

1. Conference Meeting Agenda

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2. Public Meeting Agenda

Documents:

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3. Resolution(S)

3.I. 212-20

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[212-20 REGARDING SERVICES OF HATZALAH OF ESSEX COUNTY \(FINAL\).PDF](#)

3.II. 215-20

Documents:

[215-20 WEST ORANGE 720000 SEN RESOLUTION SEVERANCE LIABIITIES NJSA 40A_4_55 \(2020\).PDF](#)

3.III. 228-20

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3.IV. 229-20

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232-20 AUTHORIZING BLAU AND BLAU TO PROSECUTE AFFIRMATIVE TAX
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3.VIII. 233-20

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233-20 ATTACHMENT NO. 1 - TWP OF WEST ORANGE - EXCL 65 - BAH -
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233-20 ATTACHMENT NO. 3 - BAH - DISCLOSURE - 2020 (003).DOC

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3.X. 235-20

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235-20 WEST ORANGE REFUNDING FORM AND SALE RESOLUTION
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3.XI. 236-20

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237-20 EXTENSION FOR SNOW PLOWING AMERICAN 2020-2021-
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3.XIII. 238-20

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238-20 RESOLUTION AUTHORIZING AN AGREEMENT TO MODIFY DEED
RESTRICTION - LOT1 BLOCK 140.02.PDF
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239-20 DEGNAN PARK BALLFIELD IMPROVEMENTS.PDF

3.XV. 240-20

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240-20 DEGNAN PARK FIELD IMPROVEMENTS - ZENITH CONSTRUCTION
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241-20 WEST ORANGE HIGH SCHOOL BASEBALL FIELD.PDF
241-20 PRICING PROPOSAL WEST ORANGE BASEBALL FIELD.PDF

3.XVII. 242-20

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242-20 AUTHORIZING PURCHASE A GAZEBO THROUGH ESCNJ CO-OP
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3.XVIII. 243-20

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243-20 AWARD OF CONTRACT-VCI EMERGENCY VEHICLE SPECIALISTS
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3.XIX. 244-20

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244-20 AUTHORIZING AGREEMENT WITH ESSEX COUNTY DIVISION OF
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NURSE.PDF
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4. Ordinance(S) On Second And Final Reading

4.I. 2621-20

Documents:

[2621-20 BOND ORD. - EMERGENCY SEVERANCE 11.10.20.PDF](#)

4.II. 2622-20

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[2622-20 REFUNDING BOND ORDINANCE 11.10.20.PDF](#)

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4.IV. 2616-20

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[ORDINANCE REQUIRING REMOVAL OF TREES TO BE ONLY PERFORMED BY LICENSED TREE CARE PROFESSIONALS REDLINED.PDF](#)

5. Ordinance(S) On First Reading

5.I. 2624-20

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[2624-20 MULTI-WAY STOP INTERSECTION FOREST AVE AND ELLIS STREET.PDF](#)

5.II. 2625-20

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[2625-20 SALARY STEP GUIDE \(VERSION 2020-11-24\).PDF](#)

Township of West Orange
CONFERENCE MEETING AGENDA
Council Chambers – 66 Main Street
Tuesday, November 24, 2020

**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 October 31, 2019 and published in the
West Orange Chronicle on November 7, 2019.**

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

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6:30 P.M

- **Discussion: 2021 Council Meeting Dates**
- **Presentation: Walk the Extra Mile Recognition**

West Orange Farmer's Market - Stacey Reese

Pleasant Valley Productions - Camille DiLorenzo

West Orange Community Emergency Response Team (CERT) - Ken Stele

Holy Trinity West Orange Food Pantry - Cynthia Cumming

- **COVID-19 Update -
 Laura Van Dyke - Senior Services Program Coordinator**
- **Update – Redevelopment**
- **Council Liaison Announcements**
- **Public Meeting – 7:00 p.m.**

PUBLIC MEETING AGENDA

Township of West Orange

66 Main Street – 7:00 p.m.

November 24, 2020

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 October 31, 2019, and published in the West Orange Chronicle on November 7, 2019.

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

- 1. Pledge of Allegiance**
- 2. Public Comment**
- 3. *Consent Agenda**
- 4. *Approval of Minutes of Previous Meeting – Executive Session - November 10, 2020**
- 5. *Report of Township Officers - None**
- 6. *Reading of Petitions and Communications and Bids – None**
- 7. *Bills**
- 8. *Resolutions**
 - a. 212-20 Resolution for Services with Hatzalah of Essex County (Legal-Trenk)**
 - b. 215-20 Resolution Authorizing the Issuance of \$720,000 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)**
 - c. 228-20 Resolution Authorizing the Issuance of Special Emergency Notes in an Amount Equal to the Special Emergency Appropriation Made for the Purposes Set Forth in N.J.S.A. 40A:4-53(L) and/or N.J.S.A. 40A:4-54(M), in and by the Township of West Orange, In the County of Essex, New Jersey (Gross)**
 - d. 229-20 Resolution Authorizing the Execution of an Interlocal Services Agreement Between the Township of West Orange and the West Orange Board of Education – Improvement of Athletic Fields (Gross)**
 - e. 230-20 Resolution Authorizing the Collector of Taxes to Rebate Payment to the Listed Taxpayer Pursuant to Final Judgment by the Tax Court of New Jersey (Gagliardo)**
 - f. 231-20 Resolution Authorizing Blau and Blau to Prosecute Affirmative Tax Appeals for 2019 Nunc Pro Tunc (Legal-Trenk)**
 - g. 232-20 Resolution Authorizing Blau and Blau to Prosecute Affirmative Tax Appeals for 2020 Nunc Pro Tunc (Legal-Trenk)**

- h. **233-20** Resolution Authorizing an Agreement with Berkley Accident and Health for Stop Loss Coverage for 2021 (Gross)
- i. **234-20** Resolution Authorizing an Application to Join the Bergen Municipal Employees Benefits Fund to Provide Retiree Medicare Advantage Health Benefits to Township Retirees at or Over the Age of 65 (Gross)
- j. **235-20** Resolution Determining the Form and Other Details of Not to Exceed \$4,500,000 Principal Amount of Refunding Bonds of the Township of West Orange, in the County of Essex, New Jersey and Providing for the Sale and Delivery of Such Bonds (Gross)
- k. **236-20** Resolution Awarding a Contract for the Extension of Snow Plowing & Snow Removal Services for 2020-2021 – Various Vendors (Lepore)
- l. **237-20** Resolution Awarding a Contract for the Extension of Snow Plowing & Snow Removal Services for 2020-2021 to American Asphalt & Milling Services, 96 Midland Avenue, Kearny, NJ 07032 (Lepore)
- m. **238-20** Resolution Authorizing an Agreement to Modify Deed Restriction - Lot1 Block 140.02 (Legal-Kayser)
- n. **239-20** Resolution Authorizing an Award of Contract for the Installation of an Artificial Turf Field at Degnan Park Associated with the Project Ball Field Improvements at Degnan Park be awarded to Field Turf USA, Inc., 175 North Industrial Boulevard, Calhoun, Georgia 30701 (Lepore)
- o. **240-20** Resolution Authorizing an Award of Contract for the Project Degnan Park Baseball Field Improvements to Zenith Constructions Services, Inc., 365 Thomas Boulevard, Orange, NJ 07050, in the amount of \$413,000.00 (Lepore)
- p. **241-20** Resolution Authorizing an Award of Contract for the Removal and Replacement of the Artificial Turf Baseball Infield at the West Orange High School be Awarded to Field Turf, USA, Inc. 175 North Industrial Boulevard, Calhoun, Georgia 30701 (Lepore)
- q. **242-20** Resolution Authorizing the Purchase of a Gazebo through ESCNJ Co-Op for the Oskar Schindler Performing Arts Center (DeSantis)
- r. **243-20** Resolution to Award a Contract to VCI Emergency Vehicle Specialists through HGAC National Co-Op (DeSantis)
- t. **244-20** Resolution Authorizing the Township to Enter into an Agreement with the Essex County Division of Senior Services for the Award of a Grant to Fund 25% of the Costs of a Senior Citizen Public Health Visiting Nurse for 2021 (DeNova)

9. Ordinances on Second and Final Reading

- a. **2621-20** 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. **2622-20** Refunding Bond Ordinance Providing for the Refunding of All or a Portion of the Outstanding General Obligation Bonds, Series 2011, of the Township of West Orange, in the County of Essex, New Jersey, Appropriating \$4,500,000 Therefor and Authorizing the Issuance of \$4,500,000 Refunding Bonds of the Township for Financing the Cost Thereof
- c. **2623-20** Ordinance Authorizing a Special Emergency Appropriation in the Amount of \$7,876,277.10, or Such Other Amount Certified by the Director of the Division of Local Government Services, for the Purposes Set Forth in N.J.S.A. 40A:4-53(L) and/or N.J.S.A. 40A:4-53(M), In and By the Township of West Orange, in the County of Essex, New Jersey (Gross)

- d. **2616-20** An Ordinance Establishing Chapter 5, Section 26 and Amending Chapter 25, Sections 27.3 and 27.4, of the Revised General Ordinances of the Township of West Orange (Tree Protection and Removal- Permit Required; Prohibitions and Exemptions) (Legal-Trenk)

10. Ordinances on First Reading

- a. **2624-20** An Ordinance Amending and Supplementing Chapter 7, Traffic, Subsection 7-19, Through Streets and Subsections 7-21.2, Multi-Way Stops Near Schools, Playgrounds and Youth Recreation Facilities of the Revised General Ordinances of the Township of West Orange (Lepore)
- b. **2625-20** An Ordinance Creating a Reclassification and Salary Schedule of Certain Township of West Orange Employees Setting Forth Their Titles, Classification and Salary Ranges and Adopting A Salary Guide and Establishing the Employee's Status as a Township Employee and Under the Guidelines of the New Jersey Department of Personnel (Gross)

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.

RESOLUTION

WHEREAS, Chevra Hatzalah, a New York non-profit corporation, was founded over 50 years ago and operates an all-volunteer ambulance service in the United States, providing emergency medical treatment and transportation at no cost to all who need it, regardless of race, religion or ethnicity; and

WHEREAS, Chevra Hatzalah is a model for similar Hatzalah rescue and ambulance services around the country and throughout the world; and

WHEREAS, Hatzalah of Essex County (“HEC”), was founded in 2013 (originally known as Hatzalah of Newark which changed its name to HEC in 2019), was incorporated in the State of New Jersey pursuant to the Medical Corporations Law and is a non-profit organization under Internal Revenue Code Section 501(c)(3); and

WHEREAS, HEC currently does not bill residents, users, medical insurance, Medicaid or Medicare, and is purely voluntary with West Orange residents involved in its administration, and provides its services at no cost to those who use its services, as allowed by applicable law; and

WHEREAS, HEC seeks to provide its voluntary services in West Orange and has an ambulance for those purposes; and

WHEREAS, the Mayor, Fire Chief and Township Attorney have met with HEC representatives to discuss the protocols which will exist for the HEC service; and

WHEREAS, HEC has provided a Certificate of Insurance and agrees to provide proof of renewals reflecting continued insurance; and

WHEREAS, HEC has issued certain internal standard operating procedures which have been reviewed by the Police Chief, Fire Chief and Township Attorney, and which will be made available for periodic review by request; and

WHEREAS, HEC services will be available to all members of the community; and

WHEREAS, it is understood that Township of West Orange Police and Fire are responsible for coordination of resources at the scene of Multiple Casualty Incidents (MCIs), Hazardous Material (HAZMAT) situations, fires/crimes in progress or public health or safety emergencies and HEC volunteers will fully comply with all directives from the Police and Fire on scene; and

WHEREAS, HEC agrees to provide to the Mayor, Fire Chief and Police Chief and their designees emergency cell and other communications contacts at all times; and

WHEREAS, the Township may terminate its approval at any time in its sole discretion; and

WHEREAS, HEC understands that if it gets a call for any type of CO, smoke fire or other hazardous conditions it shall immediately direct the caller to call 911 or shall call on their behalf, and provide the Township with all information available; and

WHEREAS, HEC understands that it shall adhere to all motor vehicle laws of the State of New Jersey and the Township of West Orange; and

WHEREAS, HEC agrees to periodic meetings (virtual or otherwise) where operational issues may be discussed and refined or revised as needed; and

WHEREAS, HEC shall notify West Orange Police Department of any crimes in progress, any in home death, and comply with all State of New Jersey mandated reporting laws.

WHEREAS, based upon the foregoing protocols, the Township recognizes and welcomes HEC within the Township.

NOW, BE IT HEREBY RESOLVED, by the Township Council of the Township of West Orange that the relationship between the Township and HEC be and is hereby approved subject to the terms and conditions set forth in this Resolution in their entirety.

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

Michelle Casalino
Council President

Adopted: November 24, 2020

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 10, 2020 at 7:00 p.m.

PRESENT:

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

ABSENT:

* * * * *

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

215-20

RESOLUTION AUTHORIZING THE ISSUANCE OF \$720,000 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 \$720,000 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 \$720,000 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, 2021 for the fiscal year ending December 31, 2021, 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.

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.

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.

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 upon its adoption and the effective date of the ordinance making the special emergency appropriation described herein.

The foregoing resolution was adopted by the following vote:

AYES:

NAYES:

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

Michelle Casalino, Council

Introduced and Adopted: November 10, 2020

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 10, 2020 has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal
of the Township this ____ day of _____, 2020.

Karen J. Carnevale, Clerk

(SEAL)

EXTRACT from the minutes of a regular meeting of the Township Council of the Township of West Orange, in the County of Essex, New Jersey, on November 24, 2020 at 7:00 p.m.

PRESENT:

ABSENT:

* * * * *

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

RESOLUTION AUTHORIZING THE ISSUANCE OF SPECIAL EMERGENCY NOTES IN AN AMOUNT EQUAL TO THE SPECIAL EMERGENCY APPROPRIATION MADE FOR THE PURPOSES SET FORTH IN N.J.S.A. 40A:4-53(L) AND/OR N.J.S.A. 40A:4-53(M), 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 \$7,876,278, or such other amount certified by the Director of the Division of Local Government Services (the "Authorized Amount"), by the Township of West Orange, in the County of Essex, New Jersey (the "Township") for the purposes set forth in N.J.S.A. 40A:4-53(l) and/or N.J.S.A. 40A:4-53(m) has been finally adopted by the Township Council of the Township, and a copy

thereof has been filed with the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey (the "Director").

Section 2. (a) In order to finance the special emergency appropriation described in Section 1 of this resolution, the Township is hereby authorized to borrow the Authorized Amount and to issue its special emergency notes (the "Notes") therefor in accordance with the Local Budget Law of New Jersey (N.J.S.A. 40A:4-55) (the "Local Budget Law").

(b) 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.

(c) 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, beginning in the year after the year in which the resulting deferred charge appears in the Township's unaudited financial statement.

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, beginning in the year after the year in which the resulting deferred charge appears in the Township's unaudited financial statement, so that all Notes and

renewals shall have matured and have been paid not later than the last day of the sixth 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;

(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;

(d) The Township shall apply for any financial assistance that may be available to the Township from the federal government, the State of New Jersey, and other sources to offset any operating deficit directly attributable to COVID-19, and any such financial assistance obtained by the Township shall be utilized to offset any operating deficit or, if applicable, to payment of the Notes issued hereunder. The amount of Notes authorized but not issued hereunder shall be reduced to the extent that such funds are so used.

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 Notes 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 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 8. The Township hereby makes the following covenants and declarations with respect to Notes to be issued by the Chief Financial Officer of the Township on a tax-exempt basis, if any. 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 8 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 9. 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 Notes and any renewals thereof have been wholly defeased), the Township shall provide for the benefit of the holders of the Notes and the beneficial owners thereof:

(a) Not more than 270 days following the close of the fiscal year in which the Notes are issued, electronically to the Municipal Securities Rulemaking Board's Electronic Municipal Market Access ("EMMA") system or such other repository designated by the Securities and Exchange Commission 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 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 Notes, or other material events affecting the tax status of the Notes;
- (7) Modifications to the rights of holders of the Notes, if material;
- (8) Bond calls, if material, and tender offers;
- (9) Defeasances;
- (10) Release, substitution or sale of property securing repayment of the Notes, if material;
- (11) Rating changes;
- (12) Bankruptcy, insolvency, receivership or similar event of the Township;
- (13) The consummation of a merger, consolidation or acquisition involving the Township or the sale of all or substantially all of the assets of the Township, 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 Notes, if material; and
- (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.

(c) 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.

(d) 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.

(e) 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 Notes prior to their offering. Such Chief Financial Officer is hereby authorized to enter into written contracts or undertaking to implement this resolution and is further authorized to amend such contracts or undertakings as needed to comply with the Rule or upon the advice of Bond Counsel.

(f) In the event that the Township fails to comply with this resolution or the written contract or undertaking, the Township shall not be liable for monetary damages, remedy of the holders or beneficial owners of the notes being hereby specifically limited to specific performance of the covenants contained in this resolution or the written contract or undertaking.

Section 10. A copy of this resolution as adopted shall be filed with the Director.

Section 11. This resolution shall take effect upon the latter of (i) the date determined by applicable law or (ii) the earlier of (a) the date the Director approves in writing the application submitted by the Chief Financial Officer of the Township for approval of the special emergency being financed by the Notes (the "Application") and (b) the date that is 45 days (or the first business day following such 45th day, if applicable) following the date the Chief Financial Officer submits the Application to the Director.

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 (the "Township"), 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 _____, 2020 has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of the Township this ____ day of _____, 2020.

Karen J. Carnevale, Clerk

(SEAL)

**RESOLUTION AUTHORIZING THE EXECUTION OF AN INTERLOCAL
SERVICES AGREEMENT BETWEEN THE TOWNSHIP OF WEST ORANGE AND THE
WEST ORANGE BOARD OF EDUCATION**

WHEREAS, the Township and the School District have determined that it is in the best interests of the Township, the School District and the residents thereof for the Township and the School District to jointly provide for the installation of an infield artificial turf for the High School baseball field; drainage, grading, landscaping and other site work and acquisition and installation of lighting and other equipment and all related work (the "Project"); and

WHEREAS, the project cost is estimated to be \$200,000; and

WHEREAS, any bonds or notes issued pursuant to the bond ordinance for this purpose shall be repaid in accordance with the pro rata share determined herein by the Township and the School District; and

WHEREAS, the Township and the School District desire to set forth certain terms and conditions relating to the time frame and the terms of payment by the School District to the Township for its share of the cost of the Project; and

WHEREAS, the Interlocal Services Act, N.J.S.A. 40:8A-1, *et seq.* authorizes and encourages a municipality and a school district to enter into contracts for the joint provision within their jurisdiction of any service that either party to the agreement is empowered to render within its own jurisdiction; and

WHEREAS, municipalities and school districts are expressly authorized to work together for the provision of recreational improvements; and

WHEREAS, it is in the best interests of the citizens of the Township and the School District for the Township and the School District to work together through this Interlocal Services Agreement to implement the Project for the benefit of the community; and

NOW, THEREFORE, the Mayor is hereby authorized to execute the attached Interlocal Service Agreement and any other requirements to complete this project.

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

Michelle Casalino, Council

Adopted: November 24, 2020

INTERLOCAL SERVICES AGREEMENT
BETWEEN
THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY
OF ESSEX, NEW JERSEY AND
THE BOARD OF EDUCATION OF THE
TOWNSHIP OF WEST ORANGE, IN THE
COUNTY OF ESSEX, NEW JERSEY
PROVIDING FOR IMPROVEMENT OF THE ATHLETIC FIELDS
Dated as of November 24, 2020

INTERLOCAL SERVICES AGREEMENT

This INTERLOCAL SERVICES AGREEMENT (this "Agreement") between the Township of West Orange, in the County of Essex, New Jersey, a municipal corporation of the State of New Jersey (the "Township"), and The Board of Education of the Township of West Orange in the County of Essex, New Jersey, a school district and political subdivision of the State of New Jersey (the "School District"), dated as of November __, 2020.

WITNESSETH:

WHEREAS, the Township and the School District have determined that it is in the best interests of the Township, the School District and the residents thereof for the Township and the School District to jointly provide for the installation of an infield artificial turf for the High School baseball field; drainage, grading, landscaping and other site work and acquisition and installation of lighting and other equipment and all related work (the "Project"); and

WHEREAS, the project cost is estimated to be \$200,000; and

WHEREAS, any bonds or notes issued pursuant to the bond ordinance for this purpose shall be repaid in accordance with the pro rata share determined herein by the Township and the School District; and

WHEREAS, the Township and the School District desire to set forth certain terms and conditions relating to the time frame and the terms of payment by the School District to the Township for its share of the cost of the Project; and

WHEREAS, the Interlocal Services Act, N.J.S.A. 40:8A-1, *et seq.* authorizes and encourages a municipality and a school district to enter into contracts for the joint provision within their jurisdiction of any service that either party to the agreement is empowered to render within its own jurisdiction; and

WHEREAS, municipalities and school districts are expressly authorized to work together for the provision of recreational improvements; and

WHEREAS, it is in the best interests of the citizens of the Township and the. School District for the Township and the School District to work together through this Interlocal Services Agreement to implement the Project for the benefit of the community; and

WHEREAS, the Township has approved the execution of this Agreement by resolution adopted on _____, 2020, and the School District has approved the execution of this Agreement by resolution adopted on _____, 2020;

NOW, THEREFORE, the parties hereto mutually agree as follows:

Section 1. The Township and the School District will act together in accordance with this Agreement to implement the Project for a total estimated cost of \$200,000 to be received through the issuance of bonds or notes of the Township to finance the cost of the Project.

Section 2. The Township shall, in consultation with the School District, make its best efforts to adopt a bond ordinance appropriating \$200,000 for the Project through the issuance of bonds or notes of the Township to finance the cost of the Project.

Section 3. The Township will provide the funds available pursuant to the bond ordinance to the School District for the implementation of the Project, and the School District shall be responsible for the implementation of the Project in accordance with the requirements of law.

Section 4. The Township shall borrow funds pursuant to the bond ordinance on bond anticipation notes only in the amount necessary to complete the Project. If the Project cost comes in less than the originally estimated amount of \$200,000, the Township will only borrow such funds as are necessary for the completion of the Project.

Section 5. Upon notice by the School District to the Township that the Project is complete, the Township will issue Bond Anticipation Notes or permanent bonds to finance the Project.

Section 6. The School District shall be responsible for repaying fifty percent (50%) of the entire amount of funds borrowed pursuant to the bond ordinance.

Section 7. After the issuance of each set of notes, the Township shall notify the School District of the amount of the notes that were issued for this purpose, the interest rate per annum payable on the notes and the School District's share of the interest on the notes. If any principal amount is required to be paid on notes, the Township shall also inform the School District of the amount of the principal to be paid on the notes and the School District's share of the amount to be paid. When and if permanent bonds are issued, the bonds shall mature over 10 years and the Township shall provide a copy of the maturity schedule setting forth principal, interest and the interest rate at which the interest is calculated to the School District, and the School District shall be responsible for its share of the principal and interest due in each year.

Section 8. The amounts that the School District owes to the Township shall be paid on or before the maturity date or payment date of such obligations.

Section 9. Once the Project is completed, the High School baseball fields shall be available for use by the School District and the Township in accordance with this Agreement. The School District shall have scheduling preference for the use of the High School baseball fields for school purposes, and the Township shall be able to use the fields for recreational purposes when such purposes do not conflict with the educational and school related use of the fields.

Section 10. The Township and the School District shall hold each other harmless against claims, demands, liabilities, damages, losses, costs, charges and any and all expenses, (including but not limited to, reasonable attorneys' fees) that either may incur or be subject to as a consequence directly or indirectly of any breach or nonperformance by either party of its obligations under this Agreement or by the willful or negligent act of either party in connection with such performance or nonperformance.

Section 11. The rights and the obligations under this Agreement shall not be assigned by either party without the written consent of the other.

Section 12. This Agreement shall remain in effect for years and until all obligations issued to finance the Project described herein are repaid.

Section 13. This Agreement shall be governed by the laws of the State of New Jersey.

IN WITNESS WHEREOF, the Township has caused this Agreement to be executed in its corporate name by its duly Authorized Representative, and the School District has caused this Agreement to be executed in its name by its duly Authorized Representative, not as of the date first above written but, on the date, set forth below.

[SEAL]

TOWNSHIP OF WEST ORANGE, IN THE
COUNTY OF ESSEX, NEW JERSEY

ATTEST:

By: _____

Date: _____

[SEAL]

THE BOARD OF EDUCATION OF THE
TOWNSHIP OF WEST ORANGE, IN THE
COUNTY OF ESSEX, NEW JERSEY

ATTEST:

By: _____

Date: _____

230-20
November 24, 2020

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

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

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

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

LIST ATTACHED

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

Michelle Casalino
Council President

Adopted: November 24, 2020

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

John O. Gross, Chief Financial Officer

TAX COURT REFUNDS

Resolution 230-20

TAX YEAR	DATE	BLOCK	LOT	QUAL	OLD VALUE	NEW VALUE	DIFFERENCE	TX RATE	REFUND AMOUNT
2018	9/29/2020	84.01	60		1800000	1550000	250000	0.04038	\$10,095.00
2019	9/29/2020	84.01	60		1800000	1550000	250000	0.04161	\$10,402.50
2020	9/29/2020	84.01	60		1800000	1550000	250000	0.04284	\$10,710.00
2020	10/22/2020	117	39.01		1169000	1050000	119000	0.04284	\$5,097.96
2019	10/22/2020	117	39.01		1169000	1050000	119000	0.04161	\$4,951.59
2020	10/30/2020	109	3.01		1725000	1600000	125000	0.04284	\$5,355.00
2020	10/30/2020	50.02	10		1176500	1076500	100000	0.04284	\$4,284.00
2016	6/30/2020	11	20		610200	510200	100000	0.0389	\$3,890.00
								TOTAL	\$54,786.05

RESOLUTION

WHEREAS, pursuant to Title 54 of the New Jersey Statutes Annotated, the Township regularly assesses all real properties within the Township and allocates its budget in a proportionate manner based upon the value of the various line items; and

WHEREAS, by Resolution dated February 5, 2019, the Township retained Blau and Blau, Attorneys at Law of the State of New Jersey (“Blau and Blau”), as special counsel for the purpose of handling commercial tax appeals for the period January 1, 2019 through December 31, 2019 (“Special Counsel”); and

WHEREAS, in January 2019, the Law Department submitted a Resolution authorizing Blau and Blau as Special Counsel to file the within appeals which were timely filed; and

WHEREAS, Special Counsel’s engagement includes specifically the right to file affirmative tax appeals on behalf of the Township which tax appeals are designed to accurately and equitably apportion the real estate tax burden among the existing properties within the Township; and

WHEREAS, Special Counsel has performed an analysis as to the various properties within the Township that it believes warrant affirmative tax appeals; and

WHEREAS, Special Counsel is responsible for all fees and expenses in prosecuting any affirmative tax appeals; and

WHEREAS, Special Counsel has consulted with Mark Hendricks, Appraiser for the Township, concerning the efficacy of such affirmative appeals and they concur with Special Counsel’s analysis; and

WHEREAS, Special Counsel has consulted with the Township Attorney concerning the potential tax appeals and he concurs with the decision to proceed; and

WHEREAS, nothing contained herein shall mandate or require the prosecution of such appeals, but shall authorize any and all actions necessary and appropriate to prosecute these affirmative appeals;

NOW HEREBY BE IT RESOLVED, BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that Blau and Blau, as Special Counsel, be and hereby is authorized and empowered to prosecute affirmative tax appeals for the year 2019 nunc pro tunc to February 5, 2019 concerning the following properties:

<u>LOT</u>	<u>BLOCK</u>	<u>OWNER</u>	<u>ADDRESS</u>
155	26 C002G	375 NJCA Limited Liability Co	375 Mt. Pleasant Ave
154	14	640 Eagle Rock LLC	642 Eagle Rock Avenue
155	40.01	Apple Nine Hospitality Ownership	8 Rooney Circle
84.01	47	Bell Atlantic c-o Duff & Phelps	490 Prospect Avenue
164	1.01	Blackburn Development Co. Inc.	141 Old Short Hills Road
155.21	40	CLPF Essex Green LLC	495 Prospect Avenue
155	40.03	CLPF Essex Green LLC	Rooney Circle
168	27.02	Falcon Associates for S. Mt. Rlty	563 Northfield Avenue
155	26 C003A	GGFF Mount Pleasant LLC	375 Mt. Pleasant Ave
71.02	1	H&L Orange LLC, c/o Fieldstone	Hutton Park
151	30	HCP MA4 WOrange, NJ LLC	220-222 Pleasant Valley Way
84.01	22	MCI Tele Corp/Verizon	10 Marcella Avenue

168	30.01	Northfield Associates LLC	1476 Pleasant Valley Way
168	30.02	Northfield Associates LLC	595 Northfield Avenue
170.01	10	Pleasant & Summit	6 Summit Street
111	1.03	Richland Towers LLC	416 Eagle Rock Avenue
84.01	22.01	Richland Towers Management	12 Marcella Avenue
155	26 C002F	RO Realty Co	375 Mt. Pleasant Ave
80.03	36	Crest Ridge Realty	200 Mt. Pleasant Avenue
81.01	1.02	Ronjelyn Realty & P.S. Realty	275 Northfield Avenue
165.06	2	St. Barnabas Realty Development	95 Old Short Hills Road
153.16	1	West Orange LLC c/o Ecova MS363	265 Prospect Avenue
78.02	2	WHS LLC	125 Northfield Avenue
155	26.03	West Orange Fitness	471 Prospect Avenue

BE IT FURTHER RESOLVED that Blau and Blau, as Special Counsel, is authorized to take all steps necessary and appropriate to prosecute these tax appeals; and

BE IT FURTHER RESOLVED that this Resolution shall be available for inspection during normal business hours and in accordance with all applicable statutes.

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

Michelle Casalino
Council President

Adopted: November 24, 2020

November 24, 2020

RESOLUTION

WHEREAS, pursuant to Title 54 of the New Jersey Statutes Annotated, the Township regularly assesses all real properties within the Township and allocates its budget in a proportionate manner based upon the value of the various line items; and

WHEREAS, by Resolution No. 50-20 dated March 3, 2020, the Township retained Blau and Blau, Attorneys at Law of the State of New Jersey (“Blau and Blau”), as special counsel for the purpose of handling commercial tax appeals for the period January 1, 2020 through December 31, 2020 (“Special Counsel”); and

WHEREAS, Special Counsel’s engagement includes specifically the right to file affirmative tax appeals on behalf of the Township which tax appeals are designed to accurately and equitably apportion the real estate tax burden among the existing properties within the Township; and

WHEREAS, Special Counsel performed an analysis as to the various properties within the Township that it determined warranted affirmative tax appeals; and

WHEREAS, tax appeals for these properties were timely filed; and

WHEREAS, Special Counsel is responsible for all fees and expenses in prosecuting any affirmative tax appeals; and

WHEREAS, Special Counsel has consulted with Mark Hendricks, Appraiser for the Township, concerning the efficacy of such affirmative appeals and they concur with Special Counsel’s analysis; and

WHEREAS, Special Counsel has consulted with the Township Attorney concerning the potential tax appeals and he concurs with the decision to proceed; and

WHEREAS, nothing contained herein shall mandate or require the prosecution of such appeals, but shall authorize any and all actions necessary and appropriate to prosecute these affirmative appeals;

NOW HEREBY BE IT RESOLVED, BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that Blau and Blau, as Special Counsel, be and hereby is authorized and empowered to prosecute affirmative tax appeals for the year 2020 concerning the following properties:

<u>LOT</u>	<u>BLOCK</u>	<u>OWNER</u>	<u>ADDRESS</u>
78.02	2	WHS LLC c-o Community Management	125 Northfield Avenue
155	42.02	West Orange Office Executive Park	200 Executive Drive
155	41.02	West Orange Office Executive Park	10 Rooney Circle
155	40.02	West Orange Office Executive Park	100 Executive Drive
155	26.03	Realty Income Properties 29 LLC	471 Prospect Avenue
154	14	640 Eagle Rock LLC	642 Eagle Rock Avenue
84.01	47	Bell Atlantic c-o Duff & Phelps	490 Prospect Avenue
168	27.02	Falcon Associates for S. Mt. Rlty	563 Northfield Avenue
71.02	1	H&L Orange LLC, c/o Fieldstone Properties	Hutton Park
151	30	HCP MA4 WOrange,NJ LLC	220-222 Pleasant Valley
84.01	22	MCI Tele Corp/Verizon Pro Tax Dept and American Towers, Inc.	10 Marcella Avenue
168	30.01	Northfield Associates LLC	1476 Pleasant Valley Way
111	1.03	ATC Watertown LLC	416 Eagle Rock Avenue

155	26	RO Realty LLC	375 Mt. Pleasant Ave
80.03	36	Crest Ridge Realty, LLC	200 Mt. Pleasant Avenue
165.06	2	St. Barnabas Realty Development	95 Old Short Hills Road
153.16	1	WestOrange LLC co Ecova MS363	265 Prospect Avenue
155	26	GGFF Mount Pleasant LLC and Total Renal Care, Inc.	375 Mt. Pleasant Ave
84.01	22.01	ATC Watertown LLC	12 Marcella Avenue
168	33	Atkins Medical Plaza LLC	1500 Pleasant Valley Way

BE IT FURTHER RESOLVED that Blau and Blau, as Special Counsel, is authorized to take all steps necessary and appropriate to prosecute these tax appeals nunc pro tunc to March 3, 2020; and

BE IT FURTHER RESOLVED that this Resolution shall be available for inspection during normal business hours and in accordance with all applicable statutes.

Karen Carnevale, R.M.C.
Township Clerk

Michelle Casalino
Council President

Dated: November 24, 2020

**RESOLUTION AUTHORIZING AN AGREEMENT WITH BERKLEY ACCIDENT
AND HEALTH FOR STOP LOSS COVERAGE FOR 2021**

WHEREAS, the Township of West Orange's Insurance Broker solicited offers and proposals for Stop Loss Coverage for the Township's 2021 Health Insurance Coverage; and

WHEREAS, the Township's broker recommends the proposal submitted by Berkley Accident and Health, annexed hereto; and

WHEREAS, the Agreement with Berkley Accident and Health will save West Orange Taxpayers BETWEEN \$80,000 AND \$120,000, over the incumbent provider's proposal; and

WHEREAS, the Mayor has recused himself from the award of this Agreement, including the execution of any documents related to this Agreement.

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Township shall and hereby does authorize the Agreement, at the guaranteed rates set forth therein; and

BE IT FURTHER RESOLVED, that the Business Administrator be and is hereby authorized to execute all documents necessary to effectuate the Agreement; and

BE IT FURTHER RESOLVED that this Resolution shall be published and made available in the Clerk's Office for reasonable inspection in accordance with applicable law.

Karen Carnevale, R.M.C.
Township Clerk

Michelle Casalino
Council President

Dated: November 24, 2020

**Township of West Orange
West Orange, NJ**

Presented to:
Fairview Insurance Agency Associates
Verona, NJ

Presented by:
Rob Haupin
Sales Representative
Berkley Accident and Health

November 10, 2020

Issuing Carrier: **Berkley Life and Health Insurance Co.**
Underwriter: **Craig Metz**
Group: **Township of West Orange**

Effective: **01/01/2021** Proposal No **222731**
Expiration: **12/31/2021**

INDIVIDUAL EXCESS LOSS COVERAGE

Coverages		Option 1	Option 2	Option 3	Option 4
		Medical, Rx Card	Medical, Rx Card	Medical, Rx Card	Medical, Rx Card
Contract Type		24/12	24/12	24/12	24/12
Annual Specific Deductible per Individual		\$ 200,000	\$ 225,000	\$ 250,000	\$ 200,000
Maximum Annual Reimbursement		Unlimited	Unlimited	Unlimited	Unlimited
Maximum Lifetime Reimbursement		Unlimited	Unlimited	Unlimited	Unlimited
Quoted Rate Per Month	<u>Enrollment</u>				
Employee	124	\$ 95.73	\$ 84.47	\$ 73.92	\$ 104.80
Employee Plus Spouse	73	\$ 190.69	\$ 168.27	\$ 147.25	\$ 208.76
Employee Plus Child	34	\$ 168.77	\$ 148.93	\$ 130.32	\$ 184.77
Family	154	\$ 286.42	\$ 252.74	\$ 221.17	\$ 313.56
Estimated Annual Premium		\$ 907,653	\$ 800,923	\$ 700,877	\$ 993,661
Quoted Rate(s) includes Commissions of		0.00%	0.00%	0.00%	0.00%
Aggregating Specific Deductible		\$ 200,000	\$ 150,000	\$ 100,000	\$ 200,000

AGGREGATE EXCESS LOSS COVERAGE

Coverages		Option 1	Option 2	Option 3	Option 4
		Medical, Rx Card	Medical, Rx Card	Medical, Rx Card	Medical, Rx Card
Contract Type		24/12	24/12	24/12	24/12
Loss Limit Per Individual		\$ 200,000	\$ 225,000	\$ 250,000	\$ 200,000
Maximum Annual Reimbursement		\$ 1,000,000	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000
Aggregate Corridor		125%	125%	125%	125%
Rate Per Month	<u>Enrollment</u>				
Composite	385	\$ 10.68	\$ 11.67	\$ 12.67	\$ 10.68
Estimated Annual Premium		\$ 49,342	\$ 53,915	\$ 58,535	\$ 49,342
Rate(s) includes Commissions of		0.00%	0.00%	0.00%	0.00%
Annual Aggregate Deductible		\$ 9,148,425	\$ 9,348,244	\$ 9,548,801	\$ 9,148,425
Minimum Aggregate Deductible		\$ 9,148,425	\$ 9,348,244	\$ 9,548,801	\$ 9,148,425
Run-in Limited To		\$ 1,372,300	\$ 1,402,200	\$ 1,432,300	\$ 1,372,300
Monthly Aggregate Claim Factors	<u>Enrollment</u>				
<u>Medical , RxCard</u>					
Employee	124	\$ 964.87	\$ 985.94	\$ 1,007.10	\$ 964.87
Employee Plus Spouse	73	\$ 1,922.02	\$ 1,964.00	\$ 2,006.14	\$ 1,922.02
Employee Plus Child	34	\$ 1,701.07	\$ 1,738.22	\$ 1,775.51	\$ 1,701.07
Family	154	\$ 2,886.89	\$ 2,949.95	\$ 3,013.23	\$ 2,886.89

Issuing Carrier: **Berkley Life and Health Insurance Co.**
Underwriter: **Craig Metz**
Group: **Township of West Orange**

Effective: **01/01/2021** Proposal No **222731**
Expiration: **12/31/2021**

OVERALL COST SUMMARY

	Option 1	Option 2	Option 3	Option 4
Total Annual Fixed Costs	\$ 956,995	\$ 854,838	\$ 759,412	\$ 1,043,003
Variable Costs	\$ 9,148,425	\$ 9,348,244	\$ 9,548,801	\$ 9,148,425
Maximum Annual Liability	\$ 10,305,420	\$ 10,353,082	\$ 10,408,213	\$ 10,391,428

Issuing Carrier: **Berkley Life and Health Insurance Co.**
Underwriter: **Craig Metz**
Group: **Township of West Orange**

Effective: **01/01/2021** Proposal No **222731**
Expiration: **12/31/2021**

INDIVIDUAL EXCESS LOSS COVERAGE

Coverages	Option 5		Option 6	
	Medical, Rx Card		Medical, Rx Card	
Contract Type		24/12		24/12
Annual Specific Deductible per Individual	\$	225,000	\$	250,000
Maximum Annual Reimbursement		Unlimited		Unlimited
Maximum Lifetime Reimbursement		Unlimited		Unlimited
Quoted Rate Per Month	<u>Enrollment</u>			
Employee	124	\$ 92.48	\$	80.93
Employee Plus Spouse	73	\$ 184.22	\$	161.21
Employee Plus Child	34	\$ 163.05	\$	142.67
Family	154	\$ 276.71	\$	242.13
Estimated Annual Premium	\$	876,871	\$	767,309
Quoted Rate(s) includes Commissions of		0.00%		0.00%
Aggregating Specific Deductible	\$	150,000	\$	100,000

AGGREGATE EXCESS LOSS COVERAGE

Coverages	Option 5		Option 6	
	Medical, Rx Card		Medical, Rx Card	
Contract Type		24/12		24/12
Loss Limit Per Individual	\$	225,000	\$	250,000
Maximum Annual Reimbursement	\$	1,000,000	\$	1,000,000
Aggregate Corridor		125%		125%
Rate Per Month	<u>Enrollment</u>			
Composite	385	\$ 11.67	\$	12.67
Estimated Annual Premium	\$	53,915	\$	58,535
Rate(s) includes Commissions of		0.00%		0.00%
Annual Aggregate Deductible	\$	9,348,244	\$	9,548,801
Minimum Aggregate Deductible	\$	9,348,244	\$	9,548,801
Run-in Limited To	\$	1,402,200	\$	1,432,300
Monthly Aggregate Claim Factors	<u>Enrollment</u>			
<u>Medical , RxCard</u>				
Employee	124	\$ 985.94	\$	1,007.10
Employee Plus Spouse	73	\$ 1,964.00	\$	2,006.14
Employee Plus Child	34	\$ 1,738.22	\$	1,775.51
Family	154	\$ 2,949.95	\$	3,013.23

Issuing Carrier: **Berkley Life and Health Insurance Co.**
Underwriter: **Craig Metz**
Group: **Township of West Orange**

Effective: **01/01/2021** Proposal No **222731**
Expiration: **12/31/2021**

OVERALL COST SUMMARY

	Option 5	Option 6
Total Annual Fixed Costs	\$ 930,786	\$ 825,844
Variable Costs	\$ 9,348,244	\$ 9,548,801
Maximum Annual Liability	\$ 10,429,030	\$ 10,474,645

PROPOSAL QUALIFICATIONS AND CONTINGENCIES

In the event there is a 15% or greater change in enrollment or participation, rates and factors may be recalculated.

Administration costs and network access fees are not included in the stop loss costs or coverage.

Includes Specific Simultaneous Funding.

The Experimental or Investigative Services Endorsement is included. This Endorsement removes the Experimental or Investigative Services definition from our Policy and replaces it with that of the Underlying plan language.

The Exclusions Coverage Endorsement is included. This Endorsement removes certain Exclusions of the Stop Loss Policy and replaces them with the Exclusions, Limitations, and associated definitions contained within the Plan.

Minimum participation of 75% of all eligible employees is required.

Includes coverage for all retirees under the age of 65.

The rates and factors quoted are based on the data submitted. Any inaccurate or incomplete data submitted may result in changes.

Stop Loss premiums do not include any state imposed assessment fees or taxes, other than premium tax. In certain states, the policyholder will be responsible for remitting a separate fee for the amounts levied against the policy by certain states. These fees are outlined in the Additional Fees section of this proposal. If these fees are required to be billed to you, they are not subject to payment of any agreed to producer compensation or expense arrangements. In the event you do not pay the required fees, your policy may be cancelled for non-payment. In the event there is a state not listed that imposes an assessment fee on the Company, we reserve the right to bill the employer for any additional amounts not paid.

The quote is subject to all policy provisions, limitations, and exclusions.

We will not be bound by any typographical errors or omissions contained herein.

Aligning with your plan document is subject to review and approval by Berkley Accident and Health and may affect your quoted rates. Please submit a copy of your executed plan document within 90 days of the effective date for review and approval.

Additional compensation may be paid to a licensed producer in addition to the base commission identified herein.

Prescription drug coverage is included in the Specific & Aggregate only for the Library employees and enrolled dependents (estimated at 24); Prescription Drug is excluded from Specific & Aggregate for the Township employees and dependents.

Quote assumes the Aetna network.

Quote is firm subject to a completed and signed Disclosure Statement which must be received by 11/16/2020.

Option 4, 5 & 6 rates include no New Special Limitations (Lasers) at renewal. Maximum potential renewal increases will be capped at 55% provided that the terms and conditions of the contract remain the same; the aggregating specific corridor is included in this provision.

Initial the selected proposal option:

	Option 1	Option 2	Option 3	Option 4
Specific				
Aggregate				
	Option 5	Option 6		
Specific				
Aggregate				

Signature: _____ Date: _____

**Township of West Orange
West Orange, NJ**

Presented to:
Fairview Insurance Agency Associates
Verona, NJ

Presented by:
Rob Haupin
Sales Representative
Berkley Accident and Health

November 10, 2020

Issuing Carrier: **Berkley Life and Health Insurance Co.**
Underwriter: **Craig Metz**
Group: **Township of West Orange**

Effective: **01/01/2021** Proposal No **222731**
Expiration: **12/31/2021**

INDIVIDUAL EXCESS LOSS COVERAGE

Coverages		Option 1	Option 2	Option 3	Option 4
		Medical, Rx Card	Medical, Rx Card	Medical, Rx Card	Medical, Rx Card
Contract Type		24/12	24/12	24/12	24/12
Annual Specific Deductible per Individual		\$ 200,000	\$ 225,000	\$ 250,000	\$ 200,000
Maximum Annual Reimbursement		Unlimited	Unlimited	Unlimited	Unlimited
Maximum Lifetime Reimbursement		Unlimited	Unlimited	Unlimited	Unlimited
Quoted Rate Per Month	<u>Enrollment</u>				
Employee	124	\$ 95.73	\$ 84.47	\$ 73.92	\$ 104.80
Employee Plus Spouse	73	\$ 190.69	\$ 168.27	\$ 147.25	\$ 208.76
Employee Plus Child	34	\$ 168.77	\$ 148.93	\$ 130.32	\$ 184.77
Family	154	\$ 286.42	\$ 252.74	\$ 221.17	\$ 313.56
Estimated Annual Premium		\$ 907,653	\$ 800,923	\$ 700,877	\$ 993,661
Quoted Rate(s) includes Commissions of		0.00%	0.00%	0.00%	0.00%
Aggregating Specific Deductible		\$ 200,000	\$ 150,000	\$ 100,000	\$ 200,000

AGGREGATE EXCESS LOSS COVERAGE

Coverages		Option 1	Option 2	Option 3	Option 4
		Medical, Rx Card	Medical, Rx Card	Medical, Rx Card	Medical, Rx Card
Contract Type		24/12	24/12	24/12	24/12
Loss Limit Per Individual		\$ 200,000	\$ 225,000	\$ 250,000	\$ 200,000
Maximum Annual Reimbursement		\$ 1,000,000	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000
Aggregate Corridor		125%	125%	125%	125%
Rate Per Month	<u>Enrollment</u>				
Composite	385	\$ 10.68	\$ 11.67	\$ 12.67	\$ 10.68
Estimated Annual Premium		\$ 49,342	\$ 53,915	\$ 58,535	\$ 49,342
Rate(s) includes Commissions of		0.00%	0.00%	0.00%	0.00%
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Run-in Limited To		\$ 1,372,300	\$ 1,402,200	\$ 1,432,300	\$ 1,372,300
Monthly Aggregate Claim Factors	<u>Enrollment</u>				
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Employee	124	\$ 964.87	\$ 985.94	\$ 1,007.10	\$ 964.87
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Stop Loss premiums do not include any state imposed assessment fees or taxes, other than premium tax. In certain states, the policyholder will be responsible for remitting a separate fee for the amounts levied against the policy by certain states. These fees are outlined in the Additional Fees section of this proposal. If these fees are required to be billed to you, they are not subject to payment of any agreed to producer compensation or expense arrangements. In the event you do not pay the required fees, your policy may be cancelled for non-payment. In the event there is a state not listed that imposes an assessment fee on the Company, we reserve the right to bill the employer for any additional amounts not paid.

The quote is subject to all policy provisions, limitations, and exclusions.

We will not be bound by any typographical errors or omissions contained herein.

Aligning with your plan document is subject to review and approval by Berkley Accident and Health and may affect your quoted rates. Please submit a copy of your executed plan document within 90 days of the effective date for review and approval.

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Initial the selected proposal option:

	Option 1	Option 2	Option 3	Option 4
Specific				
Aggregate				
	Option 5	Option 6		
Specific				
Aggregate				

Signature: _____ Date: _____

Berkley Life and Health Insurance Company

Stop Loss Disclosure Form

Urbandale, Iowa

Underwriting Office:
2445 Kuser Road, Suite 201
Hamilton Square, NJ 08690

Section 1 - Introduction

Plan Sponsor:

Effective Date:

When to Complete the Form

Complete and sign this form, including signatures from appropriate parties, within thirty (30) days or less of the proposed Effective Date of Stop Loss coverage (unless we agree otherwise). We must receive the form within five (5) days of completion.

How to Provide Complete Data

The Plan Sponsor should report all claims known, or should have been known, either directly or through your designated representative, as of the date of this disclosure. Report claims by thoroughly reviewing all applicable records in your possession, or in the possession of a service provider, such as a Third Party Administrator. Applicable records include, but are not limited to: historical claim reports, disability records, and information from administrators, insurers, utilization management companies, managed care companies, pharmacy benefit managers, and any Agent/Broker of the Plan Sponsor.

Who is a Covered Person

Include anyone covered by the employee benefit plan who falls into any of these categories:

- Short- or long-term disability
- COBRA or FMLA
- Leave of absence
- Extension of benefits
- Sick or vacation time
- Retirees covered under the plan and for whom coverage is requested in the quote
- Anyone who recently lost coverage under the plan and is eligible for a COBRA extension of coverage or a continuation of coverage plan provision, even if it has not been elected

Section 2 - Disclosure

Are there any Covered Persons who:

1. ☐ Yes ☐ No Are currently disabled; confined to a medical facility, home, or elsewhere; in disease management; in case management; or were pre-certified in the past three (3) months?
2. ☐ Yes ☐ No Have received medical services with costs that exceeded the lesser of \$50,000 or 50% of the lowest Specific Deductible requested during the current plan year or accumulated more than \$500,000 while covered under the plan?
3. ☐ Yes ☐ No Have been identified as a candidate for case management or have the potential to exceed the lesser of \$50,000 or 50% of the lowest Specific Deductible requested during the policy period?
4. ☐ Yes ☐ No Have been diagnosed with or treated for a condition represented by any ICD-10 code on the attached list during the current plan year?
5. ☐ Yes ☐ No Have been evaluated or recommended by a physician for; accepted into; or listed at a transplant program?
 - a. Have any physicians or facilities called to verify transplant benefits for a Covered Person? ☐ Yes ☐ No
 - b. Have any Covered Persons had a transplant in the past 36 months? ☐ Yes ☐ No
 - c. Have any of those Covered Persons (transplant within past 36 months) been treated for graft failure, graft vs. host disease, and/or disease progression of the condition which resulted in the first transplant? ☐ Yes ☐ No

Read and initial: If the Plan Sponsor fails to disclose any person known to fall into one of the above categories, either intentionally or because a thorough review of all records was not conducted, then the proposed coverage may be re-evaluated and any Covered Person(s) not disclosed may be individually underwritten retroactively to the effective date. We reserve the right to terminate or limit the Covered Person's participation in the Policy; change or modify the premium rates or Specific Deductible; or adjust the terms of the quoted Specific or Aggregate coverage. **Initial here:** _____

Section 3 - Additional Detail

If you answered "Yes" in Section 2, please provide details for each Covered Person and attach reports. We will treat this information as confidential.

Unique Risk ID	Date of Birth	Sex	EE, Spouse, or Child (E/S/C)	Status (A/C/R/T) †SEE BELOW FOR CODES	Plan Type	Termed? If Yes, term date and if COBRA status is pending	Diagnosis	Most Recent Date of Service	Prognosis (1-6) †SEE BELOW FOR CODES	In CM? If Yes, attach report(s)	Paid/Pending Losses this plan year	Paid/Pending Losses since coverage began
	/ /	☐ M ☐ F			☐ Primary ☐ Secondary	☐ Y ☐ N / /		/ /		☐ Y ☐ N	\$	\$
	/ /	☐ M ☐ F			☐ Primary ☐ Secondary	☐ Y ☐ N / /		/ /		☐ Y ☐ N	\$	\$
	/ /	☐ M ☐ F			☐ Primary ☐ Secondary	☐ Y ☐ N / /		/ /		☐ Y ☐ N	\$	\$
	/ /	☐ M ☐ F			☐ Primary ☐ Secondary	☐ Y ☐ N / /		/ /		☐ Y ☐ N	\$	\$

Are disclosure reports being provided for any Covered Persons? ☐ Y ☐ N If Yes, list the report name(s) and date(s):

Codes†
Status: (A)ctive; (C)OBRA; (R)etiree; or (T)erminated
Prognosis: For the listed diagnosis, is the treatment plan for the next 12 months expected to be: (1) None/stable (2) Limited/expect claims to decline (3) Ongoing/expect similar claims (4) Extensive/expect claims to increase (5) Hospice (6) None/expired

Section 4 - Signatures

Berkley Life and Health Insurance Company ("we") will rely on the information provided on this form, which will become part of the Application for Stop Loss coverage. We will assess all disclosed data, new and previously reported, and if the information provided is complete, we will inform the producer in writing when accepted or of any necessary changes to the rates, factors, or coverage terms. If the information provided is incomplete, we reserve the right to request complete information before proceeding. We also reserve the right to rescind the proposal in its entirety, based on a review of all information submitted during the proposal process.

The Plan Sponsor (named below) represents that this form accurately discloses all potentially catastrophic claimants, according to the instructions on this form, and that it is the result of a diligent search. The Plan Sponsor ("you") recognizes that if you fail to disclose any Covered Person known to fall into one of the categories described in the instructions, either intentionally or because you did not conduct a thorough review of all records, then we may re-evaluate the proposed coverage and the undisclosed Covered Person(s) may be individually underwritten retroactively to the Effective Date. We reserve the right to terminate or limit the Covered Person's participation in the policy; change or modify the premium rates or Specific Deductible; or adjust the terms of the quoted Specific or Aggregate coverage.

Plan Sponsor:	Claims Administrator:	Agent/Broker:
Print Name:	Print Name:	Print Name:
Signature X _____	Signature X _____	Signature X _____

Title:	Date:	Title:	Date:	Title:	Date:
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Potential Catastrophic Loss Conditions by ICD-10

Berkley Accident and Health

Disclosure Reference Tool

This list contains conditions and related ICD-10 codes which may indicate potential catastrophic loss or complex medical conditions. Its purpose is to help our clients identify cases which should be considered for disclosure purposes. It is not intended to be used as an all-inclusive disclosure listing. Please refer to the disclosure statement terms for specific requirements to assure complete disclosure.

Condition	Related ICD-10(s)	Condition	Related ICD-10(s)
AIDS		Malignant Neoplasm	
Human Immunodeficiency Virus	B20	All Malignant Neoplasms/Lymphomas and Multiple Myeloma	C00.x-C96.x
Kaposi's Sarcoma	C46.x	Miscellaneous Conditions	
Pneumocystis Carinii Pneumonia	B59	Alpha-1-Antitrypsin Deficiency	E88.01
Primary Coccidioidomycosis (Pulm.)	B38.0, B38.2, B38.9	Crohn's Disease	K50
Toxoplasmosis	B58.2, B58.89	Ulcerative Colitis	K51
Cardiac and Pulmonary		Diabetes Mellitus Complications	E11.5x, R09.89
Aortic Aneurysm	I71.00-I71.03	Hepatitis	B15.x-B19.x
Cardiac Arrest	I46.x	Immune Deficiencies	D80.x, 81.x, 83.x, 84.x, 89.x
Cardiomyopathy	I42.1-I43	Lipidoses (Gaucher's and Fabry Disease)	E75.21, E75.22
Cardiac Complications	I97.x	Morbid Obesity with BMI>25	E66.x, Z68.3-68.5
Cerebrovascular Disease – Acute	I67.81	Neurofibromatosis	Q85.x
Cerebrovascular Disease	I60.x-I63.x, I65.x-I66.x, I67.89, I67.9	Disorder of Carbohydrate Metabolism	E74.x
Chronic Airway Obstruction	J44.x	Pancreatitis – Chronic	K86.x
Cystic Fibrosis	I84.x	Systemic Lupus Erythematosus	M32.x
Heart Failure	I50.1-I50.9	Tuberculosis	A15.x-A17.x
Ischemic Heart Disease	I21.x-I22.x	Multiple Trauma	
Post-Inflammatory Pulmonary Fibrosis	J84.10, J84.89	Burns (over 20% of total body surface)	T31.x
Primary Pulmonary Hypertension	I27.0	Brain Injuries	S06.x
Respiratory Arrest/Failure	J96.x, R09.2	Coma	R40.x
Diseases of the Blood		Complications of Trauma	T79.x
Agranulocytosis	D70.x	Multiple Trauma	T07
Aplastic Anemia	D61.x	Spinal Cord Injury	S12.x-S14.x
Hemophilia/Coagulation Defects	D66-D68.9	Neuromuscular Disorders	
Hemolytic Anemias	D59.x	Cerebral Palsy	G80.x
Myelodysplastic Syndrome	D46.x-D47.x	Lou Gehrig's Disease (ALS)	G12.21
Thalassemia	D56.x	Guillian-Barre Syndrome	G61.0
High-Risk Pregnancy, Neonatal, and Pediatric		Chronic Inflammatory Demyelinating Polyneuritis	G61.81
Birth Trauma	P10.x-P15.x	Multiple Sclerosis	G35
Bronchopulmonary Dysplasia	P27.x	Muscular Dystrophies and other Myopathies	G71.x-G72
Congenital Anomaly	Q00-07, Q20-26, Q31-35, Q39-45, Q86-Q89.x	Transplantation, Failure, and Complications	
Disorders related to Short Gestation and Low Birth Weight	P07.x	Transplantation	Z48.x, Z94.x
Intrauterine Hypoxia and Birth Asphyxia	P84.x	Complication of Transplanted Organs and Organ Rejection	T86.x
Multiple Gestation	O30.x-O31.x	Renal Failure	N17.x, N18.3-N18.9, N19
Premature Rupture of Membranes	O42.x	Liver Failure	K72.x
Respiratory Distress Syndrome	P22.x, P28.81	"x" denotes the entire range of subset numbers	
Respiratory Syncytial Virus (RSV)	J12.1, J20.5, J21.0		
Supervision of High-Risk Pregnancy	O09.x		

**RESOLUTION AUTHORIZING AN APPLICATION TO JOIN THE BERGEN MUNICIPAL
EMPLOYEES BENEFITS FUND TO PROVIDE RETIREE MEDICARE ADVANTAGE
HEALTH BENEFITS TO TOWNSHIP RETIREES AT OR OVER THE AGE OF 65**

WHEREAS, a number of local governmental units in the State of New Jersey have joined together to form a Joint Health Insurance Fund as permitted by the Chapter 372 Laws of 1983 (40A:10-36); and

WHEREAS, the statutes and regulations governing the creation and operation of a Joint Health Insurance Fund contain elaborate restrictions and safeguards concerning the safe and efficient administration of the public interest entrusted to such a Fund; and

WHEREAS, the Mayor has recused himself from the award of this Agreement, including the execution of any documents related to this Agreement.

WHEREAS, the Governing Body of the Township of West Orange has determined that membership in the Bergen Municipal Employee Benefits Fund (hereinafter referred to as the "Fund") is in the best interests of itself and its citizens; and

WHEREAS, it is estimated that the Agreement with the Municipal Employee Benefits Fund will save West Orange Taxpayers \$1,300,000 in 2021; and

WHEREAS, the Governing Body of the Township of West Orange resolution to join the Bergen Municipal Employee Benefits Fund is subject to the acceptance of its assessment;

NOW, THEREFORE, BE IT RESOLVED that the Governing Body of the Township of West Orange (hereinafter the "Municipality") does hereby resolve and agree approve its membership in the Fund for a period not to exceed three (3) years beginning January 1, 2021, and ending December 31, 2023, for the purpose of establishing coverage in the Aetna Medicare Medical & RX Advantage for the Township retirees at or over the age of 65.

BE IT FURTHER RESOLVED, that the Municipality has never defaulted on claims and has not been canceled for nonpayment of insurance premiums for a period of at least two (2) years prior to the adoption of this Resolution; and

BE IT FURTHER RESOLVED, that the Business Administrator and the Municipal Clerk are authorized and directed to execute the Indemnity and Trust Agreement in the form annexed hereto as Exhibit "A" and such other documents signifying membership in the Fund and to deliver same to the Executive Director of the Fund.

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

Michelle Casalino, Council President

Adopted : November 24, 2020

BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND

INDEMNITY AND TRUST AGREEMENT

THIS AGREEMENT made this 24th day of NOVEMBER 2020, in the County of Essex, State of New Jersey, By and Between the **Bergen Municipal Employee Benefits Fund** referred to as “FUND” and the governing body of the

TOWNSHIP OF WEST ORANGE, a duly constituted LOCAL UNIT OF GOVERNMENT, hereinafter referred to as “LOCAL UNIT”.

WITNESSETH:

WHEREAS, the governing bodies of various local units of government, as defined in N.J.A.C. 11:15-3.2, have collectively formed a Joint Insurance Fund as such an entity is authorized and described in N.J.S.A. 40A:10-36 et. seq. and the administrative regulations promulgated pursuant thereto; and

WHEREAS, the LOCAL UNIT has agreed to become a member of the FUND in accordance with and to the extent provided for in the Bylaws of the FUND and in consideration of such obligations and benefits to be shared by the membership of the FUND;

NOW THEREFORE, it is agreed as follows:

1. The LOCAL UNIT accepts the FUND’s Bylaws as approved and adopted and agrees to be bound by and to comply with each and every provision of said Bylaws and the pertinent statutes and administrative regulations pertaining to same.
2. The LOCAL UNIT agrees to participate in the FUND with respect to health insurance, as defined in N.J.S.A. 17B:17-4, and as authorized in the LOCAL UNIT’s resolution to join.
3. The LOCAL UNIT agrees to become a member of the FUND and to participate in the health insurance coverages offered for an initial period, (subject to early release or termination pursuant to the Bylaws), such membership to commence on **January 1, 2021** and ending on **December 23, 2023** at 12:01 AM provided, however, that the LOCAL UNIT may withdraw at any time upon 90 day written notice to the FUND.
4. The LOCAL UNIT certifies that it has never defaulted on payment of any claims if self-insured and has not been cancelled for non-payment of insurance premiums for a period of at least two (2) years prior to the date of this Agreement.
5. In consideration of membership in the FUND, the LOCAL UNIT agrees that it shall jointly and severally assume and discharge the liability of each and every member of the FUND, for the periods during which the member is receiving coverage, all of whom as a condition of membership in the FUND shall execute an Indemnity and Trust Agreement similar to this Agreement and by execution hereto, the full faith and credit of the LOCAL UNIT is pledged to the punctual payments of any sums which shall become due to the FUND in accordance with the Bylaws thereof, this Agreement or any applicable Statute. However, nothing herein shall be construed as an obligation of the LOCAL UNIT for claims and expenses that are not covered by the FUND, or for that portion of any claim or liability within the LOCAL UNIT retained limit or in an amount which exceeds the FUND’s limit of coverage.
6. If the FUND in the enforcement of any part of this Agreement shall incur necessary expenses or become obligated to pay attorney’s fees and/or court costs, the LOCAL UNIT agrees to reimburse the FUND for all such reasonable expenses, fees, and costs on demand.

7. The LOCAL UNIT and the FUND agree that the FUND shall hold all moneys in excess of the LOCAL UNIT's retained loss fund paid by the LOCAL UNIT to the FUND as fiduciaries for the benefit of FUND claimants all in accordance with N.J.A.C. 11:15-3 et. seq.

8. The FUND shall establish and maintain Claims Trust Accounts for the payment of health insurance claims in accordance with N.J.S.A. 40A:10-36 et. seq., N.J.S.A. 40A:5-1 and such other statutes and regulations as may be applicable. More specifically, the aforementioned Trust Accounts shall be utilized solely for the payment of claims, allocated claim expense and stop loss insurance or reinsurance premiums for each risk or liability as follows:

- a) Medicare Advantage Program
- b) Employer Group Waiver Program

9. Notwithstanding 8 above, to the contrary, the FUND shall not be required to establish separate trust accounts for employee contributions provided the FUND provides a plan in its Bylaws for the recording and accounting of employee contributions of each member.

10. Each LOCAL UNIT of government who shall become a member of the FUND shall be obligated to execute an Indemnity and Trust Agreement similar to this Agreement.

BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND

ADOPTED: _____
Date

BY: _____

ATTEST: _____

RESOLUTION NO. 234-20

BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND

RESOLUTION to **RENEW**

WHEREAS, a number of public entities in the State of New Jersey have joined together to form the **Bergen Municipal Employee Benefits Fund**, hereafter referred to as "FUND", as permitted by N.J.S.A. 11:15-3, 17:1-8.1, and 40A:10-36 et seq., and;

WHEREAS, the FUND was approved to become operational by the Departments of Insurance and Community Affairs and has been operational since that date, and;

WHEREAS, the statutes and regulations governing the creation and operation of a joint insurance fund, contain certain elaborate restrictions and safeguards concerning the safe and efficient administration of the public interest entrusted to such a FUND;

WHEREAS, the governing body of the **TOWNSHIP OF WEST ORANGE** hereinafter referred to as "LOCAL UNIT" has determined that membership in the FUND is in the best interest of the LOCAL UNIT.

NOW, THEREFORE, BE IT RESOLVED that the governing body of the LOCAL UNIT hereby agrees as follows:

- i. Become a member of the FUND for the period outlined in the LOCAL UNIT's Indemnity and Trust Agreements.
- ii. Will participate in the following type (s) of coverage (s):
 - a.) Medicare Advantage Program
- iii. Adopts and approves the FUND's Bylaws.
- iv. Execute an application for membership and any accompanying certifications.

BE IT FURTHER RESOLVED that the governing body of the LOCAL UNIT is authorized and directed to execute the Indemnity and Trust Agreement and such other documents signifying membership in the FUND as required by the FUND's Bylaws, and to deliver these documents to the FUND's Executive Director with the express reservation that these documents shall become effective only upon:

- i. Approval of the LOCAL UNIT by the FUND.
- ii. Receipt from the LOCAL UNIT of a Resolution accepting assessment.
- iii. Approval by the New Jersey Department of Insurance and Department of Community Affairs.

Bergen Municipal Employee Benefits Fund

ADOPTED: _____
Date

BY: _____

ATTEST: _____

New HIF Client Member Profile

Producer: _____

Date: _____

General Information	
Fund Name	
Full Legal Client Name	
Effective Date of Sale	
Lines of Business Medical Pharmacy	Sold ☐ Yes ☐ No ☐ Yes ☐ No
Retail Broker Name	
Retail Broker Status	<i>New or Contracted</i>
Retail Broker Primary Contact	Name: Email: Phone:
Retail Broker Compensation	

Client Information	
Client Address	Street: City: Zip:
Business Administrator or CFO	Name: Title: Phone: Email:

Benefits Administrator or Payroll Administrator	Name: Title: Phone: Email:
Commissioner Contact	Name: Title: Phone: Email:
Privacy Officer	Name: Title: Phone: Email:
Tax ID #	
# Retired Participants	

Retiree Eligibility Information	<i>All fund billing is for the entire month-No prorated billing</i>
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Town Paid or Direct bill Retirees?	<i>Please include a completed census file that needs to include, name, address, DOB, SSN, and pay through date plan enrolled in. If direct billed, please complete the attached direct bill guide</i>
Retiree Eligibility • Medical / Dental / Rx • Surviving Spouse able to continue benefits • Required Number of years of service for retiree benefits	

Contact for Billing: Name: Email: Phone:	<i>Person at the client who will receive the monthly bill,</i>
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Current Plan Information	<i>Please attached a copy of the current plan(s) SPD and the Underwriting Workbook</i>
Medical Carrier	
Prescription Carrier:	

Sold – Fund Information	Sold Rates Quoted Through – xx/xx/xxxx – xx/xx/xxxx
Retiree Plans: Plan Types: Sold Rates:	

Approved and Complete: _____ Date _____
(Producer)

Approved and Complete: _____ Date _____
(HIF Implementation Team)

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND**Aetna MedicareSM Plan (PPO)

Medicare (C04) ESA PPO Plan

GRP Open 2 Plus S2 \$9/\$21/\$41

Benefits and Premiums are effective January 1, 2021 through December 31, 2021

SUMMARY OF BENEFITS
PROVIDED BY AETNA LIFE INSURANCE COMPANY

PLAN FEATURES	Network & out-of-network providers
Monthly Premium	Please contact your former employer/union/trust for more information on your plan premium.
Annual Deductible	\$0
This is the amount you have to pay out of pocket before the plan will pay its share for your covered Medicare Part A and B services.	
Annual Maximum Out-of-Pocket Amount	\$0
Annual maximum out-of-pocket limit amount includes any deductible, copayment or coinsurance that you pay. It will apply to all medical expenses except hearing aid reimbursement, vision reimbursement and Medicare prescription drug coverage that may be available on your plan.	
HOSPITAL CARE	This is what you pay for Network & out-of-network providers
Inpatient Hospital Care	\$0 per stay
The member cost sharing applies to covered benefits incurred during a member's inpatient stay.	
Prior authorization or physician's order may be required.	
Outpatient Hospital Care	\$0
Prior authorization or physician's order may be required.	
PHYSICIAN SERVICES	This is what you pay for network & out-of-network providers
Primary Care Physician Visits	\$0
Includes services of an internist, general physician, family practitioner for routine care as well as diagnosis and treatment of an illness or injury and in-office surgery.	
Physician Specialist Visits	\$0
Primary Care Physician Selection	Optional



BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND

Aetna MedicareSM Plan (PPO)

Medicare (C04) ESA PPO Plan

GRP Open 2 Plus S2 \$9/\$21/\$41

There is no requirement for member pre-certification. Your provider will do this on your behalf.

Referral Requirement None

PREVENTIVE CARE **This is what you pay for network & out-of-network providers**

Annual Wellness Exams \$0

One exam every 12 months.

Routine Physical Exams \$0

One exam every 12 months.

Medicare Covered Immunizations \$0

Pneumococcal, Flu, Hepatitis B

Routine GYN Care \$0

(Cervical and Vaginal Cancer Screenings)

One routine GYN visit and pap smear every 24 months.

Routine Mammograms \$0

(Breast Cancer Screening)

One baseline mammogram for members age 35-39; and one annual mammogram for members age 40 & over.

Routine Prostate Cancer Screening Exam \$0

For covered males age 50 & over, every 12 months.

Routine Colorectal Cancer Screening \$0

For all members age 50 & over.

Routine Bone Mass Measurement \$0

Medicare Diabetes Prevention Program \$0

(MDPP)

12 months of core session for program eligible members with an indication of pre-diabetes.

Additional Medicare Preventive Services \$0

- Ultrasound screening for abdominal aortic aneurysm (AAA)
- Cardiovascular disease screening
- Diabetes screening tests and diabetes self-management training (DSMT)

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND**Aetna MedicareSM Plan (PPO)

Medicare (C04) ESA PPO Plan

GRP Open 2 Plus S2 \$9/\$21/\$41

- Medical nutrition therapy
- Glaucoma screening
- Screening and behavioral counseling to quit smoking and tobacco use
- Screening and behavioral counseling for alcohol misuse
- Adult depression screening
- Behavioral counseling for and screening to prevent sexually transmitted infections
- Behavioral therapy for obesity
- Behavioral therapy for cardiovascular disease
- Behavioral therapy for HIV screening
- Hepatitis C screening
- Lung cancer screening

EMERGENCY AND URGENT MEDICAL CARE	This is what you pay for network & out-of-network providers
Emergency Care; Worldwide (waived if admitted)	\$0
Urgently Needed Care; Worldwide	\$0
DIAGNOSTIC PROCEDURES	This is what you pay for network & out-of-network providers
Outpatient Diagnostic Laboratory	\$0
Prior authorization or physician's order may be required.	
Outpatient Diagnostic X-ray	\$0
Prior authorization or physician's order may be required.	
Outpatient Diagnostic Testing	\$0
Prior authorization or physician's order may be required.	
Outpatient Complex Imaging	\$0
Prior authorization or physician's order may be required.	
HEARING SERVICES	This is what you pay for network & out-of-network providers

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND**Aetna MedicareSM Plan (PPO)

Medicare (C04) ESA PPO Plan

GRP Open 2 Plus S2 \$9/\$21/\$41

Routine Hearing Screening \$0

One exam every 12 months.

Hearing Aid Reimbursement \$500 once every 36 months

Applies to in or out of network

DENTAL SERVICES **This is what you pay for network & out-of-network providers****Medicare Covered Dental** \$0

Non-routine care covered by Medicare.

Prior authorization or physician's order may be required.

VISION SERVICES **This is what you pay for network & out-of-network providers****Routine Eye Exams** \$0

One annual exam every 12 months.

Diabetic Eye Exams \$0**Vision Eyewear Reimbursement** \$100 once every 12 months

Applies to in or out of network

MENTAL HEALTH SERVICES **This is what you pay for network & out-of-network providers****Inpatient Mental Health Care** \$0 per stay

The member cost sharing applies to covered benefits incurred during a member's inpatient stay.

Prior authorization or physician's order may be required.

Outpatient Mental Health Care \$0

Prior authorization or physician's order may be required.

Inpatient Substance Abuse \$0 per stay

The member cost sharing applies to covered benefits incurred during a member's inpatient stay.

Prior authorization or physician's order may be required.

Outpatient Substance Abuse \$0

Prior authorization or physician's order may be required.

SKILLED NURSING SERVICES **This is what you pay for Network & out-of-network providers**

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND**Aetna MedicareSM Plan (PPO)

Medicare (C04) ESA PPO Plan

GRP Open 2 Plus S2 \$9/\$21/\$41

Skilled Nursing Facility (SNF) Care \$0

Limited to 120 days per Medicare Benefit Period*.

The member cost sharing applies to covered benefits incurred during a member's inpatient stay. Prior authorization or physician's order may be required.

*A benefit period begins the day you go into a hospital or skilled nursing facility. The benefit period ends when you haven't received any inpatient hospital care (or skilled care in a SNF) for 60 days in a row. If you go into a hospital or a skilled nursing facility after one benefit period has ended, a new benefit period begins. There is no limit to the number of benefit periods.

PHYSICAL THERAPY SERVICES	This is what you pay for network & out-of-network providers
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Outpatient Rehabilitation Services \$0

(Speech, Physical, and Occupational therapy)

Prior authorization or physician's order may be required.

AMBULANCE SERVICES	This is what you pay for network & out-of-network providers
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Ambulance Services \$0

Prior authorization or physician's order may be required.

MEDICARE PART B DRUGS	This is what you pay for network & out-of-network providers
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Medicare Part B Prescription Drugs \$0

ADDITIONAL SERVICES	This is what you pay for network & out-of-network providers
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Blood Covered in and out of network	All components of blood are covered beginning with the first pint.
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Observation Care Covered in and out of network	Your cost share for Observation Care is based upon the services you receive.
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Outpatient Surgery \$0

Prior authorization or physician's order may be required.

Home Health Agency Care \$0

Prior authorization or physician's order may be required.

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND**Aetna MedicareSM Plan (PPO)

Medicare (C04) ESA PPO Plan

GRP Open 2 Plus S2 \$9/\$21/\$41

Hospice Care	Covered by Original Medicare at a Medicare certified hospice.
Cardiac Rehabilitation Services	\$0
Pulmonary Rehabilitation Services	\$0
Radiation Therapy	\$0
Chiropractic Services	\$0
Limited to Original Medicare - covered services for manipulation of the spine. Prior authorization or physician's order may be required.	
Durable Medical Equipment/ Prosthetic Devices	\$0
Prior authorization or physician's order may be required.	
Podiatry Services	\$0
Limited to Original Medicare covered benefits only.	
Diabetic Supplies	\$0
Includes supplies to monitor your blood glucose.	
Outpatient Dialysis Treatments	\$0
Prior authorization or physician's order may be required.	
ADDITIONAL NON-MEDICARE COVERED SERVICES	This is what you pay for network & out-of-network providers
Healthy Lifestyle Coaching	Covered
One phone call per week.	
Resources For Living®	Covered
For help locating resources for every day needs.	
Teladoc	Covered
Telemedicine services with a Teladoc provider covered at PCP cost share. State mandates may apply.	
Telehealth	Covered
Telemedicine Services. Telehealth services covered when provided by PCP, Behavioral Health or Urgent Care providers. Member cost share will apply based on services rendered.	
Wigs	\$0



BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND

Aetna MedicareSM Plan (PPO)

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GRP Open 2 Plus S2 \$9/\$21/\$41

Acupuncture	\$0
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Covered in lieu of anesthesia or relief of chronic pain

Enhanced Chiropractic Services	\$0
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Unlimited visits per year.

Compression Stockings	\$0
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Non-Medicare Covered Foot Orthotics	\$0
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See next page for Pharmacy-Prescription Drug Benefits.

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND**Aetna MedicareSM Plan (PPO)

Medicare (C04) ESA PPO Plan

GRP Open 2 Plus S2 \$9/\$21/\$41

PHARMACY - PRESCRIPTION DRUG BENEFITS**Calendar-year deductible for prescription drugs** \$0

Prescription drug calendar year deductible must be satisfied before any Medicare Prescription Drug benefits are paid. Covered Medicare Prescription Drug expenses will accumulate toward the pharmacy deductible.

Maximum Out of Pocket	Once member reaches out of pocket expense of \$1,222, the member cost sharing is reduced to \$0.
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Pharmacy Network	S2
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Your Medicare Part D plan is associated with pharmacies in the above network. To find a network pharmacy, you can visit our website (<http://www.aetnaretireeplans.com>).

Formulary (Drug List)	Open 2 Plus
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Initial Coverage Limit (ICL)	\$4,130
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The Initial Coverage Limit includes the plan deductible, if applicable. This is your cost sharing until covered Medicare prescription drug expenses reach the Initial Coverage Limit (and after the deductible is satisfied, if your plan has a deductible):

3 Tier Plan	Retail cost sharing up to a 30 -day supply	Retail cost sharing up to a 90 -day supply	Preferred mail order cost sharing up to a 90 - day supply
Tier 1 - Generic Generic Drugs	\$9	\$27	\$10
Tier 2 - Preferred Brand Preferred Brand Drugs	\$21	\$63	\$31
Tier 3 - Non-Preferred Brand Non-Preferred Brand Drugs	\$41	\$123	\$52



Coverage Gap

The Coverage Gap starts once covered Medicare prescription drug expenses have reached the Initial Coverage Limit. Here's your cost-sharing for covered Part D drugs after the Initial Coverage Limit and until you reach \$6,550 in prescription drug expenses:

Your former employer/union/trust provides additional coverage during the Coverage Gap stage for covered drugs. This means that you will generally continue to pay the same amount for covered drugs throughout the Coverage Gap stage of the plan as you paid in the Initial Coverage stage. Coinsurance-based cost-sharing is applied against the overall cost of the drug, prior to the application of any discounts or benefits.

Catastrophic Coverage:

Your share of the cost for a covered drug will be 5% but not greater than the cost share amounts listed in the Initial Coverage Stage section above.

Catastrophic Coverage benefits start once \$6,550 in true out-of-pocket costs is incurred.

Your plan includes a maximum out of pocket of \$1,222. You will pay \$0 once you reach the maximum out of pocket.

Requirements:

Precertification

Applies

Step-Therapy

Does Not Apply

Enhanced Drug Benefit

- Agents used for cosmetic purposes or hair growth
- Agents used to promote fertility
- Agents when used for anorexia, weight loss, or weight gain



BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND

Aetna MedicareSM Plan (PPO)

Medicare (C04) ESA PPO Plan

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- Agents when used for the symptomatic relief of cough and colds
- Agents when used for the treatment of sexual or erectile dysfunction (ED)
- Prescription vitamins and mineral products, except prenatal vitamins and fluoride preparations

For more information about Aetna plans, go to www.aetna.com or call Member Services at toll-free at 1-888-267-2637 (TTY: 711). Hours are 8 a.m. to 6 p.m. local time, Monday through Friday.

Medical Disclaimers

The provider network may change at any time. You will receive notice when necessary.

Participating physicians, hospitals and other health care providers are independent contractors and are neither agents nor employees of Aetna. The availability of any particular provider cannot be guaranteed, and provider network composition is subject to change.

In case of emergency, you should call 911 or the local emergency hotline. Or you should go directly to an emergency care facility.

The complete list of services can be found in the Evidence of Coverage (EOC). You can request a copy of the EOC by contacting Member Services at 1-888-267-2637 (TTY: 711). Hours are 8 a.m. to 9 p.m. EST, Monday through Friday.

The following is a partial list of what isn't covered or limits to coverage under this plan:

- Services that are not medically necessary unless the service is covered by Original Medicare or otherwise noted in your Evidence of Coverage
- Plastic or cosmetic surgery unless it is covered by Original Medicare
- Custodial care
- Experimental procedures or treatments that Original Medicare doesn't cover
- Outpatient prescription drugs unless covered under Original Medicare Part B



You may pay more for out-of-network services. Prior approval from Aetna is required for some network services. For services from a non-network provider, prior approval from Aetna is recommended. Providers must be licensed and eligible to receive payment under the federal Medicare program and willing to accept the plan.

Out-of-network/non-contracted providers are under no obligation to treat Aetna members, except in emergency situations. Please call our Customer Service number or see your Evidence of Coverage for more information, including the cost-sharing that applies to out-of-network services.

Aetna will pay any non contracted provider (that is eligible for Medicare payment and is willing to accept the Aetna Medicare Plan) the same as they would receive under Original Medicare for Medicare covered services under the plan.

Pharmacy Disclaimers

Aetna's retiree pharmacy coverage is an enhanced Part D Employer Group Waiver Plan that is offered as a single integrated product. The enhanced Part D plan consists of two components: basic Medicare Part D benefits and supplemental benefits. Basic Medicare Part D benefits are offered by Aetna based on our contract with CMS. We receive monthly payments from CMS to pay for basic Part D benefits. Supplemental benefits are non-Medicare benefits that provide enhanced coverage beyond basic Part D. Supplemental benefits are paid for by plan sponsors or members and may include benefits for non-Part D drugs. Aetna reports claim information to CMS according to the source of applicable payment (Medicare Part D, plan sponsor or member).

The formulary and/or pharmacy network may change at any time. You will receive notice when necessary.

You must use network pharmacies to receive plan benefits except in limited, non-routine circumstances as defined in the EOC. In these situations, you are limited to a 30 day supply.

Pharmacy clinical programs such as precertification, step therapy and quantity limits may apply to your prescription drug coverage.

If you reside in a long-term care facility, your cost share is the same as at a retail pharmacy and



you may receive up to a 31 day supply.

Specialty pharmacies fill high-cost specialty drugs that require special handling. Although specialty pharmacies may deliver covered medicines through the mail, they are not considered "mail-order pharmacies." Therefore, most specialty drugs are not available at the mail-order cost share.

For mail-order, you can get prescription drugs shipped to your home through the network mail-order delivery program. Typically, mail-order drugs arrive within 7-10 days. You can call 1-888-792-3862, (TTY users should call 711) 24 hours a day, seven days a week, if you do not receive your mail-order drugs within this timeframe. Members may have the option to sign-up for automated mail-order delivery.

The Medicare Coverage Gap Discount Program provides manufacturer discounts on brand name drugs. The amount you pay and the amount discounted by the manufacturer count toward your out-of-pocket costs as if you had paid them and moves you through the coverage gap.

Coinsurance-based cost-sharing is applied against the overall cost of the drug, prior to the application of any discounts or benefits.

There are three general rules about drugs that Medicare drug plans will not cover under Part D. This plan cannot:

- Cover a drug that would be covered under Medicare Part A or Part B.
- Cover a drug purchased outside the United States and its territories.
- Generally cover drugs prescribed for "off label" use, (any use of the drug other than indicated on a drug's label as approved by the Food and Drug Administration) unless supported by criteria included in certain reference books like the American Hospital Formulary Service Drug Information, the DRUGDEX Information System and the USPDI or its successor.

Additionally, by law, the following categories of drugs are not normally covered by a Medicare prescription drug plan unless we offer enhanced drug coverage for which additional premium may be charged. These drugs are not considered Part D drugs and may be referred to as



“exclusions” or “non-Part D drugs”. These drugs include:

- Drugs used for the treatment of weight loss, weight gain or anorexia
- Drugs used for cosmetic purposes or to promote hair growth
- Prescription vitamins and mineral products, except prenatal vitamins and fluoride preparations
- Outpatient drugs that the manufacturer seeks to require that associated tests or monitoring services be purchased exclusively from the manufacturer as a condition of sale
- Drugs used to promote fertility
- Drugs used to relieve the symptoms of cough and colds
- Non-prescription drugs, also called over-the-counter (OTC) drugs
- Drugs when used for the treatment of sexual or erectile dysfunction

Your plan includes supplemental coverage for some drugs not typically covered by a Medicare Part D plan. Refer to the "Enhanced Drug Benefit" section in the chart above. Non-Part D drugs covered under the enhanced drug benefit can be purchased at the appropriate plan copay. Copayments and other costs for these prescription drugs will not apply toward the deductible, initial coverage limit or true out-of-pocket threshold. Some drugs may require prior authorization before they are covered under the plan.

Plan Disclaimers

Aetna Medicare is a HMO and PPO plan with a Medicare contract. Enrollment in our plans depends on contract renewal.

Participating physicians, hospitals and other health care providers are independent contractors and are neither agents nor employees of Aetna. The availability of any particular provider cannot be guaranteed, and provider network composition is subject to change. Plans are offered by Aetna Health Inc., Aetna Health of California Inc., and/or Aetna Life Insurance Company (Aetna).

You must be entitled to Medicare Part A and continue to pay your Part B premium and Part A, if applicable.



BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND

Aetna MedicareSM Plan (PPO)

Medicare (C04) ESA PPO Plan

GRP Open 2 Plus S2 \$9/\$21/\$41

See Evidence of Coverage for a complete description of plan benefits, exclusions, limitations and conditions of coverage. Plan features and availability may vary by service area.

If there is a difference between this document and the Evidence of Coverage (EOC), the EOC is considered correct.

You can read the *Medicare & You 2021* Handbook. Every year in the fall, this booklet is mailed to people with Medicare. It has a summary of Medicare benefits, rights and protections, and answers to the most frequently asked questions about Medicare. If you don't have a copy of this booklet, you can get it at the Medicare website (<http://www.medicare.gov>) or by calling 1-800-MEDICARE (1-800-633-4227), 24 hours a day, 7 days a week. TTY users should call 1-877-486-2048.

ATTENTION: If you speak another language, language assistance services, free of charge, are available to you. Call 1-888-267-2637 (TTY: 711). Spanish: ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-888-267-2637 (TTY: 711).

Traditional Chinese: 注意：如果您使用中文，您可以免費獲得語言援助服務。請致電 1-888-267-2637 (TTY: 711).

You can also visit our website at www.aetnaretireeplans.com. As a reminder, our website has the most up-to-date information about our provider network (Provider Directory) and our list of covered drugs (Formulary/Drug List).

Information is believed to be accurate as of the production date; however, it is subject to change. For more information about Aetna plans, go to www.aetna.com.

This document is not intended to be member-facing as it does not include the required disclosures.

*****This is the end of this plan benefit summary*****



BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND

Aetna MedicareSM Plan (PPO)

Medicare (C04) ESA PPO Plan

GRP Open 2 Plus S2 \$9/\$21/\$41

GRP_0009_659

EXTRACT from the minutes of a regular meeting of the Township Council of the Township of West Orange, in the County of Essex, New Jersey held via Zoom, West Orange, New Jersey on November 24, 2020 at 7 p.m.

PRESENT:

ABSENT:

* * * * *

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

235-20

**RESOLUTION DETERMINING THE FORM AND OTHER
DETAILS OF NOT TO EXCEED \$4,500,000 PRINCIPAL
AMOUNT OF REFUNDING BONDS OF THE TOWNSHIP
OF WEST ORANGE, IN THE COUNTY OF ESSEX, NEW
JERSEY AND PROVIDING FOR THE SALE AND THE
DELIVERY OF SUCH BONDS**

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. The Township of West Orange, in the County of Essex, New Jersey (referred herein as the "Township") hereby authorizes the sale, in one or more series, of an amount not to exceed \$4,500,000 Refunding Bonds (the "Bonds") by virtue of its final adoption by a two-thirds majority of its full membership on November 24, 2020 of a bond ordinance entitled, "Refunding Bond Ordinance Providing for the Refunding of All or a Portion of the Outstanding General Obligation Bonds, Series 2011, of the Township of West Orange, in the County of Essex, New Jersey, Appropriating \$4,500,000 Therefor and Authorizing the Issuance

of \$4,500,000 Refunding Bonds of the Township for Financing the Cost Thereof" (the "Bond Ordinance").

Section 2. The Bonds are hereby authorized to be sold to an investment banking or financial institution (referred to herein as the "Underwriter") selected by the Chief Financial Officer, based on the solicitation of proposals for such financial services by NW Financial Group, LLC, the Township's municipal advisor (the "Municipal Advisor"), in accordance with the purchase contract to be entered into by and between the Underwriter and the Township (the "Purchase Contract") pursuant to this resolution. The purchase price for the Bonds shall be as set forth in the Purchase Contract, plus unpaid accrued interest, if any, from the dated date of the Bonds to, but not including, the delivery date of the Bonds. The Mayor and/or the Chief Financial Officer is hereby authorized to enter into the Purchase Contract on behalf of the Township with the Underwriter in a form satisfactory to McManimon, Scotland & Baumann, LLC, Bond Counsel for the Township ("Bond Counsel") for the sale of the Bonds to the Underwriter in accordance with the provisions of this resolution. The signature of the Mayor or Chief Financial Officer on the Purchase Contract shall be conclusively presumed to evidence any necessary approvals.

Section 3. The Bonds are being issued to incur interest cost savings by redeeming all or a portion of the callable outstanding General Obligation Bonds, Series 2011, of the Township originally issued in the principal amount of \$11,505,000, dated May 26, 2011, which bonds maturing on or after May 1, 2022 (the "Refunded Bonds") are redeemable at the option of the Township in whole or in part on any date on or after May 1, 2021 (the "Redemption Date") at par (the "Redemption Price"), plus in each case accrued interest, if any, to the Redemption Date.

Section 4. The Bonds shall be issued in accordance with the terms and the conditions set forth in the Purchase Contract within the parameters set forth herein:

(A) The Bonds shall be issued in a par amount determined to be necessary to pay costs of issuance and to provide for payment of the Redemption Price of the Refunded Bonds on the Redemption Date, and the interest due on the Refunded Bonds through the Redemption Date;

(B) The Bonds shall be dated such date as established in the Purchase Contract;

(C) The Bonds shall mature in the principal amounts on or about May 1 of each year, commencing on or about May 1, 2022 and thereafter or as otherwise set forth in the Purchase Contract and shall bear interest at interest rates per annum on the unpaid principal balance on each May 1 and November 1 until maturity or earlier redemption, commencing on or about May 1, 2022 or as otherwise set forth in the Purchase Contract;

(D) The Bonds shall be issued in the form of one bond for each maturity except if all or any portion of the Bonds are issued as term bonds;

(E) The Bonds shall be numbered consecutively from R-1 upward and shall mature in such principal amounts with such mandatory call features and with such mandatory sinking fund payments as set forth below and as determined in the Purchase Contract;

(F) The Bonds may be subject to optional redemption or not as set forth in the Purchase Contract;

(G) Depending on market conditions at the time of the sale, the Bonds may be issued in one or more series as determined by the Chief Financial Officer, in consultation with Bond Counsel and with the Municipal Advisor.

Section 5. The Bonds shall be substantially in the following form with such additions, deletions and omissions as may be necessary for the Township to conform the Bonds to the requirements of the Purchase Contract:

**SAMPLE BOND FORM FOR INFORMATION
ONLY – DO NOT COMPLETE**

REGISTERED
NUMBER R-___

REGISTERED
\$_____

UNITED STATES OF AMERICA
STATE OF NEW JERSEY

TOWNSHIP OF WEST ORANGE,
IN THE COUNTY OF ESSEX

REFUNDING BOND

DATED DATE:	MATURITY DATE:	RATE OF INTEREST PER ANNUM:	CUSIP:
__/__/2020	05/01/___	_____%	_____

TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, NEW JERSEY (the "Township") hereby acknowledges itself indebted and for value received promises to pay to CEDE & CO., as nominee of The Depository Trust Company, which will act as Securities Depository, on the Maturity Date specified above, the principal sum of _____ DOLLARS (\$_____) and to pay interest on such sum from the Dated Date set forth above at the Rate of Interest Per Annum specified above semiannually on the first days of May and November in each year until maturity [or earlier redemption] commencing on May 1, 2022. Interest on this bond will be paid to the Securities Depository by the Township and will be credited to the participants of The Depository Trust Company as listed on the records of The Depository Trust Company as of the April 15 and October 15 next preceding the date of such payments (the "Record Dates" for such payments). Principal of this bond, upon presentation and surrender to the Township, will be paid to the Securities Depository by the Township and will be credited to the participants of The Depository Trust Company.

This bond is not transferable as to principal or interest except to an authorized nominee of The Depository Trust Company. The Depository Trust Company shall be responsible for maintaining the book-entry system for recording the interests of its participants or the transfers of the interests among its participants. The participants are responsible for maintaining records regarding the beneficial ownership interests in the bonds on behalf of individual purchasers.

[The bonds of this issue maturing prior to May 1, 20__ are not subject to redemption prior to their stated maturities. The bonds of this issue maturing on or after May 1, 20__ are redeemable at the option of the Township in whole or in part on any date on or after May 1, 20__ upon notice as required herein at par, plus in each case unpaid accrued interest to the date fixed for redemption.

Notice of redemption shall be given by mailing by first class mail in a sealed envelope with postage prepaid to the registered owners of the bonds not less than thirty (30) days, nor more than sixty (60) days prior to the date fixed for redemption. Such mailing shall be to the owners of such bonds at their respective addresses as they last appear on the registration books kept for that purpose by the

Township or a duly appointed Bond Registrar. However, as long as The Depository Trust Company (or any successor thereto) acts as Securities Depository for the bonds, notice of redemption may be sent to such Securities Depository by email or as otherwise permitted by the Securities Depository regulations. Any failure of the Securities Depository to advise any of its participants or any failure of any participant to notify any beneficial owner of any notice of redemption shall not affect the validity of the redemption proceedings. If the Township determines to redeem a portion of the bonds prior to maturity, the bonds to be redeemed shall be selected by the Township. The bonds to be redeemed having the same maturity shall be selected by the Securities Depository in accordance with its regulations.

If notice of redemption has been given as provided herein, the bonds or the portion thereof called for redemption shall be due and payable on the date fixed for redemption at the redemption price, together with unpaid accrued interest to the date fixed for redemption. Interest shall cease to accrue on the bonds after the date fixed for redemption. Payment shall be made upon surrender of the bonds redeemed.]

This bond is one of an authorized issue of bonds and is issued pursuant to the Local Bond Law of the State of New Jersey and a refunding bond ordinance of the Township finally adopted November 24, 2020 and entitled, "Refunding Bond Ordinance Providing for the Refunding of All or a Portion of the Outstanding General Obligation Bonds, Series 2011, of the Township of West Orange, in the County of Essex, New Jersey, Appropriating \$4,500,000 Therefor and Authorizing the Issuance of \$4,500,000 Refunding Bonds of the Township for Financing the Cost Thereof."

The full faith and credit of the Township are hereby irrevocably pledged for the punctual payment of the principal of and the interest on this bond according to its terms.

It is hereby certified and recited that all conditions, acts and things required by the constitution or the statutes of the State of New Jersey to exist, to have happened or to have been performed precedent to or in the issuance of this bond exist, have happened and have been performed and that the issue of bonds of which this is one, together with all other indebtedness of the Township, is within every debt and other limit prescribed by such constitution or statutes.

IN WITNESS WHEREOF, the TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, NEW JERSEY has caused this bond to be executed in its name by the manual or facsimile signature of its Mayor, its corporate seal to be hereunto imprinted or affixed, this bond and the seal to be attested by the manual signature of its Clerk, and this bond to be dated the Dated Date as specified above.

TOWNSHIP OF WEST ORANGE, IN THE COUNTY
OF ESSEX, NEW JERSEY

[SEAL]

ATTEST:

By: [to be executed upon issuance of bonds]
Mayor

By: [to be executed upon issuance of bonds]
Clerk

[END OF SAMPLE BOND FORM]

Section 6. The Bonds shall have printed thereon a copy of the written opinion with respect to the Bonds that is to be rendered by Bond Counsel, complete except for omission of its date. The Chief Financial Officer is hereby authorized and directed to file a signed duplicate of

such written opinion in the Township Clerk's office. Alternatively, each Bond may be accompanied by the signed legal opinion or copy thereof.

Section 7. Bond Counsel is authorized to arrange for the printing of the Bonds. The proper officials of the Township are hereby authorized and directed to execute the Bonds and to deliver them to the Purchaser in exchange for payment, including accrued interest from their date to the date of delivery, if any.

Section 8. The Chief Financial Officer is hereby authorized to make representations and warranties, to enter into agreements and to make all arrangements with The Depository Trust Company, New York, New York as may be necessary in order to provide that the Bonds will be eligible for deposit with The Depository Trust Company and to satisfy any obligation undertaken in connection therewith.

Section 9. In the event that The Depository Trust Company may determine to discontinue providing its service with respect to the Bonds or is removed by the Township and if no successor Securities Depository is appointed, the Bonds which were previously issued in book-entry form shall be converted to Registered Bonds (the "Registered Bonds") in denominations of \$5,000, or any integral multiple thereof, except that an amount maturing in any one year in excess of the largest principal amount thereof equaling a multiple of \$5,000 will be in denominations of \$1,000, or any integral multiple thereof. The beneficial owner under the book-entry system, upon registration of the Bonds held in the beneficial owner's name, will become the registered owner of such Registered Bonds. The Township shall be obligated to provide for the execution and delivery of the Registered Bonds in certificate form.

Section 10. The Township hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986 (the "Code") in order to preserve the

exemption from taxation of interest on the Bonds, including the requirement to rebate all net investment earnings on the gross proceeds above the yield on the Bonds, and that it will refrain from taking any action that would adversely affect the tax exemption of the Bonds under the Code. The Township authorizes the Chief Financial Officer to act and determine on behalf of the Township whether the Bonds will be designated as "bank qualified" within the meaning of Section 265 of the Code.

Section 11. 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 Bonds are not exempt from the Rule and provided that the Bonds are not exempt from the following requirements in accordance with paragraph (d) of the Rule, for so long as the Bonds remain outstanding (unless the Bonds have been wholly defeased), the Township shall provide for the benefit of the holders of the Bonds and the beneficial owners thereof:

(a) On or prior to September 30 of each fiscal year, beginning September 30, 2021 for the fiscal year ending December 31, 2020, 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 Bonds, 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 Bonds, 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.

For the purposes of the event identified in subparagraph (b) 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.

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.

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 12. The Township hereby approves the preparation and the distribution of the Preliminary Official Statement in the form to be approved by the Chief Financial Officer. Such Official Statement may be distributed in preliminary form and deemed final for purposes of Rule 15c2-12 of the Securities and Exchange Commission on behalf of the Township by the Chief Financial Officer. The Preliminary Official Statement shall be prepared in final form in connection with the issuance of the Bonds, and the Chief Financial Officer is authorized to execute any certificates necessary in connection with the distribution of the Official Statement. Final Official Statements shall be delivered to the Purchaser within the earliest of seven business days following the sale of the Bonds or to accompany the Purchaser's confirmations that request payment for the Bonds. Bond Counsel and/or the Municipal Advisor are further authorized to arrange on behalf of the Township for a rating for the Bonds from S&P Global Ratings, acting through Standard & Poor's Financial Services LLC, and/or Moody's Investors Service, and all such actions taken to date are hereby ratified.

Section 13. The Chief Financial Officer, with the advice of the Municipal Advisor, is authorized to arrange for bond insurance if advantageous based on the advice of the Underwriter to be provided at a premium not to exceed 75 basis points of the amount of principal and interest payable in order to obtain the best possible rates and the most cost effective financing and is authorized to take all steps on behalf of the Township necessary to do so.

Section 14. The Chief Financial Officer, with the advice of Bond Counsel, shall arrange for paying agent services or redemption agent services with a banking institution if any portion of the Bonds are term bonds requiring a sinking fund.

Section 15. The Chief Financial Officer is also authorized and directed to pay the costs of issuance in connection with the sale of the Bonds pursuant to a certificate of the Chief Financial Officer to be executed upon delivery of the Bonds in an aggregate amount not to exceed the amount outlined in the Bond Ordinance.

Section 16. The Chief Financial Officer shall take all steps necessary to call the Refunded Bonds on the Redemption Date, at par, plus any unpaid accrued interest thereon and to take all steps necessary for the investment of the proceeds of the Refunded Bonds necessary to arrange for such redemption. The Municipal Advisor and/or the Underwriter, on behalf of the Township, are authorized to reserve and purchase open market treasury securities and/or United State Treasury—State and Local Government Series (SLGs) for deposit with the escrow agent, if required. All of the principal amount and interest earnings on the open market treasury securities and/or SLGs, as well as cash, if necessary, will be used to pay the interest due on the Refunded Bonds through the Redemption Date and pay the Redemption Price on the Refunded Bonds on the Redemption Date. The Township Council hereby authorizes the Chief Financial Officer to select a bank to serve as escrow agent, if necessary, based upon the recommendation of the Municipal Advisor and authorizes the Chief Financial Officer and/or Mayor to enter into an Escrow Deposit Agreement with such escrow agent, if necessary, in order to provide instructions regarding the deposit of the open market treasury securities and/or SLGs and cash, if any.

Section 17. The Township Council hereby authorizes PKF O'Connor Davies, LLP to serve as verification agent, if necessary, to confirm the accuracy of the arithmetical and mathematical computations supporting (i) the accuracy of the interest cost savings and the sufficiency of the amount in the escrow account to pay the interest due on the Refunded Bonds through the Redemption Date and pay the Redemption Prices on the Redemption Date; and (ii)

the calculations of yield supporting the conclusion of Bond Counsel that the Bonds are not "arbitrage bonds" as such meaning is set forth in the Code.

Section 18. The Mayor, Chief Financial Officer and other appropriate representatives of the Township are hereby authorized to take all steps necessary to provide for the issuance of the Bonds and the redemption of the Refunded Bonds, including preparing and executing such agreements and documents on behalf of the Township and taking all steps necessary or desirable to implement the requirements of this resolution, such agreements, and documents as may be necessary and appropriate and the transactions contemplated thereby.

Section 19. This resolution shall take effect immediately.

The foregoing resolution was adopted by the following vote:

AYES:

NAYS:

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

Michelle Casalino, Council President

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 Township duly called and held November 24, 2020 has been compared by me with the original minutes as officially recorded in my office in the minute book of the Township and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of the Township this ____ day of _____, 2020.

Karen J. Carnevale, Clerk

(SEAL)

**Resolution Awarding a Contract for the Extension of Snow Plowing &
Snow Removal Services for 2020-2021**

WHEREAS, Resolutions No. 219-19 and No. 255-19 were authorized by the Township of West Orange Council for Snow Plowing and Removal Services for year(s) 2019-2020 on September 10, 2019 and October 25, 2019; and

WHEREAS, the Township wishes to continue contracted plowing in Routes 1C-1, Merklin, 1D-1 Oaks/Vizcaya, 1F-1 Upper Gregory, 1G-1 and 1G-2 St. Cloud, and 1J-1 and 1J-2 Stanford; and

WHEREAS, the Township wishes to continue the services for additional plowing, loading, and hauling as listed under Schedule A, Option 4; and

WHEREAS, the Township desires to extend these contracts as allowed in the original bid documents giving the Township the option to extend the contracts for two (2) one (1) year periods, and

WHEREAS, the West Orange Department of Public Works has been satisfied with the past performance of these vendors, who are agreeable to existing rates for another year; and

WHEREAS, the Township Engineer recommends extension of these contracts for a second year, and the Township Council concurs with this recommendation.

WHEREAS, hereto is attached Schedule A listing the vendors with the services and rates as originally bid.

NOW, THEREFORE BE IT RESOLVED by the Municipal Council of the Township of West Orange that these Snow Plowing and Removal Services contracts be extended for the year(s) 2020-2021 to the vendors listed in Schedule A:

BE IT FURTHER RESOLVED that the Chief Financial Officer is hereby authorized to arrange to pay for the foregoing in accordance with the terms in the purchase order with funds certified when funds made available.

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

Michelle Casalino, Council President

Adopted: November 24, 2020

**I hereby certify funds are available from Account: 01-330-500-00-01
(Salt, Chloride & Snow)**

*** amount not to exceed 2020 budget appropriation**

*** amount subject to 2021 approval of budget appropriation**

John O. Gross, Chief Financial Officer

SCHEDULE A

VENDOR SUBMISSION LIST	AWARD	YES/NO
American Asphalt and Milling Services 96 Midland Avenue Kearny, N.J. 07032		YES
Downes Tree Service, Inc. 65 Royal Avenue Hawthorne, N.J. 07506		YES
Grabowski Construction, Inc. 770 Northfield Avenue West Orange, New Jersey 07052		YES
N.Y. Asphalt 73 Industrial Loop Staten Island, New York 10309		YES
The Shauger Group 429 Dodd Street East Orange, N.J. 07107		YES

Option 1, Snow Plow Routes:

1C-1, Merklin, F-700 truck, Grabowski Construction, \$250 per hour

1D-1, Oaks, F-700 truck, Grabowski Construction, \$250 per hour

1F-1, Upper Gregory, F-700 truck, N.Y. Asphalt, \$285 per hour

1G-1, St. Cloud, F-450 truck, Grabowski Construction, \$225 per hour

1G-2 St. Cloud, F-700 truck, Grabowski Construction, \$250 per hour

1J-1 Stanford, F-450 truck, N.Y. Asphalt, \$265 per hour

1J-2 Stanford, F-700 truck, N.Y. Asphalt, \$285 per hour

Option 4, Equipment for Plowing, Loading, and Haul

4A - Single Axle Truck, 26,000 GVWR, with Plow:
American Asphalt, \$275 per hour

4B - Tandem Axle Truck with Plow:
NO BID

4C - Single Axle Truck, 12,000 GVWR with Plow:
American Asphalt, \$250 per hour

4BA - 20 CY Roll offs:
Downes Tree Service, \$165 per hour

4BB - 30 CY Roll offs:
Downes Tree Service, \$165 per hour
N.Y. Asphalt, \$275 per hour

4BC - Tandem Axle Truck:
Downes Tree Service, \$140 per hour
Grabowski Construction, \$150 per hour
Shauger Group, \$195 per hour

4BD – Tri-Axle Trucks
Downes Tree Service, \$140 per hour
American Asphalt, \$180 per hour
Shauger Group, \$225 per hour
N.Y. Asphalt, \$275 per hour

4BE - Front End Loaders, 3-4CY bucket:
Downes Tree Service, \$240 per hour
Shauger Group, \$250 per hour
Grabowski Construction, \$260 per hour
American Asphalt, \$275 per hour
N.Y. Asphalt, \$295 per hour

Resolution Awarding a Contract for the Extension of Snow Plowing & Snow Hauling Services for 2020-2021

WHEREAS, Resolution No. 174-19 was authorized by the Township of West Orange Council for Snow Plowing and Removal Services for year(s) 2019-2020 on June 25, 2019; and

WHEREAS, the Township wishes to continue contracted plowing in Routes 1A-1, Valley and 1B-1 Heights; and

WHEREAS, the Township desires to extend this contract as allowed in the original bid document giving the Township the option to extend the contract for two (2) one (1) year periods, and

WHEREAS, the West Orange Department of Public Works has been satisfied with the past performance of this vendor, who is agreeable to existing rates to be charged at \$230/hr. for a small truck with up to two small trucks in each route: and

WHEREAS, the Township Engineer recommends extension of this contract for a third and final year, and the Township Council concurs with this recommendation.

NOW, THEREFORE BE IT RESOLVED by the Municipal Council of the Township of West Orange that the Snow Removal Services contract be extended for the year(s) 2020-2021 to the following vendor:

**AMERICAN ASPHALT & MILLING SERVICES
96 MIDLAND AVENUE
KEARNY, NEW JERSEY 07032**

BE IT FURTHER RESOLVED that the Chief Financial Officer is hereby authorized to arrange to pay for the foregoing in accordance with the terms in the purchase order with funds certified when funds made available.

Karen J. Carnevale, Municipal Clerk

Michelle Casalino, Council President

Adopted:

I hereby certify funds are available from Account: 01-330-500-00-01
(Salt, Chloride & Snow)

* amount not to exceed 2020 budget appropriation

* amount subject to 2021 approval of budget appropriation

John O. Gross, Chief Financial Officer

RESOLUTION

WHEREAS, pursuant to a Deed dated December 3, 2001, the Township transferred ownership of certain Township-owned land known as Tax Lot 1 in Block 140.02, also referred to as “Rear of Winfield Street at Montclair municipal boundary line” (“the West Orange Lot”) to Lafayette Sq. Construction Company, L.L.C., subject to the following restriction (the “Deed Restriction”):

The erection of any structure on the Property and development of the Property as a separate building lot is prohibited, in perpetuity.
Decorative fencing and landscaping shall be permitted; and

WHEREAS, the aforementioned Deed was recorded in the Essex County Register’s Office on February 13, 2002, in Book 5861, Page 316 (the “West Orange Deed”); and

WHEREAS, the West Orange Lot was adjacent to and bordering the municipal boundary line between West Orange and Montclair; and

WHEREAS, a single-family home was subsequently constructed on the Montclair property known as Block 1101, Lot 19.02, on the Montclair Tax Maps and commonly known as 5 Stonebridge Court, Montclair, New Jersey (“the Montclair Lot”); and

WHEREAS, the West Orange Lot was conveyed to Edward Moed and Pamela J. Moed, husband and wife, by Deed dated December 28, 2004 and recorded in the Essex County Register’s Office on January 5, 2005 in Book 6142, Page 73, and the Montclair Lot was conveyed to Edward Moed and Pamela J. Moed, husband and wife, by Deed dated December 15, 2004 and recorded in the Essex County Register’s Office on January 5, 2005 in Book 6142, Page 105 ; and

WHEREAS, in 2007, Mr. & Mrs. Moed obtained West Orange Building Permit #2007-0268 permitting them to construct an in-ground pool, together with associated electrical, plumbing, brick decking/patio and fencing accessories and improvements (collectively, “the pool improvements”), on the West Orange Lot and the pool improvements were constructed and a Certificate of Approval issued by the Township of West Orange on August 27, 2007, and property taxes have been assessed and paid annually to the Township of West Orange based on the value is of said improvements since 2008; and

WHEREAS, the intention of the aforementioned Deed Restriction was to prevent development of the landlocked West Orange Lot as a separate building lot with a residential structure; and

WHEREAS, the West Orange Lot and the Montclair Lot together with the improvements thereon were recently purchased by ROBERT COVIELLO and LISA LAZARUS, husband and

wife, (collectively, “the Property Owners”), from Mr. & Mrs. Moed for their use as a single-family residence, including the pool improvements on the West Orange Lot; and

WHEREAS, the Township wishes to correct, clarify and/or modify the terms of the Deed Restriction to confirm that the restriction does not prohibit the construction or maintenance of in-ground swimming pools, including the current pool improvements or the replacement thereof; and

WHEREAS, the Township of West Orange and the Property Owners have come to an agreement, a copy of which is annexed hereto, providing that the Deed Restriction shall be amended to read, “The erection of any structure on the Property, except an in-ground pool, and development of the Property as a separate building lot is prohibited in perpetuity. Decorative fencing, landscaping, and brick decking or stone patio appurtenant to an in-ground pool shall be permitted.”; and

WHEREAS, it is further agreed that said Agreement shall be recorded in the Essex County Register’s Office and its terms shall run with the land and be binding upon and inure to the benefit of the Property Owners and all future owners of the West Orange Lot, their successors and assigns;

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange, that the Mayor be and hereby is authorized to execute the attached Agreement to Modify Deed Restriction, and be it further

RESOLVED that the Municipal Clerk be and hereby is authorized to attest to the Mayor’s signature on said Agreement, that the fully executed Agreement shall be recorded in the Essex County Register’s Office, and a copy of the Resolution shall be made available in the Clerk’s Office in accordance with the applicable law.

Karen Carnevale, R.M.C.
Municipal Clerk

Michele Casalino
Council President

Adopted: November 24, 2020

Agreement to Modify Deed Restriction

THIS AGREEMENT is made on the 24th day of November, 2020, by the TOWNSHIP OF WEST ORANGE, a municipal corporation of the State of New Jersey (hereinafter “the Township”), with offices located at 66 Main Street, West Orange, New Jersey 07052, and ROBERT COVIELLO AND LISA LAZARUS, Husband and Wife (collectively, “the Property Owners”), residing at 5 Stonebridge Court, Montclair, New Jersey 07042.

W I T N E S S E T H:

WHEREAS, pursuant to a Deed dated December 3, 2001, the Township transferred ownership of certain Township-owned land known as Tax Lot 1 in Block 140.02, also referred to as “Rear of Winfield Street at Montclair municipal boundary line” (“the West Orange Lot”) to Lafayette Sq. Construction Company, L.L.C., subject to the following restriction (the “Deed Restriction”):

The erection of any structure on the Property and development of the Property as a separate building lot is prohibited, in perpetuity. Decorative fencing and landscaping shall be permitted; and

WHEREAS, the aforementioned Deed was recorded in the Essex County Register’s Office on February 13, 2002, in Book 5861, Page 316 (the “West Orange Deed”); and

WHEREAS, the West Orange Lot was adjacent to and bordering the municipal boundary line between West Orange and Montclair; and

WHEREAS, a single-family home was subsequently constructed on the Montclair property known as Block 1101, Lot 19.02, on the Montclair Tax Maps and commonly known as 5 Stonebridge Court, Montclair, New Jersey (“the Montclair Lot”); and

WHEREAS, the West Orange Lot was conveyed to Edward Moed and Pamela J. Moed, husband and wife, by Deed dated December 28, 2004 and recorded in the Essex County Register’s Office on January 5, 2005 in Book 6142,

Page 73, and the Montclair Lot was conveyed to Edward Moed and Pamela J. Moed, husband and wife, by Deed dated December 15, 2004 and recorded in the Essex County Register's Office on January 5, 2005 in Book 6142, Page 105 ; and

WHEREAS, in 2007, Mr. & Mrs. Moed obtained West Orange Building Permit #2007-0268 permitting them to construct an in-ground pool, together with associated electrical, plumbing, brick decking/patio and fencing accessories and improvements (collectively, "the pool improvements"), on the West Orange Lot and the pool improvements were constructed and a Certificate of Approval issued by the Township of West Orange on August 27, 2007, and property taxes have been assessed and paid annually to the Township of West Orange based on the value is of said improvements since 2008; and

WHEREAS, the intention of the aforementioned Deed Restriction was to prevent development of the landlocked West Orange Lot as a separate building lot with a residential structure; and

WHEREAS, the West Orange Lot and the Montclair Lot were recently purchased by the Property Owners from Mr. & Mrs. Moed for their use as a single-family residence, including the pool improvements on the West Orange Lot; and

WHEREAS, the Township wishes to correct, clarify and/or modify the terms of the Deed Restriction to confirm that the restriction does not prohibit the construction or maintenance of in-ground swimming pools, including the current pool improvements or the replacement thereof.

NOW, THEREFORE, the Township and the Property Owners hereby agree as follows:

1. The Deed Restriction contained in the West Orange Deed is amended to read as follows:

"The erection of any structure on the Property, except an in-ground pool, and development of the Property as a separate building lot is prohibited in perpetuity. Decorative fencing, landscaping, and brick decking or stone patio appurtenant to an in-ground pool shall be permitted."

2. The Property Owners join in this Agreement to confirm their consent to the modification of the Deed Restriction as aforesaid.

3. This Agreement shall be recorded in the Essex County Register's Office. The terms of the amended Deed Restriction shall run with the land and be binding upon and inure to the benefit of the Property Owners and all future owners of the West Orange Lot, their successors and assigns.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date set forth above.

ATTEST:

TOWNSHIP OF WEST ORANGE

Karen J. Carnevale, RMC
Municipal Clerk

By: Robert D. Parisi, Mayor

WITNESS:

ROBERT COVIELLO

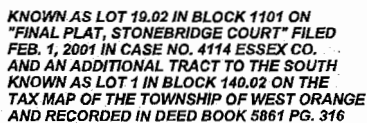
LISA LAZURUS

Approved as to Form:

Richard D. Trenk, Esq., Municipal Attorney

Acknowledgments to be attached

FILED MAP NO. 4114
SCALE: 1"=40'



CERTIFICATE OF AUTHORIZATION NO. 24GA28046000

RICHARD J. HINGOS, INC.
PROFESSIONAL LAND SURVEYORS
 539 VALLEY ROAD P.O. BOX 43752
 UPPER MONTCLAIR, N.J. 07043
 TELEPHONE: (973) 783-1114
 EMAIL: RJHINGOS@COMCAST.NET

RICHARD J. HINGOS, JR.
PROFESSIONAL LAND SURVEYOR N.J. LIC. NO. 43231

Township of West Orange
66 Main Street
West Orange NJ 07052
973-325-4112

CERTIFICATE

IDENTIFICATION

Date Issued: 08/27/2007

Control #: 39476

Permit #: 20070268

*Moed
Sale*

Block: 140.02 Lot: 1 Qualification Code: _____
Work Site Location: VIRGINIA AVENUE REAR
WEST ORANGE
Owner in Fee: MOED, EDWARD & PAMELA
Address: 5 STONEBRIDGE CT
MONTCLAIR NJ 07042
Telephone: 973 783-5275
Agent/Contractor: ARTISAN POOLS
Address: 322 CHANGEBRIDGE ROAD
PINEBROOK NJ -
Telephone: 973 808-0888
Lic. No./ Bldrs. Reg.No.: _____ Federal Emp. No.: 1-0640009
Social Security No.: _____

Home Warranty No: _____
Type of Warranty Plan: ☐ State ☐ Private
Use Group: R-5
Maximum Live Load: _____
Construction Classification: _____
Maximum Occupancy Load: _____
Certificate Exp Date: _____
Description of Work/Use: _____
INGROUND POOL

Update Desc. of Wk/Use: _____

☐ **CERTIFICATE OF OCCUPANCY**

This serves notice that said building or structure has been constructed in accordance with the New Jersey Uniform Construction Code and is approved for occupancy.

☒ **CERTIFICATE OF APPROVAL**

This serves notice that the work completed has been constructed or installed in accordance with the New Jersey Uniform Construction Code and is approved. If the permit was issued for minor work, this certificate was based upon what was visible at the time of inspection.

☐ **TEMPORARY CERTIFICATE OF OCCUPANCY/COMPLIANCE**

If this is a temporary Certificate of Occupancy or Compliance, the following conditions must be met no later than _____ or will be subject to fine or order to vacate:

☐ **CERTIFICATE OF CLEARANCE-LEAD ABATEMENT 5:17**

This serves notice that based on written certification, lead abatement was performed as per NJAC 5:17, to the following extent:

- ☐ Total removal of lead-based paint hazards in scope of work
- ☐ Partial or limited time period(____ years); see file

☐ **CERTIFICATE OF CONTINUED OCCUPANCY**

This serves notice that based on a general inspection of the visible parts of the building there are no imminent hazards and the building is approved for continued occupancy.

☐ **CERTIFICATE OF COMPLIANCE**

This serves notice that said potentially hazardous equipment has been installed and/or maintained in accordance with the New Jersey Uniform Construction Code and is approved for use until _____


Thomas Tracey Construction Official

Fees: \$0.00
Paid ☒ Check No.: 1120
Collected by: CF



BUILDING SUBCODE TECHNICAL SECTION



5 Stonebridge, VT /
Virginia Ave
CA Real

Date Received 12/19/00
Control # 2120107
Date Issued
Permit # 2007-C208

A. IDENTIFICATION—APPLICANT: COMPLETE ALL APPLICABLE INFORMATION. WHEN CHANGING CONTRACTORS, NOTIFY THIS OFFICE. CALL UTILITY DIG NO: 1-800-272-1000.

Block 14-02-140-03 Lot 1 Qualification Code _____
Work Site Location 5 Stonebridge Court
Munclaire VT 05042
Owner In Fee Mned
Address 5 Stonebridge Court
Munclaire VT 05042
Tel. (973) 783-5245
Contractor Artisan Pools
Address 322 Changelbridge Rd.
Pinebrook VT 05058
Tel. (973) 803-0288 FAX (973) 803-2198
Contractor License No. or Builder Registration No. 13VH02039600
Federal Emp. No. 01-0040009

C. CERTIFICATION IN LIEU OF OATH

I hereby certify that I am the (agent of) owner of record and am authorized to make this application.

Signature _____

D. TECHNICAL SITE DATA

DESCRIPTION OF WORK

inground pool
41'-4" x 23'-4" ±
48" chainlink fence

JOB SUMMARY (Office Use Only)

PLAN REVIEW	Date	Initial	INSPECTIONS	Dates (Month/Day)
☐ No Plans Required	_____	_____	Type: _____	Failure _____ Approval _____ Initial _____
☐ All	_____	_____	Footing <u>Feb 01</u> <u>5-16</u>	<u>8-17-01</u>
☐ Footing	_____	_____	Footing Bonding	_____
☐ Foundation	<u>12/14/01</u>	_____	Foundation	_____
☐ Frame	_____	_____	Slab	_____
☒ Other <u>5.6 POOL</u>	_____	_____	Frame	_____
Joint Plan Review Required:	_____	_____	Truss Sys./Bracing	_____
☒ Elec. ☒ Plumb. ☐ Fire ☐ Elevator	_____	_____	Barrier-Free	_____
SUBCODE APPROVAL	_____	_____	Insulation	_____
☐ CO ☐ CCO ☒ TCA	_____	_____	Finishes -Base Layer	_____
Date: <u>8/24/01</u>	_____	_____	Finishes -Final	_____
Approved by: <u>D-H</u>	_____	_____	Energy	_____
	_____	_____	Mechanical	_____
	_____	_____	TCO	_____
	_____	_____	Other	_____
	_____	_____	Final	_____
	_____	_____	Barrier-Free	_____

B. BUILDING CHARACTERISTICS

Use Group Present _____ Proposed _____
Constr. Class Present _____ Proposed _____
No. of Stories _____
Height of Structure _____ Ft.
Area — Largest Floor _____ Sq. Ft.
New Bldg. Area/All Floors 3,750 Sq. Ft.
Volume of New Structure _____ Cu. Ft.
Total Land Area Disturbed 10,200 Sq. Ft.

Est. Cost of Bldg. Work:

1. New Bldg. \$ _____
2. Rehabilitation \$ 20000.00
3. Total (1+2) \$ 20000.00

TYPE OF WORK:

- ☐ New Building
- ☐ Addition
- ☐ Rehabilitation
- ☐ Roofing
- ☐ Siding
- ☒ Fence _____ Height (exceeds 6')
- ☐ Sign _____ Sq. Ft.
- ☒ Pool
- ☐ Asbestos Abatement Subchapter 8
- ☐ Lead Haz. Abatement NJAC 5:17
- ☐ Other _____
- ☐ Demolition

FEE (Office Use Only)

\$ _____

360

Administrative Surcharge \$ _____
Minimum Fee \$ 27
State Permit Surcharge Fee \$ _____
TOTAL FEE \$ 387



ELECTRICAL SUBCODE TECHNICAL SECTION



A. IDENTIFICATION—APPLICANT: COMPLETE ALL APPLICABLE INFORMATION. WHEN CHANGING CONTRACTORS, NOTIFY THIS OFFICE. CALL UTILITY DIG NO: 1-800-272-1000.

Block 10-0241002 Lot 0001 Qualification Code _____

Work Site Location 5 Stonebridge Court

Owner in Fee Mudd

Address 5 Stonebridge Court

Montclair NJ 07042

Tel (973) 993-5255

Contractor Dennis Dondoro Electric

Address 18 Franklin Place

Morris Plains NJ 07910

Tel (973) 998-1955 FAX () _____

Contractor License No. 6350

Federal Emp. No. 22-2416710

B. ELECTRICAL CHARACTERISTICS

Use Group Present _____ Proposed _____

[] Pole/Pad # _____ [] Temporary [] Other _____

Building Occupied as _____ Utility Co. _____

Est. Cost of Elec. Work \$ 1,000.00

JOB SUMMARY (Office Use Only)

PLAN REVIEW		INSPECTIONS		Dates (Month/Day)	
Date	Initial	Type:	Failure	Failure	Approval
[] No Plans Required		Rough			Initial
Joint Plan Review Required:		Barrier-Free			
[] Building [] Plumbing		Trench	<u>3</u>	<u>6/19/07</u>	<u>mm</u>
[] Fire [] Elevator		Temp. Serv.			
[] Elec. Plans Approved		Constr. Serv.			
Date: <u>2-9-07</u>		TCO			
Approved by: _____		Other <u>BOND</u>	<u>5/15/07</u>	<u>5/17/07</u>	<u>DK</u>
		Service			
		Final			<u>9207 MM</u>
		Barrier-Free			
SUBCODE APPROVAL		Temp. Cut-in-Card Date Issued _____			
[] CO [] CCO	<u>CA</u>	Final Cut-in-Card Date Issued _____			
Date: <u>6-20-07</u>		Annual Pool Inspection _____			
Approved by: <u>mm</u>		Date of Grounding and Bonding Certification _____			

Date Received
Control #

Date Issued
Permit #

2126187

2007-CZ68

C. CERTIFICATION IN LIEU OF OATH

I hereby certify that I am the (agent or owner) of record and am authorized to make this application and perform the work listed on this application.

Applicant's Signature/Contractor's Seal and Signature

☒ Licensed Elec. Contractor ☐ Certified Landscape Irrigation Contr ☐ Exempt Applicant

D. TECHNICAL SITE DATA

QTY.	SIZE	ITEMS
<u>1</u>	<u>5</u>	Lighting Fixtures
		Receptacles
		Switches
		Detectors
		Light Poles
		Motors—Fract. HP
		Emergency & Exit Lights
		Communications Points
		Alarm Devices/F.A.C. Panel

TOTAL NUMBERS

Pool Permit/with UW Lights	<u>102</u>
Storable Pool/Spa/Hot Tub:	
KW Elec. Range/Receptacle	
KW Oven/Surface Unit	
KW Elec. Water Heater	<u>30</u>
KW Elec. Dryer/Receptacle	
KW Dishwasher	
HP Garbage Disposal	
KW Central A/C Unit	
HP/KW Space Heater/Air Handler	
KW Baseboard Heat	
HP Motors 1/4 HP	
KW Transformer/Generator	
AMP Service	
AMP Subpanels	
AMP Motor Control Center	
KW Elec. Sign/Outline Light	

FEE (Office Use Only)

\$ 102

Administrative Surcharge \$ 130.00

Minimum Fee \$ 10

State Permit Surcharge Fee \$ 10

TOTAL FEE \$ 131



Block 14-02-140-02 Lot 1 Qualification Code _____
Work Site Location Stonebridge Court

Owner in Fee Moe d
Address 5 Stonebridge Court
Montclair NJ 07042
Tel (973) 783-5275
Contractor Michael Cianciotto P&H L.L.C.
Address 8 De Bow Terrace
Hoboken Plains NJ 07444
Tel (973) 831-9437 FAX (973) 831-4212
Contractor License No. 11028
Federal Emp. No. 22-3791816

Use Group Present _____ Proposed _____
 Building Sewer Size _____ Public Sewer _____ Private Septic _____
 Water Service Size _____ Public Water _____ Private Well _____
 Est. Cost of Plumbing Work \$ 1000.00

JOB SUMMARY (Office Use Only)		INSPECTIONS		Dates (Month/Day)	
PLAN REVIEW		Type:	Failure	Failure	Approval
[✓] No Plans Required		Slab	_____	_____	_____
Joint Plan Review Required:		Rough	_____	_____	_____
[] Building	[] Electric	Water	_____	_____	_____
[] Fire	[] Elevator	Sewer	_____	_____	_____
[] Plumbing Plans Approved		Fixtures	_____	_____	_____
Date: <u>12/28/06</u>		Gas Equipment	_____	_____	_____
Approved by: <u>a Reid</u>		Gas Piping	_____	_____	_____
SUBCODE APPROVAL		LP Gas Tank	_____	_____	_____
[] CO	[] CCO	Fuel Oil Piping	_____	_____	_____
[✓] CA		Solar	_____	_____	_____
Date: <u>6/12/07</u>		TCO	_____	_____	_____
Approved by: <u>a Reid</u>		_____	_____	_____	_____
		_____	_____	_____	_____
		_____	_____	_____	_____

I hereby certify that I am the agent or owner of record and am authorized to make this application and perform the work listed on this application.

Applicant's Signature/Contractor's Seal and Signature
☒ Licensed Plumbing Contractor ☐ Exempt Applicant



NO.	FIXTURE/EQUIPMENT
	Water Closet
	Urinal/Bidet
	Bath Tub
	Lavatory
	Shower
	Floor Drain
	Sink
	Dishwasher
	Drinking Fountain
	Washing Machine
	Hose Bibb
	Water Heater
1	Fuel Oil Piping
	Gas Piping
	LPGas Tank
	Steam Boiler
	Hot Water Boiler
	Sewer Pump
	Interceptor/Separator
	Backflow Preventer
	Greasetrap
	Sewer Connection
	Water Service Connection
	Stacks
1	Other <u>Pool Heater</u>
	Other

Date Issued
Permit #

FEE (Office Use Only):

Administrative Surcharge	\$	
Minimum Fee	\$	105
State Permit Surcharge Fee	\$	
TOTAL FEE	\$	75

Deed

2-546246
This Deed is made on 12/3/2001
BETWEEN
The Township of West Orange
municipal
a corporation of the state of New Jersey
having its principal office at
66 Main Street, West Orange, New Jersey 07052

referred to as the Grantor,
AND

Lafayette Sq. Construction Company, L.L.C.

whose post office address is
c/o Steven D. Plofker, Esq.
25 Depot Square
Montclair, New Jersey 07042

referred to as the Grantee.

The words "Grantor" and "Grantee" shall mean all Grantors and all Grantees listed above.

1. **Transfer of Ownership.** The Grantor grants and conveys (transfers ownership of) the property (called the "Property") described below to the Grantee. This transfer is made for the sum of \$26,400.00
Twenty-Six Thousand Four Hundred Dollars and No Cents
The Grantor acknowledges receipt of this money.

2. **Tax Map Reference.** (N.J.S.A. 46:15-1.1) Municipality of **West Orange**
Block No. **140.02** Lot No. **1** Qualifier No. Account No.
☐ No property tax identification number is available on the date of this Deed. (Check Box if Applicable.)

3. **Property.** The Property consists of the land and all the buildings and structures on the land in the **Township** of **West Orange Township** County of **Essex** and State of New Jersey. The legal description is:

☒ Please see attached Legal Description annexed hereto and made a part hereof. (Check Box if Applicable.)

The Property is conveyed subject to the following terms and conditions:

1. Within thirty (30) days, Grantee shall trim the trees on the Property, as directed by the West Orange Township Engineer.
2. The erection of any structure on the Property and development of the Property as a separate building lot is prohibited, in perpetuity. Decorative fencing and landscaping shall be permitted.



Instr# 646246 Carole A. Graves
Recorded/Filed LL 1 Essex County Register
02/13/2002 17:49:2 Bk 5861 Pg 316 #Pgs 4 TO

Consideration:	26400.00	E
County:	0.00	
State:	0.00	
N.P.R.F.:	0.00	
Realty Tax:	0.00	
Fees:	24.00	

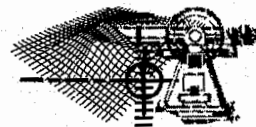
Prepared by: (print signer's name below signature)

Richard S. Schkolnick

Richard S. Schkolnick

(For Recorder's Use Only)





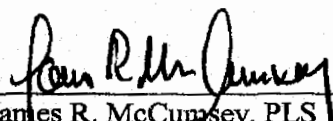
METES AND BOUNDS DESCRIPTION
LOT 1 IN BLOCK 140.02
TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

BEGINNING at a point formed by the intersection of the northerly line of Tax Lot 8 in Block 140.04 and the Township line between West Orange and Montclair, said point being distant northerly, the following three courses from the intersection of the northerly sideline of Virginia Avenue (50 feet wide) with the westerly sideline of Winfield Street (50 feet wide):

- A. Along the westerly sideline of Winfield Street North $31^{\circ} 03' 40''$ East distant 183.67 feet
- B. North $16^{\circ} 40' 40''$ East distant 6.03 feet
- C. North $58^{\circ} 56' 20''$ West distant 10.80 feet and running, thence
 1. Along the northerly line of Tax Lot 8 in Block 140.04 North $58^{\circ} 56' 20''$ West a distance of 109.20 feet to a point; thence
 2. Along the westerly line of Tax Lot 8 in Block 140.04 South $31^{\circ} 03' 40''$ West a distance of 35.47 feet to a point on the northerly line of Tax Lot 9; thence
 3. Along the northerly line of Tax Lots 9, 11, and 13 in Block 140.04 North $75^{\circ} 24' 20''$ West a distance of 98.89 feet to the easterly line of Tax Lot 2; thence
 4. Along the easterly line of Tax Lot 2 in Block 140.02, North $14^{\circ} 35' 40''$ East, a distance of 168.33 feet to a point on the Township Line; thence
 5. Along the Township Line, said line also known as the southerly line of Tax Lot 19 in Block 1101, Township of Montclair, South $37^{\circ} 40' 59''$ East a distance of 270.12 feet to the point of BEGINNING

Lot containing an area of 16, 198 square feet, more or less.

Said lot is shown on a "Boundary Survey" prepared by McCumsey-Petry, dated 12/15/00.


James R. McCumsey, PLS
NJ PLS # 11766

The street address of the Property is:
Rear of Winfield Street at Montclair municipal boundary line

4. **Signatures.** This Deed is signed and attested to by the Grantor's proper corporate officers as of the date at the top of the first page. Its corporate seal is affixed. (Print name below each signature.)

Witnessed or Attested by:

Nancy R. O'Hara
Clerk

By: John McKeon
Mayor

STATE OF NEW JERSEY, COUNTY OF
I CERTIFY that on December 3, 2001

SS:

John McKeon 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 Deed;
- (b) was authorized to and did execute this Deed as **Mayor**
of **The Township of West Orange**

the entity named in this Deed;

- (c) made this Deed for \$ **26,400.00** as the full and actual consideration paid or to be paid for the transfer of title. (Such consideration is defined in N.J.S.A. 46:15-5.); and
- (d) executed this Deed as the act of the entity.

RECORD AND RETURN TO:

Richard S. Schkolnick, Esq.
Rabinowitz, Trenk, Lubetkin & Tully, P.C.
200 Executive Drive
West Orange, New Jersey 07052

Nancy R. O'Hara
(Print name and title below signature)
Nancy R. O'Hara, R.M.C.

or
PARTIAL EXEMPTION
(P.L. 1975, c. 176)

To be recorded with Deed pursuant to P.L. 1968, c. 49, as amended by P.L. 1991, c. 308 (N.J.S.A. 46:15-5 et seq.)

STATE OF NEW JERSEY

COUNTY OF **Essex**

SS:

FOR RECORDER'S USE ONLY	
Consideration \$	
Realty Transfer Fee \$	
Date	By

* Use symbol "C" to indicate that fee is exclusively for county use.

(1) PARTY OR LEGAL REPRESENTATIVE (See Instructions #3, 4 and 5 on reverse side.)

Deponent **Richard D. Trenk, Esq.**, being duly sworn according to law upon his/her oath
(Name)

deposes and says that he/she is the **Grantor** in a deed dated **2/10/02**
(State whether Grantor, Grantee, Legal Representative, Corporate Officer, Officer of Title Co., Lending Institution, etc.)

transferring real property identified as Block No. **140.02** Lot No. **1**

located at **Rear of Winfield Street at Montclair boundary line.**
(Street Address, Municipality, County)

and annexed hereto.

(2) CONSIDERATION (See Instruction #6.)

Deponent states that, with respect to deed hereto annexed, the actual amount of money and the monetary value of any other thing of value constituting the entire compensation paid or to be paid for the transfer of title to the lands, tenements or other realty, including the remaining amount of any prior mortgage to which the transfer is subject or which is to be assumed and agreed to be paid by the grantee and any other lien or encumbrance thereon not paid, satisfied or removed in connection with the transfer of title is \$

(3) FULL EXEMPTION FROM FEE Deponent claims that this deed transaction is fully exempt from the Realty Transfer Fee imposed by P.L. 1968, c. 49 for the following reason(s): Explain in detail. (See Instruction #7.) Mere reference to exemption symbol is not sufficient.

Exemption, 7(b). Grantor is the Township of West Orange, New Jersey, a municipality of the State of New Jersey.

(4) PARTIAL EXEMPTION FROM FEE

NOTE: All boxes below apply to grantor(s) only. ALL BOXES IN APPROPRIATE CATEGORY MUST BE CHECKED. Failure to do so will void claim for partial exemption. (See Instructions #8 and #9.)

Deponent claims that this deed transaction is exempt from the increased portion of the Realty Transfer Fee imposed by P.L. 1975, c. 176 for the following reason(s):

- A) **SENIOR CITIZEN** (See Instruction #8.)
☐ Grantor(s) 62 yrs. of age or over.*
☐ One- or two-family residential premises.
☐ Owned and occupied by grantor(s) at time of sale.
☐ Owners as joint tenants must all qualify except in the case of a spouse.
- B) **BLIND** (See Instruction #8.)
☐ Grantor(s) legally blind.*
☐ One- or two-family residential premises.
☐ Owned and occupied by grantor(s) at time of sale.
☐ No owners as joint tenants other than spouse or other qualified exempt owners.
- DISABLED** (See Instruction #8.)
☐ Grantor(s) permanently and totally disabled.*
☐ One- or two-family residential premises.
☐ Receiving disability payments.
☐ Owned and occupied by grantor(s) at time of sale.
☐ Not gainfully employed.
☐ No owners as joint tenants other than spouse or other qualified exempt owners.

* IN THE CASE OF HUSBAND AND WIFE, ONLY ONE GRANTOR NEED QUALIFY

- C) **LOW AND MODERATE INCOME HOUSING** (See Instruction #8.)
☐ Affordable According to HUD Standards.
☐ Meets Income Requirements of Region.
☐ Reserved for Occupancy.
☐ Subject to Resale Controls.
- D) **NEW CONSTRUCTION** (See Instruction #9.)
☐ Entirely new improvement.
☐ Not previously used for any purpose.
☐ Not previously occupied.

Deponent makes this Affidavit to induce the County Clerk or Register of Deeds to record the deed and accept the fee submitted herewith in accordance with the provisions of P.L. 1968, c. 49.

Subscribed and sworn to before me
this **10th**
day of **January, 2002**

Joyce M. Savio
JOYCE M. SAVIO
A Notary Public of New Jersey
My Commission Expires October 30, 2008

Name of Deponent (sign above line)
Richard D. Trenk, Esq.
Rabinowitz, Trenk, Lubetkin & Tully
200 Executive Drive, Suite 225
West Orange, New Jersey 07062
Address of Deponent

Township of West Orange

Name of Grantor (type above line)

**66 Main Street
West Orange, New Jersey 07062**
Address of Grantor at Time of Sale

FOR OFFICIAL USE ONLY This space for use of County Clerk or Register of Deeds.			
Instrument Number		County	
Deed Number		Book	Page
Deed Dated		Date Recorded	

IMPORTANT - BEFORE COMPLETING THIS AFFIDAVIT, PLEASE READ THE INSTRUCTIONS ON THE REVERSE SIDE HEREOF.
This format is prescribed by the Director, Division of Taxation in the Department of the Treasury, as required by law, and may not be altered without the approval of the Director.

ORIGINAL - To be retained by County.

DUPLICATE - To be forwarded by County to Division of Taxation on partial exemption from fee (N.J.A.C. 18:16 - 8.12)

TRIPPLICATE - Is your file copy.

ORIGINAL AND DUPLICATE COPY MUST BE SUBMITTED WITH DEED TO COUNTY RECORDING OFFICER

R E S O L U T I O N

WHEREAS, the Township of West Orange desires to improve the ballfield at Degnan Park with artificial turf; and

WHEREAS, the Township Council appropriated monies for these improvements in the Township's 2020 Capital Budget; and

WHEREAS, the Township and West Orange Board of Education have used artificial turf products provided by Field Turf, USA, Inc., 175 North Industrial Boulevard, Calhoun, Georgia 30701; and

WHEREAS, the Township and Board of Education are very satisfied with the artificial turf fields using products provided by Field Turf, USA; and

WHEREAS, to maintain consistency and a high level of satisfaction, the Township desires to install a Field Turf artificial turf field for the ballfield at Degnan Park; and

WHEREAS, Field Turf artificial turf products may be acquired and installed through a State approved Cooperative Purchasing Agency known as the Educational Services Commission of New Jersey (ESCNJ), of which the Township is a member, Contract No. 18/19-55; and

WHEREAS, the artificial turf product of Field Turf must be installed on a base surface that meets their specification; and

WHEREAS, the base surface construction and installation of other ballfield amenities were designed and advertised by the Township and competitively bid by a separate contractor; and

WHEREAS, Field Turf USA, Inc. provided a cost proposal dated November 2, 2020 for the artificial turf field at Degnan Park in accordance with ESCNJ Contract 18/19-55; and

WHEREAS, the cost breakdown of the proposal is as follows:

Base Bid	\$234,468.00
Add Alternate No. 2 Cool play top layer	\$23,296.00
Performance & Payment Bonds 1.5% of Contract	\$3,866.46
Total	\$261,630.46

WHEREAS, the cost proposal and product specifications are satisfactory to the Engineering Division and Recreation Department of the Township; and

WHEREAS, sufficient funds exist for these improvements; and

WHEREAS, the Township Council concurs in the foregoing.

NOW, THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange that a contract for the installation of an artificial turf field at Degnan Park associated with the project Ball Field Improvements at Degnan Park be awarded to Field Turf USA, Inc., 175 North Industrial Boulevard, Calhoun, Georgia 30701 in accordance with their proposal dated November 2, 2020 which complies with their contract No. 18/19-55 with a State approved cooperative purchasing agency, Educational Services Commission of New Jersey in the amount of \$261,630.46.

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

Michelle Casalino
Council President

Adopted: November 24, 2020

I hereby certify funds are available from:

<u>2020 Capital Budget</u>
Outdoor Facilities
Account No. 03 2610 20 0400 110
\$261,630.46

John O. Gross, Chief Financial Officer

RESOLUTION

WHEREAS, the Township of West Orange has advertised for bids, pursuant to the New Jersey Local Public Contracts Law (N.J.S.A. 40A:11-1) for the Project Degnan Park Baseball Field Improvements; and

WHEREAS, the work bid under this project is for the preparation of the baseball field for the installation of an artificial turf by a separate contract with Field Turf USA, Inc. of Calhoun, Georgia through the cooperative purchasing agency Educational Services Commission of New Jersey; and

WHEREAS, at the date time and place advertised for the opening of said bids, the Township did receive five bids; and

WHEREAS, the Township Engineer reported that the successful bidder has strictly complied with the bid specifications and is the lowest responsible bidder; and

WHEREAS, the Township Council of the Township of West Orange has considered said bids and has further considered the recommendation of the Township Engineer as to the award of said bid.

NOW, THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange that the contract for the Project Degnan Park Baseball Field Improvements is hereby awarded to:

ZENITH CONSTRUCTION SERVICES, INC.

365 THOMAS BOULEVARD

ORANGE, NJ 07050

in the amount of \$413,000.00

BE IT FURTHER RESOLVED that Certified Checks and/or Bid bonds of all except the lowest responsible bidder be forthwith returned, and the Mayor and Township Clerk be and they hereby are respectively authorized to execute and attest a contract for the foregoing.

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

Michelle Casalino
Council President

Adopted: November 24, 2020

I hereby certify funds are available from:

2020 Capital Budget
Outdoor Facilities
Acct No. 03 2610 20 0400 110
\$413,000.00

John Gross, Chief Financial Officer

DEGNAN PARK BASEBALL FIELD IMPROVEMENTS

BID DATE: TUESDAY, NOVEMBER 17, 2020

1. ZENITH CONSTRUCTION SERVICES, INC. \$413,00.00
365 THOMAS BLVD.
ORANGE, NEW JERSEY 07050
TEL: (973) 674-2500
FAX: (973) 674-2511
CONTACT: NICK NAIK, PRESIDENT
EMAIL: nick@zcsnj.com

2. GREEN VALLEY LANDSCAPING, INC. \$418,780.00
180 CONVENT ROAD
NANUET, N.Y. 10954
TEL: (201) 538-1244
CONTACT: BOGAR RIVERA
EMAIL: BOGAR@GVALLEYPNC.COM

3. YOUR WAY CONSTRUCTION, LLC. \$439,200.00
404 COIT STREET
IRVINGTON, NJ 07111
TEL: 973-849-6614
FAX: 973-900-9184
CONTACT: GIL COSTA
gcosta@ywconstruction.com

4. THE LANDTEK GROUP, INC. \$468,300.00
SWEENEYDALE AVENUE
BAY SHORE, NY 11706
TEL: (631) 691-2381
FAX: (631) 598-8280
CONTACT: LISA BOVE
EMAIL: estimatinggroup@landtekgroup.com

5. ATHLETIC FIELDS OF AMERICA, INC. \$471,777.00
P.O. BOX 252
MONTVILLE, NJ 07045
TEL: (973) 402-6544
CONTACT: CORY BECKLER
EMAIL: Cory@afoa.us

- | | |
|--|--------|
| 6. DRILL CONSTRUCTION
80 MAIN STREET STE 570
WEST ORANGE, NJ 07052
TEL: (973) 736-9350
FAX: (973) 736-3776
CONTACT: DAVID DRILL
EMAIL: david@drillconstruction.com | No Bid |
|
 | |
| 7. SHAUGER PROPERTY SERVICES, INC.
429 DODD STREET
EAST ORANGE, NJ 07017
TEL: (973) 676-2100
CONTACT: LINDA SPAHLE
LSPAHLE@SHAUGER.COM | No Bid |
|
 | |
| 8. DAKOTA EXCAVATING CONTRACTOR INC.
481 HACKENSACK AVE., STE 2B
HACKENSACK, NJ 07601
TEL: (201) 439-1000
FAX: (201) 439-0444
CONTACT: LARRY BASCOM
DAKOTAEXCAVATING@YAHOO.COM | No Bid |
|
 | |
| 9. CONSTRUCT CONNECT, INC.
3825 EDWARDS RD, STE 800
CINCINNATI, OH 45209
TEL: 800-364-2059
FAX# 866-570-8187
Amy.Xie@constructconnect.com | No Bid |
|
 | |
| 10. DEVELOP
411 HACKENSACK AVENUE SUITE 200
HACKENSACK, NJ 07601
TEL: 800-545-2022 EXT. 200
551-221-1607
201-261-1358
t.thomas@developbuilders.com | No Bid |

RESOLUTION

WHEREAS, the Township of West Orange and the West Orange Board of Education desire to replace the artificial turf baseball infield at the West Orange High School Baseball Field which was installed in mid- 2006 as part of a larger artificial turf project consisting of the entire baseball field and multipurpose field; and

WHEREAS, the existing artificial turf field is a Field Turf product manufactured by Field Turf, USA, Inc., 175 North Industrial Boulevard, Calhoun, Georgia 30701; and

WHEREAS, if the existing artificial turf field is replaced with a comparable Field Turf product the existing stone base and drainage system will not need to be replaced; and

WHEREAS, the Township of West Orange and West Orange Board of Education are about to enter into an Interlocal Services Agreement that will designate the Township as the lead agency for this project as well as specify the cost sharing of the project by the two parties; and

WHEREAS, Field Turf artificial turf products may be acquired and installed through a State approved Cooperative Purchasing Agency known as the Educational Services Commission of New Jersey (ESCNJ), of which the Township is a member, Contract No. 18/19-55; and

WHEREAS, Field Turf, USA, Inc. provided a cost proposal dated September 23, 2020 for the artificial turf removal and replacement of the baseball infield at the West Orange High School in accordance with ESCNJ Contract 18/19-55; and

WHEREAS, the cost breakdown of the proposal is as follows:

Base Bid	\$190,427.00
Performance & Payment Bonds 1.5% of Contract	\$2,856.41
Total	\$193,283.41

WHEREAS, the cost proposal and product specifications are satisfactory to the Engineering Division of the Township of West Orange and the West Orange Board of Education; and

WHEREAS, sufficient funds exist for the removal and replacement of the artificial turf baseball infield at the West Orange High School; and

WHEREAS, the Township Council concurs in the foregoing.

NOW, THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange that a contract for the removal and replacement of the artificial turf baseball infield at the West Orange High School be awarded to Field Turf, USA, Inc. 175 North Industrial Boulevard, Calhoun, Georgia 30701 in accordance with their proposal dated September 23, 2020 which complies with their Contract No. 18/19-55 with a State approved cooperative purchasing agency, Educational Services Commission of New Jersey in the amount of \$193,283.41.

BE IT FURTHER RESOLVED that this contract award and subsequent issued of a Purchase Order to Field Turf USA, Inc. is contingent upon the execution of an Interlocal Services Agreement between the Township of West Orange and West Orange Board of Education

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

Michelle Casalino
Council President

Adopted: November 24, 2020

I hereby certify funds are available from:

2020 Capital Budget
Outdoor Facilities
Acct. No. 03 2610 20 0400 120
\$193,283.41

John O. Gross, Chief Financial Officer

PRICING PROPOSAL



WEST ORANGE BASEBALL FIELD

September 23, 2020

FieldTurf USA, Inc. is pleased to present the following proposal. Prices are based on the Educational Services Commission of New Jersey (ESCNJ) program. ESCNJ is a New Jersey State Purchasing Cooperative which secures multi-member agency volume purchasing contracts for the use of schools, municipalities and other government agencies. ESCNJ provides member schools with pre-determined preferential pricing by approved vendors. Since the product has already been bid at the State level, individual schools do not have to duplicate the formal bid process. Contract #ESCNJ 18/19-55

Click the following hyperlink for ESCNJ Due Diligence Documentation: [#ESCNJ 18/19-55](#)

BASE BID Option 1

FIELD NAME	West Orange Baseball field
TURF SYSTEM	Classic HD 2" (FTHD-2)
SQUARE FOOTAGE	25,916 SQF
FIELD MARKINGS	Baseball markings
TOTAL PRICE	\$190,427

BASE BID OPTION 1 PRICE INCLUDES:

- a) Removal and disposal of existing turf and infill
- b) Furnish and install (1) regulation home plate with associated ground anchor
- c) Laser grade existing aggregate base to required finish tolerance
- d) Installation of the artificial in-filled grass surface upon a suitable base
- e) 1 X Baseball Inlaid Sports Markings.
- f) An (5) year 3rd party pre-paid insured warranty on the FieldTurf artificial grass surface; with exception on the home plate area, base paths and pitcher's mound which shall be 2 years instead of (5) years and there is no third party insurance.

BASE BID Option 2

FIELD NAME	West Orange Full Field
TURF SYSTEM	Classic HD 2" (FTHD-2)

PRICING PROPOSAL



SQUARE FOOTAGE	153,508 SQF
FIELD MARKINGS	Baseball markings
TOTAL PRICE	\$812,271

BASE BID OPTION 2 PRICE INCLUDES:

- a) Removal and disposal of existing turf and infill
- b) Furnish and install (1) regulation home plate with associated ground anchor
- c) Laser grade existing aggregate base to required finish tolerance
- d) Installation of the artificial in-filled grass surface upon a suitable base
- e) 1 X Baseball Inlaid Sports Markings.
- f) An (8) year 3rd party pre-paid insured warranty on the FieldTurf artificial grass surface; with exception on the home plate area, base paths and pitcher's mound which shall be 2 years instead of (8) years and there is no third party insurance.

ALTERNATE PRICE

ADD Alternate No. 1:	LUMP SUM
Salvage and bag existing sand/rubber in lieu of Disposal Partial re-use of infill for in new installation **	DEDUCT \$ 0.50/ SQF

ADD Alternate No. 2:	LUMP SUM
Remove existing clay at pitching mound limits Form and pour regulation concrete mound Furnish and install new pitching rubber	ADD \$16,225

ADD Alternate No. 3:	LUMP SUM
Remove existing clay at pitching mound limits Prep, place and compact aggregate base for regulation stone mound Furnish and install new pitching rubber	ADD \$10,817

ADD Alternate No. 4:	LUMP SUM
2 x Soccer inlaid sports markings and 1 X football grid **Applies only to Base bid Option 2	Add \$15,880

PRICING PROPOSAL



- i) Any alteration or deviation from specifications involving extra costs, which alteration or deviation will be provided only upon executed change orders, and will become an extra charge over and above the offered price.
- j) Site security.
- k) Repair or resurfacing existing asphalt parking lot if damaged by truck traffic.
- l) Site restoration, sodding, landscaping or grow-in.
- m) Permit fees, Inspection fees.
- n) A vehicle to tow FieldTurf maintenance equipment.
- o) Performance and Payment Bond fees.
- p) All applicable taxes, Owner to provide tax exemption certificate
- q) All applicable union labor and other labor law levies.
- r) Anything not explicitly noted in the inclusions.

The price is valid for a period of 90 days. The price is subject to increase if affected by an increase in raw materials, freight, or other manufacturing costs, a tax increase, new taxes, levies or any new legally binding imposition affecting the transaction.

*To be eligible for infill reuse, the steps below must be followed to assure quality and performance is met. If the infill passes all FieldTurf testing, the option of infill reuse is plausible. **The contractor responsible for the removal and disposal of the existing field MUST have the ability to reclaim, salvage, and bag 95% of the existing sand and rubber for re-use.**

1. Collection: The first step is to collect some of the infill from the field. Our skilled collection team will remove infill from ~3 square feet using our infill extraction protocol and measure infill depths in several locations;

2. Diagnosis: The collected infill materials will be sent to our Innovation and Performance Center to be analyzed. The testing protocol includes key considerations for the following categories:

- Cleanliness
- Unwanted material
- Shock Attenuation / Gmax
- % Fines
- Infill Mix
- Ability to re-install

Please feel free to reach out to any member of our project team with questions about our offer:

Chelsea Smith

Perry DiPiazza

PRICING PROPOSAL



ADD Alternate No. 4:	LUMP SUM
Performance & Payment Bonds	Add 1.5% to Contract Total

PRODUCT DETAILS

FieldTurf, the worldwide leader in artificial turf, is pleased to offer the FieldTurf Classic HD 2" (FTHD-2) system, with the following product characteristics:

- ▶ **Pile Height:** 2 Inches
- ▶ **Infill Weight:** 3.65lbs sand & 2.6lbs cryo per sq.ft.
- ▶ **Pile Weight:** 30 oz/yd²
- ▶ **Total System Weight:** 951 oz/yd²

FieldTurf has taken the necessary steps to ensure that your project will run smoothly and that the quality promised will be the quality delivered.

PRICE DOES NOT INCLUDE:

- a) The base upon which the FieldTurf artificial turf surface will be placed. FieldTurf shall not be responsible for the stability, the porosity, nor the approval of the base upon which the FieldTurf surface will be installed, the drainage system, nor any construction or modification of existing installations around the fields.
- b) FieldTurf is not altering or improving the existing drainage system under the existing artificial turf limits. No removal, milling, ponding, flooding or repairs within the existing base and drainage system are included and shall remain the responsibility of the owner.
- c) The supply, replacement, installation and/or modification of the existing field edging, perimeter nailer board or existing inner concrete curbing within the artificial turf limits.
- d) The supply and import of additional finish aggregate.
- e) Any costs associated with necessary charges relating to the delineation of the field.
- f) Unless otherwise specified, the price does not include any G-max testing.
- g) The supply of or adjustment to existing manholes, clean-outs or grates and supply of the manhole covers.
- h) The supply of or adjustments to existing manholes, clean-outs or grates, and supply of the manhole covers.

PRICING PROPOSAL



Project Manager

1 (514)375-2566

Chelsea.smith@fieldturf.com

Regional Sales Manager

1 (201)776-7767

Perry.Dipiazza@external.fieldturf.com

Thank you again for your interest in FieldTurf, we look forward to working with you.

A handwritten signature in blue ink, appearing to read "Marie-Christine Raymond".

Per:

Marie-Christine Raymond, Director of Operations
FieldTurf USA, Inc. / Tarkett Sports Canada, Inc.

Please contact Eric Fisher if you have any questions or require additional information regarding FieldTurf's SmartBuy Cooperative Purchasing Program. 888-209-0065, ext. 246 or via e-mail at eric.fisher@fieldturf.com. Be sure to visit our website at www.fieldturf.com



PRICING PROPOSAL



CONDITIONS

Notwithstanding any other document or agreement entered into by FieldTurf in connection with the supply and installation only of its product pursuant to the present bid proposal, the following shall apply:

- a) This bid proposal and its acceptance is subject to strikes, accidents, delays beyond our control and *force majeure*.
- b) FieldTurf's preferred payment terms are as follows: (i) 50% of the Price upon Customer's execution of contract; (ii) 40% of the Price upon shipment of materials from FieldTurf's manufacturing facility; and (iii) Remaining balance of ten percent (10%) upon substantial completion of the field, which shall be achieved when Customer is able to use the field for its intended purpose, even if punchlist items remain and the Certificate of Completion has not been executed by Customer.
- c) Accounts overdue beyond 30 days of invoice date will be charged at an interest rate of 10% per annum.
- d) FieldTurf requires a minimum of 21 days after receiving a fully executed contract or purchase order and final approvals on shop drawings to manufacture, coordinate delivery and schedule arrival of installation crew. Under typical field size and scenario, FieldTurf further requires a minimum of 28 days per field to install the Product subject to weather and *force majeure*.
- e) FieldTurf requires a suitable staging area. Staging area must be square footage of field x 0.12, have a minimum access of 15 feet wide by 15 feet high, and, no more than 100 ft from the site. A 25 foot wide by 25 foot long hard or paved clean surface area located within 50 feet of the playing surface shall be provided for purposes of proper mixing of infill material. Access to any field will include suitable bridging over curbs from the staging area to permit suitable access to the field by low clearance vehicles. Staging area surface shall be suitable for passage with motor vehicles used to transport materials to the site and/or staging area. FieldTurf shall not be liable for any damages to the staging area or its surface unless such damages are caused by FieldTurf's intentional misconduct or negligence.
- f) This proposal is based on a single mobilization. If the site is not ready and additional mobilizations are necessary, additional charges will apply.
- g) Upon substantial completion of FieldTurf's obligations, the Customer shall sign FieldTurf's Certificate of Completion in the form currently in force; to accomplish this purpose, the Customer will ensure that an authorized representative is present at the walk-through to determine substantial completion and acceptance of the field, which may include a list of punch list items.
- h) FieldTurf shall not be a party to any penalty clauses and/or liquidated damages provisions.
- i) FieldTurf shall be entitled to recover all costs and expenses, including attorney fees, associated with collection procedures in the event that FieldTurf pursues collection of payment of any past due invoice.
- j) All colors are to be chosen from FieldTurf's standard colors.

THE TARKETT SPORTS FAMILY - LEADERS IN SPORTS SURFACING



PRESENTATION FIELDTURF - DRAFTER CHECKLIST

PROJECT NAME	WEST ORANGE HIGH SCHOOL BASEBALL REPLACEMENT		
COMPANY	FIELDTURF		
STATE	NJ		
TYPE OF FIELD	HIGH SCHOOL		
TEMPLATE	NFHS		
PRODUCT 1	NONE		
PRODUCT 2	NONE		
PRODUCT 3	NONE		
SPORT		COLOR	STANDARD
BASEBALL		WHITE	NFHS
LOGO COLORS			
ADDITIONAL INFO			
AUGUST 10, 2020			

DATE: AUGUST 10, 2020	ISSUE: PRESENTATION	SHEET: 1/2 FIELD LAYOUT
DRAWN BY: R.V./J.L.	CHECKED BY: J.B.	SCALE: 1"=50'
TOTAL FIELD AREA: 25,918 sq. ft.	PERIMETER: 1687 ft.	



A Tarkett Sports Company

WEST ORANGE HIGH SCHOOL BASEBALL REPLACEMENT WEST ORANGE, NJ



SHORT COLORS:

	BASEBALL
	COMPLETE COLOR NAME: WHITE
	PAINT COLOR NUMBER: WHITE

LEGEND:

	OUTFIELD FIELD GREEN FIELDTURF	8,071 sq. ft.
	INFIELD FIELD GREEN FIELDTURF	6,544 sq. ft.
	INFIELD BROWN FIELDTURF	1,101 sq. ft.
	TOTAL FIELDTURF	25,916 sq. ft.

FIELD LAYOUT NOTES:
BASEBALL MARKINGS ARE 4" WHITE NFHS STANDARDS.
ALL DIMENSIONS TO BE VERIFIED BEFORE ANY CONSTRUCTION BEGINS.

NFHS STANDARDS

APPROVED BY:	PRINTED NAME:
SIGNATURE:	TITLE:
	DATE:

Scale is only accurate when this drawing is printed on 11" X 17" paper.

All Rights Reserved. Confidential Information. No portion of these drawings may be disclosed, used, reproduced, modified or shown, without prior written consent of FieldTurf.

WEST ORANGE HIGH SCHOOL BASEBALL REPLACEMENT WEST ORANGE, NJ

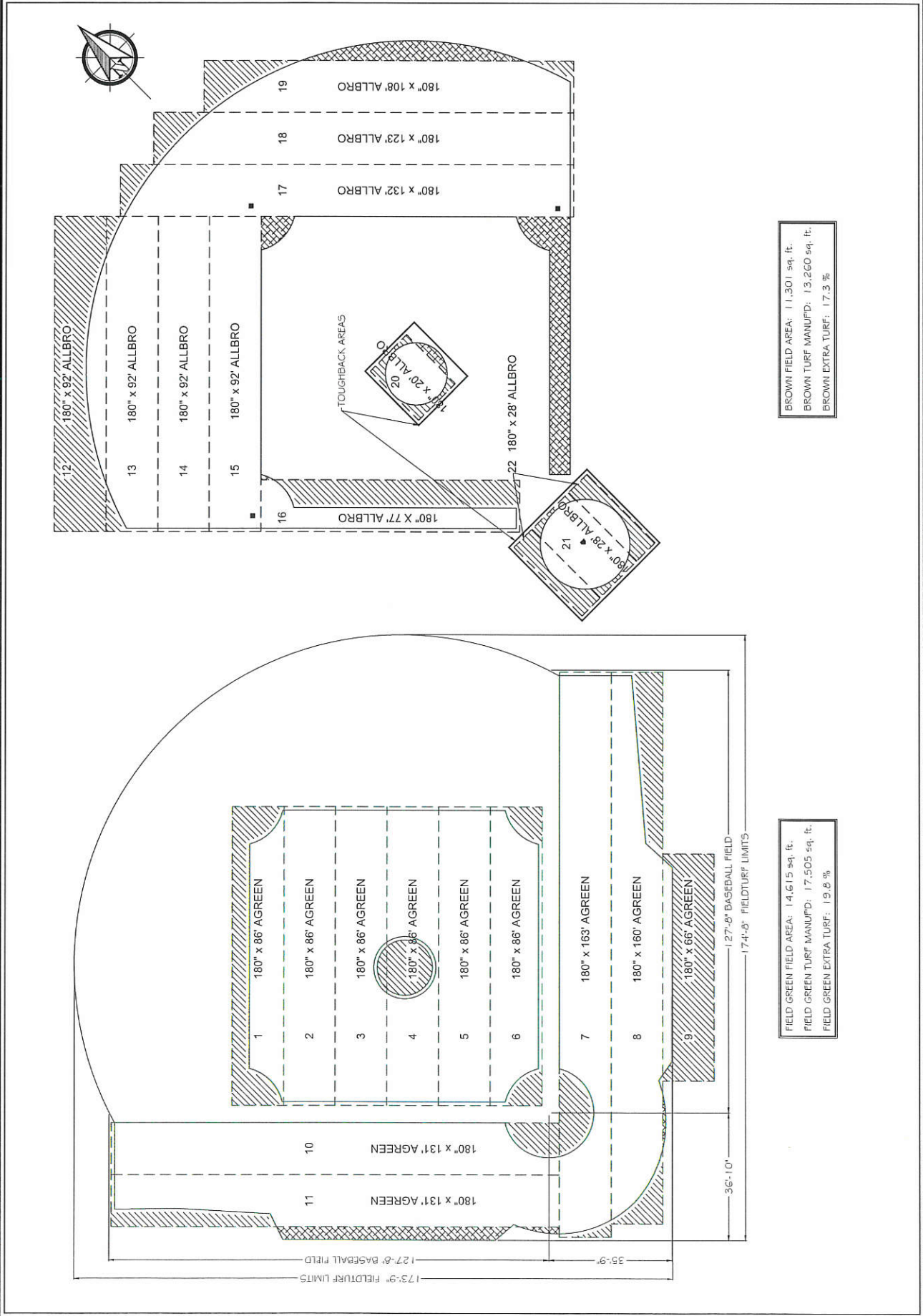
DATE: AUGUST 10, 2020

SHEET: 2/2 WASTAGE



DRAWN BY:	R.V./J.L.
CHECKED BY:	J.B.
SCALE:	1"=25'
TOTAL FIELD AREA:	25,916 sq. ft.
TOTAL TURF MANUPD:	30,765 sq. ft.
TOTAL EXTRA TURF:	18.7 %

Scale is only accurate when this drawing is printed on 11" X 17" paper.



RESOLUTION

**TO AUTHORIZE THE PURCHASE OF A GAZEBO THROUGH THE
EDUCATIONAL SERVICES COMMISSION OF NJ COOPERATIVE FOR THE
OSKAR SCHINDLER PERFORMING ARTS CENTER (OSPAC)**

WHEREAS, the Township of West Orange (Township) maintains the building and grounds at the OSPAC located on 1 Boland Drive; and

WHEREAS, the Gazebo residing on that property is badly damaged by various storms and must be replaced; and

WHEREAS, as a local government unit and a member of the Educational Services Commission of NJ Cooperative (ESCNJ), 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 Ben Shaffer Recreation, Inc, located at 5677 Berkshire Valley Road, Oak Ridge, New Jersey 07438 is under contract with ESCNJ 20/21-22, Co-op #65MCESCCPS and has a suitable structure available for the amount of \$64,381.86 with installation (see Exhibit A).

NOW, THEREFORE BE IT RESOLVED, by the Municipal Council of the Township of West Orange who hereby authorizes the Purchasing Agent, on behalf of the Township, to issue and execute a Purchase Order for \$64,381.86 to Ben Shaffer Recreation Inc with funds certified available by the Chief Financial Officer.

Karen J. Carnevale, Municipal Clerk

Michelle Casalino, Council President

Adopted: November 24, 2020

I hereby certify funds available: Account #03-2610-20-0400-120

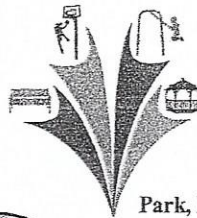
John O. Gross, Chief Financial Officer

EXHIBIT

“A”

Ben Shaffer Recreation Inc

PO Box 844
Lake Hopatcong, NJ, 07849
973-663-2021 Fax 973-663-4615
1-800-953-2021
www.benshaffer.com



BEN
SHAFFER
RECREATION

Park, Playground & Streetscape Solutions
Serving NJ Since 1921



West Orange Recreation
William Kehoe
60 1/2 Cherry Street
West Orange NJ 07052

PROPOSAL

As requested, we are pleased to quote the following
using Bid #: ESCNJ 20/21-22; Co-op #65MCESCCPS:

Date	Proposal #	Terms	Associate
11/3/2020	SHJTQ6273	Net 30	Scott Tumminello

Qty	Part #	Manufacturer	Description	List Price	Disc Price	Ext. Price
1	RG20X30TM-P 4	ICON	Rectangular Gable Shelter Steel Design 2x6 Tongue and Groove Roof Deck Installer to field cut T&G Roof Angles 24 ga Pre-cut Multi-Rib Metal Roof over T&G 4:12 Roof Slope Anchor Bolts & Templates Included*	\$22,751.00	\$21,840.96	\$21,840.96
6	CBC	ICON	Column Base Covers (6) Columns Covers are required if Column base is NOT recessed below finish slab.	\$71.00	\$68.16	\$408.96
1	ECPC	ICON	Ecoat/Powdercoat Frame Only	\$3,656.00	\$3,509.76	\$3,509.76
1	ENG	ICON	Engineering 2 Calculation Books 4 Sets of Drawings Includes Foundation Design*	\$385.00	\$369.60	\$369.60
1	UT_	UT	Standard installation of the above non-playground items to manufacturer specification including 22x34 slab	\$36,037.58	\$36,037.58	\$36,037.58
6	UTRD_	UT	Receive/Unload Delivery. Cost per man-hour.	\$125.00	\$125.00	\$750.00

Defects to the underside of the metal panel including scratching, uneven
color,

discoloration, wear marks are not covered under Icon's warranty.

*Foundation design applies to Icon's standard Pier or
Spread footing. Deviations from Icon's standard foundation
design maybe be subject to additional charges. Icon may
also decline to design or stamp the Foundation design, if a
customer specified Foundation design is requested.

Project: ~~OSLO~~ Park Shelter

Total **\$64,381.86**

*The above items are priced in accordance with Bid #: ESCNJ 20/21-22; Co-op #65MCESCCPS. Freight quotes are honored for 30
days & may need to be updated before order placement.

Approximate delivery time is 12-14 weeks after receipt of order.

Playground Equipment must be installed over a resilient surface.

Prices do not include installation.

IMPORTANT PAYMENT INFORMATION:

Please make your Purchase Order payable to "Ben Shaffer Recreation Inc."

When placing your order, kindly advise whom the trucker should notify to schedule delivery. The trucker will make one contact
and that person must inform any other parties to coordinate delivery.

Standard colors and finish are quoted unless noted. The final count is the responsibility of the contractor/purchaser. Sales tax will
be added if applicable. Freight valid for 30 days.

**RESOLUTION AWARDING A CONTRACT TO VCI EMERGENCY VEHICLE
SPECIALISTS THROUGH USE OF THE H-GAC NATIONAL COOPERATIVE
PURSUANT TO N.J.S.A. 52:34-6.2**

WHEREAS, on July 30, 2019 a devastating crash on 1-280 seriously injured two West Orange Firefighters and caused the complete loss of a West Orange ambulance and the fire engine; and

WHEREAS, the loss of these vehicles has put a strain on the West Orange Fire department in fulfilling its mission to deliver emergency medical services and fire protection to the community; and

WHEREAS, a settlement was reached with the GSMJIF and Travelers Insurance for a reimbursement amount insufficient to fund the purchase of a new ambulance; and

WHEREAS, monies have been appropriated in the capital budget for this ambulance replacement; and

WHEREAS, N.J.S.A. 52:34-6.2 authorizes contracting units to purchase goods or to contract for services through the use of a nationally recognized and accepted cooperative purchasing agreement that has been developed utilizing a competitive bidding process by another contracting unit with the State of New Jersey or within any other state, when available; and

WHEREAS, the Houston-Galveston Area Council (H-GAC) is a regional planning commission and political subdivision of the State of Texas operating under Chapter 391, Texas Local Government Code; and

WHEREAS, the Township Council, by Resolution No.178-14 dated September 23, 2014, authorized membership with said H-GAC, a recognized National Cooperative, thus becoming a member; and

WHEREAS, the Purchasing Agent published on October 8, 2020 a Notice of Intent, pursuant to the Local Finance Notice 2012-10 to utilize the H-GAC Cooperative Contract No. AM10-20 to purchase One (1) Type 1, Ford F550, Model 603 Ambulance and provided a comment period to allow vendors a mechanism to provide alternate proposals; and

WHEREAS, there were no responses from other vendors; and

WHEREAS, the Township's Fire Department did due diligence comparing multiple companies on the H-GAC Cooperative contract AM10-20 for an ambulance and recommends the VCI Emergency Vehicle Specialists Company, located 43 Jefferson Avenue, Berlin, New Jersey 08009, as the best company to meet the Fire Departments needs and budget (see Exhibit "A").

NOW, THEREFORE BE IT RESOLVED, by the West Orange Township Council the following:

1. The Township shall receive from VCI Emergency Vehicle Specialists all supplemental documentation which complies with the laws of the State of New Jersey for entities awarded a contract by a public entity.
2. The Township Purchasing Agent be authorized to enter into a contract on behalf of the Township and a purchase order issued.
3. The Township's Chief Financial Officer certifies sufficient funds are available for said procurement in the amount of \$232,873.00

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

Michelle Casalino
Council President

Adopted: November 24, 2020

I hereby certify funds available from the following accounts:

Capital Account No. 03-2610-20-0600-110	\$100,000.00
Capital Account No. 03-2610-20-0600-160	\$ 50,000.00
General Funds No. 01-1169	\$ 82,873.00

John O. Gross, Chief Financial Officer

EXHIBIT

“A”



CONTRACT PRICING WORKSHEET

For Standard Equipment Purchases

Contract
No.:

AM10-20

Date
Prepared:

11/3/2020

This Form must be prepared by Contractor, and provided to End User to attach to Purchase Order, with copy to H-GAC.
The H-GAC administrative fee shall be calculated and shown as a separate line item. Please type or print legibly.

Buying Agency:	West Orange Fire Department	Contractor:	VCI Emergency Vehicle Specialists
Contact Person:	Damon Stuart	Prepared By:	Rich Bohny
Phone:	973-325-4175	Phone:	1-800-394-2162
Fax:		Fax:	856-768-6933
Email:		Email:	rich_bohny@vciambulances.com
Product Code:	AM20KA07	Description:	TYPE 1, FORD F550, MODEL 603

A. Product Item Base Unit Price Per Contractor's H-GAC Contract: 188104.00

B. Published Options - Itemize below - Attach additional sheet(s) if necessary - Include Option Code in description if applicable.

(Note: Published Options are options which were submitted and priced in Contractor's bid.)

Description	Cost	Description	Cost
CHAS0080 - STAINLESS STEEL WHEEL COVERS	490.00	CHAS0056 - MUD FLAPS, REAR,	139.00
CHAS0066 - REAR DOCK BUMPERS	100.00	CHAS0077 - RUNNING BOARDS: STAR PUNCHED	530.00
CHAS0022 - ENERGY ABSORBING REAR BUMPER (FIXED OR FLIP-UP)	2396.00	CHAS0049 - LIQUID SPRING SUSPENSION	12653.00
CHAS0034 - FRONT STABILIZER BAR: FORD F-SERIES & RAM	843.00	BOD0018 - DIVIDER ADJ VERTICAL COMPT	416.00
BOD0005 - ADJUSTABLE SHELF, EXTERIOR COMPARTMENT (5)	1125.00	BOD0025 - DOUBLE STEP CURBSIDE ENTRY, 6" DROP SKIRT	958.00
BOD0020 - DIVIDER FIXED VERTICAL COMPT	308.00	PAINT021 - STRIPE: BOTTOM HALF	1968.00
BOD0078 - STAIR CHAIR POCKET	203.00	Subtotal From Additional Sheet(s):	23158.00
CAB0015 - CABINET DIVIDER, VERTICAL (EACH) (12)	156.00	Subtotal B:	45443.00

C. Unpublished Options - Itemize below / attach additional sheet(s) if necessary.

(Note: Unpublished options are items which were not submitted and priced in Contractor's bid.)

Description	Cost	Description	Cost
Re-upholster the chassis seats with vinyl	1694.00	The chassis bulkhead wall and closeouts will be covered in vinyl ILO carpet.	863.00
CHASSIS TO BE GAS ENGINE ILOS	-6313.00	TELESCOPIC LIGHT, KWIK-RAZE 500 WATT STREETSIDE	1282.00
55' Whelen Freedom LED Bar	3705.00	Subtotal From Additional Sheet(s):	1282.00
		Subtotal C:	2513.00

Check: Total cost of Unpublished Options (C) cannot exceed 25% of the total of the Base Unit Price plus Published Options (A+B).

For this transaction the percentage is:

1%

D. Other Cost Items Not Itemized Above (e.g. Installation, Freight, Delivery, Etc.)

Description	Cost	Description	Cost
GRAPHICS AND SETUP ITEMS	8000.00		
		Subtotal D:	8000.00

E. Total Cost Before Any Applicable Trade-In / Other Allowances / Discounts (A+B+C+D)

Quantity Ordered:	1	X Subtotal of A + B + C + D:	244060.00	=	Subtotal E:	244060.00
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F. H-GAC Fee Calculation (From Current Fee Tables)

Subtotal F: 1000.00

G. Trade-Ins / Other Allowances / Special Discounts

Description	Cost	Description	Cost
Ford Fleet Incentive Code: #QA664	-4600.00	VCI HGAC CONTRACT DISCOUNT	-7587.00
		Subtotal G:	-12187.00

Delivery Date:

H. Total Purchase Price (E+F+G):

232873.00

11/3/2020

ADDITIONAL PUBLISHED OPTIONS

Description	Cost	Description	Cost
CAB0033 - FIXED SHELF, INTERIOR CABINET (2)	250.00	CAB0005 - ADJUSTABLE SHELF, INTERIOR CABINET (5)	625.00
CAB0052 - LIFT UP CABINET FRAMES INTERIOR (PER CABINET) (2)	582.00	WARN0013 - WARNING LIGHT STRIP, EXT. DOOR (8)	1536.00
CAB0056 - MANSAVER BAR AT HEAD OF BENCH:	663.00	LIGHT045 - SCENE LIGHT, WHELEN 900 SERIES HALOGEN (EACH) (-2)	-538.00
CAB0013 - CAB TO MODULE PASSTHROUGH WINDOW	322.00	COT0012 - STAT TRAC	2510.00
LIGHT074 - WHELEN TAL85, EIGHT LED	1016.00	WARN0022 - WHELEN 900 SERIES HALOGEN (ALL COLORS) (-8)	-1760.00
WARN0023 - WHELEN 900 SERIES LED (ALL COLORS) (10)	4470.00	WARN0020 - WHELEN 700 SERIES LED (ALL COLORS) (4)	1232.00
WARN0021 - WHELEN 700 SERIES LED (SPLIT COLOR) (2)	718.00	CHAS0001 - AIR HORNS: UNDER BUMPER	3232.00
AUD0003 - SIREN, FEDERAL EQ2B	2305.00	WARN0015 - WHELEN 500 TIR6 LED (SINGLE COLOR) (2)	1034.00
AUD0025 - SPEAKERS: CAST PRODUCTS SAD3805 & SAP3805 RECESSED, BUMPER	822.00	LIGHT038 - RUNNING BOARD LIGHTS, WHELEN PAR 16 L.E.D.	305.00
LIGHT043 - SCENE LIGHT, 900 SERIES, LED (EACH) (4)	2880.00	LIGHT030 - LOAD LIGHTS WHELEN 700 SERIES LED	954.00
		TOTAL	23158.00

ADDITIONAL UNPUBLISHED OPTIONS

Description	Cost	Description	Cost
TELESCOPIC LIGHT, KWIK-RAZE 500 WATT CURBSIDE	1282.00		
		TOTAL	1282.00

RESOLUTION

WHEREAS, the Essex County Division of Senior Services provides a grant for the partial funding of a Senior Citizen Public Health Visiting Nurse (the “Grant”); and

WHEREAS, the Grant provides twenty-five percent (25%) of the costs, or \$16,127, for the Senior Citizen Public Health Visiting Nurse for the period of January 1, 2021 through December 31, 2021; and

WHEREAS, the Essex County Division of Senior Services requires the execution of an Agreement for the award of the Grant, annexed hereto as Exhibit “A” (the “Agreement”); and

WHEREAS, the Township has previously participated in this grant provided by the Essex County Division of Senior Services; and

WHEREAS, the Health Officer has reviewed the Agreement and recommends its approval and execution; and

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

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

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

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

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

Michelle Casalino
Council President

Adopted: November 24, 2020

Exhibit “A”



**COUNTY OF ESSEX
DEPARTMENT OF CITIZEN SERVICES**

**DIVISION OF SENIOR SERVICES
CONTRACT YEAR 2021**

CONTRACT

NUMBER/PROJECT: 45502214 -Visiting Nurse

GRANTEE:

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

**OPERATING
DIVISION(S):**

**Essex County Division of Senior
Services**

**SERVICE
AREA:**

West Orange

Contract # 45502214

Schedule A

PROJECT PERSONNEL

Staff position requested under this grant:

Loucel Osias, Public Health Nurse to provide visiting nursing services and follow-ups to the target senior population in the Township of West Orange and the Borough of Essex Fells with funding support from the Essex County Division of Senior Services.

Percent of time devoted to the proposed program - 100%

Percent of time funded by Division of Senior Services requests - 25%

Theresa M. De Nova, Health Officer, Project Director/ Fiscal Reporting Responsibility Susan Iovino, Sr. Public Health Nurse, Administrative Contact Person & Programmatic reporting responsibility

The West Orange Health Department will manage and supervise the activities proposed in this grant with the same policies and administrative procedures set forth by the Health Officer in the operation of the West Orange Health Department. The Health Officer, as well as the Sr. Public Health Nurse will monitor and evaluate the services provided by this proposal with special emphasis on quality, client satisfaction performance levels and achieving goals and objectives.

The West Orange Health Department will continue to reach the numbers projected in this proposal and continue to interface with the other community agencies within the service area. As the lead agency in this proposal the Nursing Division has access to all the Health Department's data bases so as to share statistics and program accomplishments. Computer systems will be used as a method to accurately maintain records, and detail a method by which monthly reports will be submitted to the Division of Senior Services via computer, mail or delivery. The Nursing Division will be responsible to maintain individual client records, data management and preparation of reports. This division will also follow all confidential patient guidelines as set and mandated by Federal and State laws. The West Orange Health Department will utilize their statistics and data base to assist in the identification of health status and problems in the senior community. This data will allow us to determine the health profile of our target population and address the findings appropriately.

ORGANIZATIONAL CHART

**West Orange Health Department
Division of Nursing**

Theresa M. DeNova, Health Officer

Michael A. Fonzino, Chief REHS

Susan Iovino, SR. Public Health Nurse

Public Health Nurse

Consulting Physicians

Clerical Staff

Schedule B
Program Objectives

Grant Number: 45502214

Funding Source: Older American Act Title III B

Service: Visiting Nurse

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

Service Unit: Each Visit

The Division agrees to pay the Agency the sum not to exceed **\$16,127.00** as detailed in the final approved budget.

Goal Statement: To develop and coordinate a dual community work plan to provide a comprehensive network of visiting nurse services to the target population of older adults living within the service area of the West Orange Health Department for the period of January 1, 2021 to December 31, 2021.

Objective #1:

To provide for the administration of the Essex County Division of Senior Services to the West Orange Visiting Nursing Service at a cost of \$16,127.

Activities:

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

Goal #2: To ensure that comprehensive visiting nurse services are available to the older adult population residing in the West Orange Health Department service area with specific emphasis placed on the target population criteria set by the Essex County Division of Senior Services for the period of January 1, 2021 to December 2021. The program will serve older adults (60 plus) throughout the service area and include all service components as recommended and required by the Essex County Program Specifications-Service Definition, Components and Standards.

Objective #2:

To provide 103 nursing visits to approximately 57 targeted older adults residing in the West Orange Health Department service area each year. It is the intention to provide each older adult contact with a functional assessment, as well as counseling, referral assistance, networking, education, and the monitoring of future progress during each visiting nurse contact.

Activities:

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

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

Objective #3:

To provide nursing visits to the West Orange Department service area and necessary follow-up visits by Public Health Nurses designated by the lead community under the jurisdiction of the Project Director and Senior Public Health Nurse to include the target population of the service area.

Goal #4: To provide emergency services to homebound residents and participate with the Township and County Emergency Management Offices.

Objective #4:

To reach out to homebound residents during times of emergency to assist them with vital services, such as utilities, medications and comforts of living.

Goal #5: To reach out to homebound clients via telephone during the COVID pandemic.

Goal #6: To supply homebound residents with emergency information and emergency supplies funded by Essex County Division of Senior Services.

Community Service Area:

The Borough of Essex Fells

The Township of West Orange

BUDGET SUMMARY PAGE
SCHEDULE C

Contract Name: West Orange, Township of Health Department			
Contract Number: 45502214			
Contract Year: 1/1/21 - 12/31/21			
	Percentage	Dollar Amount	
A. Total Project Costs	100.00%	16,291	
B. Project Income		164	
C. NSIP		0	
D. Project Net Costs		16,127	
E. Local Non-Federal Participation	0.00%	0	
F. Funds Granted	100.00%	16,127	
G. Initial Allocation	50.00%	8,064	
1. Personnel	Cash	In-Kind	Total
Public Health Nurse	16,127	0	16,127
Sub-Total	16,127	0	16,127
2. Consultant & Contract	Cash	In-Kind	Total
	0		0
Sub-Total	0	0	0
3. Travel	Cash	In-Kind	Total
	0		0
Sub-Total	0	0	0

BUDGET SUMMARY PAGE
SCHEDULE C

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

BUDGET SUMMARY PAGE
SCHEDULE C

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

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

BUDGET SUMMARY PAGE
SCHEDULE C

Grant # 45502214 West Orange, Township of Health Department		
Project Cost	Number of Units	Unit Cost (Proj. Cost/Number of Units)
\$16,291	103	\$158.16505

Personnel	16,127
Consultant Contract	0
Travel	0
Food	0
Building Space	0
Printing and Office Supplies	0
Equipment	0
Other Costs	164
TOTAL COST	16,291

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

07-455-02 West Orange Township of

100% Allocation

8. Other Costs	Cash	In-Kind	Total
Flu Vaccine	164		164
Sub-Total	164	0	164

CONTRACT SIGNATURES AND DATES:

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

ATTEST:

COUNTY OF ESSEX

Deborah Davis Ford, Freeholder Clerk
Essex County Board of Chosen Freeholders

BY: _____ DATE: _____
Joseph N. DiVincenzo, Jr.
Essex County Executive

ATTEST:

GRANTEE: ***West Orange Township***

DATE _____

BY: _____ DATE _____
Robert D. Parisi
MAYOR

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

BY: _____ DATE _____
County Counsel
Office of County Counsel

BY: _____ DATE _____
Anibal Ramos, Department Director
Department of Citizen Services

BY: _____ DATE _____
Maurice J. Brown, Director
Division of Senior Services

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 \$720,000.00 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.

Robert D. Parisi, Mayor

Michelle Casalino, Council President

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

Introduced : November 10, 2020

Adopted : November 24, 2020

Re: TOWNSHIP OF WEST ORANGE

\$720,000 SPECIAL EMERGENCY ORDINANCE & RESOLUTION
PAYMENT OF CONTRACTUALLY REQUIRED SEVERANCE
LIABILITIES

- 1 Certified copy of the minutes of the meeting of the Township Council held on ___/___/___ showing introduction of the ordinance.
- 2 Affidavit of Publication in local newspaper following introduction of the ordinance.
- 3 Certified copy of the minutes of the meeting of the Township Council held on ___/___/___ showing public hearing and final adoption of the ordinance.
- 4 Affidavit of Publication in local newspaper following final adoption of the ordinance.
- 5 Clerk's Certificate executed no sooner than 21 days following final publication of the ordinance.
- 6 Certified copy of the minutes of the meeting of the Township Council held on ___/___/___ showing adoption of special emergency note resolution.

BELOW FOR McMANIMON, SCOTLAND & BAUMANN, LLC USE ONLY

Posted: ___/___/___

Reviewed By: _____

Mayor's Approval: ___/___/___

Amends/Amended By: Ord. # _____ F/A: ___/___/___

Amendment: _____

Supplements/Supplemented By: Ord. # _____ F/A: ____/____/____
Original Authorization: \$_____/ \$_____

Authorization for CFO to Sell Notes: X Yes No
Resolution Authorizing CFO to Sell Notes: F/A / /

=====

[illegible]

EXTRACT from the minutes of a _____ meeting of the Township Council of the Township of West Orange, in the County of Essex, New Jersey held at the _____ in the Township on _____, 20____ at _____ o'clock _____.m.

PRESENT:

ABSENT:

[Attach appropriate minutes hereto]

CERTIFICATE

I, Karen J. Carnevale, Clerk of the Township of West Orange, in the County of Essex, State of New Jersey, HEREBY CERTIFY that the foregoing annexed extract from the minutes of a meeting of the governing body of the Township duly called and held on _____, 20__ has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of the Township this _____ day of _____, 20__.

Karen J. Carnevale, Clerk

(SEAL)

EXTRACT from the minutes of a _____ meeting of the Township Council
of the Township of West Orange, in the County of Essex, New Jersey held at the
_____ in the Township on _____, 20____ at _____ o'clock
____.m.

PRESENT:

ABSENT:

[Attach appropriate minutes hereto]

CERTIFICATE

I, Karen J. Carnevale, Clerk of the Township of West Orange, in the County of Essex, State of New Jersey, HEREBY CERTIFY that the foregoing annexed extract from the minutes of a meeting of the governing body of the Township duly called and held on _____, 20__ has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of the Township this _____ day of _____, 20__.

Karen J. Carnevale, Clerk

(SEAL)

CLERK'S CERTIFICATE

I, Karen J. Carnevale, Clerk of the Township of West Orange, in the County of Essex, State of New Jersey, HEREBY CERTIFY as follows:

1. I am the duly appointed Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (herein called the "Township"). In this capacity, I have the responsibility to maintain the minutes of the meetings of the governing body of the Township and the records relative to all ordinances and resolutions of the Township. The representations made herein are based upon the records of the Township.

2. Attached hereto is a true and complete copy of an ordinance passed by the governing body of the Township on first reading on _____, 20__ and finally adopted by the governing body on _____, 20__ and, where necessary, approved by the Mayor on _____, 20__.

3. Attached hereto is a true and complete copy of a resolution passed by the governing body of the Township on _____, 20__.

4. On _____, 20__ a copy of the ordinance and a notice that copies of the ordinance would be made available to the members of the general public of the municipality who requested copies, up to and including the time of further consideration of the ordinance by the governing body, was posted in the principal municipal building of the

Township at the place where public notices are customarily posted. Copies of the ordinance were made available to all who requested them.

5. A certified copy of this ordinance and a certified copy of the resolution has been filed with the Director of the Division of Local Government Services.

6. After final passage, the ordinance, a copy of which is attached hereto, was duly published on _____, 20__.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of the Township this _____ day of _____, 20__.

Karen J. Carnevale, Clerk

[SEAL]

NOTICE OF PENDING ORDINANCE AND SUMMARY

The ordinance, the summary terms of which are included herein, was introduced and passed upon first reading at a meeting of the governing body of the Township of West Orange, in the County of Essex, State of New Jersey, on _____, 20____. It will be further considered for final passage, after public hearing thereon, at a meeting of the governing body to be held at the _____, in the Township on _____, 20____ at _____ o'clock __.m. During the week prior to and up to and including the date of such meeting, copies of the full ordinance will be available at no cost and during regular business hours at the Clerk's office for the members of the general public who shall request the same. The summary of the terms of such bond ordinance follows:

Title: 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

Purpose: To pay contractually required severance liabilities resulting from the layoff and/or retirement of Township employees

Appropriation: \$720,000

Karen J. Carnevale, Clerk

This Notice is published pursuant to N.J.S.A. 40:49-2(a).

ORDINANCE STATEMENT AND SUMMARY

The ordinance, the summary terms of which are included herein, has been finally adopted by the Township of West Orange, in the County of Essex, State of New Jersey on _____, 20____. Copies of the full ordinance are available at no cost and during regular business hours, at the Clerk's office for members of the general public who request the same. The summary of the terms of such ordinance follows:

Title: 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

Purpose: To pay contractually required severance liabilities resulting from the layoff and/or retirement of Township employees

Appropriation: \$720,000

Karen J. Carnevale, Clerk

This Notice is published pursuant to N.J.S.A. 40:49-2(d).

**REFUNDING BOND ORDINANCE PROVIDING FOR THE
REFUNDING OF ALL OR A PORTION OF THE
OUTSTANDING GENERAL OBLIGATION BONDS, SERIES
2011, OF THE TOWNSHIP OF WEST ORANGE, IN THE
COUNTY OF ESSEX, NEW JERSEY, APPROPRIATING
\$4,500,000 THEREFOR AND AUTHORIZING THE ISSUANCE
OF \$4,500,000 REFUNDING BONDS OF THE TOWNSHIP
FOR FINANCING THE COST THEREOF**

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

Section 1. The Township of West Orange, in the County of Essex, New Jersey (the "Township") is hereby authorized to refund all or a portion of the outstanding General Obligation Bonds, Series 2011, of the Township, dated May 26, 2011, issued in the original principal amount of \$11,505,000 (the "2011 Bonds"). The 2011 Bonds maturing on or after May 1, 2022 (the "Refunded Bonds") may be redeemed at the option of the Township in whole or in part on any date on or after May 1, 2021 (the "Redemption Date") at a redemption price equal to 100% of such Refunded Bonds, plus unpaid accrued interest, if any, to the Redemption Date.

Section 2. In order to finance the cost of the purpose described in Section 1 hereof, negotiable refunding bonds (the "Refunding Bonds") are hereby authorized to be issued in the aggregate principal amount not to exceed \$4,500,000 pursuant to the Local Bond Law of the State of New Jersey.

Section 3. An aggregate amount not exceeding \$150,000 for items of expense listed in and permitted under N.J.S.A. 40A:2-51(b) has been included in the aggregate principal amount of Refunding Bonds authorized herein.

Section 4. The supplemental debt statement required by the Local Bond Law has been duly prepared and filed in the office of the Clerk, and a complete executed duplicate thereof has been filed in the office of the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey. Such statement shows that the gross debt of the Township as defined in the Local Bond Law is increased by the \$4,500,000 amount of the Refunding Bonds authorized by this refunding bond ordinance and that an amount representing the \$4,250,000 principal amount of the bonds to be refunded will be deductible from gross debt. The obligations authorized herein will be within all debt limitations prescribed by the Local Bond Law.

Section 5. The purpose of the refunding is to effect an interest cost savings for the Township. The issuance of the refunding bonds shall comply with the conditions required by N.J.A.C. 5:30-2.5(a). The present value savings must be at least 3% of the par amount of the refunded bonds. The amount of the annual debt service payment on the refunding bonds shall not exceed the amount of the annual debt service payment due on the refunded bonds. The final maturity of the refunding bonds shall not extend past the budget year in which the refunded bonds were due. The savings shall be substantially level across the life of the bond issue to the extent practicable.

Section 6. The Mayor, the Chief Financial Officer, the Township Clerk and other appropriate representatives of the Township are hereby authorized to prepare such documents, to publish such notices and to take such other actions as are necessary or desirable to enable the Township to prepare for the sale and the issuance of the Refunding Bonds authorized herein and to provide for the redemption of the Refunded Bonds referred to in Section 1 hereof.

Section 7. This refunding bond ordinance shall take effect 20 days after the first publication thereof after final adoption, as provided by law.

Robert D. Parisi, Mayor

Michelle Casalino, Council President

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

Introduced: November 10, 2020

Adopted : November 24, 2020

Re: Township of West Orange

\$4,500,000 Refunding Bond Ordinance

- 1 Certified copy of the Supplemental Debt Statement prepared as of the date of introduction of the bond ordinance, together with the electronic confirmation of filing provided by the Division of Local Government Services and evidence of filing in the Clerk's Office.
- 2 Certified copy of the minutes of the meeting of the Township Council held on November 10, 2020 showing introduction of the ordinance.
- 3 Affidavit of Publication in local newspaper following introduction of the ordinance.
- 4 Certified copy of the minutes of the meeting of the Township Council held on November 24, 2020 showing public hearing and final adoption of the ordinance.
- 5 Affidavit of Publication in local newspaper following final adoption of the ordinance.
- 6 Clerk's Certificate executed no sooner than 21 days following final publication of the ordinance.

BELOW FOR McMANIMON, SCOTLAND & BAUMANN, LLC USE ONLY

Posted: __/__/____ Useful Life: N/A Reviewed By: ____

Section 51(b) Costs: \$150,000 Mayor's Approval: __/__/____

Amends/Amended By: Ord. # _____ F/A: __/__/____

Amendment: _____

Supplements/Supplemented By: Ord. # _____ F/A: __/__/____

Original Appropriation/Authorization: \$ _____/\$ _____

Authorization for CFO to Sell Bonds: X Yes No

Resolution Authorizing CFO to Sell Bonds: F/A /____/____

Grant Moneys Expected: N/A

=====

BONDS ISSUED HEREUNDER

DEBT STATEMENT CERTIFICATE

I, Karen J. Carnevale, Clerk of the Township of West Orange in the County of Essex, New Jersey (herein called the "Township"), HEREBY CERTIFY that annexed hereto is a true and complete copy of the Supplemental Debt Statement of the Township that was prepared as of November 10, 2020 by John Gross, who was then Chief Financial Officer of the Township, and filed in my office on November 10, 2020, and that a complete, executed copy of such statement was filed in the office of the Director of the Division of Local Government Services of the State of New Jersey on _____, 2020.

IN WITNESS WHEREOF, I have hereunto set my hand and the seal of the Township this _____ day of _____, 2020.

Karen J. Carnevale, Clerk

(SEAL)

**[ATTACH SUPPLEMENTAL DEBT STATEMENT ALONG WITH
EMAIL TO/FROM DLGS FILING SUPPLEMENTAL DEBT STATEMENT]**

EXTRACT from the minutes of a regular meeting of the Township Council of the Township of West Orange, in the County of Essex, New Jersey held at the _____ in the Township on November 10, 2020 at __ o'clock __.m.

PRESENT:

ABSENT:

[Attach appropriate minutes hereto]

CERTIFICATE

I, Karen J. Carnevale, Clerk of the Township of West Orange, in the County of Essex, State of New Jersey, HEREBY CERTIFY that the foregoing annexed extract from the minutes of a meeting of the Township Council duly called and held on November 10, 2020 has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of the Township this _____ day of _____, 2020.

Karen J. Carnevale, Clerk

(SEAL)

EXTRACT from the minutes of a special meeting of the Township Council of the Township of West Orange, in the County of Essex, New Jersey held at the _____ in the Township on November 24, 2020 at __ o'clock __.m.

PRESENT:

ABSENT:

[Attach appropriate minutes hereto]

CERTIFICATE

I, Karen J. Carnevale, Clerk of the Township of West Orange, in the County of Essex, State of New Jersey, HEREBY CERTIFY that the foregoing annexed extract from the minutes of a meeting of the Township Council duly called and held on November 24, 2020 has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of the Township this _____ day of _____, 2020.

Karen J. Carnevale, Clerk

(SEAL)

CLERK'S CERTIFICATE

I, Karen J. Carnevale, Clerk of the Township of West Orange, in the County of Essex, State of New Jersey, HEREBY CERTIFY as follows:

1. I am the duly appointed Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (herein called the "Township"). In this capacity I have the responsibility to maintain the minutes of the meetings of the governing body of the Township and the records relative to all ordinances and resolutions of the Township. The representations made herein are based upon the records of the Township.

2. Attached hereto is a true and complete copy of an ordinance passed by the governing body of the Township on first reading on November 10, 2020 and finally adopted by the governing body on November 24, 2020 and approved by the Mayor on _____.

3. On _____ a copy of the ordinance and a notice that copies of the ordinance would be made available to the members of the general public of the municipality who requested copies, up to and including the time of further consideration of the ordinance by the governing body, was posted in the principal municipal building of the Township at the place where public notices are customarily posted. Copies of the ordinance were made available to all who requested them.

4. A certified copy of this ordinance and a copy of the amended capital budget form has been filed with the Director of the Division of Local Government Services.

5. After final passage, the ordinance, a copy of which is attached hereto, was duly published on _____, 2020. No protest signed by any person against making the improvement or incurring the indebtedness authorized therein, nor any petition requesting that a referendum vote be taken on the action proposed in the ordinance has been presented to the governing body or to me or filed in my office within 20 days after the publication or at any other time after the final passage thereof.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of the Township this _____ day of _____, 2020.

Karen J. Carnevale, Clerk

[SEAL]

NOTICE OF PENDING BOND ORDINANCE AND SUMMARY

The bond ordinance, the summary terms of which are included herein, was introduced and passed upon first reading at a meeting of the governing body of the Township of West Orange, in the County of Essex, State of New Jersey on _____, 2020. It will be further considered for final passage, after public hearing thereon, at a meeting of the governing body to be held at the _____, in the Township on _____, 2020 at _____ o'clock __.m. During the week prior to and up to and including the date of such meeting, copies of the full bond ordinance will be available at no cost and during regular business hours at the Clerk's office for the members of the general public who shall request the same. The summary of the terms of such bond ordinance follows:

Title: **REFUNDING BOND ORDINANCE PROVIDING FOR THE REFUNDING OF ALL OR A PORTION OF THE OUTSTANDING GENERAL OBLIGATION BONDS, SERIES 2011, OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, NEW JERSEY, APPROPRIATING \$4,500,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF \$4,500,000 REFUNDING BONDS OF THE TOWNSHIP FOR FINANCING THE COST THEREOF**

Purpose: Refund all or a portion of the \$4,250,000 outstanding callable General Obligation Bonds, Series 2011, of the Township, issued in the original principal amount of \$11,505,000 and dated May 26, 2011, which amount matures on May 1 in each of the years 2022 through 2026, inclusive, which will provide debt service savings to the Township

Appropriation: \$4,500,000

Bonds/Notes Authorized: \$4,500,000

N.J.S.A. 40A:2-51(b) Costs: \$150,000

Karen J. Carnevale, Clerk

This Notice is published pursuant to N.J.S.A. 40A:2-17.

BOND ORDINANCE STATEMENT AND SUMMARY

The bond ordinance, the summary terms of which are included herein, has been finally adopted by the Township of West Orange, in the County of Essex, State of New Jersey on _____, 2020, and the 20 day period of limitation within which a suit, action or proceeding questioning the validity of such bond ordinance can be commenced, as provided in the Local Bond Law, has begun to run from the date of the first publication of this statement. Copies of the full bond ordinance are available at no cost and during regular business hours at the Clerk's office for members of the general public who request the same. The summary of the terms of such bond ordinance follows:

Title: **REFUNDING BOND ORDINANCE PROVIDING FOR THE REFUNDING OF ALL OR A PORTION OF THE OUTSTANDING GENERAL OBLIGATION BONDS, SERIES 2011, OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, NEW JERSEY, APPROPRIATING \$4,500,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF \$4,500,000 REFUNDING BONDS OF THE TOWNSHIP FOR FINANCING THE COST THEREOF**

Purpose: Refund all or a portion of the \$4,250,000 outstanding callable General Obligation Bonds, Series 2011, of the Township, issued in the original principal amount of \$11,505,000 and dated May 26, 2011, which amount matures on May 1 in each of the years 2022 through 2026, inclusive, which will provide debt service savings to the Township

Appropriation: \$4,500,000

Bonds/Notes Authorized: \$4,500,000

N.J.S.A. 40A:2-51(b) Costs: \$150,000

Karen J. Carnevale, Clerk

ORDINANCE AUTHORIZING A SPECIAL EMERGENCY APPROPRIATION IN THE AMOUNT OF \$7,876,278, OR SUCH OTHER AMOUNT CERTIFIED BY THE DIRECTOR OF THE DIVISION OF LOCAL GOVERNMENT SERVICES, FOR THE PURPOSES SET FORTH IN N.J.S.A. 40A:4-53(L) AND/OR N.J.S.A. 40A:4-53(M), IN AND BY THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, NEW JERSEY

BE IT ORDAINED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, NEW JERSEY AS FOLLOWS:

Section 1. The Township of West Orange, in the County of Essex, New Jersey (the "Township") hereby appropriates an aggregate amount of \$7,876,278 to provide for (i) the immediate preparation, response, recovery, and restoration of public services during such time as a public health emergency, pursuant to the "Emergency Health Powers Act," P.L.2005, c.222 (C.26:13-1 et seq.), declared in response to COVID-19 remains in effect, in the amount of \$0, pursuant to N.J.S.A. 40A:4-53(l) and (ii) a deficit in operations experienced by the Township during fiscal year 2020, in which a public health emergency pursuant to the "Emergency Health Powers Act," P.L.2005, c.222 (C.26:13-1 et seq.), or a state of emergency, pursuant to P.L.1942, c.251 (C.App.A:9-33 et seq.), or both, has been declared by the Governor in response to COVID 19, in the amount of \$7,876,278, pursuant to N.J.S.A. 40A:4-53(m). The appropriation authorized hereby shall be in the individual and aggregate amounts set forth herein or such other amounts as certified by the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey (the "Director").

Section 2. The Township shall apply for any financial assistance that may be available to the Township from the federal government, the State of New Jersey, and other sources to offset any operating deficit directly attributable to COVID-19, and any such financial assistance obtained by the Township shall be utilized to offset any operating deficit.

Section 3. A copy of this ordinance as finally adopted shall be filed with the Director.

Section 4. This ordinance shall take effect upon the latter of (i) the date determined by applicable law or (ii) the earlier of (a) the date the Director approves in writing the application submitted by the Chief Financial Officer of the Township for approval of the special emergency authorized hereby (the "Application") and (b) the date that is 45 days (or the first business day following such 45th day, if applicable) following the date the Chief Financial Officer submits the Application to the Director.

Robert D. Parisi, Mayor

Michelle Casalino, Council President

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

Introduced: November 10, 2020

Adopted : November 24, 2020

**AN ORDINANCE ESTABLISHING CHAPTER 5, SECTION 26
AND AMENDING CHAPTER 25, SECTIONS 27.3 and 27.4 OF THE
REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE
(TREE PROTECTION AND REMOVAL – Permit Required; Prohibitions and
Exemptions)**

**BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF
WEST ORANGE, NEW JERSEY** that Chapter 25 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 require any tree cutting and/or removal to be performed only by tree care professionals duly licensed under the Tree Experts and Tree Care Operators Licensing Act. This ordinance also establishes requirements for licensing and registration of tree care professionals ~~and is also registered~~ with the Township of West Orange Department of Public Works. This ordinance shall also narrow the exceptions to the licensing requirement to exclude trees close to property boundaries in an effort to prevent disputes between neighboring property owners.

**II. CHAPTER 5, SECTION 26 SHALL BE AND HEREBY IS ESTABLISHED TO
INCORPORATE THE FOLLOWING:**

5-26 LICENSING AND REGISTRATION OF TREE CARE PROFESSIONALS

5-26.1 Purpose

This section applies to Tree Care Professionals or Qualified Tree Experts who shall undertake any services in the Township for a fee the purpose of which is to diagnose the health of any trees within the Township of West Orange or remove any trees within the Township of West Orange. The Township finds that it is in the best interests of the health, safety and welfare of the residents of West Orange that such tree care professionals or Qualified Tree Experts possess a license certifying that they are competent to perform the services which they hold themselves out to the public as qualified to perform and to register with the Department of Public Works.

5-26.2 Definitions.

As used in this section:

APPLICANT

Any person or entity submitting an application for a license pursuant to this section of the Revised General Ordinances of the Township of West Orange Township.

QUALIFIED TREE EXPERT

Shall have the same meaning as set forth in the Chapter 25, Section 27.3 of the Revised General Ordinances of the Township of West Orange Township.

TREE

Shall have the same meaning as set forth in the Chapter 25, Section 27.3 of the Revised General Ordinances of the Township of West Orange Township.

TREE CARE PROFESSIONAL

Shall mean any person or entity engaging in the business of diagnosing the health of trees or the removal of trees.

5-26.3 License Required and Penalty.

No Tree Care Professional or Qualified Tree Expert shall be allowed to operate within the Township of West Orange until such person or entity shall be licensed and registered in accord with this section. For violation of any provision of this subsection, penalties shall be in accordance with Chapter 1, § 1-5.

5-26.4 Application for License and License Fee.

Applications for licensing pursuant to this section shall be made to the Department of Public Works under oath on a form furnished by the Township. Upon the filing of the application, the Applicant shall pay to the Township a fee of \$25. The application shall set forth the following information:

- a. The Applicant's name, business name and business address.
- b. Whether the Applicant is an individual, a partnership or corporation.
- c. If the Applicant is an individual, the Applicant's resident address.
- d. If the Applicant is a partnership, the names of the partners and their respective residence addresses.
- e. If the Applicant is a corporation or other entity, the names of all corporate officers and all stockholders who possess more than 10% of its stock, the name and address of the registered agent and the address of the principal office of the corporation.
- f. Whether the Applicant or any partners or officers thereof have ever been convicted of a crime, and if so, the name of the person convicted, the date of conviction, the crime or charge involved and the disposition thereof.
- g. Whether the Applicant or any partner, shareholder or officer has been named in a complaint to the State or County, the Division of Consumer Affairs, the Better Business Bureau or any other similar agency and the disposition of such a complaint.

- h. Whether the Applicant or any partner, shareholder or officer has been named party defendant in a civil suit for any reason related to his or her work as contractor or subcontractor as defined above and the disposition of such litigation.
- i. The number of years the Applicant has been in business at its present business address and all prior locations.
- j. Evidence of state licensure under the Tree Expert and Tree Care Operator Licensing Act, N.J.S.A. 45:15C-11, et. seq.
- k. Acknowledgment and Certification that the Applicant has reviewed Chapter 25, Section 27 of the Revised General Ordinances of the Township of West Orange Township.

5-26.5 License Term and Transferability.

- a. All licenses shall be issued for the term or one year and shall expire one year after the date of issuance.
- b. Licenses shall not be transferable, separate or divisible.

III. CHAPTER 25, SECTION 27.3 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:

25-27.3 Definitions.

The following definitions shall apply to this chapter:

CONSERVATION EASEMENT

Shall mean a legal covenant restricting the use of land or natural features of the land that is described in the property deed and shown on a filed plat.

DBH

Shall mean the measurement of the diameter of the trunk of a tree planted in the ground taken 4.5 feet from ground level on the uphill side of the tree.

DEVELOPMENT APPLICATION

Shall mean an application filed with the Township Planning Board or Board of Adjustment pursuant to the Municipal Land Use Law and the Township land development ordinances for approval of a subdivision plat, site plan, planned development, conditional use, zoning variance or direction of the issuance of a permit pursuant to N.J.S.A. 40:55D-34 or N.J.S.A. 40:55D-3.

DRIP LINE

Shall mean a vertical line extending from the outermost edge of the tree canopy or shrub branch to the ground beneath.

ENDANGERED OR THREATENED SPECIES

Shall mean any species of tree or animal which has been determined by the Federal Fish and Wildlife Service or the State of New Jersey to be endangered or threatened.

IMPROVED LOT

Shall mean a single parcel of land with a residential or commercial structure, that is occupied pursuant to and in compliance with all applicable laws and regulations.

LAND USE BOARD

Shall mean the Planning Board or Zoning Board of Adjustment of the Township of West Orange.

MAJOR TREE

Shall mean a tree species with a mature height of at least 50 feet, which shall be at least a 2.5 inch caliper at the time of planting.

MINOR TREE

Shall mean an evergreen tree, ornamental tree or other small tree at least six feet in height at the time of planting.

NONVIABLE TREE

Shall mean a tree that the officer or a Qualified Tree Expert certifies is dead, dying, diseased or too damaged to survive.

OFFICER

Shall mean the person primarily responsible for enforcing this chapter and who is qualified to do so by having the status of a New Jersey Approved Forester, New Jersey Certified-Licensed Tree Expert, or an International Society of Arboriculture Approved Arborist, employed by, or appointed by, the Township of West Orange to implement this chapter and to carry out other related responsibilities as the Township may provide, including, but not limited to, developing and recommending to the Council a Township Woodlands Retention and Protection Plan and a Township Tree Inventory and Planting Schedule.

PERSON

Shall mean the owner of a parcel of real estate or any other individual, group, company, firm, corporation, partnership, association, society or other legal entity.

QUALIFIED TREE EXPERT

Shall mean a New Jersey Licensed Landscape Architect, New Jersey Approved Forester, New Jersey Certified-Licensed Tree Expert, or International Society of Arboriculture Approved Arborist.

REPLACEMENT TREE

Shall mean a tree of a species approved by the officer and of nursery grade, properly balled and burlapped, meeting the minimum measurements of a major or minor tree, respectively.

SPECIES

Shall mean the common name of a tree.

SPECIMEN TREE

Shall mean a tree in good health of unusual or exceptional form, size, age or shape for its species as evidenced by its inclusion in New Jersey's Big Tree List, or data base, published and coordinated by the New Jersey Forest Service, or having a Champion Tree point total (girth in inches plus height in feet, plus one quarter of average crown spread in feet) within 10% of the point total of a tree of the same species listed in New Jersey's Big Tree List, published in "New Jersey's Big Trees", by the New Jersey Forest Service.

STRUCTURE

Shall mean a combination of materials to form a construction for occupancy, use or ornamentation, whether installed on, above or below the surface of a parcel of land.

TREE

Shall mean a self-supporting ~~single stem~~-perennial woody plant having a diameter of at least four inches measured at a point 4.5 feet (or 54 inches) from the ground at the base of the tree on its uphill side ~~and taller than 15 feet.~~

IV. CHAPTER 25, SECTION 27.4 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:

25-27.4 Permit Required; Prohibitions and Exemptions.

- a. Permit. Any person desiring to cut down or remove a tree shall file an application for a tree removal permit issued pursuant to this chapter, and shall not commence the cutting down or removal of any tree without first having been issued a permit. A tree or trees within two feet of any property boundary shall also require written notice of the filing of a permit application to the neighboring property owner who shares the property boundary.
- b. Prohibitions. Notwithstanding Subsection a above, no person shall be permitted to do any of the following:
 1. Cut down or remove any tree within wetlands, flood hazard areas, riparian zones, or other areas protected by State or Federal law or applicable EPA or NJDEP regulations;
 2. Cut down or remove any tree within a conservation easement;
 3. Engage in activities which could cause a tree to die, including but not limited to topping, grade cut or fill, soil compaction within the drip line, chemical contamination, excessive drainage alterations or mechanical damage.

4. Cut down or remove any tree on a slope of 15% or greater in grade or on a slope where vegetation is presently stabilizing soils where a tree removal permit is submitted in connection with a development application, or a parcel upon which a new development is contemplated.

4.5. Cut down or remove any tree unless the cutting or removal is performed by a tree care professional: (i) duly licensed under the Tree Expert and Tree Care Operator Licensing Act, N.J.S.A. 45:15C-11, et. seq.; and (ii) is licensed by and registered with the Township of West Orange Department of Public Works pursuant to Chapter 5, Section 26 of the Revised General Ordinances of the Township of West Orange Township.

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c. Exemptions. The following are exempt from the permit requirement of Subsection a above:

1. For purposes of administrative convenience, up to three living trees may be removed on an improved lot within any three-hundred-sixty-five-day period. This exemption shall only apply to trees with bases that are more than two feet (2') from any property boundary. For enforcement and record-keeping purposes, every person or business removing one or more trees pursuant to this exemption shall file a tree removal report with the officer on a form to be provided by ~~him or her~~ the officer, to document the tree(s) removed and date of removal. The tree removal report shall be filed no later than ~~within~~ five days ~~before~~ removal of the tree(s).

2. Cutting down or removal of a nonviable tree, or a tree that is an immediate hazard to structures or human life or property provided that the tree stumps must remain for subsequent inspection by the officer; and

3. Activities lawfully conducted on public lands or rights-of-way by or on behalf of a local, County, State, Federal or other governmental agency or entity, or a utility company.

4. Tree removal in conjunction with a Woodland Management Plan(s) approved by the N.J. Forest Service.

5. tree removal on a golf course which is greater than 75 feet from a property boundary.

d. Development Applications. With regard to every development application that involves proposed tree removal, the applicant shall:

1. Schedule a meeting with the officer in connection with the development application for the purpose of evaluating the impact of this chapter on the plans for development;
2. Submit a qualified tree expert's report setting forth a tree removal and tree replacement plan when applicable.

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

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**MICHELLE CASALINO,
COUNCIL PRESIDENT**

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

INTRODUCED:

ADOPTED:

Legislative History

The purpose of this ordinance is to require any tree cutting and/or removal to be performed only by tree care professionals duly licensed under the Tree Experts and Tree Care Operators Licensing Act. This ordinance also establishes requirements for licensing and registration of tree care professionals with the Township of West Orange Department of Public Works. This ordinance shall also narrow the exceptions to the licensing requirement to exclude trees close to property boundaries in an effort to prevent disputes between neighboring property owners.

**AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC,
SUBSECTION 7-19, THROUGH STREETS AND SUBSECTION 7-21.2, MULTI-WAY
STOPS NEAR SCHOOLS, PLAYGROUNDS AND
YOUTH RECREATIONAL FACILITIES OF THE REVISED GENERAL ORDINANCES
OF THE TOWNSHIP OF WEST ORANGE**

BE IT ORDAINED, by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey, that the intersection of Forest Avenue and Ellis Street be designated as a Multi-Way Stop pursuant to N.J.S.A. 39:4-8(d) under the Municipal Engineer's Certification and License Number GE026706 and that the limits of Forest Avenue being designated a Through Street be amended to reflect the Multi-Way Stop as follows:

Section 1. The Township Council of The Township of West Orange finds it in the interest of public safety to designate the intersection of Forest Avenue and Ellis Street as a Multi-Way Stop pursuant to N.J.S.A. 39:4-8(d).

Section 2. The Municipal Engineer of the Township of West Orange has submitted and certified all the legislative requirements pursuant to N.J.S.A. 39:4-8(d) and specifically that both Forest Avenue and Ellis Street are under municipal jurisdiction; that their intersection is within 500 feet of a school, or of a playground or youth recreational facility; and that the intersection is on a street contiguous to a school, or playground or youth recreational facility.

Section 3. Subsection 7-21.2, Multi-Way Stops Near Schools, Playgrounds or Youth Recreational Facilities, of the Revised General Ordinances of the Township of West Orange is hereby amended and supplemented as follows pursuant to the provisions of N.J.S.A. 39:4-8(d) (*italic type denotes deletion, bold type denotes addition*):

Intersection

Stop Signs On

Forest Avenue and Ellis Street

All intersecting streets

Section 4. Subsection 7-19, Through Streets, of the Revised General Ordinances of the Township of West Orange is hereby amended and supplemented as follows (*italic type denotes deletion, bold*

type denotes addition):

Name of Street

Limits

Forest Avenue

Eagle Rock Avenue and Woodland Avenue

Forest Avenue

a. Eagle Rock Avenue and Ellis Street

b. Ellis Street and Woodland Avenue

Section 5. If any provisions of this Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any of the provisions or applications of this Ordinance that can be given effect without the valid provision(s) or application and to this end, the provisions of the Ordinance are severable.

Section 6. All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

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

Section 8. This Ordinance shall take effect upon final passage and publication in accordance with law.

Robert D. Parisi, Mayor

Michelle Casalino, Council President

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

Introduced: November 24, 2020

Adopted : December 15, 2020

2624-20

LEGISLATIVE HISTORY

This Ordinance, which amends the Traffic Regulations of the Township, designates the intersection of Forest Avenue and Ellis Street as a Multi-Way Stop with stop signs on all intersecting streets. This designation is made pursuant to N.J.S.A. 39:4-8(d) which allows municipalities to designate any intersection as a stop intersection, including multi-way stops, provided both streets are under municipal jurisdiction; that the intersection is located within 500 feet of a school, or of a playground or youth recreational facility; and that the intersection is on a street that is contiguous to a school, or playground or youth recreational facility. The Municipal Engineer certified that the intersection of Forest Avenue and Ellis Street meets all three criteria.

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.

Ordinance xxxx-20

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 or other agreements impacting employment terms and conditions 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 range is adopted by Ordinance.

SECTION 6. Effective as of the date of adoption of this salary ordinance, the Mayor is hereby authorized to enter into acknowledgement agreements with employees identifying, specifying and memorializing the limitations of both pre and post-retirement benefits provided by the Township. Specifically included, but not limited to, is the provision of fully paid post-employment family health benefits to employees upon retirement shall be strictly limited to employees hired prior to the date of adoption of this Ordinance. This section shall not impact employees covered under a separate Collective Bargaining Agreement. As part of entering into such acknowledgement agreements, a master list of all active employees, retiree and their surviving spouses eligible to receive limited post-employment health benefits shall be maintained.

SECTION 7. 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 8. 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

MICHELLE CASALINO, COUNCIL PRESIDENT

Introduced: November 24, 2020

Adopted:

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

Karen J. Carnevale, Municipal, Clerk

LEGISLATIVE HISTORY

Added Chief REHS Public Health/Information Technology/Recycling Coordinator/Clean Community Coordinator
Amended PBA and PBA Superior Collective Bargaining Agreement

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	49,486	53,328	57,171	61,013	64,855	68,698	72,540	6	3,842	1,820	27.19	39.86
AU10050	1.50%	7/1/2020	12/31/2020	50,228	54,128	58,028	61,928	65,828	69,728	73,628	6	3,900	1,820	27.60	40.45
AU10050	1.50%	1/1/2021	6/30/2021	50,982	54,940	58,899	62,857	66,816	70,774	74,732	6	3,958	1,820	28.01	41.06
AU10050	1.50%	7/1/2021	12/31/2021	51,747	55,764	59,782	63,800	67,818	71,836	75,853	6	4,018	1,820	28.43	41.68
AU10050	1.50%	1/1/2022	6/30/2022	52,523	56,601	60,679	64,757	68,835	72,913	76,991	6	4,078	1,820	28.86	42.30
AU10050	1.50%	7/1/2022	12/31/2022	53,311	57,450	61,589	65,728	69,868	74,007	78,146	6	4,139	1,820	29.29	42.94
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
Chief REHS Public Health/Information Technology/Recycling Coordinator/Clean Community Coordinator															
AU10215	1.50%	7/1/2020	12/31/2020	61,837	69,454	77,071	84,689	92,306	99,923	107,540	6	7,617	1,820	33.98	59.09
AU10215	1.50%	1/1/2021	6/30/2021	62,764	70,496	78,227	85,959	93,690	101,422	109,154	6	7,732	1,820	34.49	59.97
AU10215	1.50%	7/1/2021	12/31/2021	63,706	71,553	79,401	87,248	95,096	102,943	110,791	6	7,848	1,820	35.00	60.87
AU10215	1.50%	1/1/2022	6/30/2022	64,661	72,627	80,592	88,557	96,522	104,488	112,453	6	7,965	1,820	35.53	61.79
AU10215	1.50%	7/1/2022	12/31/2022	65,631	73,716	81,801	89,885	97,970	106,055	114,140	6	8,085	1,820	36.06	62.71
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

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
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															
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	35,202	41,433	47,663	53,893	60,123	66,354	72,584	6	6,230	2,080	16.92	34.90
AU10540	1.50%	1/1/2021	6/30/2021	35,730	42,054	48,378	54,701	61,025	67,349	73,672	6	6,324	2,080	17.18	35.42
AU10540	1.50%	7/1/2021	12/31/2021	36,266	42,685	49,103	55,522	61,941	68,359	74,778	6	6,419	2,080	17.44	35.95
AU10540	1.50%	1/1/2022	6/30/2022	36,810	43,325	49,840	56,355	62,870	69,384	75,899	6	6,515	2,080	17.70	36.49
AU10540	1.50%	7/1/2022	12/31/2022	37,363	43,975	50,588	57,200	63,813	70,425	77,038	6	6,613	2,080	17.96	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	21,278	28,380	35,481	42,582	49,683	56,784	63,886	6	7,101	2,080	10.23	30.71
AU10550	1.50%	1/1/2021	6/30/2021	21,598	28,805	36,013	43,221	50,428	57,636	64,844	6	7,208	2,080	10.38	31.17
AU10550	1.50%	7/1/2021	12/31/2021	21,921	29,237	36,553	43,869	51,185	58,501	65,816	6	7,316	2,080	10.54	31.64
AU10550	1.50%	1/1/2022	6/30/2022	22,250	29,676	37,101	44,527	51,953	59,378	66,804	6	7,426	2,080	10.70	32.12
AU10550	1.50%	7/1/2022	12/31/2022	22,584	30,121	37,658	45,195	52,732	60,269	67,806	6	7,537	2,080	10.86	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

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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

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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

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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 Collector															
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

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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	28,612	35,679	42,746	49,814	56,881	63,948	71,015	6	7,067	1,820	15.72	39.02
AU11020	1.50%	7/1/2020	12/31/2020	29,041	36,214	43,388	50,561	57,734	64,907	72,080	6	7,173	1,820	15.96	39.60
AU11020	1.50%	1/1/2021	6/30/2021	33,477	40,768	48,058	55,349	62,640	69,931	77,222	6	7,291	1,820	18.39	42.43
AU11020	1.50%	7/1/2021	12/31/2021	33,979	41,379	48,779	56,179	63,580	70,980	78,380	6	7,400	1,820	18.67	43.07
AU11020	1.50%	1/1/2022	6/30/2022	34,489	42,000	49,511	57,022	64,533	72,044	79,556	6	7,511	1,820	18.95	43.71
AU11020	1.50%	7/1/2022	12/31/2022	35,006	42,630	50,254	57,877	65,501	73,125	80,749	6	7,624	1,820	19.23	44.37
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

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 Insur															
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 Police Chief**															
PS10010	0.00%	1/1/2018	12/31/2018	137,838								147,900	1	10,062	2,080
PS10010	0.00%	1/1/2019	12/31/2019	137,838								147,900	1	10,062	2,080
PS10010	1.50%	1/1/2020	6/30/2020	139,906								150,119	1	10,213	2,080
PS10010	1.50%	7/1/2020	12/31/2020	142,004								152,371	1	10,366	2,080
PS10010	1.50%	1/1/2021	6/30/2021	144,134								154,656	1	10,522	2,080
PS10010	1.50%	7/1/2021	12/31/2021	146,296								156,976	1	10,680	2,080
PS10010	3.00%	1/1/2022	12/31/2022	150,685								161,685	1	11,000	2,080
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/Informati															
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															

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
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	3.00%	1/1/2022	12/31/2022	168,323						184,456	2	8,066	1,820	92.49	101.35
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
Tenant Relations Assistant/HUD Executive Director															
MA10365	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
MA10365	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
MA10365	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
MA10365	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
MA10365	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
MA10365	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
MA10365	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
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%															
** Stipends or as assigned															
		FROM	TO	Administrative Detective			Line Detective			Police Stipend		Captain Stipend		Holiday Pay	Ret HB Pay
		1/1/2018	12/31/2018		500			1,500		1,250		-		7%	0.0%
		1/1/2019	12/31/2019		500			1,500		2,250		-		7%	0.0%
		1/1/2020	12/31/2020		500			1,500		3,000		-		7%	0.0%
		1/1/2021	12/31/2021		750			1,750		3,500		1,750		7%	10.5%
		1/1/2022	12/31/2022		1,000			2,000		4,000		2,000		7%	10.5%
Retirement Health Benefit Pay will be paid only to new Uniformed Police hired after the the date of signing of the PBA 2018-2022 CBA.															

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	24,357	34,939	45,521	56,103	66,685	77,267	87,849	6	10,582	2,040	11.94	43.06
TS10050	1.50%	7/1/2020	12/31/2020	24,723	35,463	46,204	56,945	67,686	78,426	89,167	6	10,741	2,040	12.12	43.71
TS10050	1.50%	1/1/2021	6/30/2021	27,799	38,708	49,617	60,525	71,434	82,343	93,251	6	10,909	2,040	13.63	45.71
TS10050	1.50%	7/1/2021	12/31/2021	28,216	39,289	50,361	61,433	72,505	83,578	94,650	6	11,072	2,040	13.83	46.40
TS10050	1.50%	1/1/2022	6/30/2022	28,640	39,878	51,116	62,355	73,593	84,831	96,070	6	11,238	2,040	14.04	47.09
TS10050	1.50%	7/1/2022	12/31/2022	29,069	40,476	51,883	63,290	74,697	86,104	97,511	6	11,407	2,040	14.25	47.80
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	24,357	34,939	45,521	56,103	66,685	77,267	87,849	6	10,582	2,040	11.94	43.06
TS10070	1.50%	7/1/2020	12/31/2020	24,723	35,463	46,204	56,945	67,685	78,426	89,166	6	10,741	2,040	12.12	43.71
TS10070	1.50%	1/1/2021	6/30/2021	27,799	38,708	49,617	60,525	71,434	82,342	93,251	6	10,909	2,040	13.63	45.71
TS10070	1.50%	7/1/2021	12/31/2021	28,216	39,289	50,361	61,433	72,505	83,577	94,649	6	11,072	2,040	13.83	46.40
TS10070	1.50%	1/1/2022	6/30/2022	28,640	39,878	51,116	62,354	73,593	84,831	96,069	6	11,238	2,040	14.04	47.09
TS10070	1.50%	7/1/2022	12/31/2022	29,069	40,476	51,883	63,290	74,696	86,103	97,510	6	11,407	2,040	14.25	47.80

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	24,357	34,939	45,521	56,103	66,685	77,267	87,849	6	10,582	2,040	11.94	43.06
TS10080	1.50%	7/1/2020	12/31/2020	24,723	35,463	46,204	56,945	67,685	78,426	89,166	6	10,741	2,040	12.12	43.71
TS10080	1.50%	1/1/2021	6/30/2021	27,799	38,708	49,617	60,525	71,434	82,342	93,251	6	10,909	2,040	13.63	45.71
TS10080	1.50%	7/1/2021	12/31/2021	28,216	39,289	50,361	61,433	72,505	83,577	94,649	6	11,072	2,040	13.83	46.40
TS10080	1.50%	1/1/2022	6/30/2022	28,640	39,878	51,116	62,354	73,593	84,831	96,069	6	11,238	2,040	14.04	47.09
TS10080	1.50%	7/1/2022	12/31/2022	29,069	40,476	51,883	63,290	74,696	86,103	97,510	6	11,407	2,040	14.25	47.80
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	24,357	34,939	45,521	56,103	66,685	77,267	87,849	6	10,582	2,040	11.94	43.06
TS10090	1.50%	7/1/2020	12/31/2020	24,723	35,463	46,204	56,945	67,685	78,426	89,166	6	10,741	2,040	12.12	43.71
TS10090	1.50%	1/1/2021	6/30/2021	27,799	38,708	49,617	60,525	71,434	82,342	93,251	6	10,909	2,040	13.63	45.71
TS10090	1.50%	7/1/2021	12/31/2021	28,216	39,289	50,361	61,433	72,505	83,577	94,649	6	11,072	2,040	13.83	46.40
TS10090	1.50%	1/1/2022	6/30/2022	28,640	39,878	51,116	62,354	73,593	84,831	96,069	6	11,238	2,040	14.04	47.09
TS10090	1.50%	7/1/2022	12/31/2022	29,069	40,476	51,883	63,290	74,696	86,103	97,510	6	11,407	2,040	14.25	47.80
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	4,000	4,000	4,000	4,000	4,000	4,000	4,000	0	-	N/A	N/A	N/A
ST10200	0.00%	1/1/2021	12/31/2021	4,000	4,000	4,000	4,000	4,000	4,000	4,000	0	-	N/A	N/A	N/A
ST10200	0.00%	1/1/2022	12/31/2022	4,000	4,000	4,000	4,000	4,000	4,000	4,000	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	4,000	4,000	4,000	4,000	4,000	4,000	4,000	0	-	N/A	N/A	N/A
ST10220	0.00%	1/1/2021	12/31/2021	4,000	4,000	4,000	4,000	4,000	4,000	4,000	0	-	N/A	N/A	N/A
ST10220	0.00%	1/1/2022	12/31/2022	4,000	4,000	4,000	4,000	4,000	4,000	4,000	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	4,000	4,000	4,000	4,000	4,000	4,000	4,000	0	-	N/A	N/A	N/A
ST10340	0.00%	1/1/2021	12/31/2021	4,000	4,000	4,000	4,000	4,000	4,000	4,000	0	-	N/A	N/A	N/A
ST10340	0.00%	1/1/2022	12/31/2022	4,000	4,000	4,000	4,000	4,000	4,000	4,000	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
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
Police Captain																	
PS10020	0.00%	1/1/2018	12/31/2018	121,937								130,823	1	8,886	2,080	58.62	62.90
PS10020	0.00%	1/1/2019	12/31/2019	121,937								130,823	1	8,886	2,080	58.62	62.90
PS10020	1.50%	1/1/2020	6/30/2020	123,766								132,785	1	9,019	2,080	59.50	63.84
PS10020	1.50%	7/1/2020	12/31/2020	125,623								134,777	1	9,154	2,080	60.40	64.80
PS10020	1.50%	1/1/2021	6/30/2021	127,507								136,799	1	9,292	2,080	61.30	65.77
PS10020	1.50%	7/1/2021	12/31/2021	129,420								138,850	1	9,431	2,080	62.22	66.76
PS10020	3.00%	1/1/2022	12/31/2022	133,302								143,016	1	9,714	2,080	64.09	68.76
Police Lieutenant																	
PS10030	0.00%	1/1/2018	12/31/2018	107,907								115,773	1	7,867	2,080	51.88	55.66
PS10030	0.00%	1/1/2019	12/31/2019	107,907								115,773	1	7,867	2,080	51.88	55.66
PS10030	1.50%	1/1/2020	6/30/2020	109,525								117,510	1	7,985	2,080	52.66	56.50
PS10030	1.50%	7/1/2020	12/31/2020	111,168								119,272	1	8,104	2,080	53.45	57.34
PS10030	1.50%	1/1/2021	6/30/2021	112,836								121,061	1	8,226	2,080	54.25	58.20
PS10030	1.50%	7/1/2021	12/31/2021	114,528								122,877	1	8,349	2,080	55.06	59.08
PS10030	3.00%	1/1/2022	12/31/2022	117,964								126,564	1	8,600	2,080	56.71	60.85
Police Sergeant																	
PS10040	0.00%	1/1/2018	12/31/2018	96,349								102,459	1	6,109	2,080	46.32	49.26
PS10040	0.00%	1/1/2019	12/31/2019	96,349								102,459	1	6,109	2,080	46.32	49.26
PS10040	1.50%	1/1/2020	6/30/2020	97,795								103,996	1	6,201	2,080	47.02	50.00
PS10040	1.50%	7/1/2020	12/31/2020	99,262								105,556	1	6,294	2,080	47.72	50.75
PS10040	1.50%	1/1/2021	6/30/2021	100,751								107,139	1	6,388	2,080	48.44	51.51
PS10040	1.50%	7/1/2021	12/31/2021	102,262								108,746	1	6,484	2,080	49.16	52.28
PS10040	3.00%	1/1/2022	12/31/2022	105,330								112,008	1	6,679	2,080	50.64	53.85
Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.																	
Stpoends as defined or assigned																	
		FROM	TO	Administrative Detective		Line Detective		Police Stipend		Captain Stipend		Holiday Pay		Ret HB Pay			
		1/1/2018	12/31/2018		500		1,500		1,250		-		7%		0.0%		
		1/1/2019	12/31/2019		500		1,500		2,250		-		7%		0.0%		
		1/1/2020	12/31/2020		500		1,500		3,000		-		7%		0.0%		
		1/1/2021	12/31/2021		750		1,750		3,500		1,750		7%		10.5%		
		1/1/2022	12/31/2022		1,000		2,000		4,000		2,000		7%		10.5%		
Retirement Health Benefit Pay will be paid only to new Uniformed Police hired after the the date of signing of the PBA 2018-2022 CBA.																	

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%	1/1/2018	12/31/2018	55,076	61,134	67,191	73,249	79,306	85,364			91,421	6	6,058	2,080	26.48	43.95
PO10010	0.00%	1/1/2019	12/31/2019	55,076	61,134	67,191	73,249	79,306	85,364			91,421	6	6,058	2,080	26.48	43.95
PO10010	1.50%	1/1/2020	6/30/2020	55,902	62,051	68,199	74,347	80,496	86,644			92,792	6	6,148	2,080	26.88	44.61
PO10010	1.50%	7/1/2020	12/31/2020	56,741	62,981	69,222	75,462	81,703	87,944			94,184	6	6,241	2,080	27.28	45.28
PO10010	1.50%	1/1/2021	6/30/2021	57,592	63,926	70,260	76,594	82,929	89,263			95,597	6	6,334	2,080	27.69	45.96
PO10010	1.50%	7/1/2021	12/31/2021	58,456	64,885	71,314	77,743	84,172	90,602			97,031	6	6,429	2,080	28.10	46.65
PO10010	3.00%	1/1/2022	12/31/2022	60,209	66,831	73,454	80,076	86,698	93,320			99,942	6	6,622	2,080	28.95	48.05
Police Officer Hired after 2/28/2014																	
PO10020	0.00%	1/1/2018	12/31/2018	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
PO10020	0.00%	1/1/2019	12/31/2019	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
PO10020	1.50%	1/1/2020	6/30/2020	55,902	60,513	65,125	69,736	74,347	78,958	83,570	88,181	92,792	8	4,611	2,080	26.88	44.61
PO10020	1.50%	7/1/2020	12/31/2020	56,741	61,421	66,102	70,782	75,462	80,143	84,823	89,504	94,184	8	4,680	2,080	27.28	45.28
PO10020	1.50%	1/1/2021	6/30/2021	57,592	62,342	67,093	71,844	76,594	81,345	86,096	90,846	95,597	8	4,751	2,080	27.69	45.96
PO10020	1.50%	7/1/2021	12/31/2021	58,456	63,278	68,099	72,921	77,743	82,565	87,387	92,209	97,031	8	4,822	2,080	28.10	46.65
PO10020	3.00%	1/1/2022	12/31/2022	60,209	65,176	70,142	75,109	80,076	85,042	90,009	94,975	99,942	8	4,967	2,080	28.95	48.05
Police Officer Training Step																	
PO10030	0.00%	1/1/2018	12/31/2018	44,806								44,806	0	0	2,080	21.54	21.54
PO10030	0.00%	1/1/2019	12/31/2019	44,806								44,806	0	0	2,080	21.54	21.54
PO10030	1.50%	1/1/2020	6/30/2020	45,478								45,478	0	0	2,080	21.86	21.86
PO10030	1.50%	7/1/2020	12/31/2020	46,160								46,160	0	0	2,080	22.19	22.19
PO10030	1.50%	1/1/2021	6/30/2021	46,853								46,853	0	0	2,080	22.53	22.53
PO10030	1.50%	7/1/2021	12/31/2021	47,555								47,555	0	0	2,080	22.86	22.86
PO10030	3.00%	1/1/2022	12/31/2022	48,982								48,982	0	0	2,080	23.55	23.55
Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.																	
Stipends as defined or assigned																	
		FROM	TO	Administrative Detective			Line Detective			Police Stipend		Captain Stipend		Holiday Pay		Ret HB Pay	
		1/1/2018	12/31/2018		500			1,500		1,250		-		7%		0.0%	
		1/1/2019	12/31/2019		500			1,500		2,250		-		7%		0.0%	
		1/1/2020	12/31/2020		500			1,500		3,000		-		7%		0.0%	
		1/1/2021	12/31/2021		750			1,750		3,500		1,750		7%		10.5%	
		1/1/2022	12/31/2022		1,000			2,000		4,000		2,000		7%		10.5%	
Retirement Health Benefit Pay will be paid only to new Uniformed Police hired after the the date of signing of the PBA 2018-2022 CBA.																	