notes 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 Notes in the amount authorized in Section 1 of this resolution and to use the proceeds to pay or reimburse expenditures for the costs of the purpose described herein. This Section 7 is a declaration of intent within the meaning and for purposes of Treasury Regulations §1.150-2 or any successor provisions of federal income tax law.

Section 8. Solely for purposes of complying with Rule 15c2-12 of the Securities and Exchange Commission, as amended and interpreted from time to time (the "Rule"), and provided that the Notes are not exempt from the Rule and provided that the Notes are not exempt from the following requirements in accordance with paragraph (d) of the Rule, for so long as the Notes remain outstanding (unless the obligations have been wholly defeased), the Township shall provide for the benefit of the holders of the obligations and the beneficial owners thereof:

(a) On or prior to September 30 of each fiscal year, beginning September 30, 2020 for the fiscal year ending December 31, 2019, electronically to the Municipal Securities Rulemaking Board's Electronic Municipal Market Access ("EMMA") system or such other repository designated by the SEC to be an authorized repository for filing secondary market disclosure information, if any, annual financial information with respect to the Township consisting of the audited financial statements (or unaudited financial statements if audited financial statements are not then available, which audited financial statements will be delivered when and if available) of the Township and certain financial information and operating data consisting of (1) Township indebtedness and overlapping indebtedness including a schedule of outstanding debt issued by the Township; (2) property valuation information; and (3) tax rate, levy and collection data. The audited financial statements will be prepared in accordance with

generally accepted accounting principles as modified by governmental accounting standards as may be required by New Jersey law;

(b) if any of the following material events occur regarding the Notes, a timely notice not in excess of ten business days after the occurrence of the event sent to EMMA:

- (1) Principal and interest payment delinquencies;
- (2) Non-payment related defaults, if material;
- (3) Unscheduled draws on debt service reserves reflecting financial difficulties;
- (4) Unscheduled draws on credit enhancements reflecting financial difficulties;
- (5) Substitution of credit or liquidity providers, or their failure to perform;
- (6) Adverse tax opinions, the issuance by the Internal Revenue Service of proposed or final determinations of taxability, Notices of Proposed Issue (IRS Form 5701-TEB) or other material notices or determinations with respect to the tax status of the security, or other material events affecting the tax status of the security;
- (7) Modifications to rights of security holders, if material;
- (8) Bond calls, if material, and tender offers;
- (9) Defeasances;
- (10) Release, substitution, or sale of property securing repayment of the securities, if material;
- (11) Rating changes;
- (12) Bankruptcy, insolvency, receivership or similar event of the obligated person;
- (13) The consummation of a merger, consolidation, or acquisition involving an obligated person or the sale of all or substantially all of the assets of the obligated person, other than in the ordinary course of business, the entry into a definitive agreement to undertake such an action or the termination of a definitive agreement relating to any such actions, other than pursuant to its terms, if material;
- (14) Appointment of a successor or additional trustee or the change of name of a trustee, if material;
- (15) Incurrence of a Financial Obligation of the Township, if material, or agreement to covenants, events of default, remedies, priority rights or other similar terms of a Financial Obligation, any of which affect holders of the Obligations, if material;
- (16) Default, event of acceleration, termination event, modification of terms or other similar events under a Financial Obligation of the Township, if any such event reflects financial difficulties.

The term "Financial Obligation" as used in subparagraphs (b)(15) and (b)(16) above means a (i) debt obligation, (ii) derivative instrument entered into in connection with, or pledged as security

or a source of payment for, an existing or planned debt obligation or (iii) guarantee of (i) or (ii); provided, however, that the term "Financial Obligation" shall not include municipal securities as to which a final official statement has been provided to the Municipal Securities Rulemaking Board consistent with the Rule.

For the purposes of the event identified in subparagraph (12) above, the event is considered to occur when any of the following occur: the appointment of a receiver, fiscal agent or similar officer for an obligated person in a proceeding under the U.S. Bankruptcy Code or in any other proceeding under state or federal law in which a court or governmental authority has assumed jurisdiction over substantially all of the assets or business of the obligated person, or if such jurisdiction has been assumed by leaving the existing governing body and officials or officers in possession but subject to the supervision and orders of a court or governmental authority, or the entry of an order confirming a plan of reorganization, arrangement or liquidation by a court or governmental authority having supervision or jurisdiction over substantially all of the assets or business of the obligated person.

Notice of failure of the Township to provide required annual financial information on or before the date specified in this resolution shall be sent in a timely manner to EMMA.

If all or any part of the Rule ceases to be in effect for any reason, then the information required to be provided under this resolution, insofar as the provision of the Rule no longer in effect required the provision of such information, shall no longer be required to be provided.

The chief financial officer shall determine, in consultation with Bond Counsel, the application of the Rule or the exemption from the Rule for each issue of obligations of the Township prior to their offering. Such officer is hereby authorized to enter into additional written contracts or undertakings to implement the Rule and is further authorized to amend such contracts or undertakings or the undertakings set forth in this resolution, provided such

amendment is, in the opinion of nationally recognized bond counsel, in compliance with the Rule.

In the event that the Township fails to comply with the Rule requirements or the written contracts or undertakings specified in this resolution, the Township shall not be liable for monetary damages, remedy being hereby specifically limited to specific performance of the Rule requirements or the written contracts or undertakings therefor.

Section 9. 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.

Section 10. 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.

Section 11. This resolution shall take effect immediately.

The foregoing resolution was adopted by the following vote:

AYES:

NAYES:

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 12, 2019 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 26 day of November, 2019.

Karen J. Carnevale, Township Clerk

(SEAL)

RESOLUTION

WHEREAS, Fullerton Grounds Maintenance (“Fullerton”) provides the snow and ice removal for the residences at the Pointe at Crystal Lake; and

WHEREAS, Fullerton seeks to enter into a Limited License Agreement (the “Agreement”) with the Township of West Orange to allow Fullerton to utilize a section of the parking area for the Oskar Schindler Performing Arts Center (the “OSPAC”) to stage its snow and ice removal equipment when it performs snow and ice removal for the residences at the Pointe at Crystal Lake; and

WHEREAS, the proposed Agreement, annexed hereto as Exhibit “A” provides that the Fullerton will remove snow and ice, including salting on Sections of Boland Drive and the sidewalks along the frontage of the Township owned property on the east side of Mt. Prospect Avenue from Boland Drive North to the Exxon Service Station in consideration of allowing it to stage its equipment at the parking area of the OSPAC.

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Mayor and Township Clerk are hereby authorized to execute and attest to, respectively, the Agreement annexed hereto as Exhibit “A,” between the Township and Fullerton; and it is further

RESOLVED, that a copy of the Agreement shall be maintained in the Municipal Clerk’s office.

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

Jerry Guarino
Council President

Adopted: November 26, 2019

LIMITED LICENSE AGREEMENT

By and Between

The Township of West Orange, a New Jersey Municipal Corporation whose address is 66 Main Street, West Orange, New Jersey (the "Township"),

And

Fullerton Grounds Maintenance, whose address is 36 Berkshire Valley Road, Suite #1, Kenvil, New Jersey 07847 ("Fullerton" and, together with Township, the "Parties.").

The above Parties hereby agree to the following terms and conditions of this limited license agreement (the "License Agreement").

1. **License Date and Effective Date of Agreement.** This License Agreement shall not be effective until the Township Council approves this License Agreement and the Township Municipal Clerk receives a copy of this Agreement fully executed ("Effective Date").

2. **Description of Premises.** The premises licensed by the Township to Fullerton shall be the parking area for the Oskar Schindler Performing Arts Center (the "OSPAC") at 4 Boland Drive in West Orange, New Jersey also designated Block 107, Lot 1.02 on the Tax Map for the Township of West Orange. Specifically, the area is depicted and highlighted in yellow on the image annexed hereto as Exhibit "A" (the "Parking Area").

3. **Term, Renewal, and Termination.** The initial term of this License shall commence on the date that the Township Council for the Township of West Orange approves this Agreement through November 1, 2020 (the "Initial Term"). Notwithstanding the term of this Agreement, either party may terminate this Agreement on sixty (60) days notice. After the Initial Term, this Agreement shall continue on a year to year basis until and unless either party issues a Notice of Termination on sixty (60) days notice.

4. **Fullerton's Limited Use.** Fullerton shall be authorized to use the Parking Area for the staging of its snow removal equipment which it utilizes for the removal of snow and ice for the private roads within the residential properties commonly known as the Pointe at Crystal Lake (the "Pointe Properties"). Fullerton's license for use of the Parking Area shall be for a limited duration. Fullerton's authorized use of the Parking Area shall commence on November 1, 2019 through April 30 of the following year. Fullerton's authorized use of the Parking Area shall terminate upon its completion of snow and ice removal for the private roads at the Pointe Properties. Fullerton's license to use the Parking Area shall be limited to the staging of its snow removal equipment. Any other uses shall be prohibited and constitute a breach of this Agreement by Fullerton.

5. **Fee and Insurance.** No fee shall be due to the Township. Fullerton agrees to maintain liability insurance naming the Township as an additional 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. This License Agreement 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.

6. **Snow and Ice Removal by Fullerton.** In consideration of this Limited License Agreement, Fullerton agrees to remove snow and ice, including salting, sections of Boland Drive which the Township is required to provide snow and ice management. Fullerton further agrees to remove snow and ice, including salting, from the sidewalks along the frontage of the Township owned property on the east side of Mt. Prospect Avenue from Boland Drive North to the Exxon Service Station.

7. **Non Exclusive Usage.** Fullerton acknowledges and agrees that it shall not have exclusive use of the Parking Area during the term of the License Agreement. The Township may utilize the facilities at the OSPAC at any time and for any purpose, including during Fullerton's use of the Parking Area under the terms of this License Agreement. Fullerton agrees that it will not interfere with Township's use of the OSPAC.

8. **Fullerton's Care.** Township will commit no act of waste, will take good care of the Parking Area, and will comply with all laws, regulations, rules, and orders of any federal, state, or local government agencies or departments. At the conclusion of each use of the Parking Area, Fullerton shall remove all of its equipment from the Parking Area and leave it in the same condition as it was at the commencement of each use of the Parking Area.

9. **Notices.** Any notice by either Party to the other shall be in writing and shall be deemed to be properly given only if delivered personally or emailed addressed (a) if to Fullerton, at 36 Berkshire Valley Road, Suite #1, Kenvil, New Jersey 07847; (b) if to The Township, at the Township's address set out in this Agreement; or (c) at such addresses as Licensor or Township from time to time may designate in writing. Notice shall be deemed to have been given upon delivery if delivered personally, and if mailed, upon the third day after the date of mailing.

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

11. **No Covenant of Quiet Enjoyment.** Fullerton acknowledges and agrees that it has no entitlement to quiet enjoyment of the Parking Area and reiterates that the Township shall maintain the absolute right to access the premise at any time and for any purpose.

12. **Indemnification.** Fullerton shall defend, indemnify, and save harmless the Township, and its respective officials, officers, directors, employees, agents and attorneys, from and against all claims, suits, judgments, expense, fines, penalties assessments and costs of every kind and description, by reason of injury to persons or damage to property, resulting from Fullerton's use of the Parking Area pursuant to this Agreement.

13. **Repairs to the OSPAC and the Parking Area.** In the event that the OSPAC, the Parking Area, or any property owned by the Township, including, but not limited to, sidewalks, medians and guiderails, suffers any damages resulting from Fullerton's use of the Parking Area or removal of snow and ice pursuant to this Agreement, Fullerton shall repair or correct the condition which any such repair to be completed no later than May 1 of each year,

except that in the event that any damage shall require immediate attention, Fullerton shall immediately repair or correct the condition. If this Agreement is terminated prior to May 1 of a particular year this provision shall survive such termination.

14. **Waiver of Jury Trial.** To the extent waiver is permitted by law, the Parties waive trial by jury in any action or proceeding brought in connection with this License Agreement or any claims regarding the Premises. Any action must be venued in Superior Court of New Jersey, Essex County.

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

16. **No Assignment.** Fullerton is not permitted to assign any aspect of this License Agreement to any entity or person without the express written consent of the Township which consent may be withheld by the Township, in its sole discretion.

17. **Compliance with All Governing Law.** This License Agreement is made with the intent to comply with all governing law. To the extent that any aspect of this agreement is deemed invalid or illegal such designation shall operate as a termination as set forth in Paragraph 3 of this License Agreement.

18. **Agreement Binding on Successors, Representatives, and Assigns.** The provisions of this License Agreement shall apply to, bind, and inure to the benefit of the Township and Fullerton, their successors, legal representatives, and assigns. It is understood that the term "Licensor" as used in this Agreement means only the owner, or the mortgagees in possession, or the lessee for the time being, of the Premises, so that if the Premises are sold or leased or if the mortgagee takes possession of the Premises, the Parties shall be entirely freed and relieved of all covenants and obligations accruing after such sale, agreement, or taking of possession, and it shall be deemed without further agreement that the purchaser, the lessee, or the mortgagee in possession has assumed and agreed to carry out any and all of the covenants and obligations.

The above terms and conditions of this lease agreement are hereby agreed to by and between the Parties executing below on this ____th day of November, 2019.

FULLERTON LANDSCAPING *Grands Maintenance*

(11/30)

By: *Matthew J. Dalton*
MATTHEW J. DALTON

TOWNSHIP OF WEST ORANGE

Rachel E. Arnold
WITNESS
Rachel E. Arnold

ATTEST:

By: _____
ROBERT D. PARISI, MAYOR

Karen J. Carnevale, R.M.C.

RESOLUTION

WHEREAS, on December 18, 2007, the Township of West Orange ("Township") passed Resolution #339-07 whereby Michael Bielak, the developer of Old Indian Estates, was permitted to reduce the performance guarantees required by the Developer's Agreement within the Township dated June 14, 2005; and

WHEREAS, the Township's Engineer has confirmed that all of the improvements and work at Old Indian Estates has been completed except for the final pavement surface course on Old Indian Road; and

WHEREAS, for performance of such work, Michael Bielak posted a cash bond in the amount of \$11,460.00 and Zorm 2009 LLC posted a cash bond in the amount of \$16,825.00 to be held in escrow until completion of the work ("Cash Bond"); and

WHEREAS, First Indemnity of America Insurance Company ("FIA") also posted its Standard New Jersey Performance Surety, Bond No. S20094; and

WHEREAS, FIA has agreed to pay \$22,121.34 to the Township for the completion of the outstanding improvements which terms are set forth in the Release Agreement annexed hereto as **Exhibit A** ("Release Agreement").

NOW, THEREFORE, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Township is authorized to execute the Release Agreement; and it be further

RESOLVED, that the Township is authorized to perform any necessary actions to fulfill its obligations under the Release Agreement, including, but not limited to, releasing the Cash Bond to Zorm 2009 LLC, releasing FIA's Standard New Jersey Performance Surety Bond, Bond No. S20094 and return the original to FIA; and be it further

RESOLVED, that the cash provided by Michael Bielak in the amount of \$11,460.00 plus accrued interest as allowed by statute shall be used towards the improvements; and be it 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

Jerry Guarino
Council President

Adopted: November 26, 2019

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

John Gross
Chief Financial Officer

**ESSEX COUNTY COMMUNITY DEVELOPMENT
2020**

RESOLUTION

WHEREAS, the Township of West Orange is one of the municipalities of Essex County that must appoint two (2) Community Development representatives to the Essex County Division of Housing and Community Development; and

WHEREAS, the Mayor has recommended the appointment of Leonard R. Lepore and James A. Williams as Community Development representatives from the Township of West Orange; and

WHEREAS, the Council is in agreement with the recommendation of the Mayor.

NOW, THEREFORE BE IT RESOLVED by the Municipal Council of the Township of West Orange that Leonard R. Lepore and James A. Williams be and they are hereby appointed as the Township of West Orange Community Development representatives to the Essex County Division of Housing and Community Development for the year 2020.

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

Jerry Guarino
Council President

Adopted: November 26, 2019

RESOLUTION

WHEREAS, pursuant to N.J.S.A. 2B:19-6(a), municipalities are authorized to enter into contracts with private collection agencies or firms for the collection of outstanding municipal court debt; and

WHEREAS, pursuant to Resolution No. 142-15, the Township entered into an agreement with TaxServ Capital Services N.J., LLC (“TaxServ”) for the private collection of municipal court debt (collectively, the “Agreement”), pursuant to a Competitive Contracting process which was approved by the Administrative Office of the Courts (“AOC”); and

WHEREAS, the Agreement provided that the Agreement would be for a term of three (3) years, with an option to extend it for two additional one (1) year extensions; and

WHEREAS, the Township’s Municipal Court Administrator recommends extension of the Agreement, as TaxServ has adequately performed its duties, recovered monies on behalf of the Township; and

WHEREAS, TaxServ will continue to perform its duties under the Agreement at no cost to the Township;

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Mayor and Township Clerk are hereby authorized to execute and attest to, respectively, the Contract Extension annexed hereto as Exhibit “A,” between the Township of West Orange and TaxServ, for the Collection of Outstanding Municipal Court Debt (the “Contract Extension”); and it is further

RESOLVED, that the original of the Contract Extension between the Township and TaxServ shall be maintained in the Municipal Clerk’s office.

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

Jerry Guarino
Council President

Adopted: November 26, 2019

Exhibit “A”

**SECOND ONE-YEAR CONTRACT EXTENSION FOR THE
COLLECTION OF OUTSTANDING MUNICIPAL COURT
DEBT**

THIS AGREEMENT EXTENSION, effective on the 1st day of July 2019, is by and between the TOWNSHIP OF WEST ORANGE, a municipal corporation of the State of New Jersey, having its principal offices at 66 Main Street, West Orange, New Jersey, hereinafter referred to as "Township," and TAXSERV CAPITAL SERVICES NJ, LLC a limited liability company of the Commonwealth of Virginia having its principal offices at 1313 Dolley Madison Boulevard, Suite LL-130, McLean, Virginia 22101-3926, hereinafter referred to as "Contractor."

W I T N E S S E T H:

WHEREAS, pursuant to N.J.S.A. 2B:19-6(a), the Township is authorized to enter into contracts with a private collection agency or firm for the collection of outstanding municipal court debt; and

WHEREAS, pursuant to a competitive contracting process and Resolution No. 142-15, the Township entered into an agreement with Contractor for the private collection of municipal court debt (collectively, the "Agreement"), which Agreement became effective on July 1, 2015; and

WHEREAS, the Agreement provided that the Agreement would be for a term of three (3) years, with an option to extend the Agreement for two (2) additional one-year extensions; and

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

1. The Township and Contractor agree that the term of the Agreement shall be extended for one (1) additional year.

2. The Commencement Date of this extension shall be deemed as of July 1, 2019, and shall be valid for one (1) additional year, through and including July 1, 2020.

3. All other terms of the Agreement shall remain valid and binding.

ATTEST:

TOWNSHIP OF WEST ORANGE

KAREN CARNEVALE,
MUNICIPAL CLERK

BY: _____
ROBERT D. PARISI,
MAYOR

ATTEST:

TAXSERV CAPITAL SERVICES NJ, LLC

NAME:

Tyler May

BY:

Roger Blain
ROGER BLAIN,
SENIOR VICE PRESIDENT

RESOLUTION

WHEREAS, the Township has been involved in certain Affordable Housing Litigation captioned In the Matter of the Township of West Orange, Docket No. ESX-L-4697-15 which has been pending before the Superior Court of New Jersey, Law Division, Essex County for over four (4) years; and

WHEREAS, that in the Affordable Housing Litigation, Beth McManus has been designated Special Master; and

WHEREAS, West Essex Highlands, Inc. has intervened in the Affordable Housing Litigation and has asserted that its tract of approximately 120 acres of vacant land is available to meet regional and local residential needs for affordable housing; and

WHEREAS, after numerous settlement discussions and negotiations, including involvement by the Highlands Condominium Association through its president and counsel, a tentative settlement is in the midst of being finalized; and

WHEREAS, the settlement will potentially provide for a substantial housing development; and

WHEREAS, the Township is concerned regarding the removal of trees and drainage and runoff issues; and

WHEREAS, the Township desires to ensure that the nearby residents are fully informed as to all aspects of development including staging, blasting, tree removal and related aspects of construction; and

WHEREAS, Wayne DeFeo currently serves as Environmental Compliance Officer and is a former member of the Board of Public Utilities and teaches at Rutgers University in the areas of recycling and environmental compliance; and

WHEREAS, on October 29, 2019, the Township Council adopted Resolution 258-19 authorizing the retention of DeFeo Associates to assist with regard to certain environmental and design standards; and

WHEREAS, Wayne DeFeo has inspected the site and has been involved in various mediation sessions and telephonic conference calls with regard to various issues including the current conditions on the site which reflect substantial deforestation as a result of deer browsing and related activity; and

WHEREAS, on November 14, 2019, the Township, including Wayne DeFeo, met with West Essex Highlands, its retained botanist and professional engineer; and

WHEREAS, as part of the pending mediation/settlement discussions, the parties agreed that one of the next steps is a comprehensive tree study to determine how many trees will be removed for the proposed development; and

WHEREAS, West Essex Highlands has agreed to fund the tree study; and

WHEREAS, this award is for a professional services contract and due its timing and exigencies not awarded in accordance with the Fair and Open Processes set forth in the New Jersey Statutes Annotated; and

WHEREAS, DeFeo Associates has provided the attached tree study proposal;

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Township Council of the Township of West Orange that DeFeo Associates be and is hereby retained at a rate of \$10,975 which amount shall be escrowed by West Essex Highlands before the study is performed; and

IT IS FURTHER RESOLVED that the Mayor be and is hereby authorized to accept the proposal based upon the terms and conditions set forth therein; and

IT IS FURTHER RESOLVED that a copy of this notice and the attached proposal shall be available for inspection in the Municipal Clerk's office and advertised in accordance with applicable law.

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

Jerry Guarino
Council President

Adopted: November 26, 2019



November 4, 2019

Richard Trenk, ESQ.
McManimon, Scotland and Bauman
75 Livingston Avenue
Roseland, New Jersey 07068

**Re: Proposal to Provide Tree
Survey Services Proposed
Housing Development
West Essex Highlands
Block 179; Lot 32 - approx.
180 acres West Orange
Township, Essex County, NJ**

Dear Mr. Trenk,

Thank you for the opportunity to assist the Township of West Orange (Client) in the matter of the proposed housing development known as the West Essex Highlands. In order to most effectively assist the Township in this matter, DeFeo Associates has teamed with Amy S. Greene Environmental Consultants.

As tree survey data for the project site is not available for review, DeFeo Associates proposes to provide an ISA Arborist ("Officer") to conduct a tree survey of the project site. The tree survey will be conducted within the approximately 25-acre limit of disturbance (LOD) and will include the collection of tree diameter at breast height (DBH), species and condition within plots representative of the habitats in the LOD.

The plot data will be used to extrapolate the tree density across the full LOD to develop an approximate requirement for tree replacement per potential compliance with Ord. No. 25-27.8 g (below) or for the basis of an alternative plan per the proposed settlement agreement. DeFeo Associates requires a shapefile of the LOD prior to the tree survey. It is estimated that the field survey will take two days for a team of two professionals followed by in-office analysis. A report of our findings will be prepared. The survey will not constitute a comprehensive survey or tabulation of each individual tree to be removed or a tree protection plan.

25-27.8 Approval of a Permit and Tree Replacement Requirement

g. Tree replacement, as approved by the officer, Land Use Board, or Township Engineer, shall be required on the removal site as follows:



DeFeo Associates

- (a) *To the greatest extent possible, for each tree removed pursuant to the standards of this section of a DBH of four (4) inches to no more than six (6) inches, the applicant shall plant a major or minor tree as defined in this chapter on the removal property; and*
- (b) *To the greatest extent possible, for each tree removed pursuant to the standards of this section of a DBH of more than six (6) inches, the applicant shall plant a major tree as defined in this section on the removal property.*

COST PROPOSAL

The fee for the tasks outlined in this proposal will be billed on flat rate basis of \$10,975.00.

Please advise as to the acceptability of this proposal. Once approved work will commence at the earliest available opportunity.

As always, thank you for this opportunity to be of service.

Very truly yours,

Wayne D. DeFeo, LEED AP
Principal
DeFeo Associates

RESOLUTION

WHEREAS, pursuant to the New Jersey Statutes Annotated, Title 54, the Township of West Orange (the “Township”) seeks to equitably and legally allocate real estate tax assessments among its properties; and

WHEREAS, pursuant to Resolution of the Township Council, the Township has retained Charles Blau, Esq. of Blau & Blau (“Special Tax Appeal Counsel”) to assist in the evaluation and filing of affirmative tax appeals; and

WHEREAS, the Township has filed tax appeals with the Tax Court of New Jersey to increase the 2017, 2018 and 2019 assessments of property owned by Blackburn Development Co. Inc. (the “Property Owner”) concerning real property located at 141 Old Short Hills Road in the Township which is identified on the Tax Map of the Township as Block 164, Lot 1.01 (the “Property”); and

WHEREAS, the Property Owner and Township have evaluated the assessments and agreed to a proposed settlement which is recommended by the Township’s Special Tax Appeal Counsel; and

WHEREAS, as a result of the proposed settlement, the Township will receive an additional tax payment for 2017, 2018 and 2019 and an increased assessment for 2020;

WHEREAS, the Law Department recommends approval of this settlement; and

NOW, BE IT HEREBY RESOLVED, BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Stipulation of Settlement annexed hereto be and is hereby approved; and

IT IS FURTHER RESOLVED that Charles Blau, Esq. as Special Tax Appeal Counsel be and is hereby authorized to enter into the Stipulation of Settlement and take all necessary and appropriate steps to effectuate the settlement; and

IT IS FURTHER RESOLVED that the Tax Assessor be and is hereby authorized to take all steps necessary and appropriate to effectuate the settlement.

Attested to by:

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

Jerry Guarino
Council President

Adopted: November 26, 2019

Attorney ID No. 007711983Blau & Blau
223 Mountain Avenue
Springfield, New Jersey 07081
(973) 564-9003
Attorneys for the Plaintiff

Township of West Orange,

Plaintiff

v.

Blackburn Development Co. Inc.,

Defendant

Tax Court of New Jersey

141 Old Short Hills Rd
Block 164, Lot 1.01

STIPULATION OF SETTLEMENT

Whereas, the Township of West Orange has filed tax appeals with the Tax Court of New Jersey to increase the 2017, 2018 and 2019 assessments of property owned by the defendant, Blackburn Development Co. Inc. located at 141 Old Short Hills Rd, identified on the Township of West Orange's tax map as Block 164, Lot 1.01; and

Whereas the parties have settled each of the individual tax appeals; and

Whereas the parties have agreed to phase in the increased assessments so that the increased tax payments due under the settlement will not come due all at once; and

Whereas the parties have agreed to memorialize the settlement in one global stipulation of settlement, even though individual stipulations of settlements will be submitted to the Tax Court of New Jersey pursuant to the schedule set forth below;

The assessed value for the year 2017 will be increased to \$55,800,000. The stipulation of settlement for the year 2017 will be signed immediately and held in escrow by the plaintiff's attorney but will not be submitted to the Tax Court before May 31, 2020.

The assessed value for the year 2018 will be increased to \$54,200,000. The stipulation of settlement for the year 2018 will be signed immediately and held in escrow by the plaintiff's attorney but will not be submitted to the Tax Court before November 30, 2020.

The assessed value for the year 2019 will be increased to \$53,000,000. The stipulation of settlement for the year 2019 will be submitted to the Tax Court immediately after the stipulation is executed by the attorneys for both parties.

The assessor will immediately change the assessment for the year 2020 to \$54,500,000.

The parties have agreed that statutory interest will be waived if the tax is paid within 60 days of the bill being sent by the collector.

The parties agree that this agreement shall be binding on the taxpayer's successors in title or assignees.

Charles E. Blau
For the Plaintiff, Township of
West Orange
Dated: November 11, 2019

Michael J. Donnelly
For the Defendant, Blackburn
Development Co. Inc.
Dated:

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

West Orange,

Plaintiff

vs.

Blackburn Development Co. Inc.,

Defendant

Tax Court of New Jersey
Docket No. 000925-2019

**CIVIL ACTION
STIPULATION OF SETTLEMENT
(Without Affidavit)**

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

Block: 164
Lot: 1.01
Address: 141 Old Short Hills Rd
District: West Orange
Year(s): 2019

	Original Assessment	County Board Judgment	Requested Judgment
Land	\$22,225,000		\$22,225,000
Improvement	\$20,775,000	Direct	\$30,775,000
Total	\$43,000,000	Appeal	\$53,000,000

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

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

4. The parties agree that the 2020 assessment shall be \$54,500,000.

Charles E. Blau
Attorney for Plaintiff
Dated: November 11, 2019

Michael J. Donnelly
Attorney for Defendant
Dated:

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

West Orange,

Plaintiff

vs.

Blackburn Development Co. Inc.,

Defendant

Tax Court of New Jersey
Docket No. 003385-2018

**CIVIL ACTION
STIPULATION OF SETTLEMENT
(Without Affidavit)**

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

Block: 164
Lot: 1.01
Address: 141 Old Short Hills Rd
District: West Orange
Year(s): 2018

	Original Assessment	County Board Judgment	Requested Judgment
Land	\$22,225,000		\$22,225,000
Improvement	\$20,775,000	Direct	\$31,975,000
Total	\$43,000,000	Appeal	\$54,200,000

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

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

4. Once executed by the parties, this Stipulation of Settlement shall be held in escrow by Charles Blau and not filed with the Tax Court until November 30, 2020.

Charles E. Blau
Attorney for Plaintiff
Dated: November 11, 2019

Michael J. Donnelly
Attorney for Defendant
Dated:

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

West Orange,

Plaintiff

vs.

Blackburn Development Co. Inc.,

Defendant

Tax Court of New Jersey
Docket No. 002085-2017

**CIVIL ACTION
STIPULATION OF SETTLEMENT
(Without Affidavit)**

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

Block: 164
Lot: 1.01
Address: 141 Old Short Hills Rd
District: West Orange
Year(s): 2017

	Original Assessment	County Board Judgment	Requested Judgment
Land	\$22,225,000		\$22,225,000
Improvement	\$20,775,000	Direct	\$33,575,600
Total	\$43,000,000	Appeal	\$55,800,600

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

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

4. Once executed by the parties, this Stipulation of Settlement shall be held in escrow by Charles Blau and not filed with the Tax Court until May 31, 2020.

Charles E. Blau
Attorney for Plaintiff
Dated: November 11, 2019

Michael J. Donnelly
Attorney for Defendant
Dated:

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 High School Cheer Booster Off Prem 50/50	December 20, 2019	13 Sunnyside Road West Orange, NJ 07052	7639

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

Jerry Guarino
Council President

Adopted: November 26, 2019

RESOLUTION

WHEREAS, the Township of West Orange (the “Township”) seeks to provide Grant Funds to the West Orange Rotary Club (the “Rotary Club”) to support its efforts in holding a holiday workshop during the month of December 2019 wherein they seek to give away hot chocolate and small gifts to school age children; and

WHEREAS, the Township seeks to provide a grant in the amount of three thousand eight hundred dollars (\$3,800) to the Rotary Club to support its holiday workshop; and

WHEREAS, Rotary Club and the Township have agreed to the terms of a Memorandum of Grant Agreement, annexed hereto as Exhibit “A” providing that the Grant Funds are to be used towards the holiday workshop and that the Rotary Club will provide a report to the Township as to how the Grant Funds were utilized.

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that the Township is hereby authorized to issue a grant in the amount of three thousand eight hundred dollars (\$3,800) to the Rotary Club towards its holiday workshop for 2019; and be it further

RESOLVED, that the Mayor be and is hereby authorized to execute the Memorandum of Grant Agreement annexed hereto as Exhibit “A” and the Township 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 for reasonable inspection in accordance with applicable law.

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

Jerry Guarino
Council President

Adopted: November 26, 2019

I hereby certify funds are available from Account No. _____

John Gross, Chief Financial Officer

MEMORANDUM OF GRANT AGREEMENT

THIS MEMORANDUM OF GRANT AGREEMENT, made this _____ day of November 2019, by and between: the TOWNSHIP OF WEST ORANGE, a municipal corporation of the State of New Jersey, having its principal offices at 66 Main Street, West Orange, New Jersey, hereinafter referred to as the “Township;”; and the WEST ORANGE ROTARY CLUB, a nonprofit corporation of the State of New Jersey having its principal offices at _____, West Orange, New Jersey, hereinafter referred to as the “ROTARY CLUB.”

W I T N E S S E T H:

WHEREAS, local organizations that provide public service and good works to the community are of great value and provide a benefit to the residents of a community as a whole and are deserving of the support from the Township; and

WHEREAS, ROTARY CLUB has been dedicated to providing financial support to local organizations that provide good works to the community as well as performing its own community service; and

WHEREAS, ROTARY CLUB seeks a grant of \$3,800 to fund a holiday workshop during the month of December 2019 wherein they seek to give away hot chocolate and small gifts to school age children.

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

1. The Township agrees to provide to ROTARY CLUB a grant in the amount of **Three Thousand Eight Hundred Dollars (\$3,800)** (the “GRANT FUNDS”) for which

ROTARY CLUB will utilize towards funding its holiday workshop.

2. The referenced holiday workshop shall be supervised and operated by personnel provided by ROTARY CLUB, whose personnel shall be solely the employees and/or volunteers of ROTARY CLUB who is responsible to pay them, where appropriate, at the sole discretion of ROTARY CLUB.

3. ROTARY CLUB agrees to indemnify the Township and hold it harmless, including Township's employees, agents and servants, from and against any and all losses, claims, liabilities and expenses which may arise or be claimed against the Township, its agents, servants or employees in connection with any phase of this Memorandum of Grant Agreement.

4. ROTARY CLUB agrees that as a condition of accepting the GRANT FUNDS it will not and cannot discriminate against any participant in the holiday workshop on the basis of age, race, creed, color, national, origin, ancestry, marital status or sex.

5. It is understood that this Memorandum of Grant Agreement shall be deemed effective as of the date of adoption of a resolution by the Township Council authorizing the issuance of the GRANT FUNDS and the execution of this Memorandum of Grant Agreement.

6. The GRANT FUNDS shall be paid by the Township upon receipt by the Finance Department of any and all required documentation or executed forms needed for the processing of the GRANT FUNDS.

7. Following ROTARY CLUB's expenditure of the GRANT FUNDS, ROTARY CLUB will provide a report to the Township with an accounting of the GRANT FUNDS and how the GRANT FUNDS were utilized. Specifically, the report shall be certified by the President of the ROTARY CLUB and shall include any receipts or other records of payments where ROTARY CLUB utilized the GRANT FUNDS.

IN WITNESS WHEREOF, the parties have caused these presents to be signed by their proper authorized representatives.

ATTEST:

TOWNSHIP OF WEST ORANGE

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

BY: Robert D. Parisi, Mayor

ATTEST:

WEST ORANG ROTARY CLUB

SECRETARY

BY:
PRESIDENT

RESOLUTION

**TO AUTHORIZE THE PURCHASE OF TWO SERVICE VEHICLES THROUGH THE
MORRIS COUNTY COOPERATIVE PRICING COUNCIL (MCCPC)**

WHEREAS, the Township of West Orange (Township) Department of Public Works must continue to add new service vehicles to its fleet to maintain an optimal number in service; and

WHEREAS, the Township as a local government unit and a member of the Morris County Cooperative Purchasing Council (MCCPC), can purchase such goods and services, pursuant to the provision made in the Local Public Contracts Law N.J.S.A. 40A:11-5(2), without public advertising for such goods or services, through contracts already secured by the United States of America, the State of New Jersey, County or Municipality thereof; and

WHEREAS, the vendor DFFLM, LLC. T/A Ditschman/Flemington Ford, located 215 US Highway 202, Flemington, NJ 08852 has the following contract through MCCPC, see Exhibit "A":

MCCPC Contract #15-C, Item #8:	
One (1) 2020 Ford F250 Regular Cab	
4X4 Pickup Truck purchase price with options	\$36,285.00
MCCPC Contract #15-C, Item #17	
2020 Ford F550 Regular Cab 4X4 DRW	
Chassis Cab	
purchase price w/options	<u>\$67,732.50</u>
Total amount:	\$104,017.50

NOW, THEREFORE BE IT RESOLVED, by the Municipal Council of the Township of West Orange hereby authorizes this purchase through DFFLM, LLC, T/A Ditschman/Flemington Ford on the above stated contract for \$106,531.55.

BE IT FURTHER RESOLVED, that the Purchasing Agent be hereby authorized to arrange to pay for the foregoing in accordance with the terms of said purchase order on behalf of the Township of West Orange from funds certified by the Chief Financial Officer.

Karen J. Carnevale, Municipal Clerk

Jerry Guarino, Council President

I hereby certify funds available:

John O. Gross, Chief Financial Officer

Account(s) # 03-2584-19-0700-412 \$67,732.50
03-2584-19-0700-413 \$36,285.00

EXHIBIT

“ A ”

DFFLM, LLC., T/A DITSCHMAN/FLEMINGTON FORD

215 US HIGHWAY 202, FLEMINGTON, NJ 08822

PHONE: (908) 782-3673 / FAX: (908) 782-7305

RICK HUNGERFORD- RHUNGERFORD@FLEMINGTON.COM

CUSTOMER**WEST ORANGE****2020 FORD F250 REGULAR CAB 4X4 PICK UP
MCCPC - CONTRACT #15-C, ITEM #8****STANDARD EQUIPMENT****Powertrain**

6.2L V8 Engine

6 speed automatic transmission

Fuel Tank Capacity: 34 gal.

Suspension/Handling

Front Mono-beam non-independent suspension

Rear rigid axle leaf suspension with HD shocks

Hydraulic power-assist steering

Front and rear 17" x 7.5" argent steel wheels

LT245/75SR17.0E BSW AS front and rear tires

Body Exterior

2 doors

Black door mirrors

Black bumpers - Rear Step Bumper

Trailer sway control

Roof Clearance Lights

Convenience

Manual air conditioning

Manual tilt steering wheel

Manual telescopic steering wheel

Day-night rearview mirror

Front cupholders

Passenger visor vanity mirror

Upfitter Switches

Seats and Trim

Seating capacity of 3

Front 40-20-40 vinyl split-bench seat

4-way driver seat adjustment

Manual driver lumbar support

4-way passenger seat adjustment

Center front armrest with storage

Entertainment Features

AM/FM stereo radio with 2 speakers

Fixed antenna

Lighting, Visibility and Instrumentation

Halogen aero-composite headlights

Variable intermittent front windshield wipers

Front reading lights

Tachometer and Oil pressure gauge

Outside temperature display

Low tire pressure warning

Trip odometer

Safety and Security

4-wheel ABS brakes

Brake assist

4-wheel disc brakes

AdvanceTrac w/Roll Stability Control

Dual front impact airbags

Dual seat mounted side impact airbags

Manually adjustable front head restraints

Sync radio with blue tooth

Base Price**\$ 27,873.00**

FACTORY OPTIONS

512	Spare Tire, Jack and Wheel		included
18B	Factory Installed Running Boards		included
473	Snow Plow Package		included
76C	Exterior Back-up Chime		included
90L	Power Equip Group on XL		included
52B	Trailer Brake Controller		included
61S/62S	Splash Guards - Front & Rear		included
592	Roof Clearance Lights		included
66S	Upfitter Switches		included
67D	Extra HD Alternator		included
85S	Ford Factory applied Tough Bed Spray In Bedliner		included
	Ball & Pintle - size to be determined at time of order		included
PAINT	Extra charge for special paint -	\$	660.00
MCCPC Contract Discount - 5%		\$	(33.00)
Options Total		\$	627.00

ADDITIONAL TRUCK EQUIPMENT

Snow Plows

Western 8ft. Pro Plus Ultramount	\$	5,000.00
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Lighting & Accessories

Cab Roof Light, Mini Lightbar	\$	895.00
DOT 4 Amber LED's, 2 in Grille and 2 in Rear Tail Lights	\$	895.00
Commerically applied Rustproofing and Undercoating	\$	995.00

Options Total	\$	7,785.00
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Total Price with Options	\$	36,285.00
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Exterior Paint Color will be OMAHA ORANGE

Interior Trim will be MED GRAY VINYL

Date 11/13/2019

Quote is good for 60 Days

Please sign here to accept _____

DFFLM, LLC., T/A DITSCHMAN/FLEMINGTON FORD

215 US HIGHWAY 202, FLEMINGTON, NJ 08822

PHONE: (908) 782-3673 / FAX: (908) 782-7305

RICK HUNGERFORD-RHUNGERFORD@FLEMINGTON.COM

CUSTOMER**WEST ORANGE****2020 FORD F550 REGULAR CAB 4X4 DRW CHASSIS CAB
MCCPC - CONTRACT #15-C, ITEM #17****STANDARD EQUIPMENT****Powertrain**

7.3L V8 Engine

10 speed automatic transmission

Fuel Tank Capacity: 40 gal.

Suspension/Handling

Front Mono-beam non-independent suspension

Rear rigid axle leaf suspension with HD shocks

Hydraulic power-assist steering

Front and rear 17" x 7.5" argent steel wheels

LT245/75R17.0E BSW AS front and rear tires

Body Exterior

2 doors

Black door mirrors

Black bumpers

Trailer sway control

Roof Clearance Lights

Convenience

Manual air conditioning

Manual tilt steering wheel

Manual telescopic steering wheel

Day-night rearview mirror

Front cupholders

Passenger visor vanity mirror

Upfitter Switches

Seats and Trim

Seating capacity of 3

Front 40-20-40 vinyl split-bench seat

4-way driver seat adjustment

Manual driver lumbar support

4-way passenger seat adjustment

Center front armrest with storage

Entertainment Features

AM/FM stereo radio with 2 speakers

Fixed antenna

Lighting, Visibility and Instrumentation

Halogen aero-composite headlights

Variable intermittent front windshield wipers

Front reading lights

Tachometer and Oil pressure gauge

Outside temperature display

Low tire pressure warning

Trip odometer

Safety and Security

4-wheel ABS brakes

Brake assist

4-wheel disc brakes

AdvanceTrac w/Roll Stability Control

Dual front impact airbags

Dual seat mounted side impact airbags

Manually adjustable front head restraints

Sync Radio with Bluetooth

Base Price**\$ 37,774.00**

FACTORY OPTIONS

512	Spare Tire, Jack and Wheel		included
18B	Factory Installed Running Boards		included
473	Snow Plow Package		included
76C	Exterior Back-up Chime		included
90L	Power Equip Group on XL		included
52B	Trailer Brake Controller		included
68U	Payload Upgrade		included
62R	Trans PTO Option		included
84" CA	Upgrade to 84" CA for 11' Bodies		included
X8L	Axle, Limited Slip 4.88 Ratio - required with Payload Upgrade	\$	300.00
THB	225/70Rx19.5G Traction Tires	\$	360.00
Paint	Extra Charge for Certain Colors	\$	190.00
43C	110V/400W Outlet	\$	660.00
942	Daytime Running Lights	\$	75.00
		\$	45.00
	MCCPC Contract Discount - 5%	\$	(81.50)
Options Total		\$	1,548.50

ADDITIONAL TRUCK EQUIPMENT

Snow Plow

Western 9' Pro Plus Ultramount Snow Plow	\$	5,900.00
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Utility Body

11' Utility Body - Powder Coat White	\$	7,345.00
Painted any one color, single stage	\$	1,050.00
Master Bar Locks	\$	560.00
TOOL DRAWER UNIT	\$	1,895.00
Spray in Liner - cargo area floors, walls, bulkhead and compartment top	\$	1,795.00
1500 lb. Liftgate, eliminates Body Tailgate - open Utility Body only	\$	3,595.00
Class IV hitch and 7 way RV trailer plug		

Safety Lighting

Cab Roof Light Bar, LED Amber with Built in Traffic Advisor	\$	1,995.00
DOT 6 Amber LED's 4 in cab shield and 2 in rear of body	\$	1,295.00

Accessories

100 Gallon steel transfer tank with 15 GPM - 12 volt pump and remote filter kit	\$	1,985.00
Comerically applied rustproofing and undercoating	\$	995.00

Options Total	\$	28,410.00
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Total Price with Options	\$	67,732.50
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Exterior Color	<u>OMAHA ORANGE</u>
Interior Color	<u>MED GRAY VINYL</u>

**RESOLUTION TO AUTHORIZE THE PURCHASE OF COMPUTER HARDWARE AND
SOFTWARE THROUGH DELL NASPO NJ Contract # A89967**

WHEREAS, the Township of West Orange has the need to upgrade its current computer server equipment and software which runs the Local Area Network (LAN) used by the Townships various departments; and

WHEREAS, the Township of West Orange, pursuant to N.J.S.A. 40A:11-12a and N.J.A.C. 5:34-7.29(c), may by resolution and without advertising for bids, purchase any goods or services under any contract for such goods or services entered into on behalf of the State by the Division of Purchase and Property in the Department of the Treasury; and

WHEREAS, the Township of West Orange will purchase the Dell computer equipment through its authorized distributor, Pascack Data Services, Inc.; 200 Central Ave., Suite 100, Hawthorne, NJ 07506; and

WHEREAS, the total purchase price is \$100,968.61, see attached "Exhibit A".

NOW, THEREFORE BE IT RESOLVED, by the Municipal Council of the Township of West Orange hereby authorizes the contract with Pascack Data Services through the Dell NASPO NJ Sate Contract.

BE IT FURTHER RESOLVED, that the Purchasing Agent be hereby authorized to arrange to pay for the foregoing in accordance with the terms of said Purchase Order on behalf of the Township of West Orange from funds certified by the Chief Financial Officer.

Karen J. Carnevale, Municipal Clerk

Jerry Guarino, Council President

I hereby certify funds available in 2019 budget: Account # 03-2484-19-0300-111

John O. Gross, Chief Financial Officer

EXHIBIT

“ A “



Pascack Data Services, Inc.

200 Central Ave., Suite 100, Hawthorne, N.J. 07506-973-304-4858

Intelligent IT Solutions

Since 1972

Date: November 11, 2019

Proposal
West Orange Police Dept.
 66 Main Street
 West Orange, NJ 07052

Product Pricing in this proposal is based on the Dell NASPO New Jersey Contract, Pascack's Code # 95AHB, Master Agreement # MNWNC-108, State of New Jersey Addendum - A89967

Dell PowerEdge Server R640

QTY	Style	Description	Pascack Extended	
			Data Price	Price
2	210-AKWU	PowerEdge R640 Server	11,933.08	23,866.13
2	329-BEIJ	PowerEdge R640 MLK Motherboard		
2	461-AADZ	No Trusted Platform Module		
2	321-BCQJ	2.5 Chassis with up to 8 Hard Drives and 3PCIe slots		
2	340-BKNE	PowerEdge R640 Shipping		
2	343-BBEV	PowerEdge R640 x8 Drive Shipping Material		
2	338-BSWX	Intel Xeon Silver 4208 2.1G, 8C/16T, 9.6GT/s, 11M Cache, Turbo, HT (85W) DDR4-2400		
2	338-BSWX	Intel Xeon Silver 4208 2.1G, 8C/16T, 9.6GT/s, 11M Cache, Turbo, HT (85W) DDR4-2400		
2	379-BDCO	Additional Processor Selected		
2	370-ABWE	DIMM Blanks for System with 2 Processors		
2	412-AAIQ	Standard 1U Heatsink		
2	412-AAIQ	Standard 1U Heatsink		
2	370-AEPP	2933MT/s RDIMMs		
2	370-AAIP	Performance Optimized		
2	780-BCDN	RAID 1		
2	405-AAEF	PERC H330 RAID Controller, MiniCard		
2	619-ABVR	No Operating System		
2	421-5736	No Media Required		
2	385-BBKT	iDRAC9,Enterprise		
2	379-BCQV	iDRAC Group Manager, Enabled		
2	379-BCSG	iDRAC,Legacy Password		
2	330-BBGN	Riser Config 2, 3x16 LP		
2	540-BBUK	Broadcom 57416 Dual Port 10GbE BASE-T & 5720 Dual Port 1GbE BASE-T, rNDC		
2	429-ABBF	No Internal Optical Drive for x4 and x8 HDD Chassis		
2	384-BBQJ	8 Standard Fans for R640		
2	450-ADWS	Dual, Hot-plug, Redundant Power Supply (1+1), 750W		
2	325-BCHG	LCD Bezel		
2	350-BBJS	Dell EMC Luggage Tag		
2	350-BBKC	Quick Sync 2 (At-the-box mgmt)		
2	750-AABF	Power Saving Dell Active Power Controller		
2	387-BBMK	Energy Star		
2	770-BBBC	ReadyRails Sliding Rails Without Cable Management Arm		
2	631-AACK	No Systems Documentation, No OpenManage DVD Kit		
2	332-1286	US Order		
2	709-BBFM	Basic Next Business Day 36 Months ¹		
2	865-BBNB	ProSupport 4Hr and Mission Critical Initial, 36 Month(s)		

2	865-BBNC	ProSupport 4Hr and Mission Critical Extension, 48 Month(s)
2	711-BBBR	Keep Your Hard Drive, 84 Month(s)
2	900-9997	On-Site Installation Declined
16	370-AEQH	32GB RDIMM, 2933MT/s, Dual Rank
4	400-AXPZ	480GB SSD SAS Read Intensive 12Gbps 512 2.5in Hot-plug AG Drive
4	540-BBRL	Intel X550 Dual Port 10GbE BASE-T Adapter, PCIe Low Profile
4	450-AALV	NEMA 5-15P to C13 Wall Plug, 125 Volt, 15 AMP, 10 Feet (3m), Power Cord

Dell Poweredge Server T640

QTY	Style	Description	Pascack Extended	
			Data Price	Price
1	210-AMBC	PowerEdge T640 Server	19,876.00	19,876.00
1	329-BEPB	PowerEdge T640 MLK Motherboard		
1	461-AADZ	No Trusted Platform Module		
1	321-BCXK	Chassis with up to 18 x 3.5" SAS/ SATA Hard Drives, Rack Configuration		
1	340-BSGU	PowerEdge T640 Shipping DAO		
1	343-BBHI	PowerEdge T640 Shipping Material		
1	338-BSWX	Intel Xeon Silver 4208 2.1G, 8C/16T, 9.6GT/s, 11M Cache, Turbo, HT DDR4-2400		
1	374-BBBX	No Additional Processor		
1	412-AAJW	Standard Heat Sink for Less = 150W		
1	370-AEPP	2933MT/s RDIMMs		
1	370-AAIP	Performance Optimized		
1	780-BCDR	RAID 1 + RAID 5		
1	405-AANW	PERC H730P Adapter RAID Controller, 2GB		
1	634-BSFE	Windows Server 2019 Standard,16CORE,FI,No Med, No CAL, Multi Language		
1	634-BSGL	Windows Server 2019 Standard,16CORE,Media Kit, Multi Language		
1	379-BCQV	IDRAC Group Manager, Enabled		
1	379-BCSF	IDRAC,Factory Generated Password		
1	542-BBCT	On-Board Dual-Port 10GbE LOM		
1	429-ABDL	No Internal Optical Drive		
1	384-BBSO	No Additional Mid Fan		
1	450-ADWM	Dual, Hot-plug, Redundant Power Supply (1+1), 1100W		
1	325-BCON	Dell EMC Logo Push Pin		
1	325-BCOY	Rack Standard Bezel for T640		
1	350-BBLG	Rack Quick Sync 2 (At-the-box-mgmt)		
1	750-AABF	Power Saving Dell Active Power Controller		
1	770-BBJI	Ready Rails Sliding Rails		
1	631-AACK	No Systems Documentation, No OpenManage DVD Kit		
1	332-1286	US Order		
1	817-BBBB	No FGA		
1	379-BCQW	IDRAC Service Module (ISM), Pre-Installed in OS		
1	709-BBFM	Basic Next Business Day 36 Months		
1	865-BBNB	ProSupport 4Hr and Mission Critical Initial, 36 Month(s)		
1	865-BBNC	ProSupport 4Hr and Mission Critical Extension, 48 Month(s)		
1	711-BBBR	Keep Your Hard Drive, 84 Month(s)		
1	900-9997	On-Site Installation Declined		
1	405-AAPW	HBA330 RAID, Controller Adapter without Bracket		
1	440-BBFC	Tape Backup SAS Cable, PowerEdge T330/T430/T630		
1	440-BBIM	HBA330 Full Height Bracket		
1	445-BBCI	LTO8 Internal Tape Drive		
1	370-AEQH	32GB RDIMM, 2933MT/s, Dual Rank		
6	400-ASNQ	8TB 7.2K RPM NLSAS 12Gbps 512e 3.5in Hot-plug Hard Drive		
2	400-BCQV	480GB SSD SAS Mixed use 12Gbps 512e 2.5in with 3.5in HYB CARR		
10	634-BSFU	10-pack of Windows Server 2019/2016 Device CALs (Standard or Datacenter)		
1	385-BBKT	IDRAC9,Enterprise		
1	540-BBRO	Intel X550 Dual Port 10GbE BASE-T Adapter, PCIe Full Height		
2	450-AALV	NEMA 5-15P to C13 Wall Plug, 125 Volt, 15 AMP, 10 Feet (3m), Power Cord		
1	800-BBDM	UEFI BIOS Boot Mode with GPT Partition		
1	440-BBGG	LTO Cleaning Tape, 1 Pack		

APC Uninterruptible Power Supplies / Tapes

***Product pricing is being sold off the NCPA Contract 01-97 and must be stated on your PO.

<u>QTY</u>	<u>Style</u>	<u>Description</u>	<u>Price</u>	<u>Extended Price</u>
2	2845418	SMART UPS X 2200VA RT 100-127V LCD	1,825.00	3,650.00
2	2443976	APC AP9630 UPS NETWORK MANAGEMENT CARD 2	428.26	856.52
2	2018268	APC 1-Year WBEXTWAR1YR-SP-04 Service Pack Extended Warranty	155.82	311.64
30	5068736	Quantum - LTO Ultrium 8 - 12 TB / 30 TB	172.80	5,184.00
16		Cat6 Cables	12.95	207.20
TOTAL:				10,209.36

Exchange Licenses - Via NCPA Contract - Estimated Pricing

***Product pricing is being sold off the NCPA Contract 01-97 and must be stated on your PO.

<u>QTY</u>	<u>Style</u>	<u>Description</u>	<u>Price</u>	<u>Extended Price</u>
1	539484	Microsoft Exchange Server - OLP GOVT EXCHANGE SVR STD 2016 NL	631.12	631.12
100	5390450	Microsoft Exchange Server Client Access Licenses - OLP GOVT EXCHANGE STD CAL 2016 NL USR CAL	79.38	7,938.00
24	9EM-00679	Microsoft Windows Server 2019 Standard License Operating System (2 Core) (2) Domain Controllers, File Server, Exchange Server, QED Server, Virtual Center Server.	102.00	2,448.00
TOTAL:				11,017.12

Services

30	1-CE-Install	Installation & Configuration Services	1,200.00	36,000.00
		Install and configure new Dell R640 ESX Servers		
		Install and configure new Dell T640 Backup Server		
		Migrate all virtual machines to new ESX Servers		
		Load and configure Windows Server 2016		
		Migration of data to new active directory, file and exchange servers		
		Load Backup Exec software and configure on New T640 Server		
		Load Veeam backup software and configure on New T640 Server		
		Setup and Configure new LTO8 Tape Drive		
		Install and configure UPS for Auto Shutdown		
TOTAL:				36,000.00

***TOTAL INVESTMENT: 100,968.61**

***It is the customer's responsibility to make sure all configurations meet their requirements. There are many different options in configuring hardware. Please double check all configurations before purchasing.**

*** Please note that renewals NOT received prior to the support/subscription expiration date will require an upgrade license for repurchase or a reinstatement assesment by the manufacturer at an additional cost.**

***Pricing is valid for 14 days after which, pricing must be verified prior to ordering. Applicable freight and sales tax may apply and are not included in this quote.**

***Installation is NOT included unless noted in this proposal.**

***Cabling and electrical requirements are the responsibility of the customer, unless otherwise noted.**

***If you would like us to implement this project, please forward your purchase order with a copy of this proposal.**

RESOLUTION

To authorize the purchase of three (3) 2020 Police Interceptor Patrol Vehicles through the Cranford Police Cooperative Contract #47-CPCPS, Item #2

WHEREAS, the Township of West Orange (Township) Police Department must continue to add new vehicles to its fleet to maintain an optimal number in service; and

WHEREAS, the Township as a local government unit and a member of the Cranford Police Cooperative can purchase such items, pursuant to the provision made in the Local Public Contracts Law N.J.S.A.40A:11-5(2), without public advertising for such goods or services, through contracts already secured by the United States of America, the State of New Jersey, County or Municipality thereof; and

WHEREAS, the vendor Beyer Ford, located 170 Ridgedale Avenue, Morristown, NJ 07960 has the following contract through the Cranford Co-Op for the following vehicles, see Exhibit "A":

Cranford Contract #47-CPCS Item #2

One (1) 2020 Police Interceptor Unmarked Patrol Vehicle \$44,629.75

Two (2) 2020 Police Interceptor Marked Patrol Vehicles \$109,236.90

NOW, THEREFORE BE IT RESOLVED, by the Municipal Council of the Township of West Orange hereby authorizes this purchase through Beyer Ford on the Cranford Police Cooperative for \$153,866.65.

BE IT FURTHER RESOLVED, that the Purchasing Agent is hereby authorized to arrange to pay for the foregoing in accordance with the terms of said purchase order on behalf of the Township of West Orange from funds certified by the Chief Financial Officer.

Karen J. Carnevale, Municipal Clerk

Jerry Guarino, Council President

I hereby certify funds available: Account Number #03-2584-19-0700-310

John O. Gross, Chief Financial Officer

EXHIBIT

“ A “



BEYER FORD

170 Ridgedale Ave.
Morristown, NJ 07960

Quote

To:	From:	Brooks Buxton
	Phone/Fax:	(973) 719-7009/ (973) 884-2650
	Vehicle	Beyer Fleet
	Pick Up	31 Williams Parkway
	Location	East Hanover, NJ 07936

2020 POLICE INTERCEPTOR SUV HYBRID

CRANFORD

CONTRACT #47-CPCPS, ITEM #2

Mechanical

3.3L V6 Direct-Injection FFV Engine
3.73 Axle Ratio
Brakes – 4-Wheel Heavy-Duty Disc w/H.D. Calipers
Column Shifter
Drivetrain – All-Wheel-Drive
Electric Power-Assist Steering (EPAS) – Heavy-Duty
Engine Hour Idle Meter
Engine Hour Meter
Engine Oil Cooler
Fuel Tank – 19-gallons
H7 AGM Battery (800 CCA/80-amp)
Suspension – Independent front & rear
Transmission – 10-speed automatic

EXTERIOR

Antenna, Roof-mounted
Cladding – Lower bodyside cladding MIC
Door Handles – Black (MIC)
Exhaust True Dual
Front-Door-Lock Cylinders
2nd Row, Rear Quarter and Liftgate Privacy Glass
Grille – Black (MIC)
Headlamps – Automatic, LED Low-and-High-Beam
Pre-drilled hole for side marker police use
Liftgate – Manual 1-Piece – Fixed Glass
Mirrors – Black Caps, Power Electric Remote, Manual
Spare – Full size 18" Tire w/TPMS
Spoiler – Painted Black
Tailgate Handle – (MIC)
Tail lamps – LED
Tires – 255/60R18 A/S BSW
Wheel-Lip Molding – Black (MIC)
Wheels – 18" x 8.0 painted black steel w/ hub cover
Windshield – Acoustic Laminated

INTERIOR/COMFORT

Cargo Hooks
Climate Control – Dual-Zone Electronic Auto Temperature Control (DEATC)
Power Door-Locks
Rear-Door Handles and Locks Operable
Fixed Pedals (Driver Dead Pedal)
Floor – Flooring – Heavy-Duty Thermoplastic Elastomer
Glove Box – Locking/non-illuminated
Grab Handles – (1 – Front-passenger side, 2-Rear)
Liftgate Release Switch located in overhead console
Lighting
Overhead Console
Red/White Task Lighting in Overhead Console
3rd row overhead map light

Interior

Mirror – Day/night Rear View
Particulate Air Filter
Powerpoints – (1) First Row
Rear-door closeout panels
Rear-window Defrost
Scuff Plates – Front & Rear
Seats
Police Grade Cloth Trim, Dual Front Buckets
Driver 6-way Power track (fore/aft, Up/down, tilt with manual recline, 2-way manual lumbar)
Passenger 2-way manual track
2nd Row Vinyl, 35/30/35 Split Bench Seat
Speed (Cruise) Control
Speedometer – Calibrated (includes digital readout)
Steering Wheel – Manual / Tilt / Telescoping w/ 4-user configurable latching switches
Sun visors, color-keyed, non-illuminated
Universal Top Tray
Windows, Power, 1-touch Up/Down with disable feature
SAFETY/SECURITY
AdvanceTrac® w/RSC® (Roll Stability Control™)
Airbags, dual-stage driver & front-passenger, side seat, passenger-side knee, Roll Over Protection Airbags and Safety Canopy
Anti-Lock Brakes (ABS) with Traction Control
Belt-Minder® (Front Driver / Passenger)
Child-Safety Locks (capped)
Individual Tire Pressure Monitoring System (TPMS)
LATCH (Lower Anchors and Tethers for Children)
Rearview Camera w/ viewable in 4.2" center stack
Seat Belts, Pretensioner/Energy-Management System w/adjustable height in 1st Row
SOS Post-Crash Alert System™

FUNCTIONAL

AM/FM / MP3 Capable / Clock / 4-speakers
Bluetooth® interface
4.2" Color LCD Screen Center-Stack "Smart Display"
Easy Fuel® Capless Fuel-Filler
Ford Telematics™ – Includes Ford Modem and complimentary 2-year trial subscription
Front door tether straps (driver/passenger)
Power pigtail harness
Recovery Hooks; two in front and trailer bar in rear
Simple Fleet Key (w/o microchip; 4-keys)
Two-way radio pre-wire
Two (2) 50 amp battery ground circuits – power distribution junction block

Additional Contract Specific Items

Two-Tone Paint
Driverside Spotlight (LED)
Noise Suppression
(4) Remappable Steering Wheel Switches
Rear Window Power Delete

Dark Car Feature
Cargo Dome Lamp
Front Headlamp/ Police Interceptor Housing Drilled
SYNC

Base Price \$ 30,847.00

11/7/2019

Options for Interceptor SUV

Engine: 3.3L V6 Direct-Injection Hybrid System	\$	3,530.00
Delete Driver Side Spotlight	\$	(100.00)
Solid Color Paint	\$	(100.00)
Tail lamp/ Police Interceptor Housing Drilled	\$	60.00
Interior Upgrade Package	\$	495.00
Police Badge Delete	\$	-
18" Aluminum Wheels	\$	475.00
Black Roof Rack Side Rails	\$	155.00
Remote Keyless Entry Key Fob w/o Key Pad	\$	375.00
Cargo Storage Vault	\$	245.00
Front & Rear Splash Guards	\$	205.00
Front & Rear All-Weather Rubber Floor Mats	\$	125.00
Remote Start	\$	495.00
Heated Sideview Mirrors	\$	60.00
Grille LED Lights, Siren & Speaker Pre-Wiring	\$	120.00
Reverse Sensing	\$	317.00
Global Lock / Unlock Feature	\$	-
Skid Plate	\$	300.75
MNStar Installer Series Wiring Harness	\$	440.00
MNStar Power Distribution Panel w/Master Cut-Off Switch	\$	290.00
Odyssey Battery	\$	395.00
Charge Guard	\$	225.00
Whelen Inneredge- Passengerside Ony (1/2 Red / 1/2 Blue)	}	\$ 5,325.00
Whelen HHS4200 Hand Held Siren/ Light Controller		
Whelen 100watt Speaker & Bracket		
Whelen Headlight Flasher		
(2) Whelen IONs Mounted in Headlights		
(4) Whelen ION LEDs Mounted in Grille (R/B Split)		
(4) Whelen Vertex Mounted in Reverse Lights	}	\$ 350.00
(2) Whelen Dual Avengers (R/B) Split Mounted in Rear Window on Hatch		
(2) Whelen ION LEDs Mounted in Side Cargo Windows (R/B Split)		
Window Tint		
Satina 2-Tier Cargo Box (Metal) w/ Sliding Lower & Upper (Lock)	\$	995.00 (N)

Option Total \$

Budget Total \$

350.00

~~995.00~~ (N)

~~14,117.75~~ (N)

13,782.75

45,624.75 (N)

44,629.75

Date: 11/7/2019

Quote is good for 60 Days

To accept this quotation, sign here and return: _____



BEYER FORD

170 Ridgedale Ave.
Morristown, NJ 07960

Quote

*Mailed
B&W*

To:	From:	Brooks Buxton
	Phone/Fax:	(973) 719-7009/ (973) 884-2650
	Vehicle	Beyer Fleet
	Pick Up	31 Williams Parkway
	Location	East Hanover, NJ 07936

**2020 POLICE INTERCEPTOR SUV
CRANFORD
CONTRACT #47-CPCPS, ITEM #2**

Mechanical

3.3L V6 Direct-Injection FFV Engine
3.73 Axle Ratio
Brakes – 4-Wheel Heavy-Duty Disc w/H.D. Calipers
Column Shifter
Drivetrain – All-Wheel-Drive
Electric Power-Assist Steering (EPAS) – Heavy-Duty
Engine Hour Idle Meter
Engine Hour Meter
Engine Oil Cooler
Fuel Tank – 19-gallons
H7 AGM Battery (800 CCA/80-amp)
Suspension – independent front & rear
Transmission – 10-speed automatic

EXTERIOR

Antenna, Roof-mounted
Cladding – Lower bodyside cladding MIC
Door Handles – Black (MIC)
Exhaust True Dual
Front-Door-Lock Cylinders
2nd Row, Rear Quarter and Liftgate Privacy Glass
Grille – Black (MIC)
Headlamps – Automatic, LED Low-and-High-Beam
Pre-drilled hole for side marker police use
Liftgate – Manual 1-Piece – Fixed Glass
Mirrors – Black Caps, Power Electric Remote, Manual
Spare – Full size 18" Tire w/TPMS
Spoiler – Painted Black
Tailgate Handle – (MIC)
Tail lamps – LED
Tires – 255/60R18 A/S BSW
Wheel-Lip Molding – Black (MIC)
Wheels – 18" x 8.0 painted black steel w/ hub cover
Windshield – Acoustic Laminated

INTERIOR/COMFORT

Cargo Hooks
Climate Control – Dual-Zone Electronic AutoTemperature Control (DEATC)
Power Door-Locks
Rear-Door Handles and Locks Operable
Fixed Pedals (Driver Dead Pedal)
Floor – Flooring – Heavy-Duty Thermoplastic Elastomer
Glove Box – Locking/non-Illuminated
Grab Handles – (1 – Front-passenger side, 2-Rear)
Liftgate Release Switch located in overhead console
Lighting
Overhead Console
Red/White Task Lighting in Overhead Console
3rd row overhead map light

Interior

Mirror – Day/night Rear View
Particulate Air Filter
Powerpoints – (1) First Row
Rear-door closeout panels
Rear-window Defrost
Scuff Plates – Front & Rear
Seats
Police Grade Cloth Trim, Dual Front Buckets
Driver 6-way Power track (fore/aft. Up/down, tilt with manual recline, 2-way manual lumbar)
Passenger 2-way manual track
2nd Row Vinyl, 35/30/35 Split Bench Seat
Speed (Cruise) Control
Speedometer – Calibrated (includes digital readout)
Steering Wheel – Manual / Tilt / Telescoping w/ 4-user configurable latching switches
Sun visors, color-keyed, non-Illuminated
Universal Top Tray
Windows, Power, 1-touch Up/Down with disable feature
SAFETY/SECURITY
AdvanceTrac® w/RSC® (Roll Stability Control™)
Airbags, dual-stage driver & front-passenger, side seat, passenger-side knee, Roll Curtain Airbags and Safety Canopy
Anti-Lock Brakes (ABS) with Traction Control
Belt-Minder® (Front Driver / Passenger)
Child-Safety Locks (capped)
Individual Tire Pressure Monitoring System (TPMS)
LATCH (Lower Anchors and Tethers for Children)
Rearview Camera w/ viewable in 4.2" center stack.
Seat Belts, Pretensioner/Energy-Management System w/adjustable height in 1st Row
SOS Post-Crash Alert System™

FUNCTIONAL

AM/FM / MP3 Capable / Clock / 4-speakers
Bluetooth® interface
4.2" Color LCD Screen Center-Stack "Smart Display"
Easy Fuel® Capless Fuel-Filler
Ford Telematics™ – Includes Ford Modem and complimentary 2-year trial subscription
Front door tether straps (driver/passenger)
Power pigtail harness
Recovery Hooks; two in front and trailer bar in rear
Simple Fleet Key (w/o microchip; 4-keys)
Two-way radio pre-wire
Two (2) 50 amp battery ground circuits – power distribution junction block

Additional Contract Specific Items

Two-Tone Paint
Driverside Spotlight (LED)
Noise Suppression
(4) Remappable Steering Wheel Switches
Rear Window Power Delete

Dark Car Feature
Cargo Dome Lamp
Front Headlamp/ Police Interceptor Housing Drilled
SYNC

Base Price \$ 30,847.00

10/22/2019

Options for Interceptor SUV

Engine: 3.3L V6 Direct-Injection Hybrid System	\$	3,530.00
Tail lamp/ Police Interceptor Housing Drilled	\$	60.00
Fleet Key Code 1284X	\$	145.00
Rear Door Handles / Locks Inoperable	\$	75.00
Heated Sideview Mirrors	\$	60.00
Grille LED Lights, Siren & Speaker Pre-Wiring	\$	120.00
Glass III Traller Tow Lighting Package	\$	80.00
Reverse Sensing	\$	317.00
Global Lock / Unlock Feature	\$	-
AFS Installer Series Wiring Harness	\$	440.00
AFS Power Distribution Panel w/Master Cut-Off Switch	\$	290.00
Skid Plate	\$	300.75
Odyssey Battery	\$	395.00
Charge Guard	\$	225.00
MNStar Beyer Fleet Harness	\$	766.50
Roof Wiring	\$	305.50
(2) Whelen Striplight LEDs in Cargo Area w/ On/Off Switch	\$	315.00
Whelen Liberty Lightbar (1/2 Red / 1/2 Blue) w/ LED TDs & Alleys	\$	3,528.00
Whelen CanCom Sapphire Siren/Light Controller w/ 100watt Speaker & Bracket	\$	1,207.50
Whelen IONs Mounted on Pushbumper (1-Red) (1-Blue)	\$	383.25
(6) Whelen Vertex (R/B-Front , Clear-Reverse , Red-Brake)	\$	987.00
Pro-Gard (P1000) Pro-Cell 1/2 Cage, Rear Transport Seat & Cage , WBS, Door Skins	\$	2,861.25
Havis Interceptor Center Console w/Armrest, Maplight & Cupholder	\$	687.75
Whelen SS Headlight Flasher	\$	195.00
(2) Whelen Dual Avengers (R/B) Split Mounted in Rear Window on Hatch	\$	876.75
(2) LEDs Mounted in Bottom of Rear Hatch (R/B Split) w/ On/Off & Mercury Switch	\$	309.75
Setina PB400 Pushbumper	\$	472.55
(4) Customer Supplied Radio Cables & Antennas	\$	522.90
Setina 2-Tier Cargo Box (Metal) w /Sliding Lower & Upper (Lock)	\$	995.00
Ford PremiumCare Warranty 4 Year /100,000 mile w/ \$0 Deductible	\$	3,320.00
Paint Vehicle Black and White (LAPD Style)		Incl

Option Total \$ 23,771.45

Budget Total \$ 54,618.45

Date: 10/22/2019

Quote is good for 60 Days

To accept this quotation, sign here and return: _____

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 of West Orange. 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 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 the sale is Tuesday December 10, 2019 at 2:00 PM in following location:

Twin Towing
1 Lakeside Avenue
West Orange, NJ 07052

The Purchasing Agent is hereby authorized to sell five (5) transferable vehicle title(s) in the manner set forth in N.J.S.A. 39:10A-1 and N.J.S.A. 40A:14-157. Date and time of the sale is Tuesday December 10, 2019 at 2:00 PM in following location:

Select Towing
52 Washington Street
West Orange, NJ 07052

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

Jerry Guarino
Council President

Adopted: November 26, 2019

Advertisement**Abandoned Car 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 10, 2019 at 2:00 pm prevailing time, the vehicles listed below. The sale will be held and vehicles can be inspected at Twin Towing, Inc., 1 Lakeside Avenue, West Orange, NJ 07052.

<u>YEAR</u>	<u>MAKE</u>	<u>VEHICLE ID</u>
1996	HON	2HGEJ6677TH520627

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 10, 2019 at 3:00 pm prevailing time, the vehicles listed below. The sale will be held and vehicles can be inspected at Select Towing, 52 Washington Street, West Orange, NJ 07052.

<u>YEAR</u>	<u>MAKE</u>	<u>VEHICLE ID</u>
2001	FORD	2FAFP71W31X122832
2004	FORD	1FTRE14W14HA01226
2002	TRAILER	4X4TSE6232N034494
2001	CHRY	1C3EL56U81N637263
2003	TOY	JTDBE32KX30163544

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

**NEW JERSEY DEPARTMENT OF TRANSPORTATION
DIVISION OF LOCAL AID
AND ECONOMIC DEVELOPMENT
RECOMMENDATION OF AWARD
STATE AID PROJECT**

BE IT RESOLVED

that The Township Council of the Township of West Orange

hereby recommends to the New Jersey Department of Transportation that the contract for

Improvement of Laird Drive, Lindsley Avenue, Brennan Drive, Ridgeway Avenue and Old Indian Road

(Name of Project)

in the Township of West Orange County of Essex
(Name of Municipality)

be awarded to Reggio Construction, Inc., 1575 West Street, Fort Lee, New Jersey 07024

whose base bid amounted to \$ \$1,005,628.93 subject to the approval of the Department.

BE IT FURTHER RESOLVED that the contract is awarded contingent upon the approval of the contractor by the NJDOT, Local Aid Office.

BE IT FURTHER RESOLVED that the Mayor of the Township be and is hereby directed to sign for and on its behalf the contract in the prescribed form for said construction and that the clerk of this body be and is hereby directed to seal said contract with the corporate seal of this body and to attest to the same.

Approved by the Township of West Orange on _____.

Jerry Guarino, Council President

(Date)

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

(Date)
(Affix Seal)

Certification of Funds: \$590,000.00 2018 NJDOT Municipal Aid Grant
 \$415,628.93 Capital Budget

John O. Gross, CFO

**IMPROVEMENT OF LAIRD DRIVE, LINDSLEY AVENUE, BRENNAN DRIVE, RIDGEWAY AVENUE AND
OLD INDIAN ROAD
BIDS RECEIVED OCTOBER 16, 2019**

1.	REGGIO CONSTRUCTION, INC. 1575 WEST STREET FORT LEE, NEW JERSEY 07024	\$1,005,628.93
2.	GRANADA CONSTRUCTION CORP 147 THOMAS STREET NEWARK, NEW JERSEY 07114	\$1,133,842.12
3.	AMERICAN ASPHALT & MILLING SERVICES, LLC 96 MIDLAND AVENUE KEARNY, NEW JERSEY 07032	\$1,185,145.50
4.	CIFELLI & SONS CONSTRUCTION, INC. 4 COPPPOLA STREET NUTLEY, NEW JERSEY 07110	\$1,310,948.75
5.	REVAX CONTRACTING CORP. 68 FINDERNE AVENUE BRIDGWATER, NEW JERSEY 08807	\$1,424,089.00
6.	DLS CONTRACTING, INC. 271 US HIGHWAY 46, SUITE D-205 FAIRFIELD, NEW JERSEY 07004	\$1,514,993.25

November 20, 2019

Mayor and Township Council
Municipal Building
66 Main Street
West Orange, New Jersey 07052

RE: **IMPROVEMENT OF LAIRD DRIVE, LINDSLEY AVENUE, BRENNAN DRIVE
RIDGEWAY AVENUE AND OLD INDIAN ROAD**

Mayor Parisi, Council President Guarino and Council Members:

On Wednesday, October 16, 2019 the Township received six bids for the Improvement of Laird Drive, Lindsley Avenue, Brennan Drive, Ridgeway Avenue and Old Indian Road, between Prospect Avenue and North Edgewood Avenue. With the exception of Old Indian Road most of the work will consist of street milling, street resurfacing, ADA compliant ramps at intersections, inlet and manhole casting upgrades, minor curb and sidewalk repairs. On Old Indian Road the work will be more substantial. In addition to the above work it will include constructing curb where none currently exists between Ridgeway Avenue and North Edgewood Avenue, roadway widening in that block and more significant curb and sidewalk replacement between Prospect Avenue and Ridgeway Avenue.

The lowest responsible bidder is Reggio Construction, Inc., 1575 West Street, Fort Lee, New Jersey 07024 who submitted a Bid of \$1,005,628.93.

A Resolution of Award is attached to award a contract to Reggio Construction, Inc., 1575 West Street, Fort Lee, New Jersey 07024 in the amount of \$1,005,628.93. This project is partially funded with a 2018 Municipal Aid Grant, in the amount of \$590,000 from the New Jersey Department of Transportation. The remainder of the funds is from the Capital Budget.

If you have any questions on this please contact me.

Very truly yours,

Leonard R .Lepore

Leonard R. Lepore, Municipal Engineer
Director of Public Works

LRL/tp
enc.

cc: John K. Sayers
John Gross
Richard Loveless

**NEW JERSEY DEPARTMENT OF TRANSPORTATION
DIVISION OF LOCAL AID
AND ECONOMIC DEVELOPMENT
RECOMMENDATION OF AWARD
STATE AID PROJECT**

BE IT RESOLVED

that The Township Council of the Township of West Orange

hereby recommends to the New Jersey Department of Transportation that the contract for

Improvement of Laird Drive, Lindsley Avenue, Brennan Drive, Ridgeway Avenue and Old Indian Road

(Name of Project)

in the Township of West Orange County of Essex
(Name of Municipality)

be awarded to Reggio Construction, Inc., 1575 West Street, Fort Lee, New Jersey 07024

whose base bid amounted to \$ \$1,005,628.93 subject to the approval of the Department.

BE IT FURTHER RESOLVED that the contract is awarded contingent upon the approval of the contractor by the NJDOT, Local Aid Office.

BE IT FURTHER RESOLVED that the Mayor of the Township be and is hereby directed to sign for and on its behalf the contract in the prescribed form for said construction and that the clerk of this body be and is hereby directed to seal said contract with the corporate seal of this body and to attest to the same.

Approved by the Township of West Orange on

Jerry Guarino, Council President

(Date)

Karen J. Carnevale, Municipal Clerk

(Date)

(Affix Seal)

Certification of Funds

**\$590,000.00 2018 NJDOT Municipal Aid Grant
\$415,628.93 Capital Budget**

John O. Gross, CFO

**IMPROVEMENT OF LAIRD DRIVE, LINDSLEY AVENUE, BRENNAN DRIVE, RIDGEWAY AVENUE AND
OLD INDIAN ROAD
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6.	DLS CONTRACTING, INC. 271 US HIGHWAY 46, SUITE D-205 FAIRFIELD, NEW JERSEY 07004	\$1,514,993.25

RESOLUTION

WHEREAS, the Township of West Orange (the “Township”) seeks to provide Grant Funds to the West Orange Rotary Club (the “Rotary Club”) to support its efforts in holding a holiday workshop during the month of December 2019 wherein they seek to give away hot chocolate and small gifts to school age children; and

WHEREAS, the Township seeks to provide a grant in the amount of three thousand eight hundred dollars (\$3,800) to the Rotary Club to support its holiday workshop; and

WHEREAS, Rotary Club and the Township have agreed to the terms of a Memorandum of Grant Agreement, annexed hereto as Exhibit “A” providing that the Grant Funds are to be used towards the holiday workshop and that the Rotary Club will provide a report to the Township as to how the Grant Funds were utilized.

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that the Township is hereby authorized to issue a grant in the amount of three thousand eight hundred dollars (\$3,800) to the Rotary Club towards its holiday workshop for 2019; and be it further

RESOLVED, that the Mayor be and is hereby authorized to execute the Memorandum of Grant Agreement annexed hereto as Exhibit “A” and the Township 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 for reasonable inspection in accordance with applicable law.

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

Jerry Guarino
Council President

Adopted: November 26, 2019

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

John Gross, Chief Financial Officer

MEMORANDUM OF GRANT AGREEMENT

THIS MEMORANDUM OF GRANT AGREEMENT, made this _____day of November 2019, by and between: the TOWNSHIP OF WEST ORANGE, a municipal corporation of the State of New Jersey, having its principal offices at 66 Main Street, West Orange, New Jersey, hereinafter referred to as the “Township;”; and the WEST ORANGE ROTARY CLUB, a nonprofit corporation of the State of New Jersey having its principal offices at _____, West Orange, New Jersey, hereinafter referred to as the “ROTARY CLUB.”

W I T N E S S E T H:

WHEREAS, local organizations that provide public service and good works to the community are of great value and provide a benefit to the residents of a community as a whole and are deserving of the support from the Township; and

WHEREAS, ROTARY CLUB has been dedicated to providing financial support to local organizations that provide good works to the community as well as performing its own community service; and

WHEREAS, ROTARY CLUB seeks a grant of \$3,800 to fund a holiday workshop during the month of December 2019 wherein they seek to give away hot chocolate and small gifts to school age children.

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

1. The Township agrees to provide to ROTARY CLUB a grant in the amount of **Three Thousand Eight Hundred Dollars (\$3,800)** (the “GRANT FUNDS”) for which ROTARY CLUB will utilize towards funding its holiday workshop.

2. The referenced holiday workshop shall be supervised and operated by personnel provided by ROTARY CLUB, whose personnel shall be solely the employees and/or volunteers of ROTARY CLUB who is responsible to pay them, where appropriate, at the sole discretion of ROTARY CLUB.

3. ROTARY CLUB agrees to indemnify the Township and hold it harmless, including Township's employees, agents and servants, from and against any and all losses, claims, liabilities and expenses which may arise or be claimed against the Township, its agents, servants or employees in connection with any phase of this Memorandum of Grant Agreement.

4. ROTARY CLUB agrees that as a condition of accepting the GRANT FUNDS it will not and cannot discriminate against any participant in the holiday workshop on the basis of age, race, creed, color, national, origin, ancestry, marital status or sex.

5. It is understood that this Memorandum of Grant Agreement shall be deemed effective as of the date of adoption of a resolution by the Township Council authorizing the issuance of the GRANT FUNDS and the execution of this Memorandum of Grant Agreement.

6. The GRANT FUNDS shall be paid by the Township upon receipt by the Finance Department of any and all required documentation or executed forms needed for the processing of the GRANT FUNDS.

7. Following ROTARY CLUB's expenditure of the GRANT FUNDS, ROTARY CLUB will provide a report to the Township with an accounting of the GRANT FUNDS and how the GRANT FUNDS were utilized. Specifically, the report shall be certified by the President of the ROTARY CLUB and shall include any receipts or other records of payments where ROTARY CLUB utilized the GRANT FUNDS.

IN WITNESS WHEREOF, the parties have caused these presents to be signed by their

proper authorized representatives.

ATTEST:

TOWNSHIP OF WEST ORANGE

Karen J. Carnevale
Municipal Clerk

BY: Robert D. Parisi, Mayor

ATTEST:

WEST ORANG ROTARY CLUB

SECRETARY

BY:
PRESIDENT

From: Downtown West Orange
Sent: Wednesday, November 20, 2019 3:44 PM
To: Karen Carnevale
Subject: 2020 Proposed Budget DWOA
Attachments: Propsed Budget & Cover letter.PDF

Karen,

As we discussed please find attached 2020 budget for the downtown Alliance. We are prepared to present a full hearing on Dec. 17th.

Thanks you for your assistance in the matter.

Megan Brill
Executive Director
Downtown West Orange Alliance
Township of West Orange
66 Main Street
West Orange, NJ 07052
office:973-325-4109
cell:973-725-0308
fax: 973-669-8627
Email address: mbrill@downtownWO.com
www.downtownWO.com
On Facebook? Connect here: <http://www.facebook.com/pages/Downtown-West-Orange-Alliance/55810514509>
On Twitter? Connect here: <http://twitter.com/downtownwo>

RESOLUTION

WHEREAS, the Township of West Orange (the “Township”) seeks to engage the services of Total Records Information Management, LLC (“Total Records”) to maintain and store the Township’s hard copy files offsite; and

WHEREAS, Total Records has agreed to the terms of a Master Agreement annexed hereto as **Exhibit “A”** providing the Township with document management and storage.

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

RESOLVED, that the Mayor be and is hereby authorized to execute the Master Agreement annexed hereto as **Exhibit “A”** and the Township 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 for reasonable inspection in accordance with applicable law.

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

Jerry Guarino
Council President

Adopted: November 26, 2019

RESOLUTION

WHEREAS, the Township of West Orange (the “Township”) seeks to retain a vendor to operate food and beverage concessions at the Rock Spring Golf Course (“Rock Spring”); and

WHEREAS, N.J.S.A. 40A:11-4.1(g) of the Local Public Contracts Law (the “LPCL”) authorizes the Township to utilize competitive contracting in lieu of public bidding for the award of a contract for the “Contract food services;” and

WHEREAS, N.J.S.A. 40A:11-4.1(j) of the Local Public Contracts Law (the “LPCL”) authorizes the Township to utilize competitive contracting in lieu of public bidding for the award of a contract for the operation of “Concessions;” and

WHEREAS, competitive contracting in lieu of public bidding allows the Township to evaluate and score proposals based on weighted criteria, including technical, management and cost related criteria to ensure that the most professional vendor is obtained to meet the Township’s needs; and

WHEREAS, competitive contracting is the preferred methodology to awarding a contract for food and beverage concessions at Rock Spring based on the need to consider a prospective vendor’s experience and qualifications to perform the proposed contract as well as the quality of the food and beverage offered by the prospective vendor(s); and

WHEREAS, N.J.S.A. 40A:11-4.3 of the LPCL requires that the Township Council adopt a resolution authorizing the Township to utilize competitive contracting in order to initiate the competitive contracting process.

NOW THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Township be and hereby is authorized to utilize competitive contracting to solicit and review proposals for the potential contract for food and beverage concessions at Rock Spring consistent with the requirements under the LPCL.

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

Jerry Guarino
Council President

Adopted: November 26, 2019

RESOLUTION

WHEREAS, the Township of West Orange (the “Township”) maintains a collective bargaining agreement (“CBA”) with the Teamsters Local 560, Public (“Local 560”) regarding the employment of Local 560 members by the Township as Public Safety Telecommunication Operators; and

WHEREAS, the Township and Local 560 have reached a tentative agreement to modify the CBA in accordance with the terms and conditions set forth in the Memorandum of Agreement annexed hereto as Exhibit “A” for the period between January 1, 2018 through December 31, 2022 (the “MOA”) governing health and prescription benefits in retirement, with the effect that all other provisions in the CBA not modified by the MOA remain in full force and effect; and

NOW, BE IT HEREBY RESOLVED by the Township Council of the Township of West Orange, that the Township accepts and agrees to the terms of the MOA; and it is further

RESOLVED that the Township’s Labor Counsel is directed to incorporate the terms of the MOA into the CBA for subsequent execution by all parties; 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

Jerry Guarino
Council President

Adopted: November 26, 2019

Exhibit “A”

TEAMSTERS LOCAL 560, PUBLIC
SAFETY TELECOMMUNICATION OPERATORS
MOA
January 1, 2018 through December 31, 2022

1. Upon Retirement the Township Shall Pay for the Cost of RETIREE Health and Prescription Coverage for all TEAMSTERS LOCAL 560, PUBLIC SAFETY TELECOMMUNICATION OPERATORS, who are eligible to receive health and Prescription Benefits in Retirement and who are Employed on the Date the New Contract is Signed. Each TEAMSTERS LOCAL 560, PUBLIC SAFETY TELECOMMUNICATION OPERATOR, who is eligible to receive Health and Prescription Benefits in Retirement and who is Employed on the Date the New Contract is Signed Shall Be Listed, Individually by Name, in an Addendum to the New Contract. The Township Shall Pay in Full This Cost for The Duration of Their Retirement Life Including Surviving Spouse Coverage and All Eligible Family Members.

2. Five Year Base Salary Increases:

2018	1/1/18	0 %		
2019	1/1/19	1 %		
2020	1/1/20	1.5 %	7/1/20	1.5 %
2021	1/1/21	1.5 %	7/1/21	1.5 %
2022	1/1/22	1.5 %	7/1/22	1.5 %

3. As per Paragraph one (1) above all Public Safety Telecommunication Operators, who are entitled to receive medical and prescription benefits when they retire shall receive benefits that are equal to or better than the level of benefits (and/or plan design) that they were enrolled in on the date of their retirement.

4, Existing Health and Prescription Benefit Coverage Cost Calculated Based on Previously Negotiated Contracts Will All Convert to Chapter 78 Guidelines. All Current and Future Employees, Will Contribute to Health and Prescription Costs in Accordance with Current Chapter 78 Guidelines.

5. Article IX shall be changed from a two hundred-dollar (\$200.00) clothing allowance per year to a five hundred-dollar (\$500.00) clothing allowance per year. In year 2021 the clothing allowance shall be increased to six hundred dollars (\$600.00) per year.

6. All other terms and conditions of employment which were tentatively agreed upon during negotiations will be incorporated into the contract. All other current provisions of the 2014-2017 contract will remain in place for the successor contract, 2018-2022.

Agreed and acknowledged:

For the Township:



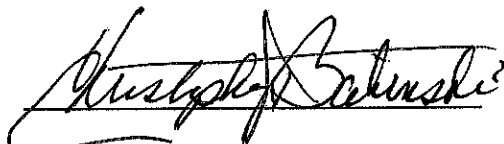
11/25/19
Date

For the Union:



Harold Welsh

11-25-19
Date



Christopher Babinski

11-25-19
Date

RESOLUTION

WHEREAS, the Township of West Orange (the “Township”) maintains a collective bargaining agreement (“CBA”) with the Teamsters Local 560, Public (“Local 560”) regarding the employment of Local 560 members by the Township as Department of Public Works Supervisors; and

WHEREAS, the Township and Local 560 have reached a tentative agreement to modify the CBA in accordance with the terms and conditions set forth in the Memorandum of Agreement annexed hereto as Exhibit “A” for the period between January 1, 2018 through December 31, 2022 (the “MOA”) governing health and prescription benefits in retirement, with the effect that all other provisions in the CBA not modified by the MOA remain in full force and effect; and

NOW, BE IT HEREBY RESOLVED by the Township Council of the Township of West Orange, that the Township accepts and agrees to the terms of the MOA; and it is further

RESOLVED that the Township’s Labor Counsel is directed to incorporate the terms of the MOA into the CBA for subsequent execution by all parties; 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

Jerry Guarino
Council President

Adopted: November 26, 2019

Exhibit “A”

TEAMSTERS LOCAL 560, PUBLIC
DEPARTMENT OF PUBLIC WORKS SUPERVISORS
MOA

January 1, 2018 through December 31, 2022

1. Upon Retirement the Township Shall Pay for the Cost of RETIREE Health and Prescription Coverage for all TEAMSTERS LOCAL 560, PUBLIC WORKS SUPERVISORS, who are entitled to receive Health and Prescription Benefits in Retirement and who are Employed on the Date the New Contract is Signed. Each TEAMSTERS LOCAL 560, PUBLIC WORKS SUPERVISORS, who is entitled to receive Health and Prescription Benefits in Retirement and who is Employed on the Date the New Contract is Signed Shall Be Listed Individually by Name in the New Contract. The Township Shall Pay in Full This Cost for The Duration of Their Retirement Life Including Surviving Spouse Coverage and All Eligible Family Members.

2. Five Year Base Salary Increases:

2018	1/1/18	0 %		
2019	1/1/19	1 %		
2020	1/1/20	1.5 %	7/1/20	1.5 %
2021	1/1/21	1.5 %	7/1/21	1.5 %
2022	1/1/22	1.5 %	7/1/22	1.5 %

3. As per Paragraph one (1) above all Public Works Supervisors, who are entitled to receive medical and prescription benefits when they retire shall receive benefits that are equal to or better than the level of benefits (and/or plan design) that they were enrolled in on the date of their retirement.

4. Existing Health and Prescription Benefit Coverage Cost Calculated Based on Previously Negotiated Contracts Will All Convert to Chapter 78 Guidelines. All Current and Future Employees, Will Contribute to Health and Prescription Costs in Accordance with Current Chapter 78 Guidelines.

5. All other terms and conditions of employment which were tentatively agreed upon during negotiations will be incorporated into the contract. All other current provisions of the 2014-2017 contract will remain in place for the successor contract, 2018-2022.

Agreed and acknowledged:

For the Township:

John K. Nagus

11/25/19
Date

For the Union:

Harold Welsh

11-25/19

Harold Welsh

Date

Local 560 Shop Steward

11/25/19

Local 560 Shop Steward

Date

**ORDINANCE AUTHORIZING SPECIAL EMERGENCY
APPROPRIATION PURSUANT TO N.J.S.A. 40A:4-53 FOR
SEVERANCE LIABILITIES RESULTING FROM
UNANTICIPATED REQUIRED ACCUMULATED ABSENCE
PAYOUTS IN CONNECTION WITH THE LAYOFF OR
RETIREMENT OF EMPLOYEES**

BE IT ORDAINED by the Township Council 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 \$1,000,000.00 is hereby appropriated to pay severance liabilities resulting from unanticipated required accumulated absence payouts, including related financing or other costs, 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(h).

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.

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

Robert D. Parisi, Mayor

Introduced: November 12, 2019

Jerry Guarino, Council President

Adopted: November 26, 2019

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

Ordinance 2591-19

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

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

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

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

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

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

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

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

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

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

ROBERT D. PARISI, MAYOR

JERRY GUARINO, COUNCIL PRESIDENT

Introduced: November 12, 2019

Adopted: November 26, 2019

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

Karen J. Carnevale, Municipal, Clerk

LEGISLATIVE HISTORY

This Ordinance is to reflect:

Recreation Program Coordinator w/ Certified Pool Operator	No net financial change	Pending Re-assignment
Adjust downward Deputy Municipal Department Head Range		Pending Retirement
The adoption of the Fire SOA 2018-2022 Collective Bargaining Agreement.		
The adoption of the AFSCME 2018-2022 Collective Bargaining Agreement & affected non-contractual employees.		
Communications Manager w/ OEM Coordinator	No net financial change	Transfer Position
Construction Official		2019 Budget

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME

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

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

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

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

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

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

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

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

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

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME																
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX	
Senior Architect																
AU10830	0.00%	1/1/2018	12/31/2018	25,344	39,309	53,274	67,239	81,203	95,168	109,133	6	13,965	1,820	13.93	59.96	
AU10830	1.00%	1/1/2019	12/31/2019	25,998	39,702	53,806	67,911	82,015	96,120	110,224	6	14,104	1,820	14.06	60.56	
AU10830	1.50%	1/1/2020	6/30/2020	25,982	40,298	54,614	68,930	83,246	97,562	111,878	6	14,316	1,820	14.28	61.47	
AU10830	1.50%	7/1/2020	12/31/2020	26,371	40,902	55,433	69,964	84,494	99,025	113,556	6	14,531	1,820	14.49	62.39	
AU10830	1.50%	1/1/2021	6/30/2021	26,767	41,516	56,264	71,013	85,762	100,510	115,259	6	14,749	1,820	14.71	63.33	
AU10830	1.50%	7/1/2021	12/31/2021	27,168	42,138	57,108	72,078	87,048	102,018	116,988	6	14,970	1,820	14.93	64.28	
AU10830	1.50%	1/1/2022	6/30/2022	27,576	42,770	57,965	73,159	88,354	103,548	118,743	6	15,194	1,820	15.15	65.24	
AU10830	1.50%	7/1/2022	12/31/2022	27,990	43,412	58,834	74,257	89,679	105,102	120,524	6	15,422	1,820	15.38	66.22	
Senior Body & Fender Mechanic																
AU10840	0.00%	1/1/2018	12/31/2018	19,008	28,762	38,515	48,269	58,023	67,776	77,530	6	9,754	2,080	9.14	37.27	
AU10840	1.00%	1/1/2019	12/31/2019	19,198	29,049	38,900	48,752	58,603	68,454	78,305	6	9,851	2,080	9.23	37.65	
AU10840	1.50%	1/1/2020	6/30/2020	19,486	29,485	39,484	49,483	59,482	69,481	79,480	6	9,999	2,080	9.37	38.21	
AU10840	1.50%	7/1/2020	12/31/2020	19,778	29,927	40,076	50,225	60,374	70,523	80,672	6	10,149	2,080	9.51	38.78	
AU10840	1.50%	1/1/2021	6/30/2021	20,075	30,376	40,677	50,979	61,280	71,581	81,882	6	10,301	2,080	9.65	39.37	
AU10840	1.50%	7/1/2021	12/31/2021	20,376	30,832	41,288	51,743	62,199	72,654	83,110	6	10,456	2,080	9.80	39.96	
AU10840	1.50%	1/1/2022	6/30/2022	20,682	31,294	41,907	52,519	63,132	73,744	84,357	6	10,612	2,080	9.94	40.56	
AU10840	1.50%	7/1/2022	12/31/2022	20,992	31,764	42,535	53,307	64,079	74,850	85,622	6	10,772	2,080	10.09	41.16	
Senior Field Rep/Property Improvement																
AU10850	0.00%	1/1/2018	12/31/2018	19,008	27,886	36,763	45,641	54,519	63,396	72,274	6	8,878	1,820	10.44	39.71	
AU10850	1.00%	1/1/2019	12/31/2019	19,198	28,165	37,131	46,097	55,064	64,030	72,996	6	8,966	1,820	10.55	40.11	
AU10850	1.50%	1/1/2020	6/30/2020	19,486	28,587	37,688	46,789	55,890	64,991	74,091	6	9,101	1,820	10.71	40.71	
AU10850	1.50%	7/1/2020	12/31/2020	19,778	29,016	38,253	47,491	56,728	65,965	75,203	6	9,237	1,820	10.87	41.32	
AU10850	1.50%	1/1/2021	6/30/2021	20,075	29,451	38,827	48,203	57,579	66,955	76,331	6	9,376	1,820	11.03	41.94	
AU10850	1.50%	7/1/2021	12/31/2021	20,376	29,893	39,409	48,926	58,443	67,959	77,476	6	9,517	1,820	11.20	42.57	
AU10850	1.50%	1/1/2022	6/30/2022	20,682	30,341	40,001	49,660	59,319	68,979	78,638	6	9,659	1,820	11.36	43.21	
AU10850	1.50%	7/1/2022	12/31/2022	20,992	30,796	40,601	50,405	60,209	70,013	79,817	6	9,804	1,820	11.53	43.86	
Senior Mason																
AU10860	0.00%	1/1/2018	12/31/2018	19,008	24,836	30,664	36,492	42,320	48,148	53,976	6	5,828	2,080	9.14	25.95	
AU10860	1.00%	1/1/2019	12/31/2019	19,198	25,085	30,971	36,857	42,744	48,630	54,516	6	5,886	2,080	9.23	26.21	
AU10860	1.50%	1/1/2020	6/30/2020	19,486	25,461	31,435	37,410	43,385	49,359	55,334	6	5,975	2,080	9.37	26.60	
AU10860	1.50%	7/1/2020	12/31/2020	19,778	25,843	31,907	37,971	44,035	50,100	56,164	6	6,064	2,080	9.51	27.00	
AU10860	1.50%	1/1/2021	6/30/2021	20,075	26,230	32,386	38,541	44,696	50,851	57,006	6	6,155	2,080	9.65	27.41	
AU10860	1.50%	7/1/2021	12/31/2021	20,376	26,624	32,871	39,119	45,366	51,614	57,862	6	6,248	2,080	9.80	27.82	
AU10860	1.50%	1/1/2022	6/30/2022	20,682	27,023	33,364	39,706	46,047	52,388	58,729	6	6,341	2,080	9.94	28.24	
AU10860	1.50%	7/1/2022	12/31/2022	20,992	27,429	33,865	40,301	46,738	53,174	59,610	6	6,436	2,080	10.09	28.66	

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Tax Searcher															
AU11010	0.00%	1/1/2018	12/31/2018	26,400	33,355	40,310	47,265	54,220	61,175	68,130	6	6,955	1,820	14.51	37.43
AU11010	1.00%	1/1/2019	12/31/2019	26,664	33,689	40,713	47,737	54,762	61,786	68,811	6	7,024	1,820	14.65	37.81
AU11010	1.50%	1/1/2020	6/30/2020	27,064	34,194	41,324	48,454	55,583	62,713	69,843	6	7,130	1,820	14.87	38.38
AU11010	1.50%	7/1/2020	12/31/2020	27,470	34,707	41,944	49,180	56,417	63,654	70,891	6	7,237	1,820	15.09	38.95
AU11010	1.50%	1/1/2021	6/30/2021	27,882	35,227	42,573	49,918	57,263	64,609	71,954	6	7,345	1,820	15.32	39.54
AU11010	1.50%	7/1/2021	12/31/2021	28,300	35,756	43,211	50,667	58,122	65,578	73,033	6	7,455	1,820	15.55	40.13
AU11010	1.50%	1/1/2022	6/30/2022	28,725	36,292	43,860	51,427	58,994	66,561	74,129	6	7,567	1,820	15.78	40.73
AU11010	1.50%	7/1/2022	12/31/2022	29,156	36,837	44,517	52,198	59,879	67,560	75,241	6	7,681	1,820	16.02	41.34
Technical Assistant to the Construction Official															
AU11020	0.00%	1/1/2018	12/31/2018	24,008	30,892	37,776	44,660	51,544	58,428	65,313	6	6,884	1,820	13.19	35.89
AU11020	1.00%	1/1/2019	12/31/2019	24,248	31,201	38,154	45,107	52,060	59,013	65,966	6	6,953	1,820	13.32	36.24
AU11020	1.50%	1/1/2020	6/30/2020	24,612	31,669	38,726	45,784	52,841	59,898	66,955	6	7,057	1,820	13.52	36.79
AU11020	1.50%	7/1/2020	12/31/2020	24,981	32,144	39,307	46,470	53,633	60,796	67,959	6	7,163	1,820	13.73	37.34
AU11020	1.50%	1/1/2021	6/30/2021	25,356	32,626	39,897	47,167	54,438	61,708	68,979	6	7,271	1,820	13.93	37.90
AU11020	1.50%	7/1/2021	12/31/2021	25,736	33,116	40,495	47,875	55,254	62,634	70,014	6	7,380	1,820	14.14	38.47
AU11020	1.50%	1/1/2022	6/30/2022	26,122	33,612	41,103	48,593	56,083	63,573	71,064	6	7,490	1,820	14.35	39.05
AU11020	1.50%	7/1/2022	12/31/2022	26,514	34,117	41,719	49,322	56,924	64,527	72,130	6	7,603	1,820	14.57	39.63
Truck Driver															
AU11030	0.00%	1/1/2018	12/31/2018	19,008	26,073	33,138	40,203	47,267	54,332	61,397	6	7,065	2,080	9.14	29.52
AU11030	1.00%	1/1/2019	12/31/2019	19,198	26,334	33,469	40,605	47,740	54,875	62,011	6	7,135	2,080	9.23	29.81
AU11030	1.50%	1/1/2020	6/30/2020	19,486	26,729	33,971	41,214	48,456	55,699	62,941	6	7,242	2,080	9.37	30.26
AU11030	1.50%	7/1/2020	12/31/2020	19,778	27,130	34,481	41,832	49,183	56,534	63,885	6	7,351	2,080	9.51	30.71
AU11030	1.50%	1/1/2021	6/30/2021	20,075	27,537	34,998	42,459	49,921	57,382	64,843	6	7,461	2,080	9.65	31.17
AU11030	1.50%	7/1/2021	12/31/2021	20,376	27,950	35,523	43,096	50,669	58,243	65,816	6	7,573	2,080	9.80	31.64
AU11030	1.50%	1/1/2022	6/30/2022	20,682	28,369	36,056	43,743	51,430	59,116	66,803	6	7,687	2,080	9.94	32.12
AU11030	1.50%	7/1/2022	12/31/2022	20,992	28,794	36,597	44,399	52,201	60,003	67,805	6	7,802	2,080	10.09	32.60
Violations Clerk															
AU11040	0.00%	1/1/2018	12/31/2018	36,680	41,723	46,765	51,807	56,849	61,892	66,934	6	5,042	1,820	20.15	36.78
AU11040	1.00%	1/1/2019	12/31/2019	37,047	42,140	47,232	52,325	57,418	62,511	67,603	6	5,093	1,820	20.36	37.14
AU11040	1.50%	1/1/2020	6/30/2020	37,603	42,772	47,941	53,110	58,279	63,448	68,618	6	5,169	1,820	20.66	37.70
AU11040	1.50%	7/1/2020	12/31/2020	38,167	43,413	48,660	53,907	59,153	64,400	69,647	6	5,247	1,820	20.97	38.27
AU11040	1.50%	1/1/2021	6/30/2021	38,739	44,065	49,390	54,715	60,041	65,366	70,692	6	5,325	1,820	21.29	38.84
AU11040	1.50%	7/1/2021	12/31/2021	39,320	44,726	50,131	55,536	60,941	66,347	71,752	6	5,405	1,820	21.60	39.42
AU11040	1.50%	1/1/2022	6/30/2022	39,910	45,396	50,883	56,369	61,855	67,342	72,828	6	5,486	1,820	21.93	40.02
AU11040	1.50%	7/1/2022	12/31/2022	40,509	46,077	51,646	57,215	62,783	68,352	73,921	6	5,569	1,820	22.26	40.62

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Zoning Officer															
AU11050	0.00%	1/1/2018	12/31/2018	19,008	28,129	37,249	46,369	55,490	64,610	73,731	6	9,120	1,820	10.44	40.51
AU11050	1.00%	1/1/2019	12/31/2019	19,198	28,410	37,621	46,833	56,045	65,256	74,468	6	9,212	1,820	10.55	40.92
AU11050	1.50%	1/1/2020	6/30/2020	19,486	28,836	38,186	47,535	56,885	66,235	75,585	6	9,350	1,820	10.71	41.53
AU11050	1.50%	7/1/2020	12/31/2020	19,778	29,268	38,759	48,249	57,739	67,229	76,719	6	9,490	1,820	10.87	42.15
AU11050	1.50%	1/1/2021	6/30/2021	20,075	29,708	39,340	48,972	58,605	68,237	77,869	6	9,632	1,820	11.03	42.79
AU11050	1.50%	7/1/2021	12/31/2021	20,376	30,153	39,930	49,707	59,484	69,261	79,037	6	9,777	1,820	11.20	43.43
AU11050	1.50%	1/1/2022	6/30/2022	20,682	30,605	40,529	50,452	60,376	70,299	80,223	6	9,924	1,820	11.36	44.08
AU11050	1.50%	7/1/2022	12/31/2022	20,992	31,064	41,137	51,209	61,282	71,354	81,426	6	10,072	1,820	11.53	44.74
Returning Retiree Limited/Any Full Time Position, Part Time Hourly Rate as per positions above															
AU11060	0.00%	1/1/2017	12/31/2022	15,000	15,000	15,000	15,000	15,000	15,000	15,000	0	-	1,820	8.24	44.38
Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.															

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

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

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

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES

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

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

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES

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

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

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES

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

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Optometrist															
MA10280	0.00%	1/1/2018	12/31/2018	43,243	50,097	56,950	63,803	70,656	77,509	84,362	6	6,853	1,820	23.76	46.35
MA10280	1.00%	1/1/2019	12/31/2019	43,676	50,598	57,519	64,441	71,362	78,284	85,206	6	6,922	1,820	24.00	46.82
MA10280	1.50%	1/1/2020	6/30/2020	44,331	51,356	58,382	65,407	72,433	79,458	86,484	6	7,025	1,820	24.36	47.52
MA10280	1.50%	7/1/2020	12/31/2020	44,996	52,127	59,258	66,389	73,519	80,650	87,781	6	7,131	1,820	24.72	48.23
MA10280	1.50%	1/1/2021	6/30/2021	45,671	52,909	60,147	67,384	74,622	81,860	89,098	6	7,238	1,820	25.09	48.95
MA10280	1.50%	7/1/2021	12/31/2021	46,356	53,702	61,049	68,395	75,742	83,088	90,434	6	7,346	1,820	25.47	49.69
MA10280	1.50%	1/1/2022	6/30/2022	47,051	54,508	61,964	69,421	76,878	84,334	91,791	6	7,457	1,820	25.85	50.43
MA10280	1.50%	7/1/2022	12/31/2022	47,757	55,326	62,894	70,462	78,031	85,599	93,168	6	7,568	1,820	26.24	51.19
Police Chief **															
MA10290	0.00%	1/1/2018	12/31/2018	152,448						167,059	2	7,306	1,820	83.76	91.79
MA10290	1.00%	1/1/2019	12/31/2019	153,972						168,730	2	7,379	1,820	84.60	92.71
MA10290	1.50%	1/1/2020	6/30/2020	156,282						171,261	2	7,489	1,820	85.87	94.10
MA10290	1.50%	7/1/2020	12/31/2020	158,626						173,829	2	7,602	1,820	87.16	95.51
MA10290	1.50%	1/1/2021	6/30/2021	161,006						176,437	2	7,716	1,820	88.46	96.94
MA10290	1.50%	7/1/2021	12/31/2021	163,421						179,083	2	7,831	1,820	89.79	98.40
MA10290	1.50%	1/1/2022	6/30/2022	165,872						181,770	2	7,949	1,820	91.14	99.87
MA10290	1.50%	7/1/2022	12/31/2022	168,360						184,496	2	8,068	1,820	92.51	101.37
Police Director															
MA10300	0.00%	1/1/2018	12/31/2018	58,277	72,474	86,671	100,869	115,066	129,264	143,461	6	14,197	1,820	32.02	78.82
MA10300	1.00%	1/1/2019	12/31/2019	58,860	73,199	87,538	101,877	116,217	130,556	144,895	6	14,339	1,820	32.34	79.61
MA10300	1.50%	1/1/2020	6/30/2020	59,742	74,297	88,851	103,406	117,960	132,514	147,069	6	14,554	1,820	32.83	80.81
MA10300	1.50%	7/1/2020	12/31/2020	60,639	75,411	90,184	104,957	119,729	134,502	149,275	6	14,773	1,820	33.32	82.02
MA10300	1.50%	1/1/2021	6/30/2021	61,548	76,542	91,537	106,531	121,525	136,520	151,514	6	14,994	1,820	33.82	83.25
MA10300	1.50%	7/1/2021	12/31/2021	62,471	77,691	92,910	108,129	123,348	138,568	153,787	6	15,219	1,820	34.32	84.50
MA10300	1.50%	1/1/2022	6/30/2022	63,408	78,856	94,303	109,751	125,199	140,646	156,094	6	15,448	1,820	34.84	85.77
MA10300	1.50%	7/1/2022	12/31/2022	64,360	80,039	95,718	111,397	127,076	142,756	158,435	6	15,679	1,820	35.36	87.05

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

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

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

APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS																
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HLRY MIN	HLRY MAX	
Assistant Supervising Mechanic																
TS10005	0.00%	1/1/2010	12/31/2010	20,000	28,025	36,051	44,076	52,102	60,127	68,150	6	8,025	2,040	9.80	33.41	
TS10005	0.00%	1/1/2011	12/31/2011	20,000	28,025	36,050	44,075	52,100	60,125	68,150	6	8,025	2,040	9.80	33.41	
TS10005	2.00%	1/1/2012	12/31/2012	20,000	28,252	36,504	44,757	53,009	61,261	69,513	6	8,252	2,040	9.80	34.08	
TS10005	2.00%	1/1/2013	12/31/2013	20,000	28,484	36,968	45,452	53,936	62,419	70,903	6	8,484	2,040	9.80	34.76	
TS10005	0.00%	1/1/2014	12/31/2014	20,000	28,484	36,968	45,452	53,936	62,419	70,903	6	8,484	2,040	9.80	34.76	
TS10005	1.50%	1/1/2015	12/31/2015	20,300	28,911	37,522	46,133	54,745	63,356	71,967	6	8,611	2,040	9.95	35.28	
TS10005	2.00%	1/1/2016	12/31/2016	20,706	30,355	40,003	49,652	59,301	68,949	78,598	6	9,649	2,040	10.15	38.53	
TS10005	2.00%	1/1/2017	12/31/2017	21,120	30,962	40,803	50,645	60,487	70,328	80,170	6	9,842	2,040	10.35	39.30	
Assistant Supervisor																
TS10010	0.00%	1/1/2010	12/31/2010	20,000	28,025	36,051	44,076	52,102	60,127	68,150	6	8,025	2,040	9.80	33.41	
TS10010	0.00%	1/1/2011	12/31/2011	20,000	28,025	36,050	44,075	52,100	60,125	68,150	6	8,025	2,040	9.80	33.41	
TS10010	2.00%	1/1/2012	12/31/2012	20,000	28,252	36,504	44,757	53,009	61,261	69,513	6	8,252	2,040	9.80	34.08	
TS10010	2.00%	1/1/2013	12/31/2013	20,000	28,484	36,968	45,452	53,936	62,419	70,903	6	8,484	2,040	9.80	34.76	
TS10010	0.00%	1/1/2014	12/31/2014	20,000	28,484	36,968	45,452	53,936	62,419	70,903	6	8,484	2,040	9.80	34.76	
TS10010	1.50%	1/1/2015	12/31/2015	20,300	28,911	37,522	46,133	54,745	63,356	71,967	6	8,611	2,040	9.95	35.28	
TS10010	2.00%	1/1/2016	12/31/2016	20,706	30,355	40,003	49,652	59,301	68,949	78,598	6	9,649	2,040	10.15	38.53	
TS10010	2.00%	1/1/2017	12/31/2017	21,120	30,962	40,803	50,645	60,487	70,328	80,170	6	9,842	2,040	10.35	39.30	
Assistant Supervisor Public Works																
TS10020	0.00%	1/1/2010	12/31/2010	20,000	28,025	36,051	44,076	52,102	60,127	68,150	6	8,025	2,040	9.80	33.41	
TS10020	0.00%	1/1/2011	12/31/2011	20,000	28,025	36,050	44,075	52,100	60,125	68,150	6	8,025	2,040	9.80	33.41	
TS10020	2.00%	1/1/2012	12/31/2012	20,000	28,252	36,504	44,757	53,009	61,261	69,513	6	8,252	2,040	9.80	34.08	
TS10020	2.00%	1/1/2013	12/31/2013	20,000	28,484	36,968	45,452	53,936	62,419	70,903	6	8,484	2,040	9.80	34.76	
TS10020	0.00%	1/1/2014	12/31/2014	20,000	28,817	37,634	46,452	55,269	64,086	72,903	6	8,817	2,040	9.80	35.74	
TS10020	1.50%	1/1/2015	12/31/2015	20,300	29,588	38,876	48,163	57,451	66,739	76,027	6	9,288	2,040	9.95	37.27	
TS10020	2.00%	1/1/2016	12/31/2016	20,706	30,355	40,003	49,652	59,301	68,949	78,598	6	9,649	2,040	10.15	38.53	
TS10020	2.00%	1/1/2017	12/31/2017	21,120	30,962	40,803	50,645	60,487	70,328	80,170	6	9,842	2,040	10.35	39.30	
Assistant Supervisor of Public Works/Certified Pool Operator																
TS10030	0.00%	1/1/2014	12/31/2014	25,000	33,817	42,635	51,453	60,271	69,088	77,903	6	8,817	2,040	12.25	38.19	
TS10030	1.50%	1/1/2015	12/31/2015	25,375	34,663	43,951	53,238	62,526	71,814	81,102	6	9,288	2,040	12.44	39.76	
TS10030	2.00%	1/1/2016	12/31/2016	25,883	35,356	44,830	54,303	63,777	73,250	82,724	6	9,474	2,040	12.69	40.55	
TS10030	2.00%	1/1/2017	12/31/2017	26,400	36,063	45,726	55,389	65,052	74,715	84,378	6	9,663	2,040	12.94	41.36	
											#VALUE!					

APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS																
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX	
Assistant Supervisor of Public Works/Parking Meter Collector																
TS10040	0.00%	1/1/2014	12/31/2014	22,000	30,817	39,635	48,453	57,271	66,088	74,903	6	8,817	2,040	10.78	36.72	
TS10040	1.50%	1/1/2015	12/31/2015	22,330	31,279	40,229	49,178	58,128	67,077	76,027	6	8,949	2,040	10.95	37.27	
TS10040	2.00%	1/1/2016	12/31/2016	20,706	30,354	40,003	49,652	59,300	68,949	78,598	6	9,649	2,040	10.15	38.53	
TS10040	2.00%	1/1/2017	12/31/2017	21,120	30,961	40,803	50,645	60,486	70,328	80,170	6	9,842	2,040	10.35	39.30	
Supervisor of the Department of Public Works																
TS10050	0.00%	1/1/2010	12/31/2010	20,000	29,260	38,520	47,779	57,038	66,298	75,559	6	9,260	2,040	9.80	37.04	
TS10050	0.00%	1/1/2011	12/31/2011	20,000	29,260	38,520	47,780	57,039	66,299	75,559	6	9,260	2,040	9.80	37.04	
TS10050	2.00%	1/1/2012	12/31/2012	20,000	29,512	39,023	48,535	58,047	67,558	77,070	6	9,512	2,040	9.80	37.78	
TS10050	2.00%	1/1/2013	12/31/2013	20,000	29,769	39,537	49,306	59,074	68,843	78,612	6	9,769	2,040	9.80	38.54	
TS10050	0.00%	1/1/2014	12/31/2014	20,000	29,769	39,537	49,306	59,074	68,843	78,612	6	9,769	2,040	9.80	38.54	
TS10050	1.50%	1/1/2015	12/31/2015	20,300	30,215	40,130	50,045	59,961	69,876	79,791	6	9,915	2,040	9.95	39.11	
TS10050	2.00%	1/1/2016	12/31/2016	20,706	30,820	40,933	51,047	61,160	71,274	81,387	6	10,114	2,040	10.15	39.90	
TS10050	2.00%	1/1/2017	12/31/2017	21,120	31,436	41,752	52,068	62,383	72,699	83,015	6	10,316	2,040	10.35	40.69	
Supervisor of the Department of Public Works/Certified Pool Operator																
TS10060	1.50%	1/1/2015	12/31/2015	25,375	35,290	45,205	55,121	65,036	74,951	84,866	6	9,915	2,040	12.44	41.60	
TS10060	2.00%	1/1/2016	12/31/2016	25,883	35,996	46,110	56,223	66,337	76,450	86,564	6	10,114	2,040	12.69	42.43	
TS10060	2.00%	1/1/2017	12/31/2017	26,400	36,716	47,032	57,347	67,663	77,979	88,295	6	10,316	2,040	12.94	43.28	
Supervising Mechanic																
TS10070	0.00%	1/1/2010	12/31/2010	20,000	29,260	38,520	47,779	57,038	66,298	75,559	6	9,260	2,040	9.80	37.04	
TS10070	0.00%	1/1/2011	12/31/2011	20,000	29,260	38,520	47,780	57,039	66,299	75,559	6	9,260	2,040	9.80	37.04	
TS10070	2.00%	1/1/2012	12/31/2012	20,000	29,512	39,023	48,535	58,047	67,558	77,070	6	9,512	2,040	9.80	37.78	
TS10070	2.00%	1/1/2013	12/31/2013	20,000	29,769	39,537	49,306	59,074	68,843	78,612	6	9,769	2,040	9.80	38.54	
TS10070	0.00%	1/1/2014	12/31/2014	20,000	29,769	39,537	49,306	59,074	68,843	78,612	6	9,769	2,040	9.80	38.54	
TS10070	1.50%	1/1/2015	12/31/2015	20,300	30,215	40,130	50,045	59,961	69,876	79,791	6	9,915	2,040	9.95	39.11	
TS10070	2.00%	1/1/2016	12/31/2016	20,706	30,819	40,933	51,046	61,160	71,273	81,387	6	10,113	2,040	10.15	39.90	
TS10070	2.00%	1/1/2017	12/31/2017	21,120	31,436	41,752	52,067	62,383	72,699	83,014	6	10,316	2,040	10.35	40.69	

APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS																
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HLRY MIN	HLRY MAX	
Sewer Repairer Supervisor																
TS10080	0.00%	1/1/2010	12/31/2010	20,000	29,260	38,520	47,779	57,038	66,298	75,559	6	9,260	2,040	9.80	37.04	
TS10080	0.00%	1/1/2011	12/31/2011	20,000	29,260	38,520	47,780	57,039	66,299	75,559	6	9,260	2,040	9.80	37.04	
TS10080	2.00%	1/1/2012	12/31/2012	20,000	29,512	39,023	48,535	58,047	67,558	77,070	6	9,512	2,040	9.80	37.78	
TS10080	2.00%	1/1/2013	12/31/2013	20,000	29,769	39,537	49,306	59,074	68,843	78,612	6	9,769	2,040	9.80	38.54	
TS10080	0.00%	1/1/2014	12/31/2014	20,000	29,769	39,537	49,306	59,074	68,843	78,612	6	9,769	2,040	9.80	38.54	
TS10080	1.50%	1/1/2015	12/31/2015	20,300	30,215	40,130	50,045	59,961	69,876	79,791	6	9,915	2,040	9.95	39.11	
TS10080	2.00%	1/1/2016	12/31/2016	20,706	30,819	40,933	51,046	61,160	71,273	81,387	6	10,113	2,040	10.15	39.90	
TS10080	2.00%	1/1/2017	12/31/2017	21,120	31,436	41,752	52,067	62,383	72,699	83,014	6	10,316	2,040	10.35	40.69	
Tree Maintenance Supervisor																
TS10090	0.00%	1/1/2010	12/31/2010	20,000	29,260	38,520	47,779	57,038	66,298	75,559	6	9,260	2,040	9.80	37.04	
TS10090	0.00%	1/1/2011	12/31/2011	20,000	29,260	38,520	47,780	57,039	66,299	75,559	6	9,260	2,040	9.80	37.04	
TS10090	2.00%	1/1/2012	12/31/2012	20,000	29,512	39,023	48,535	58,047	67,558	77,070	6	9,512	2,040	9.80	37.78	
TS10090	2.00%	1/1/2013	12/31/2013	20,000	29,769	39,537	49,306	59,074	68,843	78,612	6	9,769	2,040	9.80	38.54	
TS10090	0.00%	1/1/2014	12/31/2014	20,000	29,769	39,537	49,306	59,074	68,843	78,612	6	9,769	2,040	9.80	38.54	
TS10090	1.50%	1/1/2015	12/31/2015	20,300	30,215	40,130	50,045	59,961	69,876	79,791	6	9,915	2,040	9.95	39.11	
TS10090	2.00%	1/1/2016	12/31/2016	20,706	30,819	40,933	51,046	61,160	71,273	81,387	6	10,113	2,040	10.15	39.90	
TS10090	2.00%	1/1/2017	12/31/2017	21,120	31,436	41,752	52,067	62,383	72,699	83,014	6	10,316	2,040	10.35	40.69	
Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.																

APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS																	
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	6	7	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Public Safety Telecommunications Operator - Bilingual Hired after 1/31/2014																	
TC10040	0.00%	1/1/2010	12/31/2010	18,000	21,987	25,975	29,962	33,950	37,936	41,923	45,910	49,895	8	3,987	2,080	8.65	23.99
TC10040	0.00%	1/1/2011	12/31/2011	18,000	21,987	25,974	29,961	33,948	37,934	41,921	45,908	49,895	8	3,987	2,080	8.65	23.99
TC10040	2.00%	1/1/2012	12/31/2012	18,000	22,112	26,223	30,335	34,446	38,558	42,670	46,781	50,893	8	4,112	2,080	8.65	24.47
TC10040	2.00%	1/1/2013	12/31/2013	18,000	22,239	26,478	30,717	34,955	39,194	43,433	47,672	51,911	8	4,239	2,080	8.65	24.96
TC10040	0.00%	1/1/2014	12/31/2014	18,000	22,239	26,478	30,717	34,955	39,194	43,433	47,672	51,911	8	4,239	2,080	8.65	24.96
TC10040	1.50%	1/1/2015	12/31/2015	18,270	22,572	26,875	31,177	35,480	39,782	44,085	48,387	52,689	8	4,302	2,080	8.78	25.33
TC10040	2.00%	1/1/2016	12/31/2016	18,635	23,024	27,412	31,801	36,189	40,578	44,966	49,355	53,743	8	4,388	2,080	8.96	25.84
TC10040	2.00%	1/1/2017	12/31/2017	19,008	23,484	27,961	32,437	36,913	41,389	45,866	50,342	54,818	8	4,476	2,080	9.14	26.35
Public Safety Telecommunications Operator																	
TC10050	0.00%	1/1/2010	12/31/2010	20,000	23,943	27,887	31,831	35,775	39,718			43,659	6	3,943	2,080	13.41	20.99
TC10050	0.00%	1/1/2011	12/31/2011	20,000	23,943	27,886	31,830	35,773	39,716			43,659	6	3,943	2,080	13.41	20.99
TC10050	2.00%	1/1/2012	12/31/2012	20,000	24,089	28,177	32,266	36,355	40,443			44,532	6	4,089	2,080	13.55	21.41
TC10050	2.00%	1/1/2013	12/31/2013	20,000	24,237	28,474	32,711	36,949	41,186			45,423	6	4,237	2,080	13.69	21.84
TC10050	0.00%	1/1/2014	12/31/2014	20,000	24,237	28,474	32,711	36,949	41,186			45,423	6	4,237	2,080	13.69	21.84
TC10050	1.50%	1/1/2015	12/31/2015	20,300	24,601	28,901	33,202	37,503	41,803			46,104	6	4,301	2,080	13.89	22.17
TC10050	2.00%	1/1/2016	12/31/2016	20,706	25,093	29,479	33,866	38,253	42,640			47,026	6	4,387	2,080	14.17	22.61
TC10050	2.00%	1/1/2017	12/31/2017	21,120	25,595	30,069	34,543	39,018	43,492			47,967	6	4,474	2,080	14.46	23.06
Public Safety Telecommunications Operator - Trainee																	
TC10060	0.00%	1/1/2010	12/31/2010	20,000	23,943	27,887	31,831	35,775	39,718			43,659	6	3,943	2,080	13.41	20.99
TC10060	0.00%	1/1/2011	12/31/2011	20,000	23,943	27,886	31,830	35,773	39,716			43,659	6	3,943	2,080	13.41	20.99
TC10060	2.00%	1/1/2012	12/31/2012	20,000	24,089	28,177	32,266	36,355	40,443			44,532	6	4,089	2,080	13.55	21.41
TC10060	2.00%	1/1/2013	12/31/2013	20,000	24,237	28,474	32,711	36,949	41,186			45,423	6	4,237	2,080	13.69	21.84
TC10060	0.00%	1/1/2014	12/31/2014	20,000	24,237	28,474	32,711	36,949	41,186			45,423	6	4,237	2,080	13.69	21.84
TC10060	1.50%	1/1/2015	12/31/2015	20,300	24,601	28,901	33,202	37,503	41,803			46,104	6	4,301	2,080	13.89	22.17
TC10060	2.00%	1/1/2016	12/31/2016	20,706	25,093	29,479	33,866	38,253	42,640			47,026	6	4,387	2,080	14.17	22.61
TC10060	2.00%	1/1/2017	12/31/2017	21,120	25,595	30,069	34,543	39,018	43,492			47,967	6	4,474	2,080	14.46	23.06
Public Safety Telecommunications Operator Hired after 1/31/2014																	
TC10070	0.00%	1/1/2010	12/31/2010	20,000	22,957	25,916	28,873	31,832	34,789	37,746	40,704	43,659	8	2,957	2,080	12.46	20.99
TC10070	0.00%	1/1/2011	12/31/2011	20,000	22,957	25,915	28,872	31,830	34,787	37,744	40,702	43,659	8	2,957	2,080	12.46	20.99
TC10070	2.00%	1/1/2012	12/31/2012	20,000	23,067	26,133	29,200	32,266	35,333	38,399	41,466	44,532	8	3,067	2,080	12.56	21.41
TC10070	2.00%	1/1/2013	12/31/2013	20,000	23,178	26,356	29,534	32,711	35,889	39,067	42,245	45,423	8	3,178	2,080	12.67	21.84
TC10070	0.00%	1/1/2014	12/31/2014	20,000	23,178	26,356	29,534	32,711	35,889	39,067	42,245	45,423	8	3,178	2,080	12.67	21.84
TC10070	1.50%	1/1/2015	12/31/2015	20,300	23,526	26,751	29,977	33,202	36,428	39,653	42,879	46,104	8	3,226	2,080	12.86	22.17
TC10070	2.00%	1/1/2016	12/31/2016	20,706	23,996	27,286	30,576	33,866	37,156	40,446	43,736	47,026	8	3,290	2,080	13.12	22.61
TC10070	2.00%	1/1/2017	12/31/2017	21,120	24,476	27,832	31,188	34,543	37,899	41,255	44,611	47,967	8	3,356	2,080	13.38	23.06

APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS																	
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	6	7	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Public Safety Telecommunications Operator - Trainee Hired after 1/31/2014																	
TC10080	0.00%	1/1/2010	12/31/2010	20,000	22,957	25,916	28,873	31,832	34,789	37,746	40,704	43,659	8	2,957	2,080	12.46	20.99
TC10080	0.00%	1/1/2011	12/31/2011	20,000	22,957	25,915	28,872	31,830	34,787	37,744	40,702	43,659	8	2,957	2,080	12.46	20.99
TC10080	2.00%	1/1/2012	12/31/2012	20,000	23,067	26,133	29,200	32,266	35,333	38,399	41,466	44,532	8	3,067	2,080	12.56	21.41
TC10080	2.00%	1/1/2013	12/31/2013	20,000	23,178	26,356	29,534	32,711	35,889	39,067	42,245	45,423	8	3,178	2,080	12.67	21.84
TC10080	0.00%	1/1/2014	12/31/2014	20,000	23,178	26,356	29,534	32,711	35,889	39,067	42,245	45,423	8	3,178	2,080	12.67	21.84
TC10080	1.50%	1/1/2015	12/31/2015	20,300	23,526	26,751	29,977	33,202	36,428	39,653	42,879	46,104	8	3,226	2,080	12.86	22.17
TC10080	2.00%	1/1/2016	12/31/2016	20,706	23,996	27,286	30,576	33,866	37,156	40,446	43,736	47,026	8	3,290	2,080	13.12	22.61
TC10080	2.00%	1/1/2017	12/31/2017	21,120	24,476	27,832	31,188	34,543	37,899	41,255	44,611	47,967	8	3,356	2,080	13.38	23.06
Senior Public Safety Telecommunications Operator Hired after 1/31/2014																	
TC10100	0.00%	1/1/2010	12/31/2010	20,000	25,270	30,541	35,811	41,083	46,353	51,623	56,893	62,161	8	5,270	2,080	14.68	29.89
TC10100	0.00%	1/1/2011	12/31/2011	20,000	25,270	30,540	35,810	41,081	46,351	51,621	56,891	62,161	8	5,270	2,080	14.68	29.89
TC10100	2.00%	1/1/2012	12/31/2012	20,000	25,426	30,851	36,277	41,702	47,128	52,553	57,979	63,404	8	5,426	2,080	14.83	30.48
TC10100	2.00%	1/1/2013	12/31/2013	20,000	25,584	31,168	36,752	42,336	47,920	53,504	59,088	64,672	8	5,584	2,080	14.98	31.09
TC10100	0.00%	1/1/2014	12/31/2014	20,000	25,584	31,168	36,752	42,336	47,920	53,504	59,088	64,672	8	5,584	2,080	14.98	31.09
TC10100	1.50%	1/1/2015	12/31/2015	20,300	25,968	31,636	37,303	42,971	48,639	54,307	59,975	65,642	8	5,668	2,080	15.21	31.56
TC10100	2.00%	1/1/2016	12/31/2016	20,706	26,487	32,268	38,049	43,831	49,612	55,393	61,174	66,955	8	5,781	2,080	15.51	32.19
TC10100	2.00%	1/1/2017	12/31/2017	21,120	27,017	32,914	38,810	44,707	50,604	56,501	62,398	68,294	8	5,897	2,080	15.82	32.83
Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.																	

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

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

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

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

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

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

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

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

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

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

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

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

APPENDIX 10 - SALARY RANGES - UNIFORM TITLES - POLICE

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

**AN ORDINANCE AMENDING CHAPTER 2, SECTIONS 6.6 and 6.7 and CHAPTER 15,
SECTION 2.9 OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST
ORANGE
(Database of Residents in Need of Special Assistance)**

BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY that Chapter 2 and Chapter 15 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 authorize the Township of West Orange Clerk to maintain a confidential database of residents who identify themselves as being in need of special assistance in the event of an emergency consistent with a bill adopted by the New Jersey State Legislature on or about January 8, 2018. This confidential database of residents shall be confidential and exempt from disclosure under the Open Public Records Act and only provided to the West Orange Police Department and the West Orange Fire Department for use and reference in the case of emergencies.

II. CHAPTER 2, SECTION 6.6 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:

2-6.6 Database of Residents in Need of Special Assistance.

The Township Clerk shall maintain a list containing the names and addresses of residents who identify themselves as being in need of special assistance in the event of an emergency, and who request that this information be maintained on their behalf, for public safety purposes. The list shall be cross-indexed by name and address of each resident requesting to be on the list, and shall identify the special circumstances of each individual. The clerk shall provide the list solely and strictly for the purposes of emergency response to the West Orange Police Department, to the West Orange Fire Department, and to each first aid or rescue squad serving the Township, and shall ensure that they are provided with updates at least monthly.

A notice to Township residents advising them that such a list is being maintained by the Township Clerk for public safety purposes shall be included annually with the tax bills mailed to local property taxpayers. The notice shall include information as to how a municipal resident may add his or her name and address to the municipal list.

The Township Clerk shall notify each landlord who has filed a certificate of registration with the Township of the existence of the list, and shall provide the landlord with a copy of a notice to be provided to the landlord's tenants, including information as to how a tenant may be added to the list.

III. CHAPTER 2, SECTION 6.7 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:

2-6.7 Deputy Township Clerk.

The Township Council shall appoint for a term of two (2) years, a Deputy Township Clerk. The duties of this office shall be to assist the Township Clerk in all duties and functions delegated to the Clerk by law, ordinance, or the Township Council. The Deputy Clerk shall serve in the absence of the Township Clerk with all the duties, obligations, powers and privileges of the Clerk. The Deputy Clerk shall also perform such other duties as may be directed by the Council

IV. CHAPTER 15, SECTION 2.9 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO ADD THE FOLLOWING:

15-2.9 Notice of Database for Residents in Need of Special Assistance.

Within 30 days following notification by the municipal clerk of the establishment of a confidential database of residents who identify themselves as being in need of special assistance in the event of an emergency, and thereafter, at the time of creation of a tenancy, a landlord shall advise each tenant that the clerk of the municipality maintains a list containing the names and addresses of municipal residents who identify themselves as being in need of special assistance in the event of an emergency, and who request that this information be maintained on their behalf, for public safety purposes. The landlord shall provide each tenant with a copy of the notice from the municipal clerk including information as to how a tenant may be added to the list.

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.

ROBERT D. PARISI, MAYOR

**JERRY GUARINO
COUNCIL PRESIDENT**

KAREN J. CARNEVALE, R.M.C., MUNICIPAL CLERK

INTRODUCED: November 26, 2019

ADOPTED: December 17, 2019

Legislative History

The purpose of this ordinance is to authorize the Township of West Orange Clerk to maintain a confidential database of residents who identify themselves as being in need of special assistance in the event of an emergency consistent with a bill adopted by the New Jersey State Legislature on or about January 8, 2018. This confidential database of residents shall be confidential and exempt from disclosure under the Open Public Records Act and only provided to the West Orange Police Department and the West Orange Fire Department for use and reference in the case of emergencies.

ORDINANCE OF THE TOWNSHIP OF WEST ORANGE, COUNTY OF ESSEX, NEW JERSEY APPROVING AN APPLICATION FOR A LONG-TERM TAX EXEMPTION AND AUTHORIZING THE EXECUTION OF A FINANCIAL AGREEMENT WITH GREEN ESSEX PARTNERS URBAN RENEWAL, LLC

WHEREAS, Green Essex Partners Urban Renewal, LLC (the “**Entity**”) is the contract purchaser of certain property identified as Block 155, Lots 40.02 and 42.02, on the official Tax Maps of the Township of West Orange (the “**Property**”); and

WHEREAS, the Property is located within a redevelopment area that has been designated by the Township as an area in need of redevelopment pursuant to the Local Redevelopment and Housing Law, *N.J.S.A. 40A:12A-1 et seq.*, (as amended and supplemented, the “**Redevelopment Law**”); and

WHEREAS, on June 11, 2019, the Township Council of the Township of West Orange (the “**Township Council**”) adopted a redevelopment plan for the Property entitled, “Essex Green-Executive Drive Redevelopment Plan” dated May 1, 2019 (as the same may be amended and supplemented from time to time, the “**Redevelopment Plan**”); and

WHEREAS, the Entity proposes to redevelop the Property including; (1) demolition of all existing improvements on the Property, (2) merge Lots 40.02 and 42.02, (3) design, develop, finance, construct, operate and maintain a residential development consisting of one 4-story building with a basement wrapped around a 4-story parking deck and three additional 4-story buildings with basements with surface parking and individual parking garages, containing up to 425 rental apartments (approximately 20 studio units, 175 one-bedroom units, and 230 two-bedroom units), including up to 64 affordable units (not less than 15 percent of the total number of units constructed) and 361 market rate units, (4) amenity space including a pool, landscaped courtyard and various on grade landscaped park area, (5) construction and conveyance to the Township of a public dog park, (6) construction of library improvements, (7) conveyance to the Township of Lot 41.02, and (8) construction of all necessary on- and off-site infrastructure improvements (the “**Project**”); and

WHEREAS, in order to enhance the economic viability of and opportunity for a successful project, the Entity submitted to the Mayor an application dated as of November 19, 2019 (the “**Application**”), which is on file with the Township Clerk, seeking a tax exemption in connection with the Project pursuant to the Long Term Tax Exemption Law, *N.J.S.A. 40A:20-1 et seq.* (the “**Exemption Law**”), in exchange for which the Entity proposes to make payments to the Township in lieu of taxes; and

WHEREAS, the Entity also submitted to the Mayor a form of financial agreement referenced in the Application, establishing the rights, responsibilities and obligations of the Entity; and

WHEREAS, the Mayor submitted the Application and the financial agreement attached hereto as Exhibit A (the “**Financial Agreement**”) to the Township Council with his recommendation for approval, a copy of which recommendation is on file with the Township Clerk; and

WHEREAS, the Township Council has determined that the Project represents an undertaking permitted by the Exemption Law,

NOW, THEREFORE, BE IT ORDAINED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY AS FOLLOWS:

Section 1. The Application for tax exemption and Financial Agreement are hereby approved.

Section 2. The Mayor is hereby authorized to execute the Financial Agreement substantially in the form as attached hereto as Exhibit A, subject to modification or revision as deemed necessary and appropriate after consultation with counsel.

Section 3. The Clerk of the Township is hereby authorized and directed, upon execution of the Financial Agreement by the Mayor, to attest to the signature of the Mayor and to affix the corporate seal of the Township upon such document.

Section 4. The Township Clerk shall file certified copies of this ordinance and the Financial Agreement with the Tax Assessor of the Township in accordance with Section 12 of the Exemption Law.

Section 5. In accordance with P.L. 2015, c. 247, within ten (10) calendar days following the later of the effective date of this Ordinance or the execution of the Financial Agreement by the Entity, the Township Clerk also shall transmit a certified copy of this Ordinance and the Financial Agreement to the chief financial officer of Essex County and to the Essex County Counsel for informational purposes.

Section 6. The Mayor and Township Clerk are hereby authorized to take such action and to execute such other documents, on behalf of the Township, in consultation with counsel, as is necessary to effectuate the terms of the Financial Agreement.

Section 7. If any part(s) of this ordinance shall be deemed invalid, such part(s) shall be severed and the invalidity thereby shall not affect the remaining parts of this ordinance.

Section 8. This ordinance shall take effect in accordance with applicable law.

EXHIBIT A

FORM OF FINANCIAL AGREEMENT

THIS AGREEMENT AND THE ORDINANCE APPROVING THE SAME SECURES BONDS OR OTHER OBLIGATIONS ISSUED IN ACCORDANCE WITH THE PROVISIONS OF THE "REDEVELOPMENT AREA BOND FINANCING LAW" AND THE LIEN HEREOF IN FAVOR OF THE OWNERS OF SUCH BONDS OR OTHER OBLIGATIONS IS A MUNICIPAL LIEN SUPERIOR TO ALL OTHER NON-MUNICIPAL LIENS HEREAFTER RECORDED

Record and return to:

Richard D. Trenk, Esq.
McManimon, Scotland & Baumann, LLC
75 Livingston Avenue
Roseland, NJ 07068

Agreement

By and Between

The Township of West Orange

and

Green Essex Partners Urban Renewal, LLC

THIS FINANCIAL AGREEMENT (the “**Agreement**”), made this ____ day of December, 2019, by and between **GREEN ESSEX PARTNERS URBAN RENEWAL, LLC** (the “**Entity**”), a limited liability company of the State of New Jersey in accordance with the provisions of the *Long Term Tax Exemption Law of 1992*, as amended and supplemented, *N.J.S.A. 40A:20-1 et seq.* (the “**Exemption Law**”), with offices at c/o BNE Real Estate Group, 16 Microlab Road, Suite A, Livingston, New Jersey 07039, along with its permitted successors and/or assigns, and **THE TOWNSHIP OF WEST ORANGE**, a municipal corporation in the County of Essex and the State of New Jersey (the “**Township**”, and together with the Entity, the “**Parties**”).

WITNESSETH:

WHEREAS, the Mayor and Township Council (the “**Governing Body**”) of the Township, adopted Resolution 17-18 on January 9, 2018 designating, Block 155, Lots 40.02, 40.03, 41.02, 42.02, and Block 155.21, Lot 40 as an “area in need of redevelopment” (the “**Redevelopment Area**”) pursuant to the Local Redevelopment and Housing Law, *N.J.S.A. 40A:12A-1 et seq.* (the “**Redevelopment Law**”); and

WHEREAS, in accordance with the Redevelopment Law, the Township adopted Ordinance 2573-19 on June 11, 2019 enacting a redevelopment plan for the Redevelopment Area entitled “Essex Green-Executive Drive Redevelopment Plan” and dated May 1, 2019 (as further amended and supplemented from time to time, the “**Redevelopment Plan**”); and

WHEREAS, the Entity is the contract purchaser of Block 155, Lots 40.02 and 42.02, as further described in the legal description attached hereto as Exhibit 1 (the “**Property**”) and submitted a proposal to the Township to be designated by the Township as Entity for the Property; and

WHEREAS, the Township evaluated the Entity’s proposal and adopted Resolution 186-19 on July 16, 2019 designating the Entity as conditional Entity for the Property; and

WHEREAS, the Entity proposes the redevelopment of the Property including; (1) demolition of all existing improvements on the Property, (2) merge Lots 40.02 and 42.02, (3) design, develop, finance, construct, operate and maintain a residential development consisting of one 4-story building with a basement wrapped around a 4-story parking deck and three additional 4-story buildings with basements with surface parking and individual parking garages, containing up to 425 rental apartments (approximately 20 studio units, 175 one-bedroom units, and 230 two-bedroom units), including up to 64 affordable units (not less than 15 percent of the total number of units constructed) and 361 market rate units subject to Governmental Approvals, (4) amenity space including a pool, landscaped courtyard and various on grade landscaped park area, (5) construction and conveyance to the Township of a Public Dog Park as set forth in the Redevelopment Agreement (defined below), (6) construction of Library Improvements as set forth in the Redevelopment Agreement (defined below), (7) conveyance to the Township of Lot 41.02 as set forth in the Redevelopment Agreement (defined below), and (8) construction of all necessary on- and off-site Infrastructure Improvements as set forth in the Redevelopment Agreement (defined below) (the “**Project**”); and

WHEREAS, in order to implement the development, financing, construction, operation and management of the Project, the Parties are entering into a redevelopment agreement simultaneously with this Agreement (as may be amended and supplemented from time to time, the “**Redevelopment Agreement**”); and

WHEREAS, in order to enhance the economic viability of and opportunity for a successful Project, the Township will enter into this Agreement with the Entity governing payments made to the Township in lieu of real estate taxes on the Project pursuant to the Exemption Law; and

WHEREAS, the Project will require, among other items: (i) certain infrastructure improvements in and around the Property, including without limitation, utilities, roadways, pathways, sidewalks, and public rights of way (the “**Infrastructure**”); (ii) the construction of a public dog park for use by all residents of the Township; (iii) contributions toward construction of a Township public library, and (iv) the payment of fees and costs incurred by the Township in connection with the Project (items (i) - (iv) collectively referred to as the “**Developer Obligations**”); and

WHEREAS, to defray some of the costs of the Project, including without limitation, the Developer Obligations, thereby making the Project viable, the Township will issue bonds (the “**Bonds**”, as such term is more fully defined herein) in one or more series in an aggregate principal amount not to exceed \$4,500,000 (such aggregate principal amount inclusive of all bonds issued in accordance with this Agreement and any other project described under the Redevelopment Agreement) pursuant to the Redevelopment Area Bond Financing Law, *N.J.S.A. 40A:12A-64 et seq.* (the “**RAB Law**”); and

WHEREAS, the provisions of the Exemption Law and the RAB Law authorize the Township to accept, in lieu of real property taxes, an annual service charge paid by the Entity, as such term is defined herein, to the Township; and

WHEREAS, the Entity has filed an application (the “**Application**”, as further defined herein), with the Mayor of the Township for approval of a long-term tax exemption for the Improvements (as defined herein) to the extent permitted by the Exemption Law and the RAB Law; and

WHEREAS, the Township has made the following findings with respect to the Project:

A. Relative benefits of the Project:

- i. The Project will provide additional high-quality housing to support the renewal and revitalization of the Redevelopment Area.
- ii. The completion of the Infrastructure will benefit all residents of and visitors to the area.
- iii. The Project is expected to create approximately 500 construction jobs and 20 permanent jobs.

- iv. The Project is expected to contribute to the economic growth of the existing local businesses and to the creation of new businesses in the Township, which will cater to the new residents.
 - v. The Project will generate revenue to the Township in excess of the municipal revenue currently generated by ad valorem taxes on the Property.
 - vi. The Project creates the first public dog park in the Township.
 - vii. The Project helps to fund the construction of a new Township public library.
- B. Assessment of the importance of the tax exemption in obtaining development of the Project and influencing the locational decisions of probable occupants:
- i. The tax exemption permits better use of the Property through the completion of the Infrastructure.
 - ii. The tax exemption permits productive use of the Property and eliminates obsolete structures.
 - iii. The relative stability and predictability of the tax exemption will allow stabilization of the Project operating budget, allowing a high level of maintenance to the buildings over the life of the Project, which will insure the likelihood of the success of the Project and insure that it will have a positive impact on the surrounding area.
 - iv. Without the tax exemption, the Project would not be able to be financed and constructed in a manner that will allow the implementation of high-quality housing at price points that are consistent with the current market; and
- C. Based upon all of the foregoing, the Township has determined that the benefits to the Township accruing as a result of the Project, including but not limited to the revitalization of the Redevelopment Area, the generation of jobs, the construction of a public dog park, and the creation of additional high-quality housing in the Redevelopment Area, outweigh any costs to the Township resulting from the tax exemption granted herein.

WHEREAS, upon consideration of the Application and the Mayor's recommendations with respect thereto pursuant to *N.J.S.A. 40A:20-8*, the Township Council on [_____] adopted Ordinance No. [_____] approving the Application and authorizing the execution of this Agreement (the "**Ordinance**"); and

WHEREAS, in order to satisfy requirements of the Exemption Law and to set forth the terms and conditions under which the Parties shall carry out their respective obligations with respect to (a) the payment of the Annual Service Charge (as defined below) by the Entity, in lieu of real property taxes, and (b) the issuance of Bonds by the Township and provision for repayment thereof through a portion of the Annual Service Charge (as defined below), the Parties have determined to execute this Agreement.

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

ARTICLE I.

GENERAL PROVISIONS

Section 1.01 Governing Law – THIS AGREEMENT SHALL BE GOVERNED BY THE LAWS OF THIS STATE, INCLUDING THE PROVISIONS OF THE EXEMPTION LAW, THE REDEVELOPMENT LAW, THE RAB LAW AND ALL OTHER APPLICABLE LAWS. IT IS HEREBY EXPRESSLY ACKNOWLEDGED, UNDERSTOOD AND AGREED THAT UPON THE RECORDATION OF THE ORDINANCE AND THIS AGREEMENT IN ACCORDANCE WITH SECTION 16.05 HEREOF, EACH AND EVERY PARCEL OF LAND, AND ANY IMPROVEMENT RELATED THERETO AS SUCH TERMS ARE DEFINED HEREIN, SHALL BE SUBJECT TO AND GOVERNED BY THE TERMS OF THE AGREEMENT.

IT IS EXPRESSLY UNDERSTOOD AND AGREED THAT THE TOWNSHIP EXPRESSLY RELIES UPON THE FACTS, DATA, AND REPRESENTATIONS CONTAINED IN THE APPLICATION, ATTACHED HERETO AS EXHIBIT 2, IN GRANTING THIS TAX EXEMPTION.

Section 1.02 General Definitions – The following terms shall have the meaning assigned to such term in the preambles hereof:

<u>Agreement</u>	<u>Parties</u>
<u>Application</u>	<u>Project</u>
<u>Bonds</u>	<u>Property</u>
<u>Developer Obligations</u>	<u>RAB Law</u>
<u>Entity</u>	<u>Redevelopment Agreement</u>
<u>Exemption Law</u>	<u>Redevelopment Area</u>
<u>Governing Body</u>	<u>Redevelopment Law</u>
<u>Infrastructure</u>	<u>Redevelopment Plan</u>
<u>Land</u>	<u>Township</u>
<u>Ordinance</u>	

Unless specifically provided otherwise or the context otherwise requires, the following terms when used in this Agreement shall mean:

Administrative Fee – shall be as defined in Section 16.08 herein.

Affiliated Entity – shall mean Entity, its successors and assigns, and any other entity affiliated with the Entity.

AGR Calculation – shall be as defined in Section 4.03(a) herein.

Allowable Net Profit – shall mean the amount arrived at by applying the Allowable Profit Rate to the cost of the Project pursuant to the provisions of *N.J.S.A. 40A:20-3(c)*.

Allowable Profit Rate – shall mean the greater of (a) twelve percent (12%) or (b) the percentage per annum arrived at by adding one and one-quarter percent (1¼%) to the annual interest percentage rate payable on the Affiliated Entity's initial permanent mortgage financing. If the initial permanent mortgage is insured or guaranteed by a governmental agency, the mortgage insurance premium or similar charge shall be considered as interest for this purpose. If there is no permanent mortgage financing, or if the financing is internal or undertaken by a related party, the Allowable Profit Rate shall be the greater of (i) twelve percent (12%) or (ii) the percentage per annum arrived at by adding one and one-quarter percent (1¼%) per annum to the interest rate per annum that the Township determines to be the prevailing rate of mortgage financing on comparable improvements in the County. The provisions of *N.J.S.A. 40A:20-3(b)* are incorporated herein by reference.

Annual Bond Payments – shall mean any and all payments due and payable in any given year in accordance with the terms and provisions of the Bond Agreement, including without limitation, debt service, any and all fees relating to the Bonds including any administrative fees, the replenishment of any reserves established within the Bond Agreement, the makeup of any deficiencies in any funds and accounts under the Bond Agreement, and any arbitrage rebate amounts required under the Bond Agreement.

Annual Gross Revenue (also referred to as the “AGR”) – Annual gross revenue of the Entity, which shall include but not be limited to all rents and other receipts paid to the Entity, from whatever source derived. AGR shall specifically exclude insurance claim payments, tax refunds, Interest Income and Commercial Leasehold Improvement Income. The Entity has considered whether there is any insurance, operating, and maintenance expenses to be paid by a tenant of the Project which are ordinarily paid by a landlord and has concluded that there are none contemplated at this time. Any gain realized by the Entity on the sale of the Project or any portion thereof, whether or not taxable under federal or State law, shall not be included in computing AGR.

Annual Service Charge – shall mean the payment by the Entity pursuant to Article IV herein: (a) that the Entity has agreed to pay in part for municipal services supplied to the Project, (b) that is in lieu of any taxes on the Improvements and Land pursuant to *N.J.S.A. 40A:20-12*, (c) that shall be paid on the Annual Service Charge Payment Dates as defined herein, (d) that shall be pro-rated in the year in which this Agreement begins and the year in which this Agreement

terminates, and (e) a portion of which the municipality has pledged to secure the payment of the Bonds. The Annual Service Charge shall be calculated pursuant to Article IV hereof.

Annual Service Charge Payment Dates – shall mean February 1, May 1, August 1 and November 1 of each year commencing on the first such date following the Annual Service Charge Start Date and continuing in accordance with the term of this Agreement.

Annual Service Charge Start Date – shall mean the earlier of Substantial Completion or the date that the Project or any portion thereof, receives a Certificate of Occupancy, and shall be the date upon which the Annual Service Charge begins to accrue, *pro rata*.

Applicable Law – shall mean all federal, State and local laws, ordinances, approvals, rules, regulations and requirements applicable thereto including, but not limited to, the Ordinance, the Redevelopment Law, the RAB Law, the Exemption Law, relevant construction codes including construction codes governing access for people with disabilities, and such zoning, sanitary, pollution and other environmental safety ordinances, laws and such rules and regulations thereunder, including all applicable environmental laws, applicable federal and State labor standards and all applicable laws or regulations with respect to the payment of prevailing wages.

Application – shall mean the application filed by the Entity pursuant to N.J.S.A. 40A:20-8 with the Mayor of the Township for a long-term tax exemption for the Project, attached hereto as Exhibit 2.

Auditor's Report – shall mean a complete financial statement outlining the financial status of the Project (for a period of time as indicated by context), which shall also include a certification of Total Project Cost and clear computation of Net Profit as provided in N.J.S.A. 40A:20-3(c)(2). The contents of the Auditor's Report shall have been prepared in conformity with Generally Accepted Auditing Standards. The Auditor's Report shall be certified as to its conformance with such principles by a certified public accountant licensed to practice that profession in the State.

Bond Agreement – shall mean the agreement by and between the Bondholder and the Township setting forth the terms and conditions for the issuance and repayment of the Bonds.

Bond Resolution – shall mean the bond resolution(s) adopted by the Township in connection with issuance of not to exceed \$4,500,000 principal amount of redevelopment area bonds, as the same may be amended or supplemented in accordance with its terms.

Bondholder – shall mean any person who is the registered owner of any outstanding Bonds.

Bond Payment Account – shall mean any and all funds and accounts as established in accordance with, and pursuant to, the Bond Agreement.

Certificate of Occupancy – shall mean a temporary or permanent Certificate of Occupancy, as such term is defined in the New Jersey Administrative Code, as issued by the

Township authorizing occupancy of a building or any unit, in whole or in part, pursuant to N.J.S.A. 52:27D-133.

Change in Law – shall mean the enactment, promulgation, modification or repeal of or with respect to Applicable Law, including without limitation, the Exemption Law, the RAB Law, the Redevelopment Law or other similar statute with respect to the matters addressed by the terms of this Agreement and/or the transactions contemplated hereby.

Chief Financial Officer – shall mean the Township’s chief financial officer.

Completion, Complete or Completed – shall mean, with respect to the Project, (a) all work related to the Project in its entirety or any other work or actions to which such term is applied has been completed, acquired and/or installed in accordance with the Redevelopment Agreement and in compliance with Applicable Laws so that (i) the Project in its entirety may, in all respects, be used and operated under the applicable provisions of the Redevelopment Agreement, or (ii) with respect to any other work or action to which such term is applied, that the intended purpose of such work or action has been completed; (b) all permits, licenses and approvals that are required can be issued for the Project in its entirety or such other work or action to which such term is applied are in full force and effect; and (c) such “completion” has been evidenced by a written notice provided by the Entity with respect to the Project, which determination is reasonably acceptable to the Township.

County – shall mean the County of Essex.

County Share – shall mean five percent (5%) of the Annual Service Charge received, which shall be paid by the Township to the County as provided at Section 16.07 herein.

Default – shall mean a breach of or the failure of any Party to perform any obligation imposed upon such Party by the terms of this Agreement, or under Applicable Law, beyond any applicable grace or cure periods.

Exhibit(s) – shall mean any exhibit attached hereto, which shall be deemed to be a part of this Agreement, as if set forth in full in the text hereof.

Exemption Term – The period beginning on the Annual Service Charge Start Date and ending on the Termination Date.

Gross Revenue – shall have the meaning applied to such term in, and shall be calculated in accordance with, the Exemption Law, specifically N.J.S.A. 40A:20-3(a) and Section 8.06 hereof.

Improvements – shall mean any building, structure or fixture which is permanently affixed to the Land as part of the Project and became incorporated therein, which improvements are recognized and exempted from taxation under this Agreement.

In Rem Tax Foreclosure – shall mean a summary proceeding by which the Township may enforce the lien for taxes or other municipal charges due and owing by a tax sale. Said foreclosure is governed by *N.J.S.A. 54:5-1 et seq.*

Land – shall mean the real property, but not the Improvements, known as Block 155, Lots 40.02 and 42.02, all as set forth on the tax maps of the Township, and more particularly described by the metes and bounds description set forth as Exhibit 1 to this Agreement.

Land Taxes – Shall mean the amount of real estate taxes assessed on the value of Land.

Material Conditions – shall be as defined in Section 4.04 herein.

Net Profit – shall mean the Gross Revenue of the Entity pertaining to the Project less all operating and non-operating expenses of the Entity, all determined in accordance with generally accepted accounting principles and the provisions of *N.J.S.A. 40A:20-3(c)*. Without limiting the foregoing, included in expenses shall be payments of principal and interest made by the Entity in an amount sufficient to amortize (utilizing the straight-line method-equal annual amounts) the Total Project Cost over the term of the abatement granted pursuant to this Agreement as well as all other expenses permitted under the provisions of *N.J.S.A. 40A:20-3(c)*.

Owner – shall be as defined in Section 2.05(b) herein.

Pledged Annual Service Charge – shall mean the amount for any given year as set forth in the “Pledged” column on Exhibit 8, attached hereto

State – shall mean the State of New Jersey.

Substantial Completion – shall mean the date the work related to the Project, or any portion thereof, is sufficiently complete in accordance with the Redevelopment Plan and the Redevelopment Agreement so that the Project, or any portion thereof, may be occupied or utilized for the use for which it is intended. The issuance of a temporary Certificate of Occupancy shall be conclusive proof that the Project, or any portion thereof, has reached Substantial Completion.

Tax Assessor – shall mean the Township tax assessor.

Tax Collector – shall mean the Township tax collector.

Tax Sale Law – *N.J.S.A. 54:5-1 et seq.*, as the same may be amended or supplemented from time to time.

Term – shall be as defined in Section 3.01 herein.

Termination – shall mean the expiration of the term of this Agreement in accordance with Section 3.01 hereof which by operation of the terms of this Agreement shall cause the relinquishment of the tax exemption applicable to any Improvement.

Termination Date – The earlier to occur of (i) the thirty-fifth (35th) anniversary of the execution of this Agreement by both Parties; (ii) the thirtieth (30th) anniversary date of the ASC Commencement Date; or (iii) such other date as this Financial Agreement may terminate pursuant to the terms hereof or pursuant to Applicable Law.

TOD Calculation – shall be as defined in Section 4.03(b) herein.

Total Pledged and Unpledged Calculation – shall mean the “Total” column on Exhibit 8, attached hereto.

Total Tax Levy – shall mean the total annual tax levy assessed, charged and collected by the Township, consisting of the general municipal, county and school district tax levies, and including special assessments and other special taxes.

Unit – shall mean one of the 425 residential units to be built as part of the Project.

Unpledged Annual Service Charge – shall mean the amount for any given year as set forth in the “Minimum Unpledged” column on Exhibit 8, attached hereto.

Section 1.03 Interpretation and Construction – In this Agreement, unless the context otherwise requires:

(a) The terms "hereby", "hereof", "hereto", "herein", "hereunder" and any similar terms, as used in this Agreement, refer to this Agreement, and the term "hereafter" means after, and the term "heretofore" means before the date of delivery of this Agreement.

(b) Words importing a particular gender mean and include correlative words of every other gender and words importing the singular number mean and include the plural number and vice versa.

(c) Words importing persons mean and include firms, associations, partnerships (including limited partnerships), trusts, corporations, limited liability companies and other legal entities, including public or governmental bodies, as well as natural persons.

(d) Any headings preceding the texts of the several Articles and Sections of this Agreement, and any table of contents or marginal notes appended to copies hereof, shall be solely for convenience of reference and shall not constitute a part of this Agreement, nor shall they affect its meaning, construction or effect.

(e) Unless otherwise indicated, all approvals, consents and acceptances required to be given or made by any person or party hereunder shall not be unreasonably withheld, conditioned, or delayed.

(f) All notices to be given hereunder and responses thereto shall be given, unless a certain number of days is specified, in writing and within a reasonable time, which shall not be less than fifteen (15) days nor more than thirty (30) days, unless the context dictates otherwise.

(g) This Agreement shall become effective upon its execution and delivery by the parties hereto.

(h) All exhibits referred to in this Agreement and attached hereto are incorporated herein and made part hereof.

ARTICLE II.

BASIS OF AGREEMENT

Section 2.01 Covenant of Tax Exemption - The Township hereby grants its approval for a tax exemption for the Land and Improvements to be constructed and maintained in accordance with the terms and conditions of this Agreement and the provisions of Applicable Law, which Improvements shall be constructed on the Land.

Section 2.02 Representations of Entity - The Entity represents that its Certificate of Formation as attached hereto as Exhibit 3 contains all the requisite provisions of law, has been reviewed and approved by the Commissioner of the State Department of Community Affairs, and has been filed with, as appropriate, the State Department of Treasury, all in accordance with N.J.S.A. 40A:20-5.

Section 2.03 Construction of the Project - The Entity represents that it will construct the Project in accordance with the Redevelopment Agreement, the Redevelopment Plan and Applicable Law, the use of which is more specifically described in the Application attached hereto as Exhibit 2.

Section 2.04 Construction Schedule - The Entity agrees to diligently undertake to commence construction and complete the Project in accordance with the Estimated Construction Schedule attached hereto as Exhibit 4. To the extent the Parties mutually agree to a revision to the Estimated Construction Schedule in accordance with the Redevelopment Agreement, the Estimated Construction Schedule attached hereto as Exhibit 4 shall be deemed to be automatically amended.

Section 2.05 Ownership, Management and Control - (a) The Entity hereby represents that Larry Pantirer, Howard Schwartz, Alan Pines, and Jonathan Schwartz are each equal members of the Entity.

(b) The Entity hereby represents that West Orange Office Executive Park (the “Owner”) is the current owner of the Property and that on or before the commencement of construction of any portion of the Project as set forth herein, it will be the fee title owner of the Land upon which that portion of the Project is to be constructed and which is the subject of this Agreement, however, this representation shall not apply to the Land upon which the Infrastructure is to be constructed.

(c) The Township and the Entity each hereby expressly acknowledge and understand, respectively, that as of the date hereof (a) Entity is not the fee title owner of and shall acquire the

Property: (b) the Land set forth in this subsection (c) is not, as of the date hereof, subject to, nor governed by, the terms of this Agreement, and (c) upon the fee title acquisition of the Land set forth in this subsection (c), by the Entity, and the recordation of this Agreement and the Ordinance upon any such Land in accordance with Section 16.05 hereof, such Land, and any improvements related thereto shall be subject to and governed by the terms of this Agreement.

Section 2.06 Financial Plan – The Entity represents that the Improvements shall be financed in accordance with the Financial Plan attached hereto as Exhibit 5. The Plan sets forth estimated Total Project Cost, amortization rate on Total Project Cost, the source of funds, the interest rates to be paid on construction financing, the source and amount of paid-in capital, and the terms of any mortgage amortization.

Section 2.07 Statement of Rent Projections - The Entity represents that its good faith projections of the rent of Units in the Project are set forth in Exhibit 6 attached hereto.

ARTICLE III.

DURATION OF AGREEMENT

Section 3.01 Term - It is understood and agreed by the Parties that this Agreement, including the obligation to pay the Annual Service Charge required under Article IV hereof and the tax exemption granted and referred to in Section 2.01 hereof, shall, with respect to the Project, remain in full force and effect for thirty (30) years from the date of issuance of a Certificate of Occupancy for the Project, but in no event, longer than thirty-five (35) years from the date of execution hereof. The Entity may construct the Project in phases thus upon the completion of any phase of the Project, the term of 30-years for payment of the Annual Service Charge for such phase shall commence. In accordance with *N.J.S.A. 40A:20-12a(2)*, the total term for all phases of the Project shall not exceed 50 years. Upon Termination, the tax exemption for the Project shall expire and the Improvements and Land shall thereafter be assessed and taxed according to the general law applicable to other non-exempt property in the Township. Upon Termination, all restrictions and limitations upon the Entity shall terminate upon the Entity's rendering and the Township's acceptance of its final accounting, pursuant to *N.J.S.A. 40A:20-13*.

Section 3.02 No Voluntary Termination - NEITHER THE ENTITY NOR THE TOWNSHIP MAY AT ANY TIME TERMINATE THIS AGREEMENT DURING THE PERIOD WHEN ANY BOND REMAINS "OUTSTANDING" WITHIN THE MEANING OF THE BOND AGREEMENT. THE ENTITY FURTHER EXPRESSLY ACKNOWLEDGES, UNDERSTANDS AND AGREES THAT IN ACCORDANCE WITH THE RAB LAW, SPECIFICALLY *N.J.S.A. 40A:12A-66(a)*, THE RELINQUISHMENT PROVISIONS SET FORTH IN THE LONG-TERM TAX EXEMPTION LAW, SPECIFICALLY *N.J.S.A. 40A:20-9(g)* AND 13, SHALL NOT BE APPLICABLE IN ACCORDANCE WITH, PURSUANT TO, AND UNDER THIS AGREEMENT. THE ENTITY FURTHER EXPRESSLY REJECTS, REFUSES, RELINQUISHES, SURRENDERS, AND OTHERWISE WAIVES ANY AND ALL RIGHTS OF RELINQUISHMENT OF ITS STATUS UNDER THE REDEVELOPMENT LAW AND THIS AGREEMENT THAT IT MAY HAVE OTHERWISE BEEN ENTITLED TO IN

ACCORDANCE WITH ANY APPLICABLE LAW, INCLUDING WITHOUT LIMITATION, N.J.S.A. 40A:20-13.

Section 3.03 Date of Termination - Upon any Termination of the tax exemption described in Section 2.01 hereof, the date of such Termination shall be deemed to coincide with the end of the fiscal year of the Township.

ARTICLE IV.

ANNUAL SERVICE CHARGE

Section 4.01 Consent of Entity and Affiliated Entities to Annual Service Charge – The Entity hereby consents and agrees to the amount of Annual Service Charge and to the liens established in this Agreement, and neither the Entity nor any Affiliated Entities shall contest the validity or amount of any such lien. Notwithstanding anything herein to the contrary, the Entity’s obligation to pay the Annual Service Charge shall be absolute and unconditional and shall not be subject to any defense, set-off, recoupment or counterclaim. The Entity’s remedies shall be limited to those specifically set forth or limited herein and otherwise provided by law.

Section 4.02 Quarterly Installments – The Entity agrees that payment of the Annual Service Charge shall be due and payable to the Township on the Annual Service Charge Payment Dates during the Exemption Term. In the event that the Entity fails to timely pay any installment of the Annual Service Charge, the amount past due shall bear until paid the highest rate of interest permitted under applicable State law then being assessed against other delinquent taxpayers in the case of unpaid taxes or tax liens.

Section 4.03 Annual Service Charge - In consideration of the exemption from taxation for the Improvements and Land, during the Exemption Term, the Entity shall pay to the Township an Annual Service Charge calculated as the greater of the AGR Calculation, the TOD Calculation or the Total Pledged and Unpledged Calculation, as follows:

- (a) The annual gross revenue calculation (the “**AGR Calculation**”) for any given year shall be calculated as follows:
 - i. Stage One: From the Annual Service Charge Start Date until the tenth (10th) anniversary of the Annual Service Charge Start Date, the AGR Calculation shall be 10.5% of AGR;
 - ii. Stage Two: From the first day after the tenth (10th) anniversary of the Annual Service Charge Start Date until the twentieth (20th) anniversary of the Annual Service Charge Start Date, the AGR Calculation shall be 11.5% of AGR;
 - iii. Stage Three: From the first day after the twentieth (20th) anniversary of the Annual Service Charge Start Date until the thirtieth (30th) anniversary of the Annual Service Charge Start Date, the AGR Calculation shall be 12.5% of AGR.

(b) The taxes otherwise due calculation (the “**TOD Calculation**”) for any given year shall be calculated as follows:

- i. Stage One: From the Annual Service Charge Start Date until the fifteenth (15th) anniversary of the Annual Service Charge Start Date, the TOD Calculation shall be 0% of the amount of the taxes otherwise due on the value of the Property and the Improvements;
- ii. Stage Two: From the first day after the fifteenth (15th) anniversary of the Annual Service Charge Start Date until the twentieth (20th) anniversary of the Annual Service Charge Start Date, the TOD Calculation shall be 20% of the amount of the taxes otherwise due on the value of the Property and the Improvements;
- iii. Stage Three: From the first day after the twentieth (20th) anniversary of the Annual Service Charge Start Date until the twenty-sixth (26th) anniversary of the Annual Service Charge Start Date, the TOD Calculation shall be 40% of the amount of the taxes otherwise due on the value of the Property and the Improvements;
- iv. Stage Four: From the first day after the twenty-sixth (26th) anniversary of the Annual Service Charge Start Date until the twenty-ninth (29th) anniversary of the Annual Service Charge Start Date, the TOD Calculation shall be 60% of the amount of the taxes otherwise due on the value of the Property and the Improvements;
- v. Stage Four: From the first day after the twenty-ninth (29th) anniversary of the Annual Service Charge Start Date until the thirtieth (30th) anniversary of the Annual Service Charge Start Date, the TOD Calculation shall be 80% of the amount of the taxes otherwise due on the value of the Property and the Improvements.

(c) The Total Pledged and Unpledged Calculation for any given year shall be as set forth in the “Total” column on Exhibit 8, attached hereto.

In the event that the Entity fails to timely pay any installment of the Annual Service Charge, the amount past due shall bear the highest rate of interest permitted under applicable State law in the case of unpaid taxes or tax liens until paid. The Annual Service Charge received shall first be allocated to payment of the Unpledged Annual Service Charge for any given year, second to payment of the Pledged Annual Service Charge, and any remainder shall be remitted to the Township, except as provided herein in the event of a partial payment. In the event of a partial payment of the Annual Service Charge, which results in a partial allocation of funds to the Pledged Annual Service Charge, the Bondholder is entitled to recoup any deficiency, with no interest accrued, out of a future payment of the Annual Service Charge where the Annual Service Charge paid exceeds the Total Pledged and Unpledged Calculation amount for any given year. The amount permitted to be recouped by the Bondholder shall be calculated as: Annual Service Charge paid minus Total Pledged and Unpledged Calculation equals excess amount able to be recouped by the Bondholder in the event of a previous partial allocation to the Pledged Annual Service Charge. In no event, shall the amount recouped by the Bondholder exceed the Pledged Annual Service charge due and owing to that date.

Section 4.04 Material Conditions - It is expressly agreed and understood that all payments of Annual Service Charges and any interest payments, penalties or costs of collection due thereon, are material conditions of this Agreement. If any other term, covenant or condition of this Agreement or the Application, as to any person or circumstance shall, to any extent, be determined by a court of competent jurisdiction to be invalid or unenforceable, the remainder of this Agreement or the application of such term, covenant or condition to persons or circumstances other than those as to which it is held invalid or unenforceable, shall not be affected thereby, and each remaining term, covenant or condition of this Agreement shall be valid and enforced to the fullest extent permitted by Applicable Law.

Section 4.05 No Reduction in Payment of the Annual Service Charge - Neither the amounts nor dates established for payment of the Annual Service Charge, as provided in Sections 4.02 and 4.03 hereof shall be reduced, amended or otherwise modified during the Term of this Agreement.

Section 4.06 Service Charges as Municipal Lien - The Township and the Entity hereby expressly acknowledge, understand and agree that in accordance with the RAB Law, specifically N.J.S.A. 40A:12A-68, and such other Applicable Law, upon the recordation of the Ordinance and this Agreement, as set forth in Section 16.05 hereof, (a) the Ordinance, this Agreement, and any amount due hereunder, including without limitation, the Annual Service Charge, shall be a continuous, municipal lien on the respective Land and the Improvements related thereto and that any subsequent Annual Service Charge, including any interest, penalties or costs of collection thereof, that shall thereafter become due or accrue, shall be added and relate back to and be part of the initial municipal lien, (b) the Ordinance, this Agreement, and any amounts due hereunder, including without limitation, the Annual Service Charge, shall constitute an automatic, enforceable and perfected statutory municipal lien for all purposes, including specifically and without limitation, the Federal bankruptcy code, regardless of whether the amount of the Annual Service Charge has been determined, and (c) any applicable process, procedure or action of any court, government body or other relevant authority, including without limitation any confirmation hearing, to determine the amount of the Annual Service Charge due shall not affect the commencement or validity of the municipal lien.

Section 4.07 Security for Payment of Annual Service Charges - In order to secure the full and timely payment of the Annual Service Charges, the Township on its own behalf or on behalf of the Bondholder reserves the right to prosecute an In-Rem Tax Foreclosure action against the Land and the Improvements erected thereon as more fully set forth in this Agreement.

If any installment of the Annual Service Charge has not been received from the Entity for application under the Bond Agreement, the Entity hereby waives any objection or right to challenge the use by the Township of the enforcement of remedies to collect the Annual Service Charge as are afforded the Township by Applicable Law, including the Tax Sale Law. The Township's remedies shall be limited solely to the collection of delinquent and unpaid amounts past due for payment, including interest, penalties and costs of collection provided for by Applicable Law, including, without limitation, the Tax Sale Law.

Section 4.08 Land Tax Exemption and Duration - The Property shall be exempt from Land Taxes from the Annual Service Charge Start Date through the Termination Date in

accordance with N.J.S.A. 40A:20-12; provided however, that if such exemption of Land Taxes is invalidated by a court of competent jurisdiction, then this Agreement shall remain in full force and effect and shall be reformed to provide that:

(a) Land Taxes are assessed on the Property; and

(b) the Entity, or its Transferee, shall be entitled to a credit against the Annual Service Charge for the amount, without interest, of the Land Tax payments timely made in the last four (4) preceding quarterly installments. Subject to the foregoing, the Entity is obligated to make timely Land Tax Payments in order to be entitled to a Land Tax credit against the Annual Service Charge for the subsequent year. In any year that the Entity fails to make any Land Tax Payments if and when due and owing, such delinquency shall render the Entity ineligible for any Land Tax Payment credits against the Annual Service Charge for that year. No credit will be applied against the Annual Service Charge for partial payments of Land Taxes. In addition, the Township shall have, among this remedy and other remedies, the right to proceed against the property pursuant to the In-Rem Tax Foreclosure Act, and/or to declare a Default.

ARTICLE V.

PLEDGE OF ANNUAL SERVICE CHARGE TO REDEVELOPMENT BONDS

Section 5.01. Security for the Bonds - As security for the Bonds, the Township assigns all of its right, title and interest in the Pledged Annual Service Charge received, including interest, penalties and costs of collection, to the payment of the Bond, provided however, that the Township shall only be required to apply to the Bond repayment such portion of the Pledged Annual Service Charge as is necessary to make payments due under the Bond Agreement, and in no event shall the Township be required to apply any amount in excess of the Pledged Annual Service Charge. The Entity hereby acknowledges and consents to such assignment and acknowledges that the assignment is critical to the provision of security for the Bonds.

Section 5.02. Use of Annual Service Charge – Flow of Funds under the Bond Agreement – Concurrently with the issuance of Bonds contemplated by this Agreement and the Redevelopment Agreement, the Township and the Bondholder shall enter into the Bond Agreement in order to establish, among other things, the terms and conditions for the application of the Annual Service Charge, payment of debt service, and the relative rights and responsibilities of the Township to the Bondholders. Upon receipt of the Annual Service Charge, the Pledged Annual Service Charge shall be transmitted to the Township, who shall apply such Pledged Annual Service Charge as provided in the Bond Agreement. The Bond Agreement shall, in accordance with this Section, provide for the application of the amounts on deposit under the Bond Agreement.

Section 5.03. Payment of Annual Bond Payments - Pursuant to the RAB Law, the Bond Payment Account shall not be commingled with other funds of the Township. The Township's pledge of the Pledged Annual Service Charge shall be an obligation of the Township to apply the

Pledged Annual Service Charge received from the Entity (or such lesser portion thereof as required pursuant to Sections 4.03 and 5.01) to the Bonds in accordance with the Bond Agreement. Upon receipt of the Pledged Annual Service Charge, the Chief Financial Officer shall promptly apply these amounts (or such lesser portion thereof as required pursuant to Sections 4.03 and 5.01) in accordance with this Agreement and the Bond Agreement.

ARTICLE VI.

ISSUANCE OF BONDS

Section 6.01 Issuance of Bonds - The Parties agree that a portion of the costs of the Project, including without limitation the Infrastructure and the Developer Obligations, shall be financed through the issuance of the Bonds by the Township. Upon compliance with the conditions set forth in the Redevelopment Agreement and the Bond Resolution, the Township shall take all necessary actions to cause the issuance of the Bonds pursuant to the Redevelopment Law, the Exemption Law and the RAB Law no more than once annually. The proceeds from the Bonds shall be applied to pay, among other things, a portion of the costs of the Project, including without limitation, the Infrastructure and the Developer Obligations, along with costs of issuance and capitalized interest on the Bonds, in accordance with the Bond Agreement.

ARTICLE VII.

CERTIFICATE OF OCCUPANCY

Section 7.01 Certificate of Occupancy - It is understood and agreed that it shall be the obligation of the Entity to obtain all Certificates of Occupancy in a reasonably timely manner after the Entity has satisfied all requirements to secure such Certification of Occupancy.

Section 7.02 Filing of Certificate of Occupancy - It shall be the primary responsibility of the Entity to forthwith file with both the Tax Assessor and the Tax Collector a copy of each Certificate of Occupancy.

Notwithstanding the foregoing, the filing of any Certificate of Occupancy shall not be a prerequisite for any action taken by the Township, including, if appropriate, retroactive billing with interest to collect any charges hereunder to be due.

ARTICLE VIII.

ACCOUNTING, REPORTS, CALCULATIONS

Section 8.01 Accounting System - The Entity agrees to calculate its “Net Profit” pursuant to *N.J.S.A. 40A:20-3(c)*.

Section 8.02 Periodic Reports -

(a) Auditor's Report: within ninety (90) days after the close of each fiscal or calendar year depending on the Entity's accounting basis that this Agreement shall continue in effect, the Entity shall submit to the Township Council, the Tax Collector and the Township Clerk, who shall advise those municipal officials required to be advised, and the Division of Local Government Services in the State Department of Community Affairs, its Auditor's Report for the preceding fiscal or calendar year. The report shall clearly identify and calculate the Net Profit for the Entity during the previous year. The Entity assumes all costs associated with preparation of the periodic reports.

(b) Disclosure Statement: on each anniversary date of the execution of this Agreement, if there has been a change in ownership or interest in the Project from the prior year's filing, the Entity shall submit to the Township Council, the Tax Collector and the Township Clerk, who shall advise those municipal officials required to be advised, a Disclosure Statement listing the persons having an ownership interest in the Project, and the extent of the ownership interest of each and such additional information as the Township may request from time to time.

Section 8.03 Inspection - The Entity shall, upon reasonable request and notice, permit inspection of its property, equipment, buildings and other facilities of the Project and, also permit examination and audit of its books, contracts, records, documents and papers with respect to the Project, by authorized officers of the Township, and Division of Local Government Services in the State Department of Community Affairs pursuant to *N.J.S.A. 40A:20-9(e)*. To the extent reasonably possible, the inspection will not materially interfere with construction or operation of the Project.

Section 8.04 Limitation on Profits and Reserves - During the Exemption Period the Entity shall be subject to a limitation of its profits pursuant to the provisions of *N.J.S.A. 40A:20-15*. Pursuant to *N.J.S.A. 40A:20-3(c)*, this calculation is completed in accordance with generally accepted accounting principles.

Section 8.05 Payment of Dividend and Excess Profit Charge - In the event the Net Profits of the Entity, shall exceed the Allowable Net Profits for such period, then the Entity, within one hundred and twenty (120) days after the end of the accounting period established by the Exemption Law, shall pay such excess Net Profits to the Township as an additional service charge; provided, however, that the Entity may maintain a reserve as determined pursuant to aforementioned Section 8.04. The calculation of Net Profit and Allowable Net Profit shall be made in the manner required pursuant to *N.J.S.A. 40A:20-3(c)* and *40A:20-15*.

Section 8.06 Calculation of Gross Revenue and Net Profit - There is expressly excluded from calculation of Gross Revenue and from Net Profit as set forth in *N.J.S.A. 40A:20-3* for the purpose of determining compliance with *N.J.S.A. 40A:20-15* or *N.J.S.A. 40A:20-16*, any gain realized by the Entity on the sale of any Unit, whether or not taxable under federal or State law.

ARTICLE IX.

ASSIGNMENT AND/OR ASSUMPTION

Section 9.01 Approval to Sale of Project by Entity Formed and Eligible to Operate Under Law - As permitted by N.J.S.A. 40A:20-10, it is understood and agreed that the Township, on written application by the Entity, will consent to a sale of the Project (or a portion thereof) and the transfer of this Agreement (as pertaining to a portion of the Project) to another Entity provided that (a) in the event that the Project or relevant portion thereof has not been completed, the transferee Entity shall have demonstrated to the reasonable satisfaction of the Township that it possesses the experience and capitalization necessary to complete the Project (or relevant portion thereof), which determination shall not be unreasonably withheld; (b) the transferee Entity does not own any other Project subject to long term tax exemption at the time of transfer; (c) the transferee Entity is formed and eligible to operate under the Exemption Law; (d) the Entity is not then in Default of this Agreement or in violation of Applicable Law; (e) the Entity's obligations under this Agreement are fully assumed by the transferee Entity; (f) the transferee Entity abides by all terms and conditions of this Agreement including, without limitation, the filing of an application pursuant to N.J.S.A. 40A:20-8, and any other terms and conditions of the Township in regard to the Project; and (g) no Annual Service Charge is due and owing by the Entity.

Section 9.02. AUTOMATIC ASSUMPTION - THE PARTIES HEREBY EXPRESSLY ACKNOWLEDGE, UNDERSTAND AND AGREE THAT UPON THE CONVEYANCE, WHETHER BY SALE, GRANT, AWARD, GIFT, TRANSFER OR OTHERWISE, OF ANY PORTION OF LAND, INCLUDING ANY IMPROVEMENTS RELATED THERETO, WHETHER IN ACCORDANCE WITH AND PURSUANT TO THE TERMS HEREOF, THE TAX SALE LAW, OR OTHERWISE, SUCH PORTION OF LAND, INCLUDING ANY IMPROVEMENTS RELATED THERETO, SHALL BE SUBJECT TO, GOVERNED AND BOUND BY THE TERMS OF THIS AGREEMENT. ANY ACCEPTANCE OR CLAIM OF TITLE OR OWNERSHIP OF ANY PARCEL OR PORTION OF LAND, INCLUDING ANY IMPROVEMENTS RELATED THERETO SHALL CONSTITUTE AN ACKNOWLEDGEMENT AND ASSUMPTION, FOR ALL PURPOSES OF LAW, BY SUCH PERSON OR ENTITY ACCEPTING OR CLAIMING TITLE OR OWNERSHIP, THAT IT AND ITS RESPECTIVE PARCEL OR PORTION OF LAND, INCLUDING ANY IMPROVEMENTS RELATED THERETO SHALL BE SUBJECT TO, GOVERNED AND BOUND BY THIS AGREEMENT.

Section 9.03 Severability - It is an express condition of the granting of this tax exemption that during its duration, the Entity shall not, without the prior consent of the Governing Body of the Township of West Orange by ordinance, convey, mortgage or transfer, all or part of the Project so as to sever, disconnect, or divide the Improvements from the Land which is basic to, embraced in, or underlying the exempted Improvements.

Section 9.04 Subordination of Fee Title - It is expressly understood and agreed that the Entity has the right to encumber and/or assign the fee title to the Land and/or Improvements for the purpose solely of financing the design, development and construction of the Project and for no other purpose, and that any such encumbrance or assignment shall not be deemed to be a violation of this Agreement.

Section 9.05 Assumption of Rights and Obligations by the Entity – As the Entity’s successor and assign, the Entity hereby accepts, recognizes and acknowledges all of the Entity’s obligations and rights with respect to the Redevelopment Agreement, as relates to the Project.

ARTICLE X.

RESERVATION OF RIGHTS AND REMEDIES

Section 10.01 Reservation of Rights and Remedies. – Except as expressly provided at Sections 3.02, 4.01, 4.08, and herein, nothing contained in this Agreement or otherwise shall constitute a waiver or relinquishment by the Township or the Entity of any rights and remedies provided by Applicable Law. Unless otherwise expressly stated, nothing herein shall be deemed to limit any right of recovery that the Township or the Entity has under law, in equity, or under any provision of this Agreement.

ARTICLE XI.

NOTICES

Section 11.01 Notice - Formal notices, demands and communications between and among the Township and the Entity shall be in writing and deemed given if dispatched to the address set forth below by registered or certified mail, postage prepaid, return receipt requested, or by a commercial overnight delivery service with packaging tracking capability and for which proof of delivery is available. In that case such notice is deemed effective upon delivery. Such written notices, demands and communications may be sent in the same manner to such other addresses as either party may from time to time designate by written notice.

Copies of all notices, demands and communications shall be sent as follows:

If to the Township:

Township of West Orange
Municipal Building
66 Main Street
West Orange, New Jersey 07052-5313
Attn: John K. Sayers, Township Administrator

with copies to:

Richard Trenk, Esq.
McManimon, Scotland & Baumann, LLC
75 Livingston Avenue
Roseland, New Jersey 07068

If to the Entity:

Green Essex Partners Urban Renewal, LLC
c/o BNE Real Estate Group
16 Microlab Road, Suite A
Livingston, New Jersey 07039

With a copy to:

Francis X. Regan, Esq.
DeCotiis, FitzPatrick, Cole & Giblin, LLP
500 Frank W. Burr Boulevard
Suite 31
Teaneck, New Jersey 07666

ARTICLE XII.

COMPLIANCE BY ENTITY WITH LAW

Section 12.01 Statutes and Ordinances - The Entity hereby agrees at all times prior to the expiration or other Termination of this Agreement to remain bound by the provisions of Applicable Law, including, but not limited to, the Exemption Law and the RAB Law. Any failure by the Entity to comply with such statutes or ordinances shall constitute a violation and breach of the Agreement.

ARTICLE XIII.

CONSTRUCTION

Section 13.01 Construction - This Agreement shall be construed and enforced in accordance with the laws of the State, and without regard to or aid or any presumption or other rule requiring construction against the party drawing or causing this Agreement to be drawn since counsel for both the Entity and the Township have combined in their review and approval of same.

ARTICLE XIV.

INDEMNIFICATION

Section 14.01 Indemnification - It is understood and agreed that in the event the Township shall be named as party defendant in any action brought against the Township by allegation of any breach, Default or a violation of any of the provisions of this Agreement and/or the provisions of Applicable Law, the Entity shall indemnify and hold the Township harmless from and against all liability, losses, damages, demands, costs, claims, actions or expenses

(including reasonable attorneys' fees and expenses) of every kind, character and nature arising out of or resulting from the action or inaction of the Entity and/or by reason of any breach, Default or a violation of any of the provisions of this Agreement and/or the provisions of Applicable Law, including without limitation, *N.J.S.A. 40A:20-1 et seq.*, except for the willful misconduct by the Township or its officers, officials, employees or agents and the Entity shall defend the suit at its own expense. However, the Township maintains the right to intervene as a party thereto, to which intervention the Entity hereby consents, the reasonable expense thereof to be borne by the Entity. To the extent practical and ethically permissible, the Entity's attorneys shall jointly defend and represent the interest of the Township and the Entity as to all claims indemnified in connection with this Agreement.

ARTICLE XV.

DEFAULT

Section 15.01 Default - Default shall be failure of any party to conform to the terms of this Agreement, and/or the failure of any party to perform any obligation imposed upon such party by Applicable Law beyond any applicable notice, cure or grace period. A default under this Agreement shall also constitute a default under the Redevelopment Agreement, however, a default under the Redevelopment Agreement shall not automatically constitute a default under this Agreement.

Section 15.02 Cure Upon Default - Should any party be in Default of any obligation under this Agreement, the other party shall notify the defaulting party and any mortgagee, if applicable and if the Township has been provided written notice of the mortgagee and its contact information, in writing of said Default. Said notice shall set forth with particularity the basis of said Default. Except as otherwise limited by law, the defaulting party shall have sixty (60) days to cure any Default, other than a Default in payment of any installment of the Annual Service Charge, in which case there shall be no cure period.

Section 15.03 Remedies for Default - (a) In the event of any uncured Default by the Township, the Entity may take whatever action at law or in equity, as may be necessary or desirable to enforce the performance or observance of any rights under this Agreement, including an action for specific performance.

(b) In the event of any uncured Default by the Entity, the Township may take whatever action at law or in equity, as may be necessary or desirable to enforce the performance or observance of any rights under this Agreement, including an action for specific performance. No Default hereunder by the Entity shall terminate the long-term tax exemption (except as described herein) and its obligation to make Annual Service Charges, which shall continue in effect for the Exemption Period.

Section 15.04 Arbitration - In the event of a breach of this Agreement by any party or a dispute arising between any parties in reference to the terms and provisions as set forth herein, then the parties shall submit the dispute to the American Arbitration Association in the State to

be determined in accordance with its rules and regulations in such a fashion to accomplish the purpose of said laws. Costs for said arbitration shall be paid by the non-prevailing party.

Section 15.05 Default in the Payment of Annual Service Charge - (a) Upon any Default by the Entity in payment of any installment of the Annual Service Charge, the Township, in addition to their other remedies, reserves the right to proceed against the applicable Land, and any Improvements related thereto, in the manner provided by Applicable Law and shall have the right to proceed to In Rem Tax Foreclosure consistent with the provisions and procedures of the In Rem Tax Foreclosure law.

(b) Consistent with the Township's pledge of the Pledged Annual Service Charge for the benefit of the holders of the Bonds as described herein, the Township hereby covenants to cooperate with the Bondholder with respect to the Township's right to exercise In Rem Tax Foreclosure described in Section 15.05(a), above, and further covenants to incorporate the following language with respect thereto in the Bond Agreement:

"The Assignor will take such action as the Assignee shall reasonably request in order that the Assignee may realize the benefits of the Assignment and receive the pledged portion of the Annual Service Charge; such actions may include, but shall not be limited to, conducting an In-Rem Tax Foreclosure action in accordance with the provisions of the Tax Sale Law."

(c) Whenever the word "Taxes" appears, or is applied, directly or implied, to mean taxes or municipal liens on Land, such statutory provisions shall be read, as far as it is pertinent to this Agreement, as if the Annual Service Charge were taxes or municipal liens on Land. In either case, however, the Entity does not waive any defense it may have to contest the rights of the Township to proceed in the above-mentioned manner.

Section 15.06 Remedies Upon Default Cumulative; No Waiver - Subject to the provisions of Article XV and the other terms and conditions of this Agreement, all of the remedies provided in this Agreement to any party, and all rights and remedies granted by law and equity shall be cumulative and concurrent and no determination of the invalidity of any provision of this Agreement shall deprive the Township of any of their remedies or actions against the Entity because of the Entity's failure to pay the Annual Service Charge, Administrative Fee, any applicable water and sewer charges, interest payments, and/or other municipal charges. This right shall only apply to arrearages that are due and owing at the time, and the bringing of any action for Annual Service Charges or other charges, or for breach of covenant or the resort of any other remedy herein provided for the recovery of Annual Service Charges or other charges shall not be construed as a waiver of the right to proceed with an In Rem Tax Foreclosure action consistent with the terms and provisions of this Agreement.

Section 15.07 Final Accounting - Within one hundred and twenty (120) days after the Termination Date, the Entity shall provide a final accounting and pay to the Township any excess Net Profits. For purposes of rendering a final accounting the Termination of the Agreement shall be deemed to coincide with the end of the fiscal year of the Township.

Section 15.08 Conventional Taxes - Upon Termination or expiration of this Agreement, the tax exemption for the Improvements and Land shall expire and the Improvements and Land shall thereafter be assessed and conventionally taxed according to the general law applicable to other nonexempt taxable property in the Township.

ARTICLE XVI.

MISCELLANEOUS

Section 16.01 Agreement Controlling - The Parties agree that in the event of a conflict between (i) the Application and this Agreement or (ii) the Redevelopment Agreement and this Agreement, the provisions of this Agreement shall govern and prevail.

Section 16.02 Oral Representations - There have been no oral representations made by either of the Parties hereto which are not contained in this Agreement. This Agreement, the Redevelopment Agreement, the Ordinance and the Application constitute the entire agreement between the Parties and there shall be no modifications thereto other than by a written instrument executed by the Parties and delivered to each of them.

Section 16.03 Entire Document - All conditions in the Ordinance are incorporated in this Agreement and made a part hereof.

Section 16.04 Good Faith - In their dealings with each other, the Parties agree that they shall act in good faith.

Section 16.05 Recording – Upon the acquisition of fee title, by the Entity, of the Land set forth in Section 2.05(c) hereof, this Agreement and the Ordinance shall be filed and recorded with the Essex County Register by the Entity, at the Entity's expense, such that this Agreement and the Ordinance shall be reflected upon the land records of the County of Essex as a municipal lien upon and a covenant running with such Land, including any Improvements related thereto.

Section 16.06 Municipal Services – The Entity shall make payments for municipal services, including water and sewer charges and any services, to the extent that such water and sewer charges, and other services, are not otherwise included in the real property taxes generally assessed upon property within the Township, that create a lien on a parity with or superior to the lien for the Annual Service Charge, as required by law. These charges are not included in the Annual Service Charge and shall be billed separately. Nothing herein is intended to release the Entity from its obligation to make such payments.

Section 16.07 Portion of Annual Service Charge Paid to County - Pursuant to *N.J.S.A. 40A:20-12*, the Township shall remit the County Share to the County upon the receipt thereof.

Section 16.08 Administrative Fee – In accordance with *N.J.S.A. 40A:20-9(h)*, the Township shall collect an administrative fee equal to 2% of the Annual Service Charge due in each year from the Entity.

Section 16.09 Financing Matters - The financial information required by the final paragraph of *N.J.S.A. 40A:20-9* is set forth in the Application.

Section 16.10 Counterparts - This Agreement may be simultaneously executed in counterparts, each of which shall be an original and all of which shall constitute but one and the same instrument.

Section 16.11 Amendments - This Agreement may not be amended, changed, modified, altered or terminated without the written consent of the parties hereto.

Section 16.12 Certification - The Township Clerk shall certify to the Tax Assessor, pursuant to *N.J.S.A. 40A:20-12*, that an Agreement with the Entity for the development of the Land has been entered into and is in effect as required by *N.J.S.A. 40A:20-1 et seq.* Delivery by the Township Clerk to the Tax Assessor of a certified copy of the Ordinance shall constitute the required certification. Upon certification as required hereunder and upon the Annual Service Charge Start Date the Tax Assessor shall implement the exemption and continue to enforce that exemption without further certification by the Township Clerk until the expiration of the entitlement to exemption by the terms of this Agreement or until the Tax Assessor has been duly notified by the Township Clerk that the exemption has been terminated.

Further, within ten (10) days of the execution of this Agreement, the Township Clerk shall provide a copy of the Agreement and the Ordinance authorizing the same to the Essex County Counsel and the Essex County Chief Financial Officer for informational purposes in accordance with *N.J.S.A. 40A:20-12*

Section 16.13 Severability of Invalid Provisions - If any one or more of the covenants, agreements or provisions herein contained shall be held to be illegal or invalid in a final proceeding, then any such covenants, agreements or provisions shall be null and void and shall be deemed separable from the remaining covenants, agreements or provisions and shall in no way affect the validity of any of the other provisions hereof.

EXHIBITS

The following Exhibits are attached hereto and incorporated herein as if set forth at length herein:

Exhibit 1 – Metes and Bounds Description of the Project

Exhibit 2 – The Application

Exhibit 3 – Certificate of Formation for Entity

Exhibit 4 – Estimated Construction Schedule

Exhibit 5 – The Financial Plan for the Undertaking of the Project

Exhibit 6 – Rent Projections

Exhibit 7 – Certification of Estimated Construction Costs

Exhibit 8 – Total Pledged and Unpledged Calculation

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed as of the day and year first above written.

ATTEST:

TOWNSHIP OF WEST ORANGE

Karen Carnevale
Township Clerk

By: _____
Robert D. Parisi, Mayor

ATTEST:

**GREEN ESSEX PARTNERS URBAN RENEWAL,
LLC**

By: _____

STATE OF NEW JERSEY :
: SS
COUNTY OF ESSEX :

BE IT REMEMBERED, that on this ____ day of _____, 20__ before me, the subscriber, a Notary Public of New Jersey, personally appeared ROBERT D. PARISI, who, being by me duly sworn on his or her oath, deposes and makes proof to my satisfaction that he is the MAYOR of the **TOWNSHIP OF WEST ORANGE, NEW JERSEY**, the entity named in the within Instrument; that the execution, as well as the making of this Instrument, have been duly authorized by the Township of West Orange and said Instrument was signed and delivered by said MAYOR as and for the voluntary act and deed of said entity.

Notary Public of New Jersey

STATE OF NEW JERSEY :
: SS
COUNTY OF ESSEX :

BE IT REMEMBERED, that on this ____ day of _____, 20__ before me, the subscriber, a Notary Public of New Jersey, personally appeared [_____] who, being by me duly sworn on his or her oath, deposes and makes proof to my satisfaction that he is a PRINCIPAL of **GREEN ESSEX PARTNERS URBAN RENEWAL, LLC**, the Entity named in the within Instrument; that the execution, as well as the making of this Instrument, having been duly authorized by the Entity, and said Instrument was signed and delivered by said PRINCIPAL as and for the voluntary act and deed of said Entity.

Notary Public of New Jersey

EXHIBIT 1

Metes and Bounds Description of the Project

EXHIBIT 2

Application with Exhibits

EXHIBIT 3

Certificate of Formation of Entity

EXHIBIT 4

Estimated Construction Schedule

Estimated project schedules if constructed in one phase

Submission of site plan application	3/1/2020
Receipt of all approvals for project	4/1/2021
Commencement of construction	6/1/2021
Completion of construction	6/1/2024

Estimated Project Schedule if the project is Phased

Submission of site plan application	3/1/2020
Receipt of all approvals for project	4/1/2021
Phase 1 Commencement of Construction (Approximately 300 units)	6/1/2021
Phase 1 Completion of Construction	9/1/2023
Phase 2 Commencement of Construction (Approximately 125 units)	1/1/2025
Phase 2 Completion of Construction	1/1/2027

EXHIBIT 5

The Financial Plan for the Undertaking of the Project

The Project will be financed through a combination of construction, permanent and/or equity financing in addition to approximately \$4.5 million in non-recourse Redevelopment Area Bond financings to be issued by West Orange and to offset the costs of infrastructure and other qualifying costs.

EXHIBIT 6

Rent Projections

EXHIBIT 7

Architect's Certification of Estimated Construction Costs

EXHIBIT 8

Total Pledged and Unpledged Calculation

<u>Year</u>	<u>Minimum</u> <u>Unpledged</u>	<u>Pledged</u>	<u>Total</u>
1	\$ 450,000	\$ 258,750	\$ 708,750
2	\$ 750,000	\$ 288,750	\$ 1,038,750
3	\$ 850,000	\$ 327,025	\$ 1,177,025
4	\$ 877,000	\$ 323,000	\$ 1,200,000
5	\$ 876,025	\$ 323,975	\$ 1,200,000
6	\$ 875,338	\$ 324,663	\$ 1,200,000
7	\$ 874,938	\$ 325,063	\$ 1,200,000
8	\$ 874,825	\$ 325,175	\$ 1,200,000
9	\$ 875,000	\$ 325,000	\$ 1,200,000
10	\$ 875,463	\$ 324,538	\$ 1,200,000
11	\$ 876,213	\$ 323,788	\$ 1,200,000
12	\$ 872,250	\$ 327,750	\$ 1,200,000
13	\$ 873,863	\$ 326,138	\$ 1,200,000
14	\$ 875,763	\$ 324,238	\$ 1,200,000
15	\$ 872,950	\$ 327,050	\$ 1,200,000
16	\$ 875,713	\$ 324,288	\$ 1,200,000
17	\$ 873,763	\$ 326,238	\$ 1,200,000
18	\$ 872,388	\$ 327,613	\$ 1,200,000
19	\$ 876,588	\$ 323,413	\$ 1,200,000
20	\$ 876,075	\$ 323,925	\$ 1,200,000
21	\$ 876,138	\$ 323,863	\$ 1,200,000
22	\$ 871,775	\$ 328,225	\$ 1,200,000
23	\$ 873,275	\$ 326,725	\$ 1,200,000
24	\$ 875,350	\$ 324,650	\$ 1,200,000
25	\$ 873,000	\$ 327,000	\$ 1,200,000
26	\$ 876,513	\$ 323,488	\$ 1,200,000
27	\$ 875,600	\$ 324,400	\$ 1,200,000
28	\$ 875,550	\$ 324,450	\$ 1,200,000
29	\$ 876,363	\$ 323,638	\$ 1,200,000
30	\$ 888,038	\$ 311,963	\$ 1,200,000
	<u>\$ 25,685,750</u>	<u>\$ 9,638,775</u>	<u>\$ 35,324,525</u>



October 2nd , 2019

The Township of West Orange
66 Main Street
West Orange, NJ 07052

Re: Green Essex Partners Urban Renewal, LLC
Application for Tax Exemption
100 & 200 Executive Drive
West Orange, New Jersey

To Whom It May Concern:

As requested by Green Essex Partners Urban Renewal, LLC, I have reviewed the attached estimate of costs which includes a cost per unit estimate for the proposed development of the Project as it is described in the accompanying application for a long-term tax exemption. The budget includes all anticipated costs associated with design and construction of the project, together with all anticipated applicable contingencies.

I feel that to the best of my professional knowledge that the costs listed in the attached estimate are reasonably accurate and are in line with recent design and construction cost data.

If you require any additional information, please call.

Very truly yours,

A handwritten signature in blue ink that reads "Charles Thomas, Jr." with a stylized flourish at the end.

Charles Thomas, Jr. PE
New Jersey Professional Engineer Lic. No. 39244
cthomas@BNerealestate.com



cc:

Jonathan Schwartz

**Executive Drive Redevelopment
West Orange, NJ**

**TOTAL PROJECT COST-ESTIMATE
Total Project Cost Pursuant to N.J.S.A. 40A:20-3(h)**

"Total project unit cost" or "total project cost", commonly referred to as "TPC", means the aggregate of the following items as related to the total project, if the project is not undertaken in units, all of which may be limited by, and approved as part of the financial agreement under the Long-Term Tax Exemption law, N.J.S.A. 40A:20-3(h), as amended.

	Total	Per Unit
1-Cost of land (and initial property acquisition) by the URE.	\$24,250,000	\$57,058
2-Architect, engineer and attorney fees incurred in connection with the planning and construction of the project.	\$2,735,000	\$6,435
3-Surveying and testing charges incurred in connection with the planning and construction of the project.	0	
4a-Actual construction costs which the Entity shall cause, within ninety days of project completion, to be certified by an independent and qualified architect or engineer.	\$78,346,500	\$184,344
4b-Actual construction costs paid as a result of City required off-site improvements which the Entity shall cause, within ninety days of project completion, to be certified by an independent and qualified architect or engineer.	\$2,500,000	\$5,882
5-Insurance, interest and financing during construction.	\$7,060,000	\$16,611
6-Cost of obtaining initial permanent financing.	\$300,000	\$705
7-Commissions and other expenses.	\$2,500,000	\$5,882
8-Real estate taxes and assessments paid during the construction period.	\$1,750,000	\$4,170
Project Cost Without Redeveloper's Overhead	\$117,691,500	
Redeveloper's Overhead (5%, in statutory stages)	\$5,884,575	\$13,846
Total Project Cost with Redeveloper's Overhead	\$125,326,075	\$294,884

Note: The above is subject to market conditions and a final accounting of environmental remediation costs. The above includes the cost of the parking structure.

UNIT OVERVIEW

Unit Type	Description	No. Units	Mix	Net Unit SF	Total Net SF	Monthly Rents	Rent/SF	Total Monthly Rents	Total Annual Rents
-----------	-------------	-----------	-----	-------------	--------------	---------------	---------	---------------------	--------------------

A1	1BR 1BA	200	47.1%	800	160,000	\$2,240	\$2.80	\$448,000	\$5,376,000
B1	2BR 2BA	161	37.9%	1,200	193,200	\$2,820	\$2.35	\$454,020	\$5,448,240

AFFORDABLE									
A1	1BR 1BA	15	3.5%	650	9,750	\$715	\$1.10	\$10,725	\$128,700
B1	2BR 1BA	34	8.0%	800	27,200	\$880	\$1.10	\$29,920	\$359,040
B1	3BR 1BA	15	3.5%	950	14,250	\$1,045	\$1.10	\$15,675	\$188,100
Totals		425	100%		404,400			\$958,340	\$11,500,080
Averages				952		\$2,254.92	\$2.37		

Parking	500
Garage	400
Surface	900

2.12x

SF Calculation	Net Resident	80.2%	404,400
	Circulation		100,000
	TOTAL (w/out garage)		504,400

CGN
FILED**OCT 3 2019****STATE TREASURER**
0600459786

**CERTIFICATE OF AMENDMENT
OF
CERTIFICATE OF FORMATION
OF
GREEN ESSEX PARTNERS LLC**

This Certificate of Amendment of Certificate of Formation is made by an authorized person in accordance with the New Jersey Revised Uniform Limited Liability Company Act (N.J.S.A. 42:2C-1 et seq.).

1. The name of the limited liability company is **GREEN ESSEX PARTNERS LLC**. The entity identification number is 0600459786.

2. The Certificate of Formation of the Company was filed on May 6, 2019, and is hereby amended and restated as follows:

"1. The name of the limited liability company is:

GREEN ESSEX PARTNERS URBAN RENEWAL LLC

(referred to below as the "Company")

2. The address of the Company's initial registered office in New Jersey is c/o BNE Real Estate Group, 16 Microlab Road, Suite A, Livingston, New Jersey 07039. The Company's initial registered agent at that address is Larry Pantirer.

3. The term of the Company shall be perpetual.

4. The purpose for which the Company is organized shall be to operate under P.L.1991, c.431 (C.40A:20-1 et seq.), and to initiate and conduct projects for the redevelopment of a redevelopment area in the Township of West Orange (the "Municipality") pursuant to a redevelopment plan, or projects necessary, useful, or convenient for the relocation of residents displaced or to be displaced by the redevelopment of all or part of one or more redevelopment areas, or low and moderate income housing projects, and, when authorized by financial agreement with the Municipality, to acquire, plan, develop, construct, alter, maintain, or operate housing, senior citizen housing, business, industrial, commercial, administrative, community, health, recreational, educational or welfare projects, or any combination of two or more of these types of improvement in a single project, under such conditions as to use, ownership, management and control as regulated pursuant to P.L.1991, c.431 (C.40A:20-1 et seq.).

5. So long as the Company is obligated under the Financial Agreement with the Municipality made pursuant to P.L.1991, c.431 (C.40A:20-1 et seq.), it shall engage in no business other than the ownership, operation and management of the project.

6. The Company declares that (a) it has been organized to serve a public purpose; (b) its operations shall be directed toward: (i) the redevelopment of redevelopment areas, the facilitation of the relocation of residents displaced or to be displaced by redevelopment, or the conduct of low and moderate income housing projects; (ii) the acquisition, management and operation of a project, redevelopment relocation housing project, or low and moderate income housing project under P.L.1991, c.431 (C.40A:20-1 et seq.); and (c) it shall be subject to regulation by the Municipality, and to a limitation or prohibition, as appropriate, on profits or dividends for so long as it remains the owner of a project subject to P.L.1991, c.431 (C.40A:20-1 et seq.).

7. The Company shall not voluntarily transfer more than ten (10%) percent of its ownership in the project or any portion thereof undertaken by it under P.L.1991, c.431 (C.40A:20-1 et seq.), until: (i) the Company has first removed both itself and the project from all restrictions of P.L.1991, c.431 (C.40A:20-1 et seq.) in the manner required by P.L.1991, c.431 (C.40A:20-1 et seq.); and (ii) if the project includes housing units, the Company has obtained the consent of the Commissioner of Community Affairs to such transfer, with the exception of transfer to another urban renewal entity, as approved by the Municipality, which other urban renewal entity shall assume all contractual obligations of the transferor entity under the Financial Agreement with the Municipality.

8. The Company shall file annually with the municipal governing body a disclosure of the persons having an ownership interest in the project, and of the extent of the ownership interest of each.

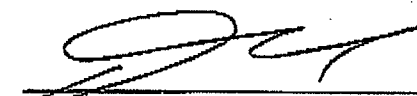
9. Nothing herein shall prohibit any transfer of the ownership interest in the Company itself provided that the transfer, if greater than 10%, is disclosed to the municipal governing body in the annual disclosure statement or in correspondence sent to the Municipality in advance of the annual disclosure statement referred to above.

10. The Company is subject to the provisions of section 18 of P.L.1991, c.431 (C.40A:20-18) respecting the powers of the Municipality to alleviate financial difficulties of the Company or to perform actions on behalf of the Company upon a determination of financial emergency.

11. Any housing units constructed or acquired by the Company shall be managed subject to the supervision of, and rules adopted by, the Commissioner of Community Affairs.

12. This Certificate shall be effective upon its filing in the Commercial Recording Division of the office of the New Jersey Department of Treasury."

IN WITNESS WHEREOF, the undersigned duly authorized person has executed this Certificate of Amendment this 15th day of August, 2019.



Jonathan Schwartz
Authorized Person

LT. GOVERNOR SHEILA Y. OLIVER
Commissioner

DEPARTMENT OF COMMUNITY AFFAIRS

TO: State Treasurer
RE: GREEN ESSEX PARTNERS URBAN RENEWAL LLC
(formerly GREEN ESSEX PARTNERS LLC)
File # 2610
An Urban Renewal Entity

This is to certify that the attached AMENDED CERTIFICATE OF FORMATION OF AN URBAN RENEWAL ENTITY has been examined and approved by the Department of Community Affairs, pursuant to the power vested in it under the "Long Term Tax Exemption Law," P.L. 1991, c.431.

Done this 20th day of September 2019 at Trenton, New Jersey.

DEPARTMENT OF COMMUNITY AFFAIRS

By:

**Sean Thompson, Director
Local Planning Services**

Application for
Long Term Tax Exemption
11/19/2019

Applicant:

Green Essex Partners Urban Renewal,
LLC

Address of Applicant:

c/o BNE Real Estate Group
16 Microlab Road Suite A
Livingston, NJ 07039

Address of Project Site:

100 & 200 Executive Drive
West Orange, NJ
Block 155 Lots 42.02 & 40.02

Overview of application contents:

- Section I - General instructions regarding the completion of the application
- Section II - Identification of the applicant
- Section III - Detailed description of the Project
- Section IV - Type of exemption and term requested
- Representations and certifications required by statute
- Signature by the applicant
- Exhibits

I. Instructions:

Please complete this application in its entirety and attach all required supporting documentation. Incomplete applications will be returned and may significantly delay the tax exemption authorization process or cause the application to be denied.

Important notes:

- 1) Certain documents required in this application must be prepared by qualified professionals other than the applicant. In particular, survey documents must be signed and sealed by a licensed surveyor, site plan documents must be signed and sealed by a professional engineer and detailed cost estimates must be certified by a licensed engineer or architect.
- 2) Under New Jersey law, applicants for long-term exemption must be organized as an Urban Renewal Entity as certified by the New Jersey Department of Community Affairs.
- 3) The application must be accompanied by a proposed form of financial agreement. Please ensure that the financial agreement attached to this application is appropriate to the type of project for which you are seeking an exemption.

Completed applications, including the application fee, should be submitted to:

Robert Parisi, Mayor
The Township of West Orange
66 Main Street
West Orange, NJ 07052

If you have any questions regarding the application or the tax exemption process, please contact:

Richard Trenk, Esq.
McManimon, Scotland & Baumann, LLC
75 Livingston Avenue, 2nd Floor
Roseland, NJ 07068
(973) 622-1800
rtrenk@msbnj.com

II. Redeveloper Identification:

A. Name of Applicant:

Green Essex Partners Urban Renewal, LLC

B. Principal Address:

**c/o BNE Real Estate Group
16 Microlab Road Suite A
Livingston, NJ 07039**

C. Type of Entity (check one)

☐ Corporation ☒ LLC ☐ LLP ☐ Partnership ☐ Other (please specify)

D. Contact Information

1.) Name of Primary Contact: Jonathan P. Schwartz

2.) Contact Numbers:

a. Phone: 973-992-2443 x 8665

b. Fax: n/a

c. Email: jschwartz@bnerealestate.com

E. Name and Address of Statutory Agent:

Please list the name and address of the entity upon whom a legal process can be served:

**Larry Pantirer
16 Microlab Road Suite A
Livingston, NJ 07039**

F. Federal Tax Identification Number: 84-3507730

G. Disclosure of Ownership:

New Jersey law (NJSA 52:25-24.2) requires that all corporations and partnerships seeking a public contract submit a list of the names and addresses of all principals who own more than 10% of any class of stock, or 10% or more of the total stock (if a corporation), or 10% or more of the partnership. In addition, if the Redeveloper has, as one or more of its owners, a corporation or partnership, the ownership of those entities must be similarly disclosed, and that process shall continue down the entire chain of ownership until the names and addresses of every unincorporated stockholder and/or individual partner is disclosed.

Please provide the necessary information utilizing the form provided with Exhibit 1 of this application.

H. Certificates of Incorporation and Approval:

Please provide a copy of the approved certificate of incorporation or formation by the State of New Jersey for the entity applying for the exemption. Attach the certificate as Exhibit 2.

Also include a copy of the certificate of approval of the urban renewal entity issued by the State of New Jersey Department of Community Affairs. Attach that certificate as Exhibit 3. (The only projects exempt from this requirement are low- and moderate-income housing projects located outside a designated redevelopment area.)

I. Authorization to Submit Application:

Please provide a certified copy, bearing the seal of the urban renewal entity, of a company resolution authorizing submission of the application in the form provided as Exhibit 4 of this application.

III. Project Description:

A. Applicant's Ownership Interest in the Project: (Contract Purchaser)

 X Conventional (Fee Simple) Condominium

B. Project Type (Please check all that apply):

 X Residential; Retail; Office; Manufacturing; Distribution Facility; Hotel;

Other (Specify): _____

If the project involves more than one type of usage, indicate the percentage that each usage bears to the overall project measured using square feet of gross area:

 % Residential; % Retail; % Office; % Manufacturing; % Distribution Facility;

 % Hotel; % Other (specify here _____)

C. Marketing Expectation:

 For Sale X For Lease Both

D. Project Location:

1. Provide all street addresses by which the project site is currently known:

100 & 200 Executive Drive West Orange, NJ 07052

Use additional sheets if necessary

2. Provide all tax lots that comprise the project site. Designate lots as they appear on the official maps of the Tax Assessor as of the date of this application (i.e. prior to any subdivision associated with the project):

Block 155 Lots 42.02 & 40.02

Use additional sheets if necessary

3. Metes and Bounds Description:

Please attach the metes and bounds description of the project site as Exhibit 5 of this application.

4. Survey:

Please attach survey of the project site as Exhibit 6 of this application. If a survey has not yet been completed, a plotting on the official tax map may be provided at this time. A certified survey will be required prior to execution of any financial agreement.

E. Deed or Lease Agreement:

Please attach a copy of the deed or lease agreement for the property as Exhibit 7 confirming that the project is under the control of the applicant.

Applicant is the Contract Purchaser of the Property.

F. Purpose of Project:

Please check all that apply:

1. This project is located within an officially designated "area in need of redevelopment."
☒ Yes ☐ No
2. This project is located within an Urban Enterprise Zone.
☐ Yes ☒ No
3. This Project is intended to provide housing to low and/or moderate-income households:
☒ Yes ☐ No

Please indicate the number of units of each type listed below, as appropriate.

	<u>Phase 1</u>
Number of affordable units	64
Number of market rate units	361
Total number of residential units	425

**Above unit counts are estimates.*

4. This Project is intended to provide housing to households relocated as a result of a redevelopment project: ☐ Yes ☒ No
5. This Project is intended as a means to implement the objectives set forth in an adopted Redevelopment Plan: ☒ Yes ☐ No
6. If the answer to questions 3 through 5 of this section was "No", please indicate the purpose of the Project:

N/A

H. Narrative Description of Project:

Provide a brief narrative description of the project, including the height and bulk of proposed improvements, type of construction materials to be used and expected square foot area of each proposed use. Indicate the number and type of each unit to be constructed as part of the project and whether the project will be restricted to any group or groups on the basis of age or income. Include maps, renderings, floor plans and other graphic materials if available. Attach this description as Exhibit 8 of this application.

I. Current Conditions:

1. Provide a brief description of any improvements that are in place currently on the project site and indicate which if any are expected to be reused as part of the project. Attach extra pages as needed.

The properties currently have (2) office buildings surrounded by surface parking lots

2. Provide a list with the current tax assessment and the current real property tax levy for each lot included within the project site. Attach extra pages as needed.

Block	Lot	Current Tax Assessment	Current Real Property Tax Levy
155	40.02	\$8,468,400	\$341,953.99
155	42.02	\$9,739.700	\$393,289.09

3. Provide a list showing the current status of all municipal fees and charges which are currently levied against each lot located within the project site, including, without limitation water charges, sewer charges, permit or license fees, fines and/or penalties. Attach extra pages as needed.

Block	Lot	Current Status of Municipal Fees and Charges (specify type)

J. Site Plan Approval:

Provide a copy of the site plan approved by the Planning Board for the Project. Also provide a copy of the resolution of the Planning Board providing final site plan approval for the project. Attach the site plan as Exhibit 9 of this application and the resolution as Exhibit 10 of this application.

K. Project Cost Estimates

1. Provide a detailed cost breakdown for the project, including both hard and soft costs. The estimate should be certified by a licensed architect or engineer. Attach the completed estimate for the entire Project as Exhibit 11 of this application.
2. For each type of unit to be included within the Project, provide an estimate of the total unit cost for that unit. This may be provided at a summary level, not at the level set forth for the estimate required by section K.1 above. The estimate should also be certified by a licensed architect or engineer. Attach the completed unit estimates as Exhibit 12 of this application.

L. Project Pro-Forma:

Provide a detailed projection of the estimated revenues and expenses for the project. The projections for all rental projects and for the rental component of mixed-use projects should cover the full exemption period. Projections involving the sale of units should be for the period expected to be needed to complete all sales activity. Attach the projection as Exhibit 13 of this application.

M. Project Financing Plan:

1. Provide a detailed explanation of the expected method by which the project will be financed, indicating the amount of equity to be contributed and its source, all public loans and/or grants that are to be used and all private sources of capital. Attach this explanation as Exhibit 14 of this application.
2. Private Financing Commitments: Provide certified copies of any and all letters from public or private sources of capital indicating a commitment to make funds available for the project. Attach these letters as Exhibit 15 of this application.

N. Explanation of the Need for Tax Exemption:

Provide an explanation of why the applicant believes that a long term tax exemption is necessary to make this project economically feasible. Attach the explanation as Exhibit 16 of this application.

O. Project Schedule:

Attach a detailed schedule of the key milestone dates in the approval, construction and leasing or sale of the project as Exhibit 17 of the application.

P. Statement of Project Benefits:

Provide a detailed description of the public benefits that would result from the project. At a minimum, include a projection of the number and type of construction jobs to be created, the number and type of permanent jobs to be created and the amount of municipal revenue to be generated by the project through the payment of taxes, payments in lieu of taxes, water and sewer fees and any other municipal payments. Attach the description as Exhibit 18 of the application.

IV. Exemption Information:

A. Annual Service Charge to be based on: (check one)

X Annual Gross Revenue (Non-condominium) ___ Project Cost

___ Imputed debt service (Condominium)

B. Term Requested:

30 Years

C. Proposed Rates and Phases:

Rates

Starting Year	Ending Year	Rate
1	10	10.5%
11	20	11.5%
21	30	12.5%

Staging

Years	Percent of Taxes Otherwise Due
1-15	0%
15-20	20%
21-26	40%
27-29	60%
30	80%

D. Form of Financial Agreement:

Attach the proposed form of the financial agreement as Exhibit 19 of the application. The correct form for your project type should be attached to this application. Please note that the final financial agreement provides that a sealed certification by the project architect as to the final project cost

must be submitted so that it can be added to the agreement within 60 days after the issuance of the Certificate of Occupancy for the project.

Representations and Certifications:

In submitting the application, the Redeveloper certifies that all of the information is true and accurate to the best of his or her knowledge and further certifies to the following:

A. The project conforms to the Redevelopment Plan that is in effect for the area that includes the project site and with any Redevelopment Agreement as may be in place between the Municipality and the Redeveloper.

B. The Project either 1) conforms to the Master Plan of the Municipality; or 2) to the extent that the Redevelopment Plan is inconsistent with the Master Plan, the Project conforms to the Redevelopment Plan and the Municipal Council, in adopting the Redevelopment Plan, set forth its reasons for adopting a Redevelopment Plan with such inconsistencies.

C. The project will conform to and the applicant(s) agrees to comply with all Federal and State laws and to all applicable municipal ordinances.

D. Construction of the project has not commenced as of the time of the submission of this application. The applicant understands that the Municipal Council is under no obligation to approve this tax exemption application. Any work done on the assumption of receipt of a tax exemption following the submission of the application and before final approval is undertaken at the risk of the Redeveloper. **Note that under no circumstances will an exemption be granted for a project that has already reached substantial completion.**

F. No officer or employee of the Municipality has any interest, directly or indirectly, in the project that is the subject of this application.

Signatures

By my signature below, I hereby submit this application on behalf of the Redeveloper. I certify that all of the information is true and accurate to the best of my knowledge and belief. I am aware that if any of the information provided is willfully false, that I am, subject to prosecution.

For the Redeveloper:

Jonathan Schwartz

11/19/2019

Name: Jonathan Schwartz

Date

Title: Authorized Signatory

**Please notarize here or
provide attestation and
seal of corporate secretary**

EXHIBITS

The following is a check-list of required exhibits that must be attached to the application:

<u>Exhibit #</u>	<u>Description</u>	<u>Included?</u>
1	Disclosure of Ownership	X
2	Certificate of Incorporation	X
3	Certificate of DCA Approval of Urban Renewal Entity	X
4	Resolution Authorizing Submission of Application	X
5	Metes and Bounds Description	X
6	Survey	X
7	Copy of Deed or Lease Agreement	*
8	Narrative Description of Project	X
9	Site Plan as Approved by Planning Board	*
10	Site Plan Approval Resolution	*
11	Total Project Cost Estimate	X
12	Cost Estimates for Each Unit Type	X
13	Project Pro-Forma	X
14	Project Financing Plan	X
15	Private Financing Commitments	X
16	Explanation of the Need for Tax Exemption	X
17	Project Schedule	X
18	Summary of Project Benefits	X
19	Form of Financial Agreement	X

*See Exhibit for explanation

EXHIBIT 1

DISCLOSURE OF OWNERSHIP

Instructions:

New Jersey law (NJSA 52:25-24.2) requires that all corporations and partnerships seeking a public contract submit a list of the names and addresses of all principals who own more than 10% of any class of stock, or 10% or more of the total stock (if a corporation), or 10% or more of the partnership. In addition, if the Redeveloper has as one or more of its owners a corporation or partnership, the ownership of those entities must be similarly disclosed, and that process shall continue down the entire chain of ownership until the names and addresses of every unincorporated stockholder and/or individual partner with more than a 10% interest is disclosed.

This information must be provided on the forms following these instructions entitled “Disclosure of Ownership.” Separate forms should be used for each corporation or partnership included in the chain of ownership. Each form must be signed by an officer of the corporation and be attested to by the secretary (if a corporation) or by all partners (if a partnership). Partnership forms must be notarized as well.

Failure to properly complete this disclosure statement or to submit it as part of the application will be grounds for the application to be rejected.

EXHIBIT 1

DISCLOSURE OF OWNERSHIP

I. Members (all ownership interests greater than 10%)

<u>Name</u>	<u>Home Address</u>	<u>Title</u>	<u>%Owned</u>
Larry Pantirer	60 East Hartshorne Short Hills NJ	Member	25%
Howard Schwartz	21 Vanderbilt Drive Livingston NJ	Member	25%
Alan Pines	16 Mountain Ridge Drive Livingston NJ	Member	25%
Jonathan Schwartz	87 Laurel Ave Livingston NJ	Member	25%

Green Essex Partners Urban Renewal, LLC

By: Jonathan Schwartz
Name: Jonathan Schwartz
Title: Authorized Signatory

EXHIBIT 2

CERTIFICATE OF INCORPORATION

CGN
FILED**OCT 3 2019****STATE TREASURER**
0600459786

**CERTIFICATE OF AMENDMENT
OF
CERTIFICATE OF FORMATION
OF
GREEN ESSEX PARTNERS LLC**

This Certificate of Amendment of Certificate of Formation is made by an authorized person in accordance with the New Jersey Revised Uniform Limited Liability Company Act (N.J.S.A. 42:2C-1 et seq.).

1. The name of the limited liability company is **GREEN ESSEX PARTNERS LLC**. The entity identification number is 0600459786.

2. The Certificate of Formation of the Company was filed on May 6, 2019, and is hereby amended and restated as follows:

"1. The name of the limited liability company is:

GREEN ESSEX PARTNERS URBAN RENEWAL LLC

(referred to below as the "Company")

2. The address of the Company's initial registered office in New Jersey is c/o BNE Real Estate Group, 16 Microlab Road, Suite A, Livingston, New Jersey 07039. The Company's initial registered agent at that address is Larry Pantirer.

3. The term of the Company shall be perpetual.

4. The purpose for which the Company is organized shall be to operate under P.L.1991, c.431 (C.40A:20-1 et seq.), and to initiate and conduct projects for the redevelopment of a redevelopment area in the Township of West Orange (the "Municipality") pursuant to a redevelopment plan, or projects necessary, useful, or convenient for the relocation of residents displaced or to be displaced by the redevelopment of all or part of one or more redevelopment areas, or low and moderate income housing projects, and, when authorized by financial agreement with the Municipality, to acquire, plan, develop, construct, alter, maintain, or operate housing, senior citizen housing, business, industrial, commercial, administrative, community, health, recreational, educational or welfare projects, or any combination of two or more of these types of improvement in a single project, under such conditions as to use, ownership, management and control as regulated pursuant to P.L.1991, c.431 (C.40A:20-1 et seq.).

5. So long as the Company is obligated under the Financial Agreement with the Municipality made pursuant to P.L.1991, c.431 (C.40A:20-1 et seq.), it shall engage in no business other than the ownership, operation and management of the project.

6. The Company declares that (a) it has been organized to serve a public purpose; (b) its operations shall be directed toward: (i) the redevelopment of redevelopment areas, the facilitation of the relocation of residents displaced or to be displaced by redevelopment, or the conduct of low and moderate income housing projects; (ii) the acquisition, management and operation of a project, redevelopment relocation housing project, or low and moderate income housing project under P.L.1991, c.431 (C.40A:20-1 et seq.); and (c) it shall be subject to regulation by the Municipality, and to a limitation or prohibition, as appropriate, on profits or dividends for so long as it remains the owner of a project subject to P.L.1991, c.431 (C.40A:20-1 et seq.).

7. The Company shall not voluntarily transfer more than ten (10%) percent of its ownership in the project or any portion thereof undertaken by it under P.L.1991, c.431 (C.40A:20-1 et seq.), until: (i) the Company has first removed both itself and the project from all restrictions of P.L.1991, c.431 (C.40A:20-1 et seq.) in the manner required by P.L.1991, c.431 (C.40A:20-1 et seq.); and (ii) if the project includes housing units, the Company has obtained the consent of the Commissioner of Community Affairs to such transfer, with the exception of transfer to another urban renewal entity, as approved by the Municipality, which other urban renewal entity shall assume all contractual obligations of the transferor entity under the Financial Agreement with the Municipality.

8. The Company shall file annually with the municipal governing body a disclosure of the persons having an ownership interest in the project, and of the extent of the ownership interest of each.

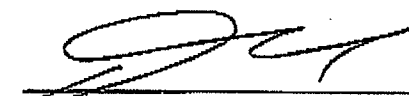
9. Nothing herein shall prohibit any transfer of the ownership interest in the Company itself provided that the transfer, if greater than 10%, is disclosed to the municipal governing body in the annual disclosure statement or in correspondence sent to the Municipality in advance of the annual disclosure statement referred to above.

10. The Company is subject to the provisions of section 18 of P.L.1991, c.431 (C.40A:20-18) respecting the powers of the Municipality to alleviate financial difficulties of the Company or to perform actions on behalf of the Company upon a determination of financial emergency.

11. Any housing units constructed or acquired by the Company shall be managed subject to the supervision of, and rules adopted by, the Commissioner of Community Affairs.

12. This Certificate shall be effective upon its filing in the Commercial Recording Division of the office of the New Jersey Department of Treasury."

IN WITNESS WHEREOF, the undersigned duly authorized person has executed this Certificate of Amendment this 15th day of August, 2019.



Jonathan Schwartz
Authorized Person



FILED
OCT 3 2019
STATE TREASURER

LT. GOVERNOR SHEILA Y. OLIVER
Commissioner

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Exhibit 3

Certificate of Approval of Urban Renewal Entity from the New Jersey Department of
Community Affairs (DCA)

Please attach a copy of DCA's certificate of approval of the applicant as an Urban Renewal entity to this sheet. (Low- and moderate-income housing projects to be constructed outside an approved redevelopment area are exempt from this requirement.)



State of New Jersey
DEPARTMENT OF COMMUNITY AFFAIRS
LOCAL PLANNING SERVICES
101 SOUTH BROAD STREET
PO Box 813
TRENTON, NJ 08625-0813
(609) 292-3000 • FAX (609) 633-6056

PHILIP D. MURPHY
Governor

LT. GOVERNOR SHEILA Y. OLIVER
Commissioner

DEPARTMENT OF COMMUNITY AFFAIRS

TO: State Treasurer
RE: GREEN ESSEX PARTNERS URBAN RENEWAL LLC
(formerly GREEN ESSEX PARTNERS LLC)
File # 2610
An Urban Renewal Entity

This is to certify that the attached AMENDED CERTIFICATE OF FORMATION OF AN URBAN RENEWAL ENTITY has been examined and approved by the Department of Community Affairs, pursuant to the power vested in it under the "Long Term Tax Exemption Law," P.L. 1991, c.431.

Done this *20th* day of *September* 2019 at Trenton, New Jersey.

DEPARTMENT OF COMMUNITY AFFAIRS

By: _____

[Signature]
Sean Thompson, Director
Local Planning Services

Exhibit 4

RESOLUTION AUTHORIZING SUBMISSION OF APPLICATION

UNANIMOUS WRITTEN CONSENT OF MEMBERS OF
ESSEX GREEN PARTNERS URBAN RENEWAL, LLC

The undersigned, being all of the members ("Members") of ESSEX GREEN PARTNERS URBAN RENEWAL, LLC ("Company"), a New Jersey limited liability company, do hereby (i) take the following actions pursuant to the New Jersey Limited Liability Company Act and the Operating Agreement of the Company, (ii) waive notice of a meeting, and (iii) consent that the following resolutions and actions be adopted as the resolutions and actions of the Company to have the same effect as if duly adopted at a formal meeting.

WHEREAS, the Company is undertaking construction of a redevelopment project on Block 155 Lots 40.2 and 42.02; and

WHEREAS, the Company has determined that the financial viability of the project is contingent upon receipt of a tax abatement from the Township of West Orange, and wishes to apply for such abatement ("PILOT Application"); and

WHEREAS, the Members desire to authorize (a) the submission to the Township West Orange the PILOT Application, (b) the subsequent execution of any resultant financial agreements, and (c) all attendant actions necessary to effectuate the purpose and intent of this Consent.

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

RESOLVED, that the foregoing recitals are incorporated herein as if fully set forth in this resolution; and it is further

RESOLVED, that the Company is authorized to submit a PILOT Application to the Township of West Orange for the provision of a long term tax exemption; and it is further

RESOLVED, that if this Company's PILOT Application is accepted by the Township of West Orange, Jonathan Schwartz , as an "Authorized Representative", is authorized to execute and deliver on the Company's behalf, a contract with the Township of West Orange, substantially in the form attached to the PILOT Application, with such changes thereto as may be negotiated by the parties; and it is further

RESOLVED, that any action heretofore taken by an officer or member of the Company or an authorized person thereof in connection with the transactions contemplated by the PILOT

Application is hereby ratified and approved.

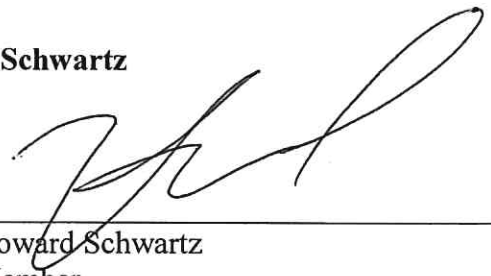
IN WITNESS WHEREOF, the undersigned, being all of the Members of the Company, have subscribed their name to this written consent as of the 21 day of August, 2018.

**GREEN ESSEX PARTNERS URBAN
RENEWAL, LLC**, a New Jersey limited liability
company

Larry Pantirer

By: 
Name: Larry Pantirer
Title: Member

Howard Schwartz

By: 
Name: Howard Schwartz
Title: Member

Alan Pines

By: 
Name: Alan Pines
Title: Member

Exhibit 5

METES AND BOUNDS DESCRIPTION

Attached

Metes and Bounds

Tract II:

BEGINNING at a point on the northerly side line of Rooney Circle, said point being 753.47 feet along its various courses from its intersection with the westerly side line of Prospect Avenue. Said point also being a point of curve in the northerly side line of Rooney Circle; thence

1. North 42 degrees 30 minutes West a distance of 199.58 feet to a point. thence
2. North 12 degrees 33 minutes 03 seconds East a distance of 238.91 feet to a point on the southerly side line of Lot 41.02; thence
3. North 54 degrees 30 minutes 50 seconds West a distance of 149.02 feet to a point; thence
4. Along the westerly line of 41.02, North 35 degrees 29 minutes 10 seconds East a distance of 77.00 feet to a point on the side line of Interstate Highway Route 280; thence
5. Along said side line South 87 degrees 15 minutes 18 seconds West a distance of 235.19 feet to a point; thence
6. **SUN** along the same North 88 degrees 47 minutes .20 seconds West a distance of 265.49 feet to a point; thence
7. Still along the same North 84 degrees 29 minutes 49 seconds West a distance of 153.44 feet to a point; thence
8. South 48 degrees 00 minutes 11 seconds West a distance of 263.39 feet to a point; thence
9. South 09 degrees 30 minutes 50 seconds East a distance of 273.28 feet to a point; thence
10. South 54 degrees 30 minutes 50 seconds East a distance of **469.30 feet** to a point on the westerly line of the lands n/f Principal Life Insurance Co.; thence
11. Along said line, North 35 degrees 29 minutes 10 seconds East a distance of 433.70 feet to a point; thence
12. Along the northerly side line of said lands n/f Principal Life Insurance Co. South 54 degrees 30 minutes 50 seconds East a distance of **252.57 feet** to a point on the northerly side line of Rooney Circle; thence
13. Easterly on a non-tangent curve to the right with a radius of 110.00 feet, a length along the arc of 134.86 feet, a bearing along the chord of South 77 degrees 42 minutes 13 seconds East and a distance along the chord of 126.86 feet to the point and place of BEGINNING.

Together with and subject to Exchange of Utility and Slope Right Easement as set forth in Deed Book 4503 page 674.

Together with existing beneficial right appurtenant out to the land as set forth in Deed Book 4499 page 164.

The above description is being drawn in accordance with a survey prepared by Partner Engineering and Science, Inc. Project No. 17-178987.2 dated February 24, 2017 and last Revised on May 4, 2017.

NOTE: Being Lot(s) 40.02, Block 155, Tax Map of the Township of West Orange, County of Essex

All that certain lot, piece or parcel of land, with the buildings and improvements thereon erected, situate, lying and being in the Township of West Orange, County of Essex, State of New Jersey.

Tract III:

BEGINNING at a point on the easterly property line of lands n/f of Paragon Enterprises which is the dividing line between said lands and the lands n/f of Centre Properties Co., said point also being the southeasterly corner of the whole tract and is formed by the intersection of said property line and the northeasterly line of lands n/f of Public Service Electric and Gas Company and running thence;

1. Along the northerly line of lands n/f of Public Service Electric and Gas Company North 54 degrees 30 minutes 50 seconds West, 675.00 feet; thence;
2. By a new line, North 12 degrees 47 minutes 33 seconds East, 196.87 feet; thence
3. By a new line, North 35 degrees 29 minutes 10 seconds East, 123.00 feet; thence
4. By a new line, North 51 degrees 57 minutes 20 seconds East, 362.26 feet to a corner of lands known as Block 155 Lot 408; thence
5. Along the line of said lot, South 09 degrees 30 minutes 50 seconds East, 273.28 feet; thence
6. Still along the same, South 54 degrees 30 minutes 50 seconds, East a distance of 455.00 feet to the easterly sideline of the tract, which sideline is also the dividing line between said tract and lands n/f of Centre Properties Co.; thence
7. Along said track line South 35 degrees 29 minutes 10 seconds West, 458.77 feet to the point and place of BEGINNING.

Together with and subject to Exchange of Utility and Slope Right Easement as set forth in Deed Book 4503 page 674.

Together with existing beneficial right appurtenant out to the land as set forth in Deed Book 4499 page 164.

The above description is in accordance with a survey made by Partner Engineering & Science, Inc, dated February 24, 2017 and last revised on May 4, 2017.

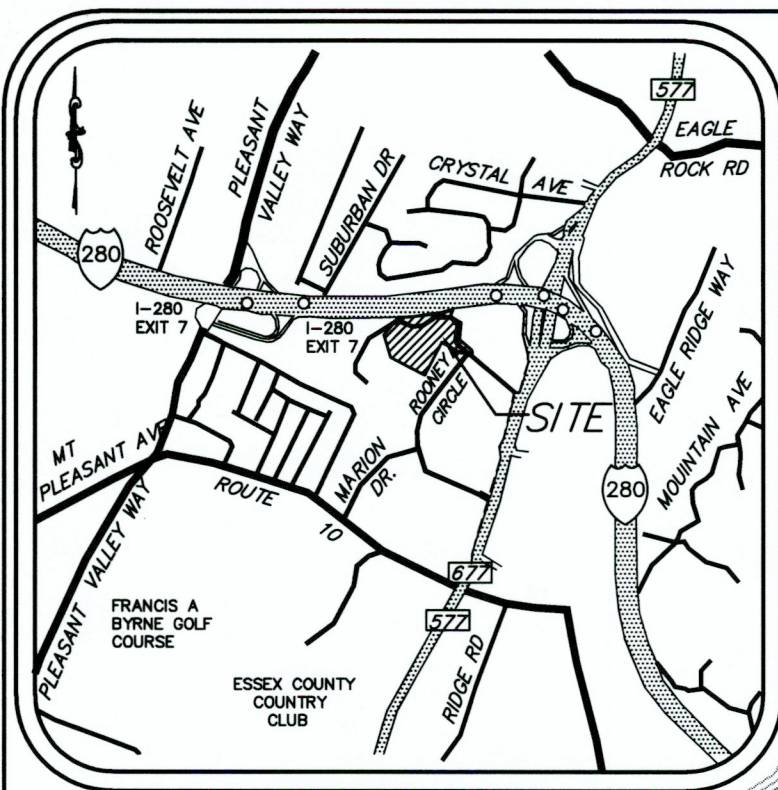
NOTE: Being Lot(s) 42.02, Block 155, Tax Map of the Township of West Orange, County of Essex

Exhibit 6

SURVEY

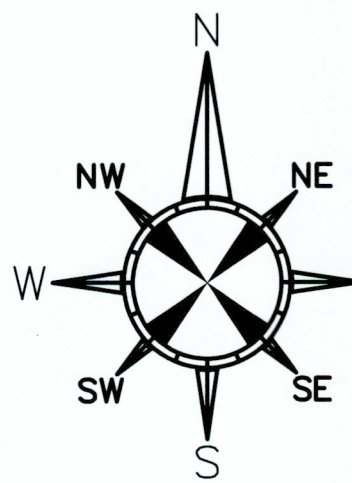
Attach survey of the project. If a survey has not yet been completed, a plotting on the official tax map may be provided at this time. A certified survey will be required prior to execution of any financial agreement.

Attached



VICINITY MAP

LOT 42.01 BLOCK 155
NOW OR FORMERLY
WEST ORANGE OFFICE EXECUTIVE PARK



STATEMENT OF ENCROACHMENTS

- E1 UTILITY POLE LINE FROM ADJOINING PREMISES NO EASEMENT REPORTED
- E2 SHARED ACCESS DRIVE LOCATED OUTSIDE OF DESCRIBED EASEMENT.
- E3 LIGHT POLE 2.20" IN SIDE YARD SETBACK

UTILITY NOTE

- LOCATIONS OF UTILITIES ARE SHOWN HEREON BY OBSERVED EVIDENCE TOGETHER WITH EVIDENCE FROM PLANS OBTAINED FROM UTILITY COMPANIES OR PROVIDED BY CLIENT, AND MARKINGS FROM UTILITY COMPANIES AND OTHER APPROPRIATE SOURCES. THE SOURCES OF THIS INFORMATION IS FROM PAINTED MARKOUT OF UTILITIES FOUND IN FIELD.

FLOOD ZONE

A FIELD SURVEY WAS NOT CONDUCTED TO DETERMINE THE FLOOD ZONE AREAS. ANY FLOOD ZONE LINES DISTINGUISHING BETWEEN FLOOD AREAS ARE GRAPHICALLY PLOTTED FROM FEMA FLOOD INSURANCE RATE MAPS (FIRM). A FLOOD ELEVATION CERTIFICATE MAY BE NEEDED TO DETERMINE OR VERIFY THE LOCATION OF THE FLOOD AREAS. THE SUBJECT PROPERTY'S COMMUNITY DOES PARTICIPATE IN THE PROGRAM. IT IS DETERMINED THAT THE SUBJECT PROPERTY RESIDES IN THE FOLLOWING FLOOD ZONE(S) X AS DETERMINED BY OR SHOWN BY FIRM COMMUNITY PANEL NO. 34013C0082F DATED JUNE 4, 2007 AND IS NOT IN A FLOOD ZONE AREA. THE FLOOD INSURANCE RATE PROGRAM WAS CONTACTED ON DECEMBER 18, 2017 BY ONLINE (<https://mnc.fema.gov>)

TITLE LEGAL DESCRIPTION

ALL that certain lot, place or parcel of land, with the buildings and improvements thereon erected, situate, lying and being in the Township of West Orange, in the County of Essex, State of New Jersey:

- PARCEL A:
- BEGINNING at a point on the northerly side line of Rooney Circle, sold point being 753.47 feet along its various courses from its intersection with the westerly side line of Prospect Avenue. Sold point also being a point of curve in the northerly side line of Rooney Circle, and running: thence
1. North 42 degrees 30 minutes West, a distance of 199.58 feet to a point; thence
 2. North 12 degrees 33 minutes 03 seconds, a distance of 238.91 feet to a point on the southerly side line of Lot 41.02; thence
 3. North 54 degrees 30 minutes 50 seconds West, a distance of 149.02 feet to a point; thence
 4. Along the westerly line of 41.02, North 35 degrees 29 minutes 10 seconds East, a distance of 77.00 feet to a point on the sideline of Interstate Highway Route 280; thence
 5. Along said sideline, South 87 degrees 15 minutes 18 seconds West, a distance of 235.19 feet to a point; thence
 6. Still along the same, North 88 degrees 47 minutes 20 seconds West, a distance of 265.49 feet to a point; thence
 7. Still along the same, North 84 degrees 29 minutes 49 seconds West, a distance of 153.44 feet to a point; thence
 8. South 48 degrees 00 minutes 11 seconds West, a distance of 263.39 feet to a point; thence
 9. South 09 degrees 30 minutes 50 seconds East, a distance of 273.28 feet to a point; thence
 10. South 54 degrees 30 minutes 50 seconds East, a distance of 469.30 feet to a point on the westerly line of the lands n/f Principal Life Insurance Co.; thence
 11. Along said line, North 35 degrees 29 minutes 10 seconds East, a distance of 433.70 feet to a point; thence
 12. Along the northerly side line of said lands n/f Principal Life Insurance Co. South 54 degrees 30 minutes 50 seconds East, a distance of 252.57 feet to a point on the northerly side line of Rooney Circle; thence
 13. Easterly on a non-tangent curve to the right with a radius of 110.00 feet, a length along the arc of 136.86 feet, a bearing along the chord of South 77 degrees 42 minutes 13 seconds East and a distance along the chord of 126.86 feet to the point and place of BEGINNING.

BEING ALSO DESCRIBED as follows

- BEGINNING at a point on the northerly side line of Rooney Circle, sold point being 753.47 feet along its various courses from its intersection with the westerly side line of Prospect Avenue. Sold point also being a point of curve in the northerly side line of Rooney Circle, and running: thence
1. North 42 degrees 30 minutes West, a distance of 199.58 feet to a point; thence
 2. North 12 degrees 33 minutes 03 seconds, a distance of 238.91 feet to a point on the southerly side line of Lot 41.02; thence
 3. North 54 degrees 30 minutes 50 seconds West, a distance of 149.02 feet to a point; thence
 4. Along the westerly line of 41.02, North 35 degrees 29 minutes 10 seconds East, a distance of 77.00 feet to a point on the sideline of Interstate Highway Route 280; thence
 5. Along said sideline, South 87 degrees 15 minutes 18 seconds West, a distance of 235.19 feet to a point; thence
 6. Still along the same, North 88 degrees 47 minutes 20 seconds West, a distance of 265.49 feet to a point; thence
 7. Still along the same, North 84 degrees 29 minutes 49 seconds West, a distance of 153.44 feet to a point; thence
 8. South 48 degrees 00 minutes 11 seconds West, a distance of 263.39 feet to a point; thence
 9. South 09 degrees 30 minutes 50 seconds East, a distance of 273.28 feet to a point; thence
 10. South 54 degrees 30 minutes 50 seconds East a distance of 469.30 feet to a point on the westerly line of the lands n/f Principal Life Insurance Co.; thence
 11. Along said line, North 35 degrees 29 minutes 10 seconds East, a distance of 433.70 feet to a point; thence
 12. Along the northerly side line of said lands n/f Principal Life Insurance Co. South 54 degrees 30 minutes 50 seconds East, a distance of 252.57 feet to a point on the northerly side line of Rooney Circle; thence
 13. Easterly on a non-tangent curve to the right with a radius of 110.00 feet, a length along the arc of 136.86 feet, a bearing along the chord of South 77 degrees 42 minutes 13 seconds East and a distance along the chord of 126.86 feet to the point and place of BEGINNING.

FOR INFORMATION PURPOSES ONLY: Being known as 100 Executive Drive, Tax Lot 40.02 Block 155 (Parcel A) on the Official Tax map of Township of West Orange, NJ.

THE ABOVE DESCRIBED PARCEL "A" IS THE SAME LAND DESCRIBED IN CHICAGO TITLE INSURANCE COMPANY POLICY, REFERENCE NO. 837604(C-NJ-CP-AM) DATED JANUARY 30, 2018.

ALTA/NSPS LAND TITLE SURVEY FOR EXECUTIVE PARK

PARTNER PROJECT NUMBER 17-204087.1 SITE NUMBER 1

ALTA SURVEY BASED AND RELIED ON BY CHICAGO TITLE INSURANCE COMPANY, POLICY NUMBER 837604(C-NJ-CP-AM) CONTAINING AN EFFECTIVE DATE OF JANUARY 30, 2018.

CERTIFICATION

TO: BNE ACQUISITIONS, LLC; CHICAGO TITLE INSURANCE COMPANY;
AIM TITLE GROUP, LLC; WEST ORANGE OFFICE EXECUTIVE PARK
LLC; ORLOFF, LOWENBACH, STIFELMAN & SIEGEL, P.A.

THIS IS TO CERTIFY THAT THIS MAP OR PLAT AND THE SURVEY ON WHICH IT IS BASED WERE MADE IN ACCORDANCE WITH THE 2016 MINIMUM STANDARD DETAIL REQUIREMENTS FOR ALTA/NSPS LAND TITLE SURVEYS, JOINTLY ESTABLISHED AND ADOPTED BY ALTA AND NSPS, AND INCLUDES ITEMS 1-5, 6b, 7a, 7b, 7c, 8, 9, 11, 13, 14, 16, 17 and 18 OF TABLE A THEREOF. THE FIELD WORK WAS COMPLETED ON FEBRUARY, 24 2017. SURVEY UPDATED PER TITLE ON 12/18/2017.

DATE OF PLAT OR MAP: DECEMBER 18, 2017.

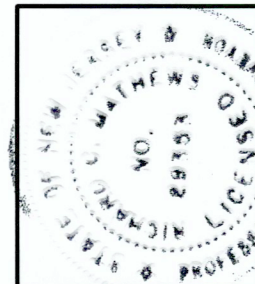
Richard C. Mathews, PLS
New Jersey License No. 29353

PROPERTY ADDRESS:
100 EXECUTIVE DRIVE, WEST ORANGE, NEW JERSEY 07052

SURVEYOR: RICHARD C. MATHEWS
REGISTRATION NUMBER: 29353
STATE OF REGISTRATION: NJ
FIELD DATE OF SURVEY: 02/24/2017
LATEST REVISION DATE: 03/02/2018

SIGNATURE

STAMP



CONTRACT 2018
PARTNER ENGINEERING & SCIENCE, INC.
ALL RIGHTS RESERVED. USE
STRICTLY PROHIBITED
WITHOUT WRITTEN PERMISSION

PARTNER
Engineering and Science, Inc.

CAXTON BUILDING
812 HURON RD. SUITE 690
CLEVELAND, OHIO 44115
T 440-987-1001

jdavenport@partneresi.com

<http://www.partneresi.com/>
PAGE 1 OF 1

MISCELLANEOUS NOTES

THE BASIS OF BEARINGS OF THIS SURVEY IS BASED ON DEED BOOK 12386 PAGE 4218 AND IS REFLECTED IN THE TITLE LEGAL DESCRIPTION. THE BEARING IS DENOTED AS BEARING DIRECTION

THE TABLE BELOW DESCRIBES THE TYPE AND NUMBER OF PARKING STALLS ENTIRELY WITHIN PROPERTY BOUNDARY. STALLS THAT ARE PARTIALLY WITHIN BOUNDARY ARE LISTED UNDER THE HEADING "PARTIAL". PARTIAL STALLS ARE NOT COUNTED IN THE TOTAL.

PARKING

REGULAR	HANDICAP	TRAILER	PARTIAL	TOTAL
391	5	0	0	396

N3 DURING OUR FIELD SITE VISIT, THERE WAS NO OBSERVABLE EVIDENCE OF EARTH MOVING WORK, BUILDING CONSTRUCTION OR BUILD ADDITIONS WITHIN RECENT MONTHS.

N4 THERE WAS NOT ANY CHANGES IN STREET RIGHT-OF-WAY LINES EITHER COMPLETED OR PROPOSED, AND AVAILABLE FROM CONTROLLING JURISDICTION OR EVIDENCE OF RECENT STREET OR SIDEWALK CONSTRUCTION REPAIRS.

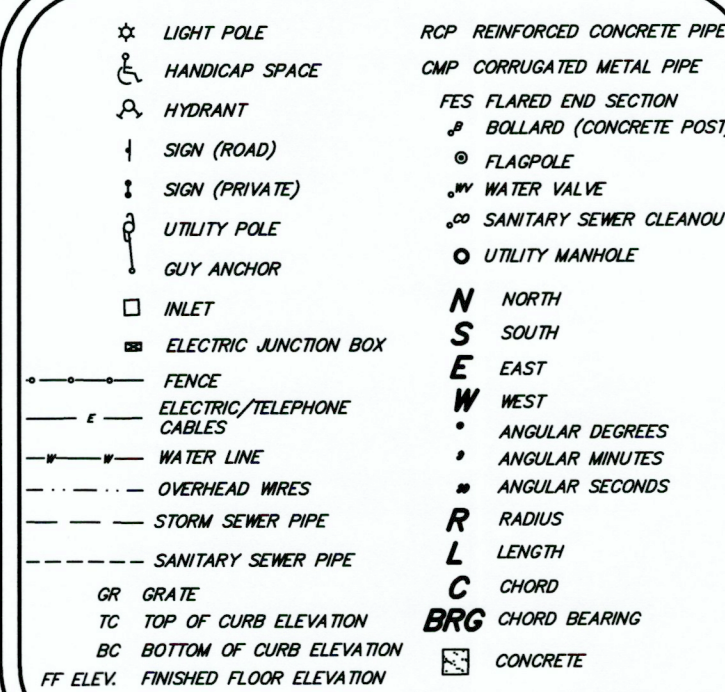
N5 THERE WAS NO OBSERVABLE EVIDENCE OF CEMETERIES OR BURIAL GROUND FOUND ON SITE.

N6 THE PROPERTY HAS ACCESS TO ROONEY CIRCLE A DEDICATED PUBLIC RIGHT OF WAY OVER EXECUTIVE DRIVE A PRIVATE RIGHT OF WAY.

N7 THE DISTANCE TO THE NEAREST INTERSECTING STREET BEING PROSPECT AVENUE A DEDICATED PUBLIC RIGHT OF WAY IS 753.47 FEET.

N8 NO OBSERVABLE EVIDENCE OF WETLANDS FOUND ON SITE.

N9 ALL UTILITY SERVICES REQUIRED FOR THE OPERATION OF THE PROPERTY EITHER ENTER FROM A PUBLIC STREET (ROONEY CIRCLE) AND/OR PRIVATE UTILITY EASEMENTS SERVICING THE LOT.



LEGEND

MISCELLANEOUS NOTES

N10 SURVEY PREPARED BY:
STIRES ASSOCIATES, P.A.
43 WEST HIGH STREET
SOMERVILLE, NJ 08876
TELEPHONE: 908-725-0230
EMAIL: csstires@stiresassociates.com
JOB 17280_100

SURVEY RELATED ITEMS CORRESPONDING TO SCHEDULE B TITLE COMMITMENT

- 12 CROSS EASEMENTS AS CONTAINED IN DECLARATION OF EASEMENTS AND COVENANTS AS RECORDED IN DEED BOOK 3836 PAGE 459 IS BLANKET IN NATURE AND AFFECTS A PORTION OF THE PREMISES AS SHOWN HEREON.
- 12 RIGHT OF FIRST REFUSAL AS RECORDED IN DEED BOOK 3836 PAGE 459 DOES NOT AFFECT THE SUBJECT PREMISES.
- 12 CROSS EASEMENTS AS CONTAINED IN DECLARATION OF EASEMENTS AND COVENANTS AS RECORDED IN DEED BOOK 4489 PAGE 164 AFFECTS AND BENEFITS THE SUBJECT PREMISES. SLOPE EASEMENT AS SHOWN HEREON.
- 13 RIGHTS OF THE STATE OF NEW JERSEY AS RECORDED IN DEED BOOK 4210 PAGE 241 AND DEED BOOK 4210 PAGE 258 TO LIMIT ACCESS TO HIGHWAY ROUTE 280 AFFECT THE SUBJECT PREMISES AS SHOWN HEREON.
- 14 UTILITY EASEMENT IN FAVOR OF PUBLIC SERVICE ELECTRIC AND GAS COMPANY AND NEW JERSEY BELL TELEPHONE COMPANY AS RECORDED IN DEED BOOK 4351 PAGE 28 AFFECTS THE SUBJECT PREMISES AS SHOWN HEREON.
- 14 UTILITY EASEMENT IN FAVOR OF PUBLIC SERVICE ELECTRIC AND GAS COMPANY AND NEW JERSEY BELL TELEPHONE COMPANY AS RECORDED IN DEED BOOK 4588 PAGE 65 DOES NOT AFFECT THE SUBJECT PREMISES.
- 15 UTILITY EASEMENT IN FAVOR OF PUBLIC SERVICE ELECTRIC AND GAS COMPANY AS RECORDED IN DEED BOOK 4851 PAGE 111 DOES NOT AFFECT THE SUBJECT PREMISES.
- 16 RESTRICTIONS AS RECORDED IN DEED BOOK 3401 PAGE 425 AND DEED BOOK 3401 PAGE 422 DOES NOT AFFECT THE SUBJECT PREMISES. ARE BLANKET IN NATURE AND NOT SHOWN HEREON.
- 17 EXCHANGE OF UTILITY AND SLOPE RIGHT EASEMENT AS RECORDED IN DEED BOOK 4503 PAGE 674 AFFECTS THE SUBJECT PREMISES AS SHOWN HEREON.
- 18 DECLARATION OF EASEMENTS AND COVENANTS AS RECORDED IN DEED BOOK 4578 PAGE 187 AFFECTS THE SUBJECT PREMISES AS SHOWN HEREON.
- 18 DECLARATION OF EASEMENTS AND COVENANTS AS AMENDED BY DEED BOOK 4620 PAGE 1011 DOES NOT AFFECT THE SUBJECT PREMISES.

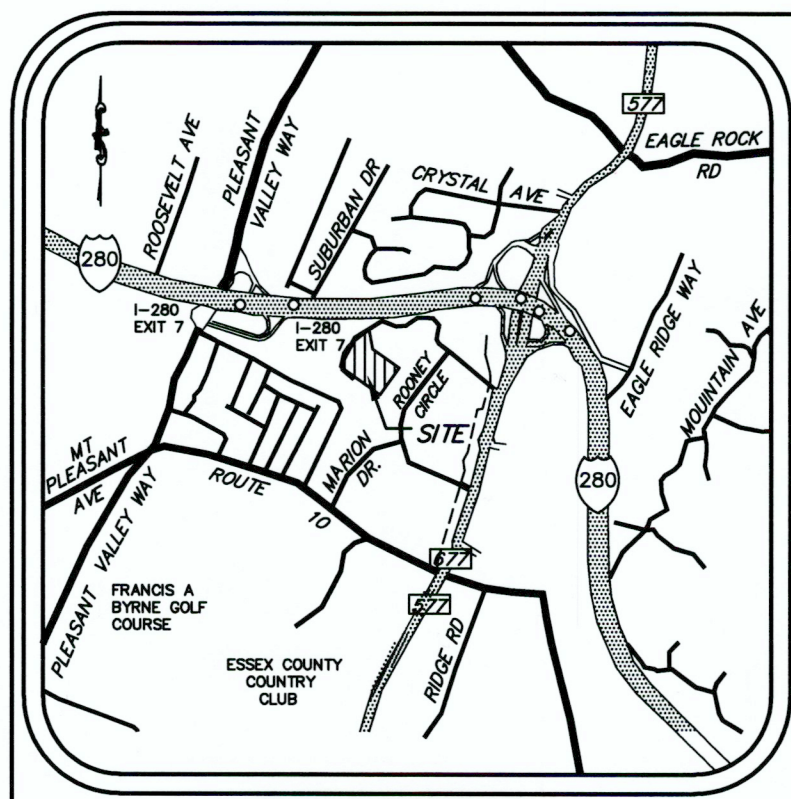
ZONING INFORMATION

LISTED BELOW ARE SETBACK, HEIGHT, AND FLOOR SPACE AREA RESTRICTIONS AS DISCLOSED BY APPLICABLE ZONING OR BUILDING CODES (BEYOND THOSE REQUIRED UNDER PARAGRAPH 5d OF THE ALTA STANDARDS) UNLESS "NONE" IS STATED BELOW. THE SOURCE OF THIS INFORMATION IS PARTNER ENGINEERING AND SCIENCE INC ZONING REPORT. PROJECT NUMBER 17-178987.6, DATE OF REPORT MARCH 29, 2017

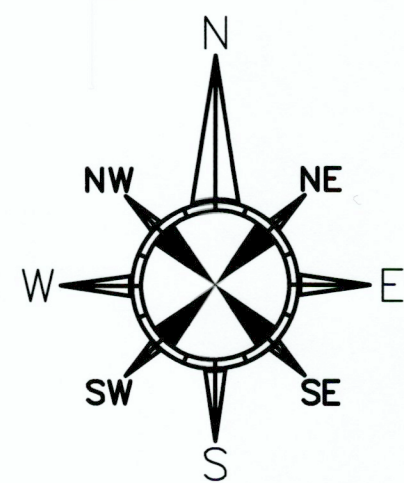
OB-1 ZONE - Office Building District

MINIMUM FRONT YARD	30 FEET
MINIMUM REAR YARD	30 FEET
MINIMUM SIDE YARD	10 + 8 FEET
MINIMUM LOT WIDTH	60 FEET
MINIMUM LOT AREA	10,000 SQ. FT.
MAXIMUM BUILDING COVERAGE	40%
MAXIMUM IMPV. LOT COVERAGE	50%
MAXIMUM HEIGHT	35 FEET
MAXIMUM STORIES	2.5

PARKING	
PARKING REQUIREMENT	1 Space per 250 SQUARE FEET
TOTAL REQUIRED PARKING	373 SPACES



VICINITY MAP



STATEMENT OF ENCROACHMENTS

- E1 SUBJECT'S GARAGE ENVOACHES OVER WATERLINE EASEMENT
- E2 PARKING AREA FALLS WITHIN FRONT YARD SETBACK

SURVEY RELATED ITEMS CORRESPONDING TO SCHEDULE B TITLE COMMITMENT

- 12 CROSS EASEMENTS AS CONTAINED IN DECLARATION OF EASEMENTS AND COVENANTS AS RECORDED IN DEED BOOK 3836 PAGE 459 ARE BLANKET IN NATURE AND DO NOT AFFECT THE SUBJECT PREMISES.
- 12 RIGHT OF FIRST REFUSAL AS RECORDED IN DEED BOOK 3836 PAGE 459 DOES NOT AFFECT THE SUBJECT PREMISES.
- 12 CROSS EASEMENTS AS CONTAINED IN DECLARATION OF EASEMENTS AND COVENANTS AS RECORDED IN DEED BOOK 4499 PAGE 164 AFFECTS AND BENEFITS THE SUBJECT PREMISES, SLOPE EASEMENT AS SHOWN HEREON.
- 13 RIGHTS OF THE STATE OF NEW JERSEY AS RECORDED IN DEED BOOK 4210 PAGE 241 AND DEED BOOK 4210 PAGE 258 TO LIMIT ACCESS FROM LOT 40.02 IN BLOCK 155 TO HIGHWAY ROUTE 280 DOES NOT AFFECT THE SUBJECT PREMISES.
- 14 UTILITY EASEMENT IN FAVOR OF PUBLIC SERVICE ELECTRIC AND GAS COMPANY AND NEW JERSEY BELL TELEPHONE COMPANY AS RECORDED IN DEED BOOK 4391 PAGE 26 DOES NOT AFFECT THE SUBJECT PREMISES.
- 14 UTILITY EASEMENT IN FAVOR OF PUBLIC SERVICE ELECTRIC AND GAS COMPANY AND NEW JERSEY BELL TELEPHONE COMPANY AS RECORDED IN DEED BOOK 4503 PAGE 37 AFFECTS THE SUBJECT PREMISES AS SHOWN HEREON.
- 14 UTILITY EASEMENT IN FAVOR OF PUBLIC SERVICE ELECTRIC AND GAS COMPANY AND NEW JERSEY BELL TELEPHONE COMPANY AS RECORDED IN DEED BOOK 4588 PAGE 65 AFFECTS THE SUBJECT PREMISES AS SHOWN HEREON.
- 15 UTILITY EASEMENT IN FAVOR OF PUBLIC SERVICE ELECTRIC AND GAS COMPANY AS RECORDED IN DEED BOOK 4951 PAGE 111 AFFECTS THE SUBJECT PREMISES AS SHOWN HEREON.
- 16 RESTRICTIONS AS RECORDED IN DEED BOOK 3401 PAGE 425 AND DEED BOOK 3401 PAGE 422 AFFECT THE SUBJECT PREMISES, ARE BLANKET IN NATURE AND NOT SHOWN HEREON.
- 17 EXCHANGE OF UTILITY AND SLOPE RIGHT EASEMENT AS RECORDED IN DEED BOOK 4503 PAGE 674 AFFECTS THE SUBJECT PREMISES AS SHOWN HEREON.
- 18 DECLARATION OF EASEMENTS AND COVENANTS AS RECORDED IN DEED BOOK 4578 PAGE 187 AFFECTS THE SUBJECT PREMISES AS SHOWN HEREON.
- 18 DECLARATION OF EASEMENTS AND COVENANTS AS AMENDED BY DEED BOOK 4620 PAGE 1011 AFFECT THE SUBJECT PREMISES AS SHOWN HEREON.

UTILITY NOTE

- 1 LOCATIONS OF UTILITIES ARE SHOWN HEREON BY OBSERVED EVIDENCE TOGETHER WITH EVIDENCE FROM PLANS OBTAINED FROM UTILITY COMPANIES OR PROVIDED BY CLIENT, AND MARKINGS FROM UTILITY COMPANIES AND OTHER APPROPRIATE SOURCES. THE SOURCES OF THIS INFORMATION IS FROM PAINTED MARKOUT OF UTILITIES FOUND IN FIELD.

TITLE LEGAL DESCRIPTION

All that certain lot, piece or parcel of land, with the buildings and improvements thereon erected, situate, lying and being in the Township of West Orange, County of Essex, State of New Jersey.

PARCEL B:

BEGINNING at a point on the easterly property line of lands n/f of Paragon Enterprises which is the dividing line between said lands n/f of Centre Properties Co., said point also being the southeasterly corner of the whole tract and is formed by the intersection of said property line and the northeasterly line of lands n/f of Public Service Electric and Gas Company, and running thence;

1. Along the northerly line of lands n/f of Public Service Electric and Gas Company, North 54 degrees 30 minutes 50 seconds West, a distance of 675.00 feet; thence;
2. By a new line, North 12 degrees 47 minutes 33 seconds, a distance of 196.87 feet to a point; thence
3. By a new line, North 35 degrees 29 minutes 10 seconds East, a distance of 123.00 feet to a point; thence
4. By a new line, North 51 degrees 57 minutes 20 seconds East, a distance of 362.26 feet to a corner of lands known as Block 155 Lot 40B; thence
5. Along said line, South 09 degrees 30 minutes 50 seconds East, a distance of 273.28 feet to a point; thence
6. Still along the same, South 54 degrees 30 minutes 50 seconds East, a distance of 455.00 feet to the easterly sideline of the tract which side line is also the dividing line between said tract and lands n/f of Centre Properties Co.; thence
7. Along said track line South 35 degrees 29 minutes 10 seconds West, a distance of 458.77 feet to the point and place of BEGINNING.

BEING ALSO DESCRIBED as follows:

BEGINNING at a point on the easterly property line of lands n/f of Paragon Enterprises which is the dividing line between said lands n/f of Centre Properties Co., said point also being the southeasterly corner of the whole tract and is formed by the intersection of said property line and the northeasterly line of lands n/f of Public Service Electric and Gas Company, and running thence;

1. Along the northerly line of lands n/f of Public Service Electric and Gas Company, North 54 degrees 30 minutes 50 seconds West, a distance of 675.00 feet; thence;
2. By a new line, North 12 degrees 47 minutes 33 seconds, a distance of 196.87 feet to a point; thence
3. By a new line, North 35 degrees 29 minutes 10 seconds East, a distance of 123.00 feet to a point; thence
4. By a new line, North 51 degrees 57 minutes 20 seconds East, a distance of 362.26 feet to a corner of lands known as Block 155 Lot 40B; thence
5. Along said line, South 09 degrees 30 minutes 50 seconds East, a distance of 273.28 feet to a point; thence
6. Still along the same, South 54 degrees 30 minutes 50 seconds East, a distance of 455.00 feet to the easterly sideline of the tract which side line is also the dividing line between said tract and lands n/f of Centre Properties Co.; thence

7. Along said track line South 35 degrees 29 minutes 10 seconds West, a distance of 458.77 feet to the point and place of BEGINNING.

FOR INFORMATION PURPOSES ONLY: Being known as 200 Executive Drive, Tax Lot 42.02 Block 155 (Parcel B) on the Official Tax map of Township of west Orange, NJ.

THE ABOVE DESCRIBED PARCEL 'B' IS THE SAME LAND DESCRIBED IN CHICAGO TITLE INSURANCE COMPANY POLICY, REFERENCE NO. 837604(C-NJ-CP-AM) DATED JANUARY 30, 2018.

ALTA/NSPS LAND TITLE SURVEY FOR EXECUTIVE PARK

PARTNER PROJECT NUMBER 17-204087.1 SITE NUMBER 1

ALTA SURVEY BASED AND RELIED ON BY CHICAGO TITLE INSURANCE COMPANY, POLICY NUMBER 837604(C-NJ-CP-AM) CONTAINING AN EFFECTIVE DATE OF JANUARY 30, 2018.

CERTIFICATION

TO: BNE ACQUISITIONS, LLC; CHICAGO TITLE INSURANCE COMPANY;
AIM TITLE GROUP, LLC; WEST ORANGE OFFICE EXECUTIVE PARK
LLC; ORLOFF, LOWENBACH, STIFELMAN & SIEGEL, P.A.

THIS IS TO CERTIFY THAT THIS MAP OR PLAT AND THE SURVEY ON WHICH IT IS BASED WERE MADE IN ACCORDANCE WITH THE 2018 MINIMUM STANDARD DETAIL REQUIREMENTS FOR ALTA/NSPS LAND TITLE SURVEYS, JOINTLY ESTABLISHED AND ADOPTED BY ALTA AND NSPS, AND INCLUDES ITEMS 1-5, 6b, 7a, 7b1, 7c, 8, 9, 11, 13, 14, 16, 17 and 18 OF TABLE A THEREOF. THE FIELD WORK WAS COMPLETED ON FEBRUARY, 24 2017. SURVEY UPDATED PER TITLE ON 12/18/2017.

DATE OF PLAT OR MAP: DECEMBER 18, 2017.

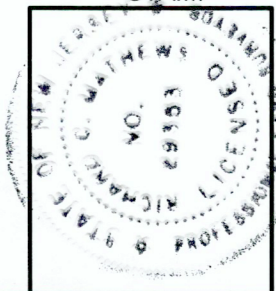
Richard C. Mathews, PLS
New Jersey License No. 29353

PROPERTY ADDRESS:
200 EXECUTIVE DRIVE, WEST ORANGE, NEW JERSEY 07052

SURVEYOR: RICHARD C. MATHEWS
REGISTRATION NUMBER: 29353
STATE OF REGISTRATION: NJ
FIELD DATE OF SURVEY 02/24/2017
LATEST REVISION DATE: 03/02/2018

Richard C. Mathews
SIGNATURE

STAMP

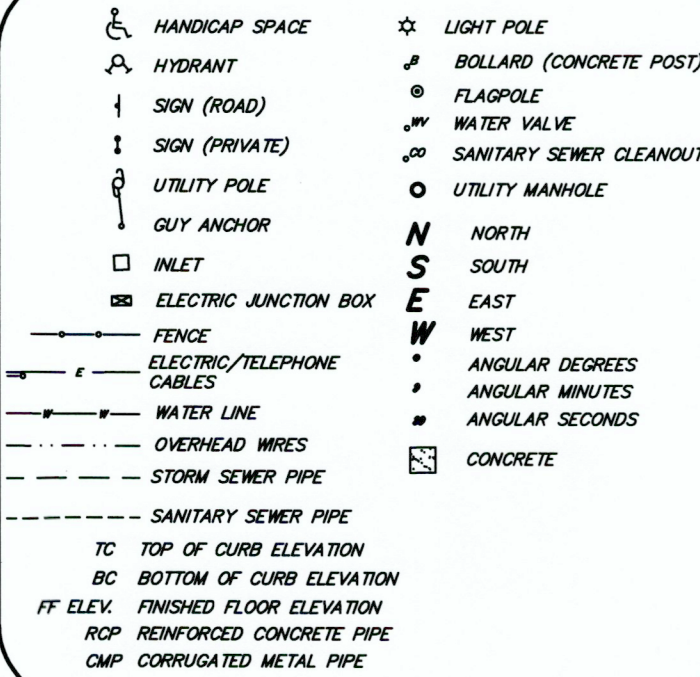


PARTNER
Engineering and Science, Inc.®

CAXTON BUILDING
812 HURON RD. SUITE 690
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T 440-987-1001
jdavenport@partneresi.com
<http://www.partneresi.com/>
PAGE 1 OF 2

MISCELLANEOUS NOTES

- N1 THE BASIS OF BEARINGS OF THIS SURVEY IS BASED ON DEED BOOK 6202 PAGE 924 AND IS REFLECTED IN THE TITLE LEGAL DESCRIPTION. THE BEARING IS DENOTED AS BEARING DIRECTION
- N2 THE TABLE BELOW DESCRIBES THE TYPE AND NUMBER OF PARKING STALLS ENTIRELY WITHIN PROPERTY BOUNDARY. STALLS THAT ARE PARTIALLY WITHIN BOUNDARY ARE LISTED UNDER THE HEADING "PARTIAL". PARTIAL STALLS ARE NOT COUNTED IN THE TOTAL
- | PARKING | | | | |
|---------|----------|---------|---------|-------|
| REGULAR | HANDICAP | TRAILER | PARTIAL | TOTAL |
| 391 | 10 | 0 | 0 | 401 |
- N3 DURING OUR FIELD SITE VISIT, THERE WAS NOT OBSERVABLE EVIDENCE OF EARTH MOVING WORK, BUILDING CONSTRUCTION OR BUILD ADDITIONS WITHIN RECENT MONTHS
- N4 THERE WAS NOT ANY CHANGES IN STREET RIGHT-OF-WAY LINES EITHER COMPLETED, AND AVAILABLE FROM CONTROLLING JURISDICTION OR EVIDENCE OF RECENT STREET OR SIDEWALK CONSTRUCTION REPAIRS.
- N5 THERE WAS NO OBSERVABLE EVIDENCE OF CEMETERIES OR BURIAL GROUND FOUND ON SITE.
- N6 THE PROPERTY HAS ACCESS TO ROONEY CIRCLE A DEDICATED PUBLIC RIGHT OF WAY OVER EXECUTIVE DRIVE A PRIVATE RIGHT OF WAY.
- N7 THE PROPERTY IS LOCATED ON A PRIVATE DRIVE AND DOES NOT ABUT ANY PUBLIC RIGHT OF WAY.
- N8 NO OBSERVABLE EVIDENCE OF WETLANDS FOUND ON SITE.
- N9 ALL UTILITY SERVICES REQUIRED FOR THE OPERATION OF THE PROPERTY EITHER ENTER FROM A PUBLIC STREET (ROONEY CIRCLE) AND/OR PRIVATE UTILITY EASEMENTS SERVICING THE LOT.
- N10 SURVEY PREPARED BY:
STIRES ASSOCIATES, P.A.
43 WEST HIGH STREET
SOMERVILLE, NJ 08876
TELEPHONE: 908-725-0230
EMAIL: cstires@stiresassociates.com
JOB 17280_200



LEGEND

FLOOD ZONE

A FIELD SURVEY WAS NOT CONDUCTED TO DETERMINE THE FLOOD ZONE AREAS. ANY FLOOD ZONE LINES DISTINGUISHING BETWEEN FLOOD AREAS ARE GRAPHICALLY PLOTTED FROM FEMA FLOOD INSURANCE RATE MAPS (FIRM). A FLOOD ELEVATION CERTIFICATE MAY BE NEEDED TO DETERMINE OR VERIFY THE LOCATION OF THE FLOOD AREAS. THE SUBJECT PROPERTY'S COMMUNITY DOES PARTICIPATE IN THE PROGRAM. IT IS DETERMINED THAT THE SUBJECT PROPERTY RESIDES IN THE FOLLOWING FLOOD ZONE(S) X AS DETERMINED BY OR SHOWN BY FIRM COMMUNITY PANEL NO. 3401300002P DATED JUNE 4, 2007 AND IS NOT IN A FLOOD ZONE AREA. THE FLOOD INSURANCE RATE PROGRAM WAS CONTACTED ON DECEMBER 18, 2017 BY ONLINE (<https://fema.gov>)

Exhibit 7

COPY OF DEED, PURCHASE AND SALE AGREEMENT OR LEASE AGREEMENT

Please attach evidence that applicant has legal control over site(s) included in the proposed project.

Applicant is the Contract Purchaser of the Project Site. Included herewith is documentation thereof.

REAL ESTATE CONTRACT

This is a **REAL ESTATE CONTRACT**, dated as of October 17, 2017 (the “Effective Date”)

by & between: **WEST ORANGE OFFICE EXECUTIVE PARK LLC**
c/o Union County Realty
782 Lyons Avenue
Irvington, New Jersey 07111

(“Seller”);

and: **BNE ACQUISITIONS, LLC**
or its permitted assigns
c/o BNE Real Estate Group
16 Microlab Road, Suite A
Livingston, New Jersey 07039

(“Buyer” or “Purchaser”).

Seller and Buyer, intending to be legally bound, agree as follows:

1. **DEFINITIONS.** As used in this Agreement, each of the following terms has the indicated meaning. Additional capitalized terms are defined in other Sections of this Agreement.

“**Acceptable PILOT Agreement**”: A PILOT Agreement with respect to the Proposed Development, which provides for an annual finance charge of not more than 1.5% of gross revenue and has a term of not less than 10 years.

“**Acceptable Affordable Housing Component**”: An Affordable Housing Component for the Proposed Development no less favorable to Buyer than a 20% on-site Affordable Housing Component.

“**Adjacent Property**”: The lands and office buildings located in the Township of West Orange, Essex County, New Jersey, known as 300 Executive Drive and 10 Rooney Circle, Block 155, Lots 42.01 and 41.02, respectively, which are owned by Seller.

“**Affordable Housing Component**”: Any residential apartment unit whose occupancy is subject to income qualifications or restrictions, or any contribution, subsidy or payment to or on behalf of the Municipality or any other municipality or governmental entity under any Affordable House Law (including pursuant to any regional contribution agreement) for provision of affordable housing or related improvements, at the Property or at a site or sites other than the Property, and which in each case is intended to satisfy,

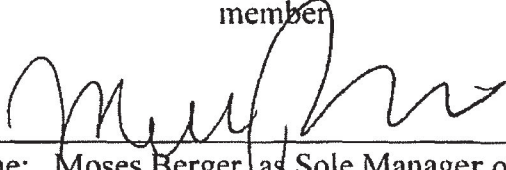
[Signatures to Real Estate Contract]

West Orange Office Executive Park LLC, a Delaware limited liability company

By: West Orange Office Executive Park Mezz LLC, a Delaware limited liability company, sole member

By: West Orange Office Executive Park LLC, a New Jersey limited liability company, managing member

By: Dolphin Management LLC, a New Jersey limited liability company, sole member

By: 
Name: Moses Berger, as Sole Manager of Dolphin Management LLC

Acknowledgement

STATE OF NEW JERSEY }

COUNTY OF Essex }

I CERTIFY that on September 27, 2017, Moses Berger in his capacity as an authorized signatory of Dolphin Management LLC, sole member of West Orange Office Executive Park LLC, managing member of West Orange Office Executive Park Mezz LLC, sole member of West Orange Office Executive Park, LLC, personally came before me and stated to my satisfaction that he (a) was authorized to make this instrument on behalf of such entity and (b) did sign, acknowledge and deliver this instrument as his own voluntary act for and on behalf of such entity.



HERSHY T. HOROVITZ
NOTARY PUBLIC OF NEW JERSEY
My Commission Expires 3/18/2019

[Signatures to Real Estate Contract]

**WEST ORANGE OFFICE EXECUTIVE
PARK LLC**

By: _____
Name: _____
Title: _____

BNE ACQUISITIONS, LLC

By:  _____
Name: Larry Parker
Title: Authorized Signatory

As Escrow Agent only, with respect to Section 15.

AIM TITLE GROUP, LLC

By: _____
Name: _____
Title: _____

Exhibit 8

NARRATIVE DESCRIPTION OF PROJECT

The project will consist of a 4-story w/basement building wrapped around a 4.5-story parking deck and (3) other 4 story building w/basement with surface parking a individual parking garages. The project will have 425 apartments consisting of 20 Studios, 175 1 beds and 230 2 beds. There will be a 15% set aside for affordable housing. The building material will be a combination of brick and hardie panels. The building will include approximately 10,000 square feet of Amenity space, a pool, landscaped courtyard and various on grade landscaped park areas and surface parking areas. The project will also include a dog park which will be open to the general public.

Exhibit 9

SITE PLAN APPROVAL BY PLANNING BOARD

To be obtained.

Exhibit 10

SITE PLAN APPROVAL RESOLUTION

To be obtained.

Exhibit 11

TOTAL PROJECT COST ESTIMATE

Please fill out the form included below or attach a form substantially similar in its level of detail.
This estimate must be certified by a licensed architect or engineer.

Attached

EXHIBIT 11

Executive Drive Redevelopment West Orange, NJ

TOTAL PROJECT COST-ESTIMATE Total Project Cost Pursuant to N.J.S.A. 40A:20-3(h)

"Total project unit cost" or "total project cost", commonly referred to as "TPC", means the aggregate of the following items as related to the total project, if the project is not undertaken in units, all of which may be limited by, and approved as part of the financial agreement under the Long-Term Tax Exemption law, N.J.S.A. 40A:20-3(h), as amended.

	Total	Per Unit
1-Cost of land (and initial property acquisition) by the URE.	\$24,250,000	\$57,058
2-Architect, engineer and attorney fees incurred in connection with the planning and construction of the project.	\$2,735,000	\$6,435
3-Surveying and testing charges incurred in connection with the planning and construction of the project.	0	
4a-Actual construction costs which the Entity shall cause, within ninety days of project completion, to be certified by an independent and qualified architect or engineer.	\$78,346,500	\$184,344
4b-Actual construction costs paid as a result of City required off-site improvements which the Entity shall cause, within ninety days of project completion, to be certified by an independent and qualified architect or engineer.	\$2,500,000	\$5,882
5-Insurance, interest and financing during construction.	\$7,060,000	\$16,611
6-Cost of obtaining initial permanent financing.	\$300,000	\$705
7-Commissions and other expenses.	\$2,500,000	\$5,882
8-Real estate taxes and assessments paid during the construction period.	\$1,750,000	\$4,170
Project Cost Without Redeveloper's Overhead	\$117,691,500	
Redeveloper's Overhead (5%, in statutory stages)	\$5,884,575	\$13,846
Total Project Cost with Redeveloper's Overhead	\$125,326,075	\$294,884

Note: The above is subject to market conditions and a final accounting of environmental remediation costs. The above includes the cost of the parking structure.



October 2nd , 2019

The Township of West Orange
66 Main Street
West Orange, NJ 07052

Re: Green Essex Partners Urban Renewal, LLC
Application for Tax Exemption
100 & 200 Executive Drive
West Orange, New Jersey

To Whom It May Concern:

As requested by Green Essex Partners Urban Renewal, LLC, I have reviewed the attached estimate of costs which includes a cost per unit estimate for the proposed development of the Project as it is described in the accompanying application for a long-term tax exemption. The budget includes all anticipated costs associated with design and construction of the project, together with all anticipated applicable contingencies.

I feel that to the best of my professional knowledge that the costs listed in the attached estimate are reasonably accurate and are in line with recent design and construction cost data.

If you require any additional information, please call.

Very truly yours,

A handwritten signature in blue ink that reads "Charles Thomas, Jr." with a stylized flourish at the end.

Charles Thomas, Jr. PE
New Jersey Professional Engineer Lic. No. 39244
cthomas@BNerealestate.com



cc:

Jonathan Schwartz

Exhibit 12

COST ESTIMATE FOR EACH UNIT TYPE

Attach a summary of the estimated total costs for each unit, broken down by type of unit. This information can be presented in summary form, not at the level of detail required in Exhibit 11. However, this estimate must also be certified by a licensed architect or engineer.

See Exhibit 11

Exhibit 13

PROJECT PRO FORMA

Attached

Exhibit 13: Project Proforma

West Orange

425 units

UNIT OVERVIEW

<u>Unit Type</u>	<u>Description</u>	<u>No. Units</u>	<u>Mix</u>	<u>Net Unit SF</u>	<u>Total Net SF</u>	<u>Monthly Rents</u>	<u>Rent/SF</u>	<u>Total Monthly Rents</u>	<u>Total Annual Rents</u>
MARKET RATE									
A1	1BR 1BA	200	47.1%	800	160,000	\$2,240	\$2.80	\$448,000	\$5,376,000
B1	2BR 2BA	161	37.9%	1,200	193,200	\$2,820	\$2.35	\$454,020	\$5,448,240
AFFORDABLE									
A1	1BR 1BA	15	3.5%	650	9,750	\$715	\$1.10	\$10,725	\$128,700
B1	2BR 1BA	34	8.0%	800	27,200	\$880	\$1.10	\$29,920	\$359,040
B1	3BR 1BA	15	3.5%	950	14,250	\$1,045	\$1.10	\$15,675	\$188,100
Totals		425	100%		404,400			\$958,340	\$11,500,080
Averages				952		\$2,254.92	\$2.37		

Parking	
Garage	500
Surface	400
Total Parking	900

2.12x

SF Calculation		
Net Residenti	80.2%	404,400
Circulation		100,000
TOTAL (w/out garage)		504,400

Exhibit 13: Project Proforma**West Orange**

Operating Budget

Total Units	425
Net SF	404,400 Net SF (Res.)

				First Stabilized Year	Per Unit	Per Net SF
<u>Income</u>						
Residential Rent Revenue				\$11,500,080	\$27,059	\$28.44
Parking Income				100,000	235	0.25
Amenity Fee	361	@	\$500.00 per unit/yr.	180,500	425	0.45
Other Income	361	@	\$500.00 per unit/yr.	180,500	425	0.45
Gross Annual Collections				\$11,961,080	\$28,144	\$29.58
<u>LESS</u>						
Less: Apartment Vacancy			5.00%	(598,054)	(1,407)	(1.48)
Total Net Collections				\$11,363,026	\$26,737	\$28.10
<u>Operating Expenses</u>						
Payroll				\$500,000	1,176	\$1.24
Administrative Expenses				\$127,500	300	0.32
Leasing & Marketing				\$127,500	300	0.32
Repairs & Maintenance				\$212,500	500	0.53
Contract Services (includes doorman & shuttle)				\$500,000	1,176	1.24
Turnover				\$75,000	176	0.19
Utilities				\$340,000	800	0.84
Trash				\$25,000	59	0.06
<i>Sub-Total</i>				<i>1,907,500</i>	<i>4,488</i>	<i>4.72</i>
Taxes (w PILOT)			10.5%	1,193,118	2,807	2.95
Pilot Fee			2.0%	23,862	56	0.06
Insurance				\$212,500	500	0.53
Management Fee			4.0%	454,521	1,069	1.12
Total Expenses				\$3,791,501	\$8,921	\$9.38
NET OPERATING INCOME				\$7,571,525	\$17,815	\$18.72
Replacement Reserve			@ \$150	63,750	150	0.16
NET INCOME				\$7,507,775	\$17,665	\$18.57

Exhibit 13: Project Proforma**West Orange**

Construction Budget Summary

Total Units	425
Net Square Footage	404,400
Gross SF (without Retail)	504,400

		<u>Total</u>	<u>Per Unit</u>	<u>Per Gross Res. SF</u>
<u>LAND COSTS</u>				
Land Acquisition	\$67,200 per FM unit	\$24,250,000	\$57,059	\$48.08
Other Closing Costs		\$300,000	\$706	\$0.59
Subtotal Land Costs		\$24,550,000	\$57,765	\$48.67
<u>SOFT COSTS</u>				
Approval Costs		\$500,000	\$1,176	\$0.99
Architecture		\$750,000	\$1,765	\$1.49
Civil Engineering		\$300,000	\$706	\$0.59
Structural		\$300,000	\$706	\$0.59
MEP		\$200,000	\$471	\$0.40
Geotechnical		\$60,000	\$141	\$0.12
As-Builts/Surveys		\$25,000	\$59	\$0.05
Other Consultants		\$300,000	\$706	\$0.59
Interior Design		\$150,000	\$353	\$0.30
Landscape Design		\$150,000	\$353	\$0.30
Title	0.40%	\$360,000	\$847	\$0.71
Real Estate Taxes		\$1,250,000	\$2,941	\$2.48
Insurance (includes workers comp, medical & auto)		\$1,750,000	\$4,118	\$3.47
Building Permits		\$860,000	\$2,024	\$1.70
Sewer and Water Connection Fees		\$1,100,000	\$2,588	\$2.18
Marketing/Advertising/FF&E		\$2,000,000	\$4,706	\$3.97
General Overhead/Contingency		\$1,750,000	\$4,118	\$3.47
Escrow Fees		\$150,000	\$353	\$0.30
Developer's Fee	3.0%	\$2,784,000	\$6,551	\$5.52
Subtotal Soft Costs		\$14,739,000	\$34,680	\$29.22
<u>FINANCING COSTS</u>				
	\$90,000,000			
Construction Loan Financing Fee	0.50%	\$450,000	\$1,059	\$0.89
Construction Loan Legal & Other Bank Fees		\$200,000	\$471	\$0.40
Construction Interest		\$4,500,000	\$10,588	\$8.92
Subtotal Financing Costs		\$5,150,000	\$12,118	\$10.21
<u>HARD CONSTRUCTION COSTS</u>				
Site Work + Demo		\$6,000,000	\$14,118	\$11.90
Hard Construction	\$115 psf	\$58,006,000	\$136,485	\$115.00
Parking Construction	\$18,000 per space	\$9,000,000	\$21,176	\$17.84
Construction Salaries and Fringe		\$2,000,000	\$4,706	\$3.97
CM Fee	3.0%	\$2,190,200	\$5,153	\$4.34
Construction Contingency	5.0%	\$3,650,300	\$8,589	\$7.24
Subtotal Construction Costs		\$80,846,500	\$190,227	\$160.28
Total Project Costs		\$125,285,500	\$294,789	\$248.39

Yield on Cost: 6.04%

TABLE 10
PROPOSED RESIDENTIAL REDEVELOPMENT
WEST ORANGE TOWNSHIP
PROJECTED TAX AND PILOT PAYMENTS

Year	MINIMUM TAX	PROJECT AGR	PILOT 0.105	PILOT Municip.	Paymnts County	Municipal Admin. Fee	Municipal Payment	Minimim Muni Payment
1	Pilot	11,363,026	1,193,118	1,133,462	59,656	23,862	1,157,324	1,157,324
2	Pilot	11,590,287	1,216,980	1,156,131	60,849	24,340	1,180,471	1,180,471
3	Pilot	11,822,092	1,241,320	1,179,254	62,066	24,826	1,204,080	1,204,080
4	Pilot	12,058,534	1,266,146	1,202,839	63,307	25,323	1,228,162	1,228,162
5	Pilot	12,299,705	1,291,469	1,226,896	64,573	25,829	1,252,725	1,252,725
6	Pilot	12,545,699	1,317,298	1,251,433	65,865	26,346	1,277,779	1,277,779
7	Pilot	12,796,613	1,343,644	1,276,462	67,182	26,873	1,303,335	1,303,335
8	Pilot	13,052,545	1,370,517	1,301,991	68,526	27,410	1,329,402	1,329,402
9	Pilot	13,313,596	1,397,928	1,328,031	69,896	27,959	1,355,990	1,355,990
10	Pilot	13,579,868	1,425,886	1,354,592	71,294	28,518	1,383,110	1,383,110
11	Pilot	13,851,465	1,454,404	1,381,684	72,720	29,088	1,410,772	1,410,772
12	Pilot	14,128,495	1,483,492	1,409,317	74,175	29,670	1,438,987	1,438,987
13	Pilot	14,411,064	1,513,162	1,437,504	75,658	30,263	1,467,767	1,467,767
14	Pilot	14,699,286	1,543,425	1,466,254	77,171	30,869	1,497,122	1,497,122
15	760,229	14,993,271	1,574,294	1,495,579	78,715	31,486	1,527,065	1,527,065
16	775,434	15,293,137	1,605,779	1,525,490	80,289	32,116	1,557,606	1,557,606
17	790,943	15,599,000	1,637,895	1,556,000	81,895	32,758	1,588,758	1,588,758
18	806,761	15,910,980	1,670,653	1,587,120	83,533	33,413	1,620,533	1,620,533
19	822,897	16,229,199	1,704,066	1,618,863	85,203	34,081	1,652,944	1,652,944
20	839,355	16,553,783	1,738,147	1,651,240	86,907	34,763	1,686,003	1,686,003
21	1,712,283	16,884,859	1,772,910	1,684,265	88,646	35,458	1,719,723	1,719,723
22	1,746,529	17,222,556	1,808,368	1,717,950	90,418	36,167	1,754,117	1,754,117
23	1,781,460	17,567,007	1,844,536	1,752,309	92,227	36,891	1,789,200	1,789,200
24	1,817,089	17,918,347	1,881,426	1,787,355	94,071	37,629	1,824,984	1,824,984
25	1,853,431	18,276,714	1,919,055	1,823,102	95,953	38,381	1,861,483	1,861,483
26	1,890,499	18,642,249	1,957,436	1,859,564	97,872	39,149	1,898,713	1,898,713
27	2,892,464	19,015,094	1,996,585	1,896,756	99,829	39,932	1,936,687	2,892,464
28	2,950,313	19,395,395	2,036,517	1,934,691	101,826	40,730	1,975,421	2,950,313
29	3,009,319	19,783,303	2,077,247	1,973,385	103,862	41,545	2,014,929	3,009,319
30	4,092,674	20,178,969	2,118,792	2,012,852	105,940	42,376	2,055,228	4,092,674
							46,950,420	51,912,924

Exhibit 14

PROJECT FINANCING PLAN

Applicant shall finance the Project through construction, permanent and/or equity financing.

Exhibit 15

PRIVATE FINANCING COMMITMENTS

Applicant hereby certifies that is has received financing commitments in amounts sufficient to fund the Project Cost Estimate.

Exhibit 16

EXPLANATION OF NEED FOR TAX EXEMPTION

The tax exemption sought by this Application is necessary to achieve financial viability of the Project. The Project cannot be built at traditional tax levels. Applicant would suffer a loss on the Project if traditional real property taxes were levied. Applicant also believes the rents it will be able to offer if given a tax exemption will help to attract tenants.

Exhibit 17

Estimated project schedules if constructed in one phase

Submission of site plan application	3/01/2020
Receipt of all approvals for project	4/1/2021
Commencement of construction	6/1/2021
Completion of construction	6/1/2024

Estimated Project Schedule if the project is Phased

Submission of site plan application	3/01/2020
Receipt of all approvals for project	4/1/2021
Phase 1 Commencement of Construction (Approximately 300 units)	6/1/2021
Phase 1 Completion of Construction	9/1/2023
Phase 2 Commencement of Construction (Approximately 125 units)	1/1/2025
Phase 2 Completion of Construction	1/1/2027

Exhibit 18

SUMMARY OF PROJECT BENEFITS

Attach a summary of all the public benefits associated with this project, including, at a minimum, the number and type of construction jobs anticipated, the number and type of permanent jobs to be created and the amount of municipal revenue to be generated by the project through the payment of taxes, payments in lieu of taxes, water and sewer fees and any other municipal payments.

The Project is anticipated to create approximately 500 construction jobs and 20 permanent jobs. The Applicant will make best efforts to work with the Township of West Orange to create employment opportunities to the municipality's residents.

The Project will also result in additional tax/pilot revenue being generated for the benefit of the City. The Project Site presently has (2) highly vacant office buildings.

Exhibit 19

FORM OF FINANCIAL AGREEMENT

The appropriate form of Financial Agreement should be attached to this application.

Attached

FINANCIAL AGREEMENT

THIS FINANCIAL AGREEMENT (hereinafter "**Agreement**" or "**Financial Agreement**"), is made as of this ___ day of _____, 2019, by and between **GREEN ESSEX PARTNERS URBAN RENEWAL LLC**, an urban renewal entity, along with its successors and/or assigns, qualified to do business under the provisions of the Long Term Tax Exemption Law of 1992, as amended and supplemented, *N.J.S.A. 40A:20-1 et seq.* (the "**Long Term Tax Exemption Law**"), with offices c/o BNE Real Estate Group, 16 Microlab Road, Suite A, Livingston, New Jersey 07039 (hereinafter the "**Entity**" or "**Redeveloper**") and the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey in the County of Essex with offices located at 66 Main Street, West Orange, New Jersey 07052 (the "**Township**").

WITNESSETH:

WITNESSETH

WHEREAS, on January 9, 2018, by Resolution 17-18, the Township Council of the Township of West Orange (the "**Township**") designated Block 155, Lots 40.02 and 42.02 (the "**Property**") as part of the Essex Green and Executive Drive Area in Need of Redevelopment (the "**Redevelopment Area**"); and

WHEREAS, on or about June 11, 2019, the Township adopted the Essex Green - Executive Drive Redevelopment Plan with respect to the Property (the "**Redevelopment Plan**"); and

WHEREAS, the Township is acting as the Redevelopment Entity pursuant to Section 8 of the Local Redevelopment and Housing Law, *N.J.S.A. 40A:12A -1 et seq.* (as amended, the "**LRHL**")

WHEREAS, Redeveloper submitted a proposal to be designated by the Township as redeveloper for the Property; and

WHEREAS, the Township evaluated the Redeveloper's proposal according to criteria which included property control, financial capabilities, experience, expertise, and project concept descriptions and determined to commence negotiations with Redeveloper to enter into a redevelopment agreement and Resolution No. 186-19, dated July 16, 2019 designated Redeveloper as the redeveloper for the Project, as defined below; and

WHEREAS, Redeveloper has proposed the redevelopment of the Property which currently contains two (2) outdated and functionally obsolete suburban office buildings and surface parking foot with one 4-story building with a basement wrapped around a 4-story parking deck and (3) other 4 story buildings with basements and surface parking with individual parking garages containing up to 425 rental units consisting of approximately 20 studios, 175 1 bedrooms and 230 2 bedrooms, 15% of the residential units will be set aside for affordable housing. The project will include approximately 10,000 square feet of amenity space, a pool, landscaped courtyard and various on grade landscaped park areas, including a dog park which will be open to the general

public (the "**Project**"), which is consistent with and in furtherance of the goals of the Redevelopment Plan; and

WHEREAS, in order to implement the development, financing, construction, operation and management of the Project, the Township entered into a redevelopment agreement with the Redeveloper dated _____, 2019 (as now or hereafter amended, the "**Redevelopment Agreement**"); and

WHEREAS, the Entity has represented to the Township that the Project would not be feasible in its intended scope but for the provision of financial assistance by the Township; and

WHEREAS, in order to improve the feasibility of the Project, the Entity made an application for a long term tax exemption and financial agreement with respect to the Property (the "**Application**") pursuant to the Long Term Tax Exemption Law, which Application is on file with the Township Clerk, and a copy of which is attached as **Exhibit 2** hereto; and

WHEREAS, after review of the Application together with redevelopment counsel, the Mayor recommended that the Application be approved; and

WHEREAS, the Redeveloper has agreed to implement the Redevelopment Plan and in connection therewith, the Redeveloper agreed to devote substantial funds to the completion of the Project; and

WHEREAS, in addition to the profit limitations required under this Agreement, the nature of the Project entails an inherent profit limitation to the Entity through the extra costs, issues, and responsibilities associated with the Project that are not present outside of the redevelopment context, and there is a need recognized by the Legislature to provide incentives to render implementation of redevelopment feasible; and

WHEREAS, in order to enhance the economic viability of and opportunity for a successful Project, the Township will enter into this Agreement with the Entity governing payments made to the Township in lieu of real estate taxes on the Project pursuant to the Long Term Tax Exemption Law; and

WHEREAS, the provisions of the Long Term Tax Exemption Law authorize the Township to accept, in lieu of real property taxes, an Annual Service Charge (as defined below) to be paid by the Entity to the Township; and

WHEREAS, the Township made the following findings:

A) Relative benefits of the Project:

- 1) The Project will revitalize an area in need of redevelopment;
- 2) The Property currently generates approximately \$735,243.08 in annual real estate tax revenue to the Township. The projected Annual Service Charge will generate average net revenue to the Township of approximately \$1,157,324 annually with increases anticipated over the term.

- 3) It is estimated that the Project will create temporary jobs during construction and new permanent jobs associated with the ongoing upkeep and management of the residential buildings;
 - 4) The Project should contribute to the economic growth of existing local businesses and to the creation of new businesses in the Township, which will cater to the new residents;
 - 5) The Borough has determined that the benefits of the Project significantly outweigh the costs to the Borough.
- B) Assessment of the importance of the Tax Exemption in obtaining development of the Project
- 1) The relative stability and predictability of the Annual Service Charge will make the Project more attractive to investors and lenders needed to finance the Project;
 - 2) The exemption permits productive use of the Property and eliminates obsolete structures;
 - 3) The relative stability and predictability of the Annual Service Charge will allow stabilization of the Project operating budget, allowing a high level of maintenance to the buildings over the life of the Project, which will insure the likelihood of the success of the Project and insure that it will have a positive impact on the surrounding area; and
 - 4) The exemption permits the undertaking of the Project in its intended scope, which would not be possible but for the granting of the exemption by the Township.

WHEREAS, on _____, 2019, the Township Council adopted an Ordinance (attached hereto as **Exhibit 1**, the "**Ordinance**") approving the Application, including the Annual Service Charge, and authorizing the execution of this Agreement; and

WHEREAS, in order to set forth the terms and conditions under which the Entity and the Township (together, the "**Parties**") shall carry out their respective obligations with respect to payment of the Annual Service Charge by the Entity for the Project, the Parties have determined to execute this Financial Agreement; and

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

ARTICLE 1. GENERAL PROVISIONS

1.01 Governing Law. This Financial Agreement shall be governed by the provisions of (a) the Long Term Tax Exemption Law, the Act, and such other statutes as may be the sources of relevant authority, and (b) the Ordinance. It is expressly understood and agreed that the Township expressly relies upon the facts, data, and representations contained in the Application, attached hereto as **Exhibit 2**, in granting this tax exemption.

1.02 General Definitions

The following terms shall have the meaning assigned to such term in the preamble hereof:

Agreement	Project
Application	Property
Entity	Proposal
Financial Agreement	Redeveloper
Long Term Tax Exemption Law	Redevelopment Agreement
LRHL	Redevelopment Area
Ordinance	Redevelopment Plan
Parties	Township

Unless specifically provided otherwise or the context otherwise requires, the following terms when used in this Agreement shall mean:

Allowable Net Profit - The amount arrived at by applying the Allowable Profit Rate to the cost of the Project pursuant to the provisions of *N.J.S.A. 40A:20-3(c)*.

Allowable Profit Rate - The greater of 12% or the percentage per annum arrived at by adding 1.25% to the annual interest percentage rate payable on the Entity's initial permanent mortgage financing. If there is no permanent mortgage financing, the allowable profit rate shall be the greater of 12% or shall be arrived at by adding 1.25% per annum to the interest rate per annum which the parties agree to be the prevailing rate on mortgage financing on comparable improvements in the County, all in accordance with *N.J.S.A. 40A:20-3(b)*. For purposes of this Agreement, Allowable Profit Rate is not applicable to proceeds of any sale of the Project.

Annual Gross Revenue - The annual gross rents from tenants of the Project (less the costs of utilities furnished by the Entity to tenants, including, but not limited to, gas, electricity, heating fuel, water and sewer charges, if any and charges for damage to units caused by tenants). For purposes of this Agreement, Gross Revenue or Annual Gross Revenue does not include proceeds of any sale of the Project.

Annual Service Charge - The payment by the Entity pursuant to Article IV herein of such amounts as set forth at Article IV, below, with respect to the Improvements (but not the Land) for the Project, which: (a) the Entity has agreed to pay in part for municipal services supplied to the Project; (b) is in lieu of any taxes on the Improvements (as defined below) pursuant to *N.J.S.A. 40A:20-12*; (c) shall be paid on the Annual Service Charge Payment Dates, and (d) shall be pro-rated according to the number of days remaining in the year in which this Agreement begins and the year in which this Agreement terminates.

Annual Service Charge Payment Dates - means February 1, May 1, August 1 and November 1 of each year commencing on the Annual Service Charge Start Date, and continuing through the Term of this Agreement set forth at Section 3.01 hereof.

Annual Service Charge Start Date - shall mean the first day of the month following the date that is the earlier of: (i) the issuance of the first Certificate of Occupancy for the improvements to

be constructed as part of the Project; or (ii) the issuance of a Certificate of Completion for the Project.

Applicable Law - shall mean all federal, state and local laws, ordinances, approvals, rules, regulations and requirements that are, from time to time, applicable to the Project and/or the Project, as the case may be.

Auditor's Report – An abbreviated financial statement outlining the financial status of the Project (for a period of time as indicated by context). The contents of the Auditor's Report shall have been prepared in conformity with generally accepted accounting principles and the provisions of the Long Term Tax Exemption Law. The Auditor's Report shall be certified as to its conformance with such principles by a certified public accountant licensed to practice that profession in the State of New Jersey. Notwithstanding the foregoing, the Auditor's Report as defined herein shall contain only such financial information, results of operations and certifications as required by the Long Term Tax Exemption Law and/or this Agreement and shall not constitute a complete or formal audit as that term is defined pursuant to generally accepted accounting principles.

Certificate of Completion - means a certificate or certificates, issued by the Township certifying that the Redeveloper has performed its duties and obligations under the Redevelopment Agreement and the Redevelopment Plan with respect to the Project.

Certificate of Occupancy - means a temporary or permanent Certificate of Occupancy and/or Certificate of Continued Occupancy, as such term is defined in the New Jersey Administrative Code issued by the Township authorizing occupancy of a building, in whole or in part, pursuant to *N.J.S.A. 52:27D-133*.

Change in Law - means the enactment, promulgation, modification or repeal of Applicable Law, including without limitation, the Long-Term Tax Exemption Law, the Redevelopment Law or other similar statute with respect to the matters addressed by the terms of this Agreement and/or the transactions contemplated hereby.

Chief Financial Officer - means the chief financial officer of the Township.

Completion, Complete or Completed - means with respect to the Project that; (a) all work related to the Project in its entirety or any other work or actions to which such term is applied has been Substantially Completed, acquired and/or installed in accordance with the Redevelopment Agreement and in compliance with Applicable Law so that (i) the Project in its entirety may, in all respects, be used and operated under the applicable provisions of the Redevelopment Agreement, or (ii) with respect to any other work or action to which such term is applied, that the intended purpose of such work or action has been completed; (b) all permits, licenses and approvals that are required in order that a Certificate of Completion can be issued for the Project in its entirety, or such other work or action to which such term is applied are in full force and effect; and (c) such "completion" has been evidenced by a written notice provided by the Redeveloper (with respect to the Project), which determination is reasonably acceptable to the Township.

County - means the County of Essex.

County Share - means five percent (5%) of the Annual Service Charge received by the Township, which shall be payable to the County in accordance with the provisions of *N.J.S.A. 40A:20-12*.

Debt Service: as defined in *N.J.S.A. 40A:20-3(m)*, the amount required to make annual payments of principal and interest or the equivalent thereof on any construction mortgage, permanent mortgage or other financing, including returns on institution equity financing and market rate related party debt for a project for a period equal to the term of the tax exemption granted by the Financial Agreement.

Default - means the failure of a Party to perform any obligation imposed by the terms of this Agreement following the expiration of any applicable grace, notice or cure period established under this Agreement.

Disclosure Statement - as defined in Section 8.02(b) hereof.

Exhibit(s) - means any exhibit attached hereto which shall be deemed to be a part of this Agreement, as if set forth in full in the text hereof.

Facility - shall mean the Project to be constructed on the Property by Redeveloper as part of the Project, in accordance with the Redevelopment Plan, the Plans and Specifications, the Governmental Approvals and Applicable Laws.

Financial Plan - as defined in Section 2.06 hereof.

Improvements - means any building, structure or fixture permanently affixed to the Property, which, as of the date of this Agreement, would be fixed as real property under *N.J.S.A. 54:4-1*.

In Rem Tax Foreclosure - means a summary proceeding by which the Township may enforce the lien for taxes due and owing by a tax sale. Said foreclosure is governed by *N.J.S.A. 54:5-1 et seq.*

Issuer - means the Township of West Orange.

Land Taxes - mean the amount of taxes assessed on the value of the underlying Property upon which the Project is located if the Land is not exempt.

Material Conditions - as defined in Section 4.04.

Minimum Annual Service Charge – means the amount of the total real estate taxes levied against the Property in the last full tax year in which the Property was subject to taxation.

Net Profit - means the aggregate Annual Gross Revenue of the Entity pertaining to the Project for the applicable period, less all operating and non-operating expenses of the Entity, all determined in accordance with generally accepted accounting principles and the provisions of *N.J.S.A. 40A:20-3(c)*. Without limiting the foregoing, included in expenses shall be Debt Service

and an amount sufficient to amortize the Total Project Cost on a straight line basis over the Term as well as all other expenses permitted under the provisions of *N.J.S.A. 40A:20-3(c)*.

Project - means the Project as described in the recitals to this Agreement.

State - means the State of New Jersey.

Substantial Completion - means the date the work related to the Project or any portion thereof is sufficiently complete in accordance with the Redevelopment Plan and the Redevelopment Agreement so that the Project, or applicable portion, may be occupied or utilized for its intended use. The issuance of a temporary Certificate of Occupancy shall be conclusive proof that the Project, or applicable portion, has reached Substantial Completion.

Tax Assessor - means the Township tax assessor.

Tax Collector - means the Township tax collector.

Tax Sale Law - means *N.J.S.A. 54:5-1* et seq., as the same may be amended or supplemented from time to time.

Termination - means the expiration of the term of this Agreement, voluntary termination by the Entity in accordance with the provisions of Section 3.02 hereof, or any action or omission, including Default, which by operation of the terms of this Financial Agreement shall cause the Entity to relinquish its tax exemption.

Total Project Cost - includes the costs of: i) the acquisition of the Property; ii) architectural, engineering, surveying and legal fees payable in connection with the planning, construction and financing of the Project; iii) actual construction costs, including only the cost of labor and materials in the construction of the buildings and structures, as certified by a qualified architect or engineer; and iv) site preparation expenses, including environmental remediation and insurance, interest, financing costs, real property taxes and other like expenses incurred prior to the date of Completion of the Improvements.

"Year" under this Agreement shall mean a twelve (12) month period commencing on the Annual Service Charge Start Date (or an anniversary thereof) and ending on the day before the following anniversary of the Annual Service Charge Start Date.

1.03 Interpretation and Construction - In this Agreement, unless the context otherwise requires:

(a) The terms "hereby", "hereof", "hereto", "herein", "hereunder" and any similar terms, as used in this Financial Agreement, refer to this Financial Agreement, and the term "hereafter" means after, and the term "heretofore" means before the date of delivery of this Financial Agreement.

(b) Words importing a particular gender mean and include correlative words of every other gender and words importing the singular number mean and include the plural number and vice versa.

(c) Words importing persons mean and include firms, associations, partnerships (including limited partnerships), trusts, corporations, limited liability companies and other legal entities, including public or governmental bodies, as well as natural persons.

(d) Any headings preceding the texts of the several Articles and Sections of this Financial Agreement, and any table of contents or marginal notes appended to copies hereof, shall be solely for convenience of reference and shall not constitute a part of this Financial Agreement, nor shall they affect its meaning, construction or effect.

(e) Unless otherwise indicated, all approvals, consents and acceptances required to be given or made by any person or party hereunder shall not be unreasonably withheld, conditioned, or delayed.

(f) All notices to be given hereunder and responses thereto shall be given, unless a certain number of days is specified, within a reasonable time, which shall not be less than ten (10) days nor more than twenty (20) days, unless the context dictates otherwise.

(g) This Agreement shall become effective upon its execution and delivery by the parties hereto.

(h) All exhibits referred to in this Agreement and attached hereto are incorporated herein and made part hereof.

ARTICLE 2. APPROVAL

2.01 Approval of Tax Exemption - Pursuant to the Ordinance, the Township has approved and hereby grants a tax exemption from real estate taxes for the Improvements and the Project to be constructed and maintained by the Entity on the Property shall be exempt from taxation as provided for herein and in the Long Term Tax Exemption Law. In accordance with *N.J.S.A. 40A:20-12*, the tax exemption shall constitute a single continuing exemption from local property taxation for the duration of this Agreement.

2.02 Approval of Entity - The Entity represents that its Certificate of Formation as attached hereto as **Exhibit 3** contains all the requisite provisions of law, has been reviewed and approved by the Commissioner of the Department of Community Affairs, and has been filed with, as appropriate, the Department of Treasury, all in accordance with *N.J.S.A. 40A:20-5*.

2.03 Improvements to be Constructed - The Entity represents that it will construct the Project, the use of which Project is more specifically described in the Application attached hereto as **Exhibit 2**, in accordance with the Redevelopment Plan, the Redevelopment Agreement and Applicable Law.

2.04 Construction Schedule - The Entity agrees to make commercially reasonable efforts to commence construction and complete the Project in accordance with the requirements of the Redevelopment Agreement.

2.05 Ownership, Management and Control - The Entity represents that it is the contract purchaser of the Property upon which the Project is to be constructed and which is the subject of this Agreement.

2.06 Financial Plan - The Entity represents that the Improvements shall be financed substantially in accordance with the Financial Plan included in the Application (the "**Financial Plan**"), subject to changes based on market conditions

ARTICLE 3. DURATION OF AGREEMENT

3.01 Term - It is understood and agreed by the parties that this Agreement, including the obligation to pay the Annual Service Charge required under Article IV hereof and the tax exemption granted and referred to in Section 2.01 hereof, shall remain in effect for the earlier of: (i) thirty-five (35) years from the date of execution of this Agreement; (ii) thirty (30) years from the issuance of the first Certificate of Occupancy for the Improvements constructed by Redeveloper as part of the Project; or (iii) the date of Early Termination. The tax exemption shall continue in force only while the Project is owned by a corporation, association or other entity formed and operating under the Long Term Tax Exemption Law. At the expiration of the term hereof or upon Termination, the tax exemption for the Project shall expire and the Improvements shall thereafter be assessed and taxed according to the general law applicable to other non-exempt property in the Township. After expiration of the term hereof, all restrictions and limitations upon the Entity shall terminate on the date of Termination, subject to the Entity's obligation to render and the Township's acceptance of its final accounting, pursuant to *N.J.S.A. 40A:20-13*.

3.02 Voluntary Termination by Entity – The Entity may at any time after the expiration of one year from the completion of the Project notify the Township that as of a certain date designated in the notice, it relinquishes its status under the Long Term Tax Exemption Law, and this Agreement shall terminate as of the date set forth in the Notice.

3.03 Date of Termination - Upon any Termination of the tax exemption approved in Section 2.01 hereof, the date of such Termination shall be deemed to be the end of the fiscal year of the Entity for the purposes of this Agreement.

ARTICLE 4. ANNUAL SERVICE CHARGE

4.01 Annual Service Charge - In consideration of the tax exemption granted by the Ordinance and hereby, and in lieu of real estate taxes on the Improvements and the Land, the Entity shall make payment of the Annual Service Charge or Minimum Annual Service Charge, as applicable, in an amount equal to the greater of (i) the Minimum Annual Service Charge, (ii) the Applicable Percentage of Annual Gross Revenue, or (iii) the amount required under Section 4.06. As used herein, the "**Applicable Percentage**" shall mean ten and one-half (10.5%) percent per annum for years one (1) through ten (10); eleven and one-half (11.5%) percent per annum for years eleven (11) through twenty (20); and twelve and one-half (12.5%) percent per annum for years twenty-one (21) through thirty (30). The Annual Service Charge or Minimum Annual Service Charge shall be prorated in the year of the Annual Service Charge Start Date, or an applicable anniversary occurs and also in the year this Agreement terminates.

4.02 Quarterly Installments - After the Annual Service Charge Start Date, the Entity agrees that payment of the Annual Service Charge shall be paid to the Township on a quarterly basis on the Annual Service Charge Payment Dates. In the event that Entity fails to timely pay any installment, the amount past due shall bear the rate of interest permitted under applicable State law and then being assessed by the Township against other delinquent taxpayers in the case of unpaid taxes or tax liens until paid.

4.03 Annual Service Charge - On the Annual Service Charge Start Date, the Entity shall pay the Annual Service Charge to the Township or its designee. For the first two (2) years, the Annual Service Charge paid by the Entity shall be the Minimum Annual Service Charge and any additional amounts due on the Annual Service Charges based on the Annual Audits required in Article 7 for the first two years shall be paid to the Township by the Entity within sixty (60) days of completion of the Annual Audit for the prior year.

4.04 Material Conditions - It is expressly agreed and understood that all payments of Annual Service Charges and any interest payments, penalties or costs of collection due thereon, as well as the amount of the Annual Service Charges and the exemption from real estate taxes are material conditions of this Financial Agreement. If any other term, covenant or condition of this Financial Agreement or the Application, as to any person or circumstance shall, to any extent, be determined by a court of competent jurisdiction to be invalid or unenforceable, the remainder of this Financial Agreement or the application of such term, covenant or condition to persons or circumstances other than those as to which it is held invalid or unenforceable, shall not be affected thereby, and each remaining term, covenant or condition of this Financial Agreement shall be valid and enforced to the fullest extent permitted by applicable law.

4.05 Annual Service Charges as Municipal Lien - The Township and the Entity hereby expressly acknowledge, understand and agree that in accordance with Applicable Law, upon the recordation of the Ordinance and this Agreement: (a) the Ordinance, this Agreement and any amount due hereunder, including without limitation, the Annual Service Charge, shall be a continuous, municipal lien on the Property and the Project, and that any subsequent Annual Service Charge, including any interest, penalties or costs of collection thereof, that shall thereafter become due or accrue, shall be added and relate back to and be part of the initial municipal lien on the Property and the Project, (b) the Ordinance, this Agreement and any amounts due hereunder, including without limitation, the Annual Service Charge, shall constitute an automatic, enforceable and perfected statutory municipal lien for all purposes on the Property and the Project, including specifically and without limitation, the federal bankruptcy code, and (c) any applicable process, procedure or action of any court, government body or other relevant authority, including without limitation any confirmation hearing, to determine the amount of the Annual Service Charge due shall not affect the commencement or validity of the municipal lien.

4.06 Staged Adjustments. The Annual Service Charge shall be adjusted in stages over the term of the Tax Exemption in accordance with N.J.S.A. 40A:20-12(b) as follows:

i. Stage One: From the Annual Service Charge Start Date until the last day of the fifteenth (15th) Year, the Annual Service Charge shall be in an amount equal to the greater of the amount determined under Section 4.01.

ii. Stage Two: Beginning on the 1st day of the sixteenth (16th) Year until the last day of the twentieth (20th) Year, the Annual Service Charge shall be in an amount equal to the greater of the amount determined under Section 4.01 or twenty (20%) percent of the amount of taxes otherwise due on the value of the Property and Improvements.

iii. Stage Three: Beginning on the 1st day of the twenty-first (21st) Year until the last day of the twenty-sixth (26th) Year, the Annual Service Charge shall be in an amount equal to the greater of the amount determined under Section 4.01 or forty (40%) percent of the amount of taxes otherwise due on the value of the Property and Improvements.

iv. Stage Four: Beginning on the 1st day of the twenty-seventh (27th) year until the last day of the twenty-ninth (29th) year, an amount equal to the greater of the amount determined under Section 4.01 or sixty (60%) of the amount of taxes otherwise due on the value of the Property and Improvements.

v. Stage Five: Beginning on the 1st day of the thirtieth (30th) year until the last day of the thirtieth (30th) year, an amount equal to the greater of the amount determined under Section 4.01 or eighty (80%) percent of the amount of taxes otherwise due on the value of the Property and Improvements.

For the avoidance of doubt, Redeveloper shall have the right, at its option, to appeal the assessment of the Property and Improvements. Any such appeal shall be filed in accordance with, and governed by, the applicable laws and regulations that govern tax appeals generally. Any such challenge shall be brought within the time permitted for the filing of tax appeals under Applicable Law. Notwithstanding the foregoing, if for any reason it should be determined that the tax court lacks jurisdiction, then the assessment may be contested pursuant to the dispute resolution provisions of this Agreement, and if an appeal was initially filed in a timely manner with the tax court, shall be deemed to have been timely filed.

4.07 Land Taxes –

(a) Land Exempt - It is the intent of the parties that the Land be exempt from taxation pursuant to the terms of this Agreement as permitted by N.J.S.A. 40A:20-12. If the Land is permitted to be exempt pursuant to N.J.S.A. 40A:20-12, the Entity is only required to pay the Annual Service Charge.

(b) Appeal of Land Value Assessment - Nothing contained in this Agreement shall limit or alter the right of the Entity to appeal the assessment of the land portion only of the Property in accordance with the provisions set forth at N.J.S.A. 54:3-21.

(c) No Added Assessment during Construction - The Township agrees that it shall not impose an added assessment, omitted added assessment or similar assessment on the value of the Improvements to be made by the Entity from the date the Entity acquired the Property to the date of Completion of the Project.

4.08 County Share Paid to the County - In accordance with the provisions of *N.J.S.A.* 40A:20- 12, upon receipt of the Annual Service Charge or Minimum Annual Service Charge, the Township shall remit the County Share to the County.

4.09 Administrative Fee – In addition to the Annual Service Charge, the Entity shall pay to the Township an annual administrative fee in the amount of ½ percent of the Annual Service Charge, as authorized by *N.J.S.A.* 40A:20-9.

ARTICLE 5. DISPUTE RESOLUTION

5.01 Dispute Resolution - In the event of any Default not cured within the Cure Period (as hereinafter defined) or any extension thereof, a breach of this Agreement by either of the parties hereto, or a dispute arising between the parties with respect to the terms and provisions of this Agreement; either party may apply to the Superior Court of New Jersey, Law Division, Essex County by an appropriate proceeding to settle and resolve said dispute in such fashion as will tend to accomplish the purposes of the Law. In the event the Superior Court shall not entertain jurisdiction, then the Parties shall submit the dispute to the American Arbitration Association in the State of New Jersey to be determined in accordance with its rules and regulations in such a fashion to accomplish the purpose of the Exemption Law and this Financial Agreement. The fee of the arbitrator shall be borne equally by the parties.

5.02 Remedies - In the event of a Default on the part of the Entity to pay the Annual Service Charge, the Township shall have the rights and remedies set forth in Article 13 of this Agreement. Whenever the word "Taxes" appears, or is implied directly or indirectly to mean taxes or municipal liens on land, such statutory provisions shall be read, as far as is pertinent to this Agreement; as if the Annual Service Charge were taxes or municipal liens on land.

ARTICLE 6. CERTIFICATE OF OCCUPANCY

6.01 Certificate of Occupancy - It is understood and agreed that it shall be the obligation of the Entity to obtain and the Township to issue all Certificates of Occupancy in a reasonably timely manner.

6.02 Filing of Certificate of Occupancy - The Entity shall file or cause to be filed with both the Tax Assessor and the Tax Collector a copy of the Certificate of Occupancy promptly upon receipt thereof by the Entity.

Failure of the Entity to file such issued Certificate of Occupancy as required by the preceding paragraph, shall not militate against any action or non-action by the Township, including, if appropriate, retroactive billing with interest for any charges determined to be due in the absence of such filing by the Entity.

ARTICLE 7. ANNUAL AUDITS

7.01 Accounting System - The Entity agrees to maintain a system of accounting and internal controls established and administered in accordance with generally accepted accounting principles, the provisions of this Financial Agreement and the Exemption Law while this

Agreement is in effect, and the Entity agrees to calculate its "Net Profit" pursuant to N.J.S.A. 40A:20-3(c), N.J.S.A. 40A:20-15 and this Agreement.

7.02 Periodic Reports -

(a) Auditor's Report: Within ninety (90) days after the close of each fiscal or calendar year, depending on the Entity's accounting basis, that this Agreement shall continue in effect, the Entity shall submit its Auditor's Report by a certified public accountant for the preceding fiscal or calendar year (i) to the Clerk of the Township (or any other representative of the Township as may be designated in a notice to the Entity), who shall advise those municipal officials required to be advised, and (ii) to the Director of the Division of Local Government Services in the Department of Community Affairs, as required under N.J.S.A. 40A:20-9(d). Said Auditor's Report shall include, but not be limited to, for the fiscal or calendar year covered by such Auditor's Report, Gross Revenues of the Entity, and such information as is required by this Agreement.

(b) Disclosure Statement: On each anniversary date of the execution of this Agreement, if there has been a change in ownership or interest in the Project from the prior year's filing, the Entity shall submit to the Township Council, the Tax Collector and the Township Clerk, who shall advise those municipal officials required to be advised, a Disclosure Statement listing the persons having an ownership interest in the Project (each a "**Disclosure Statement**"), and the extent of the ownership interest of each and such additional information as the Township may request from time to time.

7.03 Inspection - The Entity shall permit the inspection of its property, equipment, buildings and other facilities of the Project and, if deemed appropriate or necessary, by representatives duly authorized by the Township, and the New Jersey Division of Local Government Services in the Department of Community Affairs pursuant to *N.J.S.A. 40A:20-9(e)*. Such inspection shall be made upon seven (7) business days' prior written notice during the Entity's regular business hours, in the presence of an officer or agent designated by the Entity. To the extent reasonably possible, the inspection will not materially interfere with construction or operation of the Project.

7.04 Limitation on Profits and Reserves - During the period of tax exemption as provided herein, the Entity shall be subject to a limitation of its profits pursuant to the provisions of *N.J.S.A. 40A:20-15*. This calculation shall be completed in accordance with *N.J.S.A. 40A:20-3(c)*. Pursuant to *N.J.S.A. 40A:20-15*, the net profit shall be calculated for the period, taken as one accounting period, commencing on the date on which the Project is completed, and terminating at the end of the last full fiscal year.

Pursuant to *N.J.S.A. 40A:20-15*, the Entity shall have the right to establish a reserve against vacancies, unpaid rentals, and reasonable contingencies in an amount up to 10% percent of the Gross Revenues of the Entity for the last full fiscal year preceding the year and may retain such part of the excess Net Profits as is necessary to eliminate a deficiency in that reserve. The reserve is to be noncumulative.

7.05 Payment of Dividend and Excess Profit Charge - In the event the Net Profits of the Entity during the Term of this Agreement shall exceed the Allowable Net Profits for such period,

then the Entity, within ninety (90) days after the termination of this Agreement shall pay such excess Net Profits to the Township as an additional service charge.

ARTICLE 8. ASSIGNMENT AND/OR ASSUMPTION

8.01 Approval of Sale of Project to an Entity Formed and Eligible to Operate Under Law

(a) As permitted by *N.J.S.A. 40A:20-10(c)*, upon written request by the Entity after completion of the Project, the Township will consent to a sale to another urban renewal entity purchasing all or a portion of the Project in fee simple and the transfer of the tax exemption in this Agreement for the Project, or portion thereof, which consent shall not be unreasonably withheld, provided: (1) the transferee entity is formed and eligible to operate under the Long Term Tax Exemption Law; (2) the Entity is not then in Default of this Agreement or the Long Term Tax Exemption Law; (3) the Entity's obligations under this Agreement as to the Project or portion thereof being transferred are fully assumed by the transferee entity in writing; and (4) the transferee entity agrees to all terms and conditions of this Agreement in the Transferee Agreement. The Township shall, in good faith, in a prompt and timely manner reasonably cooperate with the Entity and the transferee entity and use its best efforts to review the written application of the Entity, and approve the application for approval of the transferee entity pursuant to *N.J.S.A. 40A:20-8*.

(b) The Township may levy an administrative fee of one percent (1%) of the Annual Service Charge for the processing of a request to transfer as set forth above, if the proposed transferee entity is not affiliated with the Entity. No administrative fee shall be charged for the processing requests to transfer to affiliates of the Entity.

8.02 Severability - It is an express condition of the granting of this tax exemption that during its duration, the Entity shall not, without the prior consent of the Township Council by Ordinance, convey, mortgage or transfer, all or part of the Project so as to sever, disconnect, or divide the Improvements from the Property which is basic to, embraced in, or underlying the exempted Improvements.

8.03 Subordination of Fee Title - It is expressly understood and agreed that the Entity has the right, subordinate to the lien of the Annual Service Charge, to encumber and/or assign the fee title to the Property and/or the Project for purposes of (i) financing and/or refinancing the design, development and construction of, and/or capital improvements and/or repairs to, the Project and (ii) permanent mortgage financing or other secured financing, and such encumbrance, lease or assignment shall not be deemed to be a violation of this Agreement.

8.04 Collateral Assignment -

(a) The Township acknowledges that the Entity and/or its affiliates intend to obtain secured financing in connection with the acquisition, development and construction of the Project, and thereafter obtain permanent mortgage financing or re-financing. The Township agrees that, subject (until issuance of Certificate of Completion for the Project) to the terms and conditions of the Redevelopment Agreement, the Entity and or its affiliates may assign, pledge, hypothecate or otherwise transfer its rights under this Financial Agreement and/or its interest in the Project to one or more secured parties or any agents therefore (each, a “**Secured Party**” and collectively, the “**Secured Parties**”) as security for obligations of the Entity, and/or its affiliates, incurred in

connection with such secured financing (collectively, the “**Security Arrangements**”). The Entity shall give the Township written Notice of any such Security Arrangements, together with the name and address of the Secured Party or Secured Parties. Failure to provide such Notice waives any requirement of the Township hereunder to provide any Notice of Default or Notice of intent to enforce its remedies under this Financial Agreement.

(b) Without limiting the generality of Article 13 hereof, if the Entity shall Default in any of its obligations hereunder, the Township shall give Notice of such Default to the Secured Parties and the Township agrees that, in the event such Default is not waived by the Township or cured by the Entity, its assignee, designee or successor, within the period provided for herein, before exercising any remedy against the Entity hereunder, the Township will provide the Secured Parties a reasonable period of time to cure such Default, but in any event not less than fifteen (15) days from the date of such notice to the Secured Parties with regard to a failure of the Entity to pay the Annual Service Charge and ninety (90) days from the date the Entity was required to cure any other Default.

(c) Notwithstanding anything to the contrary contained herein, and in addition to all other rights and remedies of Secured Parties set forth in this Financial Agreement, the provisions of N.J.S.A. 55:17-1 to N.J.S.A. 55:17-11, inclusive, shall apply to this Financial Agreement to protect the interests of any Secured Party.

ARTICLE 9. WAIVER

9.01 Waiver - Except as specifically provided in this Agreement to the contrary, nothing contained in this Agreement or otherwise shall constitute a waiver or relinquishment by the Township or the Entity of any rights and remedies provided by Applicable Law. Nothing herein shall be deemed to limit any right of recovery that the Township or the Entity has under law, in equity, or under any provision of this Agreement.

ARTICLE 10. NOTICE

10.01 Notice - Formal notices, demands and communications between the Township and Entity shall be deemed given if dispatched to the address set forth below by registered or certified mail, postage prepaid, return receipt requested, or by a commercial overnight delivery service with packaging tracking capability and for which proof of delivery is available. Notice is deemed effective upon delivery or refusal to accept delivery. Such written notices, demands and communications may be sent in the same manner to such other addresses as either party may from time to time designate by written notice.

Copies of all notices, demands and communications shall be sent as follows:

If to the Township: Township of West Orange
66 Main Street
West Orange, New Jersey 07052

with copies to: Richard D. Trenk, Esq.
McManimon, Scotland & Baumann, LLC

75 Livingston Avenue, Suite 201
Roseland, New Jersey 07068

If to Entity: Jonathan Schwartz
Green Essex Partners Urban Renewal, LLC
c/o BNE Real Estate Group
16 Microlab Road, Suite A
Livingston, New Jersey 07039

With copies to: Francis X. Regan, Esq.
DeCotiis, FitzPatrick, Cole & Giblin, LLP
500 Frank W. Burr Boulevard, Ste. 31
Teaneck, New Jersey 07666

ARTICLE 11. CONSTRUCTION

11.01 Construction - This Financial Agreement shall be construed and enforced in accordance with the laws of the State, and without regard to or aid or any presumption or other rule requiring construction against the party drawing or causing this Agreement to be drawn since counsel for both the Entity and the Township have combined in their review and approval of same.

ARTICLE 12. INDEMNIFICATION

12.01 Indemnification - It is understood and agreed that in the event the Township shall be named as party defendant in any action brought against the Township or Entity by allegation of any breach, Default or a violation by the Entity of any of the provisions of this Agreement and/or the provisions of Applicable Law, the Entity shall indemnify and hold the Township harmless from and against all liability, losses, damages, demands, costs, claims, actions or expenses (including reasonable attorneys' fees and expenses) of every kind, character and nature arising out of or resulting any breach, Default or a violation by the Entity of any of the provisions of this Agreement and/or the provisions of Applicable Law, including without limitation, *N.J.S.A. 40A:20-1 et seq.*, except for any gross misconduct or willful act of the Township or any of its officers, officials, employees or agents, and the Entity shall defend the suit at its own expense and shall select counsel to defend the suit. However, the Township maintains the right to intervene as a party thereto, to which intervention the Entity hereby consents, the expense thereof to be borne by the Township. To the extent practical and ethically permissible, the Entity's attorneys shall jointly defend and represent the interest of the Township, and the Entity as to all claims indemnified in connection with this Agreement.

ARTICLE 13. DEFAULT

13.01 Default - Default by the Entity shall be failure of the Entity to comply with the terms of this Agreement or the Long Term Exemption Law. Default by the Township shall be the failure of the Township to comply with the terms of this Agreement or the Long Term Exemption Law.

13.02 Cure Upon Default - Should either Party be in Default, notice must be provided in writing of said Default, stating with specificity the basis of said Default. The defaulting party shall have ninety (90) days to cure any Default, provided such Default is capable of cure within ninety (90) days. If the Default is not capable of cure within ninety (90) days, a reasonable period of time to cure such Default will be given (the "**Cure Period**"). Subsequent to the expiration of the Cure Period, a final notice of Default will be issued requiring the defaulting party to cure the Default within twenty (20) days (the "**Final Notice Period**"). If the Default is not cured after the Final Notice Period, the Township shall have the right to proceed against the Property pursuant to In Rem Tax foreclosure. In such event, however; the Entity does not waive any defense it may have to contest the right of the Township to proceed in the above-mentioned manner by conventional or In Rem Tax Foreclosure just as it would have if the Entity were subject to municipal taxes. The Party noticing the default may, after the Final Notice Period, file an action seeking any remedies available. In addition, after notice and expiration of the Final Notice Period, if the Default for which notice was given remains uncured, the party noticing the default may terminate this Agreement.

13.03 Remedies Upon Default Cumulative; No Waiver - In the event of any uncured Default, the Township shall have the right to proceed against the Property pursuant to applicable provisions of the Law, including, with respect to a Default in payment of any installment of the Annual Service Charge, the right to proceed to In Rem Tax Foreclosure consistent with the Tax Sale Law and the Long Term Tax Exemption Law. No Default hereunder by the Entity shall terminate the long term tax exemption (except as described herein) and its obligation to make Annual Service Charges, which shall continue in effect for the duration set forth in Section 3.01 hereof and subject to Section 13.04 hereinafter.

Subject to the provisions of Section 5.01 hereof and the other terms and conditions of this Agreement, all of the remedies provided in this Agreement to the Township, and all rights and remedies granted by Law and equity shall be cumulative and concurrent and no determination of the invalidity of any provision of this Agreement shall deprive the Township of any of its remedies or actions against the Entity because of Entity's failure to pay the Annual Service Charge and/or any applicable water and sewer charges and interest payments. This right shall only apply to arrearages that are due and owing at the time, and the bringing of any action for Annual Service Charges or other charges, or for breach of covenant or the resort of any other remedy herein provided for the recovery of Annual Service Charges or other charges shall not be construed as a waiver of the right to proceed with an In Rem Tax Foreclosure action consistent with the terms and provisions of this Agreement.

13.04 Termination Upon Default of the Entity - In the event the Entity fails to cure or remedy the Default within the time period provided in Section 13.02, the Township may terminate this Agreement upon thirty (30) days, prior written notice to the Entity.

13.05 Final Accounting - Within ninety (90) days after the date of Termination, the Entity shall provide a final accounting and pay to the Township the reserve, if any, pursuant to the provisions of *N.J.S.A. 40A:20-13* and *15* as well as any excess Net Profits. For purposes of rendering a final accounting the date of Termination of the Agreement shall be deemed to be the end of the fiscal year for the Entity.

13.06 Conventional Taxes - Upon Termination or expiration of this Agreement, the tax exemption for the Project shall expire and the Property and the Improvements thereon shall thereafter be assessed and conventionally taxed according to the general law applicable to other nonexempt taxable property in the Township.

ARTICLE 14. MISCELLANEOUS

14.01 Conflict - The parties agree that in the event of a conflict between the Application and this Agreement, the language in this Agreement shall govern and prevail.

14.02 Oral Representations - There have been no oral representations made by either of the parties hereto which are not contained in this Agreement.

14.03 Entire Document - All conditions in the Ordinance are incorporated in this Agreement and made a part hereof. This Financial Agreement, the Ordinance and the Application constitute the entire agreement between the Parties and there shall be no modifications thereto other than by a written instrument executed by the Parties hereto and delivered to each of them.

14.04 Good Faith - In their dealings with each other, the Parties agree that they shall act in good faith.

14.05 Recording - Upon the execution and delivery of this Agreement, the entire Agreement, including the Ordinance, shall be filed and recorded with the office of the Essex County Clerk by the Entity, at the Entity's expense, such that this Agreement and the Ordinance shall be reflected upon the land records of the County as a municipal lien upon and a covenant running with the Property, including the Improvements related thereto.

14.06 Discharge - Upon the expiration of this Agreement in accordance with Section 3.01 hereof, or the early termination of this Agreement by the Entity in compliance with Section 3.02 hereof, the Township shall execute, upon the request of the Entity, a discharge of this Agreement in the form set forth as Exhibit 5 attached hereto. Upon execution of the discharge, the Entity may record same, at its sole cost and expense.

14.07 Financing Matters - The financial information required by the final paragraph of *N.J.S.A. 40A:20-9* is set forth in the Application.

14.08 Counterparts - This Agreement may be simultaneously executed in counterparts, each of which shall be an original and all of which shall constitute but one and the same instrument.

14.09 Amendments - This Agreement may not be amended, changed, modified, altered or terminated without the written consent of the Parties hereto.

14.10 Certification - The Township Clerk shall certify to the Tax Assessor, pursuant to *N.J.S.A. 40A:20-1 2*, that a financial agreement with an urban renewal entity, i.e., the Entity, for the development of the Property, has been entered into and is in effect as required by *N.J.S.A. 40A:20-1 et seq.* Delivery by the Township Clerk to the Tax Assessor of a certified copy of the Ordinance adopted by the Governing Body approving the tax exemption described herein and this Financial Agreement shall constitute the required certification. Upon certification as required

hereunder and upon the Annual Service Charge Start Date, the Tax Assessor shall implement the exemption and continue to enforce that exemption without further certification by the Township Clerk until the expiration of the entitlement to exemption by the terms of this Financial Agreement or until the Tax Assessor has been duly notified by the clerk that the exemption has been terminated.

Further, upon the adoption of this Financial Agreement, a certified copy of the Ordinance adopted by the Governing Body approving the tax exemption described herein and this Financial Agreement shall forthwith be transmitted to the Director of the Division of Local Government Services by the Township Clerk.

IN WITNESS WHEREOF, the Parties have caused this Financial Agreement to be executed as of the day and year first above written.

Witness or Attest:	
	GREEN ESSEX PARTNERS URBAN RENEWAL LLC By: Name: _____ Title: _____
	TOWNSHIP OF WEST ORANGE By: Name: _____ Title: _____

STATE OF NEW JERSEY,
SS:
COUNTY OF ESSEX

I CERTIFY that on _____, 20____,
_____personally came before me and stated to my satisfaction that this
person (or if more than one, each person):

(a) was the maker of the attached instrument;

(b) was authorized and did execute this instrument as _____ of the
Township of West Orange; and

(c) executed the instrument as the act of the Township of West Orange.

Notary Public

STATE OF NEW JERSEY,
SS:
COUNTY OF ESSEX

I CERTIFY that on _____, 20____,
_____personally came before me and stated to my satisfaction that this
person (or if more than one, each person):

(a) was the maker of the attached instrument;

(b) was authorized and did execute this instrument as _____ of
GREEN ESSEX PARTNERS URBAN RENEWAL LLC; and

(c) executed the instrument as the act of **GREEN ESSEX PARTNERS URBAN
RENEWAL LLC**.

Notary Public

EXHIBIT 1

Ordinance

DRAFT

EXHIBIT 2

Application for Long Term Tax Exemption

DRAFT

EXHIBIT 3

Entity Certificate of Formation

DRAFT

EXHIBIT 4

The Financial Plan for the Undertaking of the Project

DRAFT

Form of Discharge of Financial Agreement

Discharge of Financial Agreement

2) I sign and certify to this discharge of the Financial Agreement on _____, 20__

_____ (Seal)

_____ (Seal)

STATE OF NEW JERSEY,
SS:
COUNTY OF ESSEX

I CERTIFY that on _____, 20____ personally came before me and stated to my satisfaction that this person (or if more than one, each person):

(a) was the maker of the attached instrument;

(b) was authorized and did execute this instrument as _____ of the Township of West Orange; and

(c) executed the instrument as the act of the Township of West Orange.

Notary Public

STATE OF NEW JERSEY,
SS:
COUNTY OF ESSEX

I CERTIFY that on _____, 20____ personally came before me and stated to my satisfaction that this person (or if more than one, each person):

(a) was the maker of the attached instrument;

(b) was authorized and did execute this instrument as _____ of **GREEN ESSEX PARTNERS URBAN RENEWAL LLC**; and

(c) executed the instrument as the act of **GREEN ESSEX PARTNERS URBAN RENEWAL LLC**.

Notary Public

Exhibit 1

Metes and Bounds

Tract II:

BEGINNING at a point on the northerly side line of Rooney Circle, said point being 753.47 feet along its various courses from its intersection with the westerly side line of Prospect Avenue. Said point also being a point of curve in the northerly side line of Rooney Circle; thence

1. North 42 degrees 30 minutes West a distance of 199.58 feet to a point. thence
2. North 12 degrees 33 minutes 03 seconds East a distance of 238.91 feet to a point on the southerly side line of Lot 41.02; thence
3. North 54 degrees 30 minutes 50 seconds West a distance of 149.02 feet to a point; thence
4. Along the westerly line of 41.02, North 35 degrees 29 minutes 10 seconds East a distance of 77.00 feet to a point on the side line of Interstate Highway Route 280; thence
5. Along said side line South 87 degrees 15 minutes 18 seconds West a distance of 235.19 feet to a point; thence
6. **SUN** along the same North 88 degrees 47 minutes .20 seconds West a distance of 265.49 feet to a point; thence
7. Still along the same North 84 degrees 29 minutes 49 seconds West a distance of 153.44 feet to a point; thence
8. South 48 degrees 00 minutes 11 seconds West a distance of 263.39 feet to a point; thence
9. South 09 degrees 30 minutes 50 seconds East a distance of 273.28 feet to a point; thence
10. South 54 degrees 30 minutes 50 seconds East a distance of **469.30 feet** to a point on the westerly line of the lands n/f Principal Life Insurance Co.; thence
11. Along said line, North 35 degrees 29 minutes 10 seconds East a distance of 433.70 feet to a point; thence
12. Along the northerly side line of said lands n/f Principal Life Insurance Co. South 54 degrees 30 minutes 50 seconds East a distance of **252.57 feet** to a point on the northerly side line of Rooney Circle; thence
13. Easterly on a non-tangent curve to the right with a radius of 110.00 feet, a length along the arc of 134.86 feet, a bearing along the chord of South 77 degrees 42 minutes 13 seconds East and a distance along the chord of 126.86 feet to the point and place of BEGINNING.

Together with and subject to Exchange of Utility and Slope Right Easement as set forth in Deed Book 4503 page 674.

Together with existing beneficial right appurtenant out to the land as set forth in Deed Book 4499 page 164.

The above description is being drawn in accordance with a survey prepared by Partner Engineering and Science, Inc. Project No. 17-178987.2 dated February 24, 2017 and last Revised on May 4, 2017.

NOTE: Being Lot(s) 40.02, Block 155, Tax Map of the Township of West Orange, County of Essex

All that certain lot, piece or parcel of land, with the buildings and improvements thereon erected, situate, lying and being in the Township of West Orange, County of Essex, State of New Jersey.

Tract III:

BEGINNING at a point on the easterly property line of lands n/f of Paragon Enterprises which is the dividing line between said lands and the lands n/f of Centre Properties Co., said point also being the southeasterly corner of the whole tract and is formed by the intersection of said property line and the northeasterly line of lands n/f of Public Service Electric and Gas Company and running thence;

1. Along the northerly line of lands n/f of Public Service Electric and Gas Company North 54 degrees 30 minutes 50 seconds West, 675.00 feet; thence;
2. By a new line, North 12 degrees 47 minutes 33 seconds East, 196.87 feet; thence
3. By a new line, North 35 degrees 29 minutes 10 seconds East, 123.00 feet; thence
4. By a new line, North 51 degrees 57 minutes 20 seconds East, 362.26 feet to a corner of lands known as Block 155 Lot 408; thence
5. Along the line of said lot, South 09 degrees 30 minutes 50 seconds East, 273.28 feet; thence
6. Still along the same, South 54 degrees 30 minutes 50 seconds, East a distance of 455.00 feet to the easterly sideline of the tract, which sideline is also the dividing line between said tract and lands n/f of Centre Properties Co.; thence
7. Along said track line South 35 degrees 29 minutes 10 seconds West, 458.77 feet to the point and place of BEGINNING.

Together with and subject to Exchange of Utility and Slope Right Easement as set forth in Deed Book 4503 page 674.

Together with existing beneficial right appurtenant out to the land as set forth in Deed Book 4499 page 164.

The above description is in accordance with a survey made by Partner Engineering & Science, Inc, dated February 24, 2017 and last revised on May 4, 2017.

NOTE: Being Lot(s) 42.02, Block 155, Tax Map of the Township of West Orange, County of Essex

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

Ordinance xxxx-19

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

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

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

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

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

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

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

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

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

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

ROBERT D. PARISI, MAYOR

JERRY GUARINO, COUNCIL PRESIDENT

Introduced: May 29, 2019

Adopted:

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

Karen J. Carnevale, Municipal, Clerk

LEGISLATIVE HISTORY

This Ordinance is to reflect:

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

Add new position Tenant Relations Assistant Prepare for a retirement

Error Correction Technical Assistant to the Construction Official/Construction Department

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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